

# Highlights from IOSH 2019



# Opening Address by HSE Chair Martin Temple

- 10 Year Strategy
  - Focus on primary school education (prep for jobs that don't exist yet)
  - Changes – how ready is your company to tackle mental health etc?
  - Reduce perception H&S is a burden
  - Prioritise prevention
  - Focus on road deaths, cyber security, proportionate accreditation
  - Health focus to include weight and well-being



# Effective Safety Management Across Boundaries in Contractor Relationships

Dr. Colin Philbeam with Ken Anderson from Seimans

- Good and bad contractors
- Large organisations, self employed
- High and low risk tasks
- High and low complexity tasks
- Outsourcing Boundaries have to do with 3 things:
  - Doing (process, rules, regulations)
  - Being (language, behaviour, uniforms)
  - Thinking (values, beliefs, ideas)

• Uses a 2x2 matrix to identify contractor types

UNHELPFUL TO MANAGE THEM  
ALL THE SAME



# Risk Profiling – Joshua Rice (Sellafield)

- Challenge non-evidential theories – RIP Heinrich?
- E.g. focussing on HAVS in a process plant isn't going to reduce the chance of an explosion.



# Collaboration – Underpinning Skills



Coal is useless until fully extracted

- Tell less
- Question more
- Question better
  - Solution focussed
  - Focus on people
  - Active listening



# Strategies for Optimising Individual and Organisational Wellbeing, Productivity and Performance - Dr John Briffa



1



2



3



4



5



6

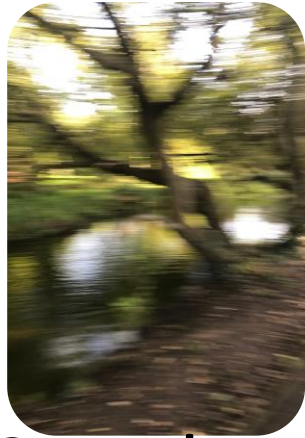


# Leaders Create Disruptive Thinking - Panel

- KPI's have limited benefits
- Don't treat safety as a number rather than a culture / feeling
- Authentic Leaders need good human relationships
- Make discussions personal – find out what matters to them and show how H&S prevents its loss (family / sport / etc.)



# Observing and Engaging Differently to Drive Performance Change – Brian Kraus and Al Hocking



Standard



Stop



Focus



New POV

- Look with others
- Decide where to stand
- Draw out a 'frame'
- Describe the scene – build depth
- Discuss anything 'not quite right'

Coaches people to transform situational awareness to hazard and risk recognition





# Enabling Change – Leading OHS Into the New World of Work – James Pomeroy

1. Demographic Change
2. Mental Health and Stress
3. New Theories (RIP Heinrich)
4. Data, Digital Technology
5. Changing World of Work
6. Fitness / Chronic Ill-Health

6 mega-trends (macro-economic global changes) we need to manage

4 things OHS workers need to be to adapt:

- **CURIOUS**
- **EVIDENTIAL**
- **RISK TAKING**
- **VULNERABILITY**

