



310th Meeting of the IOSH Thames Valley
Branch held on 19th April 2021 via Zoom

Members present:

Gabriel Alexander, Anthony Allman, David Armstrong, Paul Beaumont, Jane Brown, Vince Butler, Tanya Chalkley, T Cheah, Ciaran Delaney, Joao Corte-Dos-Santos, Delwynne Cuttilan, Howard De Silva, Andrew Flisher, James Ford, Stefan Friel, Dean Hazell, David Heath, Pablo Herrera, Grahame Jamieson, Colin Johnson, Patrick Kavanagh, Myra Kelly, Zuzanna LaLanne, Poornishta Maudhoo, Adrian Melczynski, Debbie Mitchell, Prosper Meno, Dean Middlemore, Richard Mumford, John Nelson, Nosir Nickolas, Kelly Nicoll, Shirley Parsons, Tyrone Partridge, Karl Petre, Michael Pitfield, Jim Prowse, Steve Pulling, James Quinn, Sian Roberts, Steve Rogers, Rebecca Russell, Martin Sole, Nevil Steadman, John Steed, Michael Till, Jen Toner, Chris Williamson, Tom Wilson.

Apologies: Nick Bathurst, Laura Graure, Chris Stops.

Branch matters

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

Branch presentation 1

Phil Muston Managing Consultant/ Shirley Parsons gave a short talk on HSEQ recruitment in the current job market.

Q - How do you protect candidates from employers who expect their safety rep to take on all aspects of safety from corp to CDM to design and operational functions then add quality

A - We work with employers to make sure their expectations are reasonable and focussed on the main requirements of the job. There is not a person out there who has every SHE capability, qualification and experience in the world.

Q - How best to reduce the nuisance recruiters on linkedin?

A - Make sure your network is appropriate and focussed on your needs and interests. There are tools to block nuisance e-mails.

Branch Presentation 2

Managing Change during turbulent time at pace

Speakers : Kerryn Harding Jones plus Peter Smith - business change professionals

Their presentation is available on the Thames Valley branch website

QFS - Evening Kerryn - Would you agree that reasonable accommodation needs to be factored in, prior to change management being rolled out, to facilitate bringing those who may have invisible disabilities along with you on the journey

A - Yes, people with disabilities definitely need to be factored into your change map.

QFS - for around 40 years now, 'change' has almost inevitably ended-up with most working people worse-off, often by significant margins. Executive remuneration and shareholders extracting the vast majority of the value of the changes.

When do we start to see change back the other way

A - The more we make organisations communicate both ways the more this will happen but many still rely on top-down management. The more psychological level of change management is new to many organisations.

Previous Branch presentations are available at the Thames Valley branch website under 'recent events'

[Thames Valley Branch recent events | IOSH](#)

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