

# RR1089 – Leadership and Worker Engagement in the Ports Industry

HSE's 2014 Approved Code of Practice (ACOP) on Safety in Docks (L148) was developed through close consultation with employer and employee representatives. It is designed to address both the larger end of the industry and those working in small harbours and highlights the importance of leadership and full workforce involvement. Worker engagement goes beyond consultation and refers to the extent to which workers contribute to decisions that affect their health and safety. Leaders play an important role by engaging the workforce to achieve safe and healthy conditions.

This qualitative study explored how leadership and worker engagement practices were implemented in GB ports. Findings revealed several good leadership practices including leading by example, challenging unsafe practices and being visible. Listening to and acting on workers' concerns and ensuring that feedback is provided on issues raised was also important in facilitating and/or sustaining worker engagement. Study participants considered that use of a variety of communication methods is essential to engage workers. Health and safety representatives played an important role in increasing attention to health and safety and were generally supported in their role. Worker attitude to health and safety and generational issues in particular were perceived as a potential barrier to worker engagement.

Assistance in the use of Adobe Acrobat PDF files is available on our [FAQs](#) page.

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## North Manchester Health, Safety and Advisory Group (NMHSAG) Conference – Harrogate, 22 June 2017

### **Date and location**

Thursday 22 June 2017, Organisational Learning Centre, Old Police Station, 66 Castle Street, Bolton BL2 1AE.

There is **no charge** for attendance at meetings.

Group meeting starts at 9.15am – tea and coffee from 8.45am.

Places are in demand and so please only place a nomination if you are able to attend for the **FULL DAY** of the Conference.

# Conference Overview

The programme is as follows:

- 09.15 – 09.30 – Welcome, Programme information and Housekeeping
- 09.30 – 10.15 – Site Security (Dawn Kenyon – Radcat)
- 10.15 – 11.00 – Fire Safety / Risk Assessments (Stuart Beaumont – Spectra)
- 11.00 – 11.15 – Tea / Coffee Break
- 11.15 – 12.00 – Ergonomics and the Working Environment (Chloe Sorrell – Posturite)
- 12.00 – 12.15 – Close of morning session; Question and Answers (Dr Chris Bamber)
- 12.15 – 13.00 – Lunch (Provided – Manchester Catering)
- 13.00 – 14.30 – A Personal Experience – Paul Burns
- 14.30 – 15.00 – Jeff Marsh Award(s) Presentation
- 15.00 – 15.15 – Tea / Coffee
- 15.15 – 16.15 – Risk Assessment (Dr Chris Bamber)
- 16.15 – 16.30 – Evaluation and Close

**NMHSAG** meet bi-monthly and are open to anyone who has an interest in Health & Safety at Work, especially useful to SMEs. The meetings provide a positive opportunity for learning and updating H&S information via presentations, speakers, group discussions, Q&A session and networking. The group is a member of Safety Groups UK and affiliated to RoSPA.

## Booking and information

To book a place or request more information, please contact the group by e-mail [contact.nmhsag@gmail.com](mailto:contact.nmhsag@gmail.com).

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## Company fined after the death of worker

A North East based contractor Pyeroy Ltd has been fined due to failings in their work at height rescue planning.

Plymouth Magistrates Court heard that on 21 October 2013 Mr Keith Stevens, aged 57, was helping to dismantle temporary roofing at Devonport Naval Base using a mobile elevated work platform (MEWP). His colleagues found him trapped between a roof beam and the controls of the MEWP. There was a delay in Mr Stevens being lowered to ground. Mr Stevens died of a pre-existing heart condition.

An investigation by the Health and Safety Executive (HSE) found that Pyeroy

had not properly planned the work on a MEWP in restricted overhead areas. It was also found that other Pyeroy employees had not received suitable training in the emergency lowering procedure of the elevated platforms and no practice drills had been carried out.

Pyeroy Ltd of St Omers Road, Western Riverside Route, Gateshead has pleaded guilty to breaching Regulation 4 (1) of the Work at Height Regulations 2005. The company has today been fined £130,000 and ordered to pay costs of £14,388.36.

Speaking after the hearing HSE inspector Helena Allum said: "If Pyeroy had trained other employees to use the mobile elevated work platform in emergency situations, Mr Stevens would have been lowered to the ground more swiftly."

"This case highlights the need for duty holders to properly plan all work at height beforehand, including emergency planning and rescue situations."

#### **Notes to Editors:**

1. The Health and Safety Executive (HSE) is Britain's national regulator for workplace health and safety. It aims to reduce work-related death, injury and ill health. It does so through research, information and advice, promoting training; new or revised regulations and codes of practice, and working with local authority partners by inspection, investigation and enforcement. [www.hse.gov.uk](http://www.hse.gov.uk)<sup>[1]</sup>
2. More about the legislation referred to in this case can be found at: [www.legislation.gov.uk/](http://www.legislation.gov.uk/)<sup>[2]</sup>
3. HSE news releases are available at <http://press.hse.gov.uk>

Journalists should approach HSE press office with any queries on regional press releases.

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## **HSL: RPE Fit Test-Introduction – Buxton, 20 July 2017**

### **[Book Course](#)**

HSL is to run a 1 day course on RPE Fit Test – Introduction.

**20 July 2017**

## **Introduction**

Tight-fitting Respiratory Protective Equipment (RPE) needs to fit the wearer's face well in order to work correctly and provide the expected

protection. As faces come in all shapes and sizes, each wearer needs to be supplied with a facepiece which matches their face. Fit testing demonstrates how well a facepiece matches the individual's face; it is used to select a facemask which is a good match for them. HSE's relevant Approved Codes Of Practice (ACOP) require that fit testing be carried out as part of the initial RPE selection process, to ensure that the wearer has the correct facepiece.

This course will explain the importance of fit testing, the responsibilities of employers and introduce the various fit testing methods. Practical sessions will cover the essential skills of pre-use checking and correct donning of facepieces, before going on to provide opportunity to practice fit testing using the 2 methods which are extensively and almost exclusively in use in the UK. It is therefore ideal for those new to, or relatively new to, practical fit testing and also suitable for those with responsibility for correct selection of respiratory protection.

This is in an introductory course which will provide a good foundation on which to build practical fit testing skills. To become a competent fit tester will require considerable additional practice and experience. Our [Respiratory Protective Equipment \(RPE\) fit testing – Advanced](#) course is suitable for those who are well on the way to becoming competent fit testers and are possibly considering applying for accreditation under the Fit2Fit scheme.

All course presenters are Fit2Fit accredited fit testers, some were actively involved in the development of the Fit2Fit scheme.



## **This Introduction Course includes:**

- Understanding the importance of fit testing
- Principles of fit testing methods
- Essential pre-use checking and correct donning of facemasks
- Responsibilities of employers and fit testers
- Qualitative fit testing using Bitrex or Saccharin
- Quantitative fit testing using the Portacount

## **Who should attend:**

Individuals who are new to or relatively new to practical fit testing and those with responsibility for correct selection of respiratory protection.

More information on the Fit2Fit scheme is available at <http://fit2fit.org/index.html>

## Venue

The course will be run at the HSL laboratory in the spa town of Buxton. Buxton is in the heart of the Peak District and has good links to mainline train stations and Manchester International Airport.

Details of hotels in the Buxton area can be found at [www.visitpeakdistrict.com](http://www.visitpeakdistrict.com).

## Cost

The discounted cost of this course is £600 per person (includes course notes, lunch and refreshments).

### Comments & Feedback

"The team/trainers were fantastic and brimmed with knowledge, not just the technical elements, but down to earth 'working' solutions that can be applied in the workplace. In one word fantastic. I would thoroughly recommend HSL, a great organisation! Please keep providing training, there is no service/training provider like the HSL."

**Richard Browne (CARE UK)**

### [Book Course](#)

Please note the invoice option is not available within 4 weeks of the course date, or for overseas customers. If you are selecting the invoice option for payment, it will be mandatory to input a purchase order/reference number as we are unable to process booking forms without this.

For further dates and additional information email: [training@hsl.gsi.gov.uk](mailto:training@hsl.gsi.gov.uk) or contact the Training & Conferences Unit at HSL directly on +44 (0)1298 218806.

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## [HSL: RPE Essentials – Buxton, 18-19 July 2017](#)

### [Book Course](#)

HSL is to run a 2 day course on RPE Essentials.

**18-19 July 2017**

# Introduction

Whilst the use of RPE should only be considered when other control measures are impractical or after their implementation a residual risk remains, there are many workplace situations where RPE is required.

RPE is capable of providing effective protection, provided that it is correctly selected, used and maintained. Unsuitable, poorly maintained and incorrectly used RPE may give limited protection, or may not provide any protection. This could lead to ill health in the short or long term, with the possibility of permanent disability. If the RPE is being used in conditions where there is an immediate danger to life and health, the situation could prove fatal.

This course will increase your knowledge and understanding of RPE and how it can be used effectively in the workplace as a control measure. It will provide training in correctly selecting adequate and suitable RPE (following the principles of HSG 53 and COSHH essentials), and how it should be used and maintained. The course will include practical elements to enhance learning and provide practical skills.

## What will the course cover?

## Who should attend?

Persons with responsibility for RPE selection, use and maintenance in a workplace. Those who users may rely upon for guidance on what equipment to obtain and use e.g. suppliers.

## Venue

The course will be run at the HSL laboratory in the spa town of Buxton. Buxton is in the heart of the Peak District and has good links to mainline train stations and Manchester International Airport.

Details of hotels in the Buxton area can be found at [www.visitbuxton.co.uk](http://www.visitbuxton.co.uk)

## Cost

The cost of this course is £1100 per person (includes course notes, lunch and refreshments).

## [Book Course](#)

Please note the invoice option is not available within 4 weeks of the course date, or for overseas customers. If you are selecting the invoice option for payment, it will be mandatory to input a purchase order/reference number as we are unable to process booking forms without this.

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