

annual report 2011

the highlights



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challenge and change

From the President

The challenging economic climate affected many of our members this year – wherever they are based in the world, and whatever sector they work in.

And in the UK, health and safety has rarely before come under such national scrutiny. This year saw the start of a new focus on health and safety from the government, kickstarted with the publication of the Young Report, 'Common sense, common safety', in October. It heralded the introduction of reforms ranging from injury claims management to how school trips are organised. We applauded the Report's long overdue attempt to rein in unnecessary bureaucracy and to restore a sense of proportion to the national health and safety debate, which has overshadowed genuine health and safety issues over the last few years. But we raised concerns too about some of the proposals, for example, criticising over-simplistic solutions such as the new 'tickbox' assessment and checklist regime, comparing it to giving the Highway Code to someone and expecting them to know how to drive. IOSH is calling on the government to make sure that the UK's world class standards in protecting people aren't compromised in the rush to slash red tape. It's critical that we don't leave businesses and hard-working people vulnerable in the wake of these reforms.

We have persuaded two successive governments to recognise the importance of qualified and experienced health and safety professionals, and introduce voluntary regulation for consultants. So we support the new Occupational Safety and Health Consultants Register, introduced under the Young Report, as a step in the right direction. But there's more to be done here. Our original proposal, drafted in partnership with the CIEH, was modelled on a standards-based approach, including consultancy skills, and we believe that this would give the register a stronger foundation.

As events unfolded during the year, we urged the UK government to avoid the 'perfect storm' that could develop as a result of its drastic cost-cutting measures, combined with the new agenda for health and safety and a dramatic drop in the number of HSE inspections, announced by the Minister for Employment, the Rt Hon Chris Grayling MP, in March. We're concerned that the national statistics for work deaths and serious injuries could suffer a 'hockey stick' effect in the coming years. Sadly, we have already seen the number of deaths go up by nearly 12 per cent in Ireland in 2010, against a backdrop of rising unemployment figures. Our warning is not a contribution to the political debate – it's a timely cautionary note that hard-pressed managers looking to meet tough savings targets could be tempted to cut corners.

We know that contemporary health and safety is a long way away from the old 'burden on business' stereotype. As the year under review drew to a close, we were preparing to launch our new campaign to highlight the financial savings that good health and safety management can make. The Li£e Savings campaign will showcase some of the great work our members are already doing to drive growth and achieve savings to the tune of thousands or millions of pounds for the businesses they work for, from Leeds Met University to E.ON. Smart businesses, large and small, know that even a modest investment in effective health and safety management can deliver a welcome 'triple whammy' – better protection for their staff, direct operational efficiencies and significant cost savings. But we know that more can be done on a national scale, and that's why IOSH will be calling on the government to put a series of simple steps in place to go towards cutting down the British economy's staggering £22 billion bill for health and safety failures. Now, more than at any other time, this message is well worth hearing.

IOSH members are motivated to do the best they can to protect people – and to make a real difference at the heart of business. I've spoken with countless members all over the UK and internationally during my Presidential year. Time and again I'm impressed with my colleagues' dedication and drive. It has been a pleasure and an honour to take on this role for my professional body – my sincere thanks to all who have shared their inspiration and ideas with me.



Steve Granger

“Smart businesses, large and small, know that even a modest investment in effective health and safety management can deliver a welcome ‘triple whammy’ – better protection for their staff, direct operational efficiencies and significant cost savings”

on YouTube

Steve Granger on the business case for health and safety
tinyurl.com/3gob9u6

access and ambition

From the Chief Executive

This has without doubt been a significant year for health and safety, at something of a crossroads in the UK. The government is wasting no time rolling out its reform agenda, and some consultations have already concluded. So it has been important to find out fast what our members think on these issues, from radical changes to the accident reporting regulations to a wholesale review of health and safety law. We developed a new strategy for listening to as many members' views as possible, including surveys and policy panels, giving us the opportunity to present representative and well-thought through opinions and suggestions to government. This is vital – our members talk from wide experience of what goes on across industry, from the shop floor to the boardroom.

This year our membership reached nearly 39,500 – over 500 members joined in January alone, a record for us. We also saw 6,000 people upgrading to become Graduate or Technician Members – another record. We really welcome ambition in action in this way – it demonstrates that more and more people are committing to health and safety, and taking their profession seriously. We've helped members move forward with better support than ever before – we ran 30 workshops for people interested in joining our Initial Professional Development programme, and launched our 'Unlock your potential' scheme for highly qualified Technician Members wanting to step up to Chartered status.

More than 6,000 members gave us their views in our biennial 'Looking to the future' survey – by far our largest response. Among the thousands of comments, one theme stood out. Members want to see IOSH work to help build the business case for health and safety, and highlight the links to business survival and growth. They also

back the move towards a more balanced, sensible take on health and safety, allowing businesses to protect people while at the same time operating effectively in a competitive marketplace. And being relevant and accessible to the small business sector featured strongly in members' feedback. We really value this input, which will undoubtedly play a big part in shaping the future of the Institution. The survey results will feed into the consultation phase to define our new corporate strategy, started this year.

We continued to create alliances with our international counterparts. We built our reach and profile in countries from Romania to Singapore, and signed formal agreements with the Board of Canadian Registered Safety Professionals and the New Zealand Institute of Safety Management. 2011 also saw a major international project take shape – we have been involved in the development of the new Center for Safety and Health Sustainability, along with our partners, the American Society of Safety Engineers and the American Industrial Hygiene Association. The idea behind the new centre is to improve the health and safety content of international sustainability and corporate social responsibility indices, raise awareness of how health and safety can secure the future of businesses, and get it more firmly embedded in corporate and public policy agendas. The centre is due to be launched officially at the ASSE conference in Chicago in June.

Despite the difficult economic conditions, IOSH 2011, staged in London, was one of our biggest conferences to date, showing that the appetite for new thinking, fresh perspectives and the chance to network with professionals across a huge range of sectors is still strong. As ever, our members are naturally collaborative,

willing to share successes – and failures – to help others working to protect people, whatever they do for a living.

The next 12 months are likely to be some of the most challenging IOSH has yet faced, and we hope that our recent staff restructure will mean we're now better placed to face those challenges. My thanks go to the hundreds of members giving their time and energy to run our networks and come up with innovative projects to support their communities and industry. And I'd like to extend thanks, too, to our Council, committees, trustees and team at The Grange for the enormous amount of work they've done this year, both behind the scenes and as the public face of our professional body.



Rob Strange OBE

“IOSH members back the move towards a more balanced, sensible take on health and safety, allowing businesses to protect people while at the same time operating effectively in a competitive marketplace”

on YouTube

Rob Strange on the challenges facing the profession
tinyurl.com/3gwog8w

on the agenda

In the UK, the government's agenda on health and safety naturally dominated our discussions with national decision-makers. We're concerned that the drive to cut so-called red tape will result in a cut in standards too. IOSH also voiced fears over the fallout of the government's 'age of austerity' spending cuts

- Commissioned by the Prime Minister, David Cameron, 'Common sense, common safety' set out Lord Young's vision for a revamp of health and safety. Having given evidence, we were pleased to see the value of health and safety and professionalism recognised, and welcomed the government's attempts to cut red tape for school trips, challenge councils cancelling events, and scrutinise the role of the insurance sector. We also view the new Occupational Safety and Health Consultants Register as a positive development, linking as it does with our calls for accreditation going back over several years. But we urged a rethink on some areas, including a short-sighted and mechanical 'tick in the box' risk assessment regime. While we applaud the attempt to make managing health and safety easier, we don't want it to be at the expense of people's welfare
- We expressed support for the government's first legal revision under its reform package, to the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations. While we voiced some serious reservations, the majority of our members backed the proposal to

change the requirement for reporting accidents that result in someone being away from work for three days, to seven days. We also took the opportunity to **call once more for the thousands of accidents to people working on our roads or driving for work to come under the revised reporting regulations**

- We met with the Minister charged with taking forward Lord Young's proposals, the Rt Hon Chris Grayling MP, to share our views. The HSE's 35 per cent budget cut, coupled with the new inspection and enforcement strategy, announced in the Minister's paper, 'Good health and safety, good for everyone', is likely to have far-reaching consequences. The HSE figures for 2009/10, released during this report year, show another year-on-year decline in deaths and serious injuries, and we want to see this trend continue, not reverse. We've warned that cuts to the enforcer, and a radical change in direction on its core frontline work, could risk the lives of the people we're trying to protect. We've also called for the enforcer's Infoline to be reprieved, saying that this is the wrong time to take away this vital business helpline. We applauded moves to simplify and bring together guidance for low risk businesses and are looking forward to contributing to Professor Ragnar Löfstedt's government-commissioned review of health and safety law, seeing it as an opportunity to streamline and to clear up confusion some businesses have over requirements

- IOSH Honorary Vice-President Lord Brougham and Vaux was the first of several peers to talk on IOSH's behalf in a series of House of Lords debates. He warned that the government's health and safety proposals could lead to too much compromise in standards. He said that as cost-cutting measures start to bite, it was important to preserve safeguards, not dilute them
- IOSH also urged caution as the government pushes its welfare reforms through – we're concerned that **the plan to help over a million people come off long term incapacity benefit and back to work could be jeopardised without the right support and rehabilitation measures**

on the agenda

We shared our opinions and concerns with politicians from both sides of the House, and with the national media

- The government's reforms were the focus of one of our cross-party events at Westminster. Hosted by Dame Anne Begg MP, Chair of the Work and Pensions Select Committee, Parliamentarians from opposing benches explored how a balanced, professional approach to health and safety can support business recovery, jobs and the government's growth agenda. Another IOSH round table event saw *HR* magazine editor Sian Harrington chairing a session on the future of health and safety in the UK. It included perspectives from Judith Hackitt CBE, HSE Board Chair, and Neil Carberry, CBI Head of Health and Safety Policy. We also took the debate to the insurance sector with a seminar at Lloyd's of London, co-hosted by the Lloyd's Market Association
- A challenging 12 months for health and safety propelled the profession into the media spotlight and we became a regular and persuasive contributor to the national debate on the government's reforms. *The Telegraph*, *The Times*, Sky News, BBC Radio 5 Live, BBC News at Six and BBC Radio 4 all featured IOSH spokespeople
- We gave our views on a number of significant consultations, including the government White Paper 'Healthy lives, healthy people', where we took the opportunity to highlight the important role of occupational safety and health in public health

"Health and safety professionals welcome the government review. It's time for it to tackle the root causes of today's risk aversion"

Rob Strange OBE, IOSH Chief Executive, The Daily Telegraph

"In encouraging growth, there is a very real risk for any government of creating an environment in which it is easier to die, be injured or fall ill at work"

Lord Brougham and Vaux, IOSH Honorary Vice-President, House of Lords debate on the government's health and safety proposals

"If inspectors are forced off the front line to do the paperwork that a declining admin staff would have done, we could see a hockey stick effect, where death and injury rates increase"

Richard Jones, IOSH Head of Policy and Public Affairs, Workplace Law

on YouTube

Rob Strange talks to Sky News about the Young Report
[tinyurl.com/3c7pp8j](https://www.tinyurl.com/3c7pp8j)

in support

IOSH came up with new solutions to issues facing different sectors, responding to problems with practical initiatives and support

- Work fatalities in Ireland's agricultural industries nearly doubled in the last year, despite a massive 10,000 drop in employment in the sector. Twenty-five out of the 29 deaths were on farms. Our Ireland Branch responded with the rapid set-up of a new Rural Industries Section to create a bigger focus on the sector, and offer more support
- Just one year saw more than 1,600 airside accidents in the UK. Our Aviation and Aerospace Group came up with a practical tool to help cut injuries to baggage handlers and other airside workers. The free training DVD, booklet and poster package is the first of its kind for the sector and has been welcomed by both the HSE and the Civil Aviation Authority
- Health has been something of a Cinderella issue in the rail industry, which is why our Railway Group staged an event at York's National Railway Museum to tackle the millions of pounds and hours lost to health issues ranging from musculoskeletal disorders to microbiological hazards. The event brought together experts from some of the sector's biggest players, as well as the Office of Rail Regulation
- Reacting to figures showing that 42 people died in the construction industry, and 3.3 million working hours were lost because of injury and ill health, our Construction Group planned a roadshow to focus on issues in the sector. The first event, scheduled for May 2011 in Bristol, aimed to target practical, cost-effective solutions for the industry

This year, we've been working to develop more and better opportunities for newcomers to the profession, as well as creating new support programmes for our members

- With the national graduate unemployment rate now at one in five people, **we're giving health and safety graduates a head start in the job market.** In a shadowing scheme piloted by our Food and Drink Group, new graduates are being offered at least three months' experience with companies in the sector. Firms including Britvic, Greencore and Haribo are already involved
- We're now working on a new initiative to accredit health and safety graduate training programmes in large multinationals. The scheme is designed to encourage highly qualified and committed professionals to join IOSH and work towards Chartered status as part of their natural career development within the business. AMEC is the first company to sign up to the programme
- IOSH is now sponsoring the Cranfield Institute's Best Factory Awards. Aligning IOSH with awards recognising manufacturing excellence is part of our efforts to raise the profile of health and safety as a core business function
- We've teamed up with the New Zealand Institute of Safety Management to develop the first IOSH e-Affiliate membership. NZISM members signing up as e-Affiliates get a tailored communication and support package from IOSH, while remaining linked to their national safety body for their professional validation. The number of people joining from New Zealand and committing to CPD has risen significantly since the start of the pilot

- IOSH supported a two-day virtual careers development event staged by our *SHP* publishing partner UBM. The Training and Career Development Live session was the first of its kind for the industry and attracted more than 600 visitors
- We've worked closely with members wanting to upgrade their membership, and now have over 40 professional development mentors supporting colleagues in their local branches with open book assessments, interviews or skills development portfolios
- We took our recruitment roadshow to 14 industry exhibitions over the year, focusing on sectors including manufacturing, facilities management and healthcare

- The last 12 months have been tough for some of our members. **We stepped up our support for members struggling to get into or stay in the job market**, helping people to source the right 'top up' training to move to Graduate membership, offering heavily discounted membership for unemployed members, and giving away 20 bursary-funded tickets for IOSH 2011

on YouTube

The Aviation and Aerospace Group launches its airside DVD pack
tinyurl.com/43ot2do

“This report on the Deepwater Horizon disaster should make our coalition government even more determined to safeguard the budgets of the HSE and other regulators, to maintain safety and health as a priority in offshore operations ”

Ian Waldram, IOSH Offshore Group, The Scotsman

“These figures truly are shocking and are a sad indictment of health and safety across the agricultural industries. Agriculture is an integral part of Irish industry. Every professional body should do what it can to help reduce those mortality figures ”

Declan Gibney, IOSH Ireland Branch Chairman, Irish Examiner

in touch

This year, members had hundreds of opportunities to network and discuss professional issues, in person or online

- More than 2,500 delegates and visitors from around the world came to IOSH 2011, our flagship conference and exhibition. Held this year at ExCeL in London, the event was chaired by BBC Today programme broadcaster Justin Webb and brought together 55 speakers ranging from HSE Chair Judith Hackitt CBE talking about the impact of the government-commissioned review of health and safety, to Chairman of the Olympic Delivery Authority John Armitt leading a series of sessions from senior professionals on health and safety at the London 2012 Games. Topics went to **the heart of today's professional issues – workplace wellbeing and the GP's fit note, the ramifications of the Corporate Manslaughter Act, and how the public sector maintains health and safety in the face of significant cutbacks**
- Senior managers from Network Rail, the Office of Rail Regulation, Docklands Light Railway and Tube Lines were among the speakers at the IOSH Rail Industry Conference. Cultural change and behavioural safety strategies were discussed at what has now become the leading annual rail safety conference in the UK
- We once more staged the National Safety Symposium, our event for professionals working in local authorities and the healthcare, education and waste sectors. The symposium covered areas from substance and alcohol abuse to handling violent assaults on ambulance staff, and featured case studies from the Natural History Museum and the Glastonbury Festival. And as public spending cuts started to take their toll in 2011, we began planning the next symposium to target the specific issues facing members struggling to keep quality services going with diminishing budgets
- Our members could choose from more than 80 local or sector-specific events over the year, including technical seminars, webinars, mock trials and site tours
- www.iosh.co.uk continues to be an important information and networking hub. Nearly 400,000 people visited the IOSH website this year, clocking up almost six million page views. Seventy per cent of our website users came to the site more than once. Around 67,000 people visited our forums and contributed more than 31,000 posts to a huge range of discussions. Online innovations this year included new Council election forums where candidates took questions from voting members, and discussion forums for our network committees
- We co-hosted the first national health and safety conference in Romania. The event, organised with the Romanian Association of Safety and Health at Work in Bucharest, attracted 300 delegates and the support of the European Agency for Safety and Health at Work and the Romanian Ministry of Labour, Family and Social Protection. A new series of codes of practice will be published on the back of the conference
- IOSH presented or was represented at events in Abu Dhabi, Astana, Baltimore, Barcelona, Beijing, Brussels, Bucharest, Dubai, Geneva, Halifax (Canada), Hong Kong, Melbourne, Milan, Muscat, Riyadh, Rome and Struga. We hosted delegations from Australia, The Netherlands and Turkey

We took valuable health and safety messages to a range of diverse communities

- Our Thames Valley Branch worked with the locally based National Film and Television School to deliver its award for safety planning for student film productions – its work to support students for the fourth year running was in turn recognised by the first IOSH President's Alliance Award
- A new initiative, Safe Highlander, was aimed at nearly 2,000 Year 7 schoolchildren in the Scottish Highlands. Set up by the IOSH Inverness District, the 10-day event featured a mock-up of a building site, to show children real hazards in a controlled environment
- More than **6,000 teachers and trainers have now successfully applied to download our free Workplace Hazard Awareness Course**, designed to introduce students and apprentices to health and safety basics. The interactive course, with more than 20 activities, has been shortlisted for an award at the World Congress on Safety and Health at Work

on YouTube

The winner of the Thames Valley Branch's student film award talks about her production
tinyurl.com/3p62zuf

“The IOSH Food and Drink Awards are about sharing ideas that have made a real improvement to the way people work. This year's winner shows how innovations to machinery, procedures or systems can reduce ill health – and wasted time and money ”

**Neil Catton, IOSH Food and Drink Group Chair,
Maintenance Online**

“Wellbeing programmes are a great way for businesses to make sure employees achieve a better work-life balance – helping to make staff more resilient and productive ”

Dr Luise Vassie, IOSH Policy Executive Director, HR Director

on course

The last 12 months have undoubtedly presented tough trading conditions for the commercial trainers licensed to run our courses. We've seen more and more training budgets moving from the independent training sector to in-house training teams

- Around **100,000 managers and staff were trained to IOSH standards**
- We launched an updated version of our popular Managing Safely package. The course is now delivered in sectors ranging from catering through engineering to waste services
- Just over 400 trainers joined our annual training roadshow to hear from memory expert and motivational speaker David Thomas, who focused on helping delegates to develop strategies to build success in their professional and personal lives
- More than 200 people came to our free business breakfasts to hear about our range of courses, tailored training service and how to become a licensed trainer

- We introduced a new customer relationship management system, offering a slicker, more streamlined service to our 1,500-strong trainer network
- New names in our training portfolio include JCB, Eddie Stobart and Unilever
- Our commercial training arm generated £2,628,000 in profit to go to the charity, helping us **keep subscriptions down, create new member services, offer courses and events at reduced rates, and develop and maintain free resources for anyone with an interest in getting health and safety management right**

on YouTube

Jason Anker talks about the day he took a risk at work and what it cost him tinyurl.com/3zpux5z

“Training staff to be safe – to recognise where there are hazards and come up with solutions – is a very important way for an employer to demonstrate that it is humane and simply doesn't want people to be hurt if it can be avoided ”

Caroline Holden, IOSH Commercial Executive Director, The Manufacturer

“Good training makes senior staff appreciate the importance of managing safety in this demanding and fast-paced sector. IOSH's Managing Safely in Construction gives managers and supervisors practical health and safety knowledge – at a time when competence has never been more important, this course really fits the bill ”

David Ackerley, IOSH Construction Group Vice-Chair, Construction National

in the know

We've continued to fund a wide range of research, looking at issues from road safety to musculoskeletal injuries, as well as refreshing our range of priced and free publications

- New **IOSH research published this year included reports on bullying and health and wellbeing**
- We have now appointed Robert Dingwall, Emeritus Professor at the University of Nottingham, as the first IOSH Research Programme Director. Professor Dingwall will take the lead on commissioning research on the changing regulatory landscape, investigating the knowledge base for health and safety practice, and managing health and safety issues in businesses relying heavily on supply chain networks, subcontractors or agency workers
- We published new editions of our ergonomics and environmental management books, and updated our series of free guides covering topics from rehabilitating sick or injured workers to business risk management

on YouTube

The authors of our new environmental text talk at IOSH 2011

tinyurl.com/3t3lhus

in numbers

79

colleges and universities in and outside the UK now run **degrees or diplomas** accredited by IOSH

12 per cent

of IOSH members now live and work **outside the UK**

4,500

enquiries to our health and safety **helpline**

5,000

people logged on to our Safe Start Up site to get advice on **business start-ups**

100,000

managers and staff trained to IOSH standards

39,400

people are now **members of IOSH**

36,000

views of our **YouTube films**

460

pieces of **proactive media coverage**

1 in 3

people in the UK have been in a relationship that has suffered because of **work pressures**, according to an IOSH poll

6 million

page views at **www.iosh.co.uk**

£67

subsidised **every member subscription** from our commercial arm

10,000

people used our Risk Assessment Routefinder to navigate their way around their **business risks**

2,300

IOSH Twitter feed followers, **@IOSH_tweets**

on the horizon

The next 12 months will bring a range of new initiatives and challenges for IOSH

- We'll be scrutinising and commenting on reform agenda proposals from the UK government, including the Löfstedt review of health and safety law
- Our Life Savings campaign – at www.iosh.co.uk/lifesavings – will get the message out that good health and safety can save serious cash as well as lives
- IOSH is launching a new branch in Singapore, serving members in Singapore, Malaysia and Indonesia
- We'll be staging a symposium themed around designing out risk at the XIX World Congress on Safety and Health at Work in Istanbul later this year
- We will be working on EU Safe, an EU-funded research project to standardise health and safety qualifications across Europe
- IOSH is due to complete a major project to reorganise its staff structure to improve how it delivers services
- We are currently consulting widely on our new corporate strategy – the five-year plan will be launched during the next financial year

on the website

As part of our drive to develop more environment-friendly practices, we've published our Annual Report online, with a limited number of hard copies available.

Go to www.ioshannualreport.co.uk to:

- download 'Annual accounts 2011', our audited financial statements for the year
- browse the 'Annual report 2011' microsite, including film clips, weblinks and image gallery
- download copies of 'Annual report 2011'
- download the AGM notice for 2011

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IOSH is the Chartered body for health and safety professionals. With more than 39,500 members in 85 countries, we're the world's largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We're the voice of the profession, and campaign on issues that affect millions of working people.

IOSH was founded in 1945 and is a registered charity with international NGO status.