



Members present:

Stephen Ansell, David Armstrong, Nick Bathurst, Paul Beaumont, Andy Bilby, Howard Broomhead, Jane Brown, Vince Butler, David Carroll, Lucy Chesher, Vince Clark, Heather Combe, Mark Cummins, Graham Dandridge, Howard De Silva, Glen Doherty, Andrew Flisher, Joe Fullbrook, Laura Graure, Olly Haurant, David Heath, Dale Hind, Shirley Hoskins, Grahame Jamieson, David Jenkins, Colin Johnson, Gavin Jones, Kate Joy, Caroline Kannwischer, Patrick Kavanagh, Sarah Kelly, Jamie Laing, Bridget Leathley, Neil Leslie, Subash Ludhra, John MaNamee, Ross Muir, John Nelson, Kelly Nicoll, Phil O'Neill, John Ovenden, Geraint Owens, Shirley Parsons, Tyrone Partridge, Michael Pitfield, Jo Plant, Mark Polly, Sarah Prince, Jazz Pritchard, Jim Prowse, Steve Pulling, Lee Rance, Prithpal Saimbi, Malik Salhab, Daniel Scate, Andy Scott, Grant Skinner, Nevil Steadman, Chris Stops, Paul Thatcher, Jen Toner, Alan Vowler, Neil Wallace, David Weekly, Chris Williamson, Tom Wilson, James Wood, Angela Woods, James Wright.

Apologies: Myra Kelly.

Branch matters

Members are reminded that any member suffering hardship can apply for financial support from the IOSH benevolent fund.

Branch presentation

Stuart Hughes – Head of Health & Safety, Mercedes, gave a presentation and Q&A of the OSH challenges and how OSH delivers performance to Mercedes AMG PETRONAS Formula One Team. Due to the high security surrounding F1 car development Stuarts slides are not available on the branch website.

Questions to Stuart

- 1) There's around a billion workers across the world suffer harm at any one time according to ILO - how much of the Team OSH management system and initiatives can be exported to make OSH better for others?
The Principles I described can be applied to other workplaces but every workplace has it's own hazards and risks, not all as serious as F1.. The common factor though is to apply the hierarchy of control
- 2) How do you support a member of the team to refocus, when they feel that their mistake cost the team a win? Especially from a mental perspective
We apply a no blame culture, need to take mistakes on the chin. It's a challenging environment every race but we get to go again every 2 weeks, to get it right next time. We have a very experienced workforce, with lots of OH support including mental health & wellbeing to help us cope under pressure. We use the red / blue system as used by the All blacks to understand pressure (Google Ceri Evans - has a good book on red / blue.)
- 3) Does this type of organisation and risk profile allow for interns, apprentices and trainees? If so what additional measures / restrictions needed to be taken?
Like all workplaces young persons are less risk aware than experienced staff but we have a very skilled workforce who pass on their knowledge and experience to the newer members of staff.
- 4) When you started building your H&S team, what were the qualities you looked for in the people you added?
I look for someone with a hypercurious mind Another indicator is the quality of their questions. They need to absorb the environment in which they will be working, need to be well organised, be able to talk to and work with people with big egos and communicate with all levels in a non threatening way.
- 5) Do you or another team carry out regular assurance reviews on your risk assessments and safety standard documents / processes to ensure they are still fit for purpose?
We do do external reviews and audits, it's a rapidly changing situation so the important thing is to walk and talk to staff, more so than paper exercises.

- 6) How did you reassure everyone (driver, engineers, management team even their family members) that the sport / environment remains safe following a horrible event such as Grosjean's accident

When there is an incident we are all concerned if there are injuries and ask the question 'could this happen to us?' Then it's for the FIA to investigate. It's important to communicate the findings and reassure staff.

We also hold family days so that relatives can see the extent of our support for our staff both physically and their mental wellbeing.

Previous Branch presentations are available at the Thames Valley branch website under 'recent events'
<https://iosh.com/membership/our-membership-network/our-branches/thames-valley-branch/>

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