

**Health and Safety Forum
Society of Radiographers, Head Office**

Attending:

Jill Howes (South East) (JH)
Amy Ensell-Harper (Midlands) (A E-H)
Gill Hodges (President) (GH)
Ross McGhee (UK Council – Scotland) (RM) (By video conferencing)
Ian Cloke (Health & Safety Officer) (IC)
Nicola Holmes (Admin Support) (NH)
Lydia Johnson (Yorkshire & North Trent) (LJ) (Chair)

Welcome and Introductions:

Amy Ensell-Harper chaired the meeting until Lydia Johnson arrived - delayed due to travel disruption.

Apologies:

Helena Kinkaid (Northern Ireland) (HK)

Minutes from Previous meeting

Correction to Update on Health & Safety from Regions/Countries – Northern Ireland: (GH) – should be HK

Matters Arising:

Attendance Management Policy – IC informed the Forum that he will be taking the policy to regional reps meetings. All references to the health board will be removed.

APs/Apprenticeships

This was still ongoing. LJ reported that Leeds were sending two students to Exeter in March.

Personal Injuries:

Two claims have been turned down in January. No further settlements have been made since the last meeting. There are thirty cases still outstanding, one of which is potentially a high claim.

Items for Discussion:

NHS Employers' Guidance - Supporting Staff Health & Wellbeing – Key Responsibilities for Senior Leaders document is available on the NHS Employers website. IC will be highlighting the key guidance at regional reps meetings.

Sexual Harassment Guidance – IC will be taking to regional reps meetings and highlighting section 5 in particular. (<https://www.equalityhumanrights.com/en/publication-download/sexual-harassment-and-harassment-work-technical-guidance>)

Menopause Policy – now available on the Employers website and contains is a good example from Sherwood Forest Trust

Mental Health at Work information and a toolkit to support the mental health of NHS staff has been set up by NHS Employers in partnership with Mind, which provides guidance and support for mental health in the workplace. NHS Employers' chief executive Danny Mortimer is supportive of Trusts doing more in the workplace to support workers with mental health issues.

Further information can be obtained via the following link:

<https://www.nhsemployers.org/news/2019/11/new-toolkit-to-improve-the-mental-health-of-nhs-staff>

Danny Mortimer has written a blog to promote the importance of mental health in the NHS. This can be viewed via the following link: https://www.mentalhealthatwork.org.uk/blog/how-we-care-for-those-who-spend-their-lives-caring-for-others/?utm_source=NHSE&utm_medium=marketing&utm_campaign=danny_blog

Shift Working Guidance - this is significant as NHS Employers' say any shift work should comply with the WTD. This is good guidance for reps to use in the workplace to ensure shift patterns are compliant. The guidance is available on the SoR website (<https://www.sor.org/trade-union-support/health-safety/shift-working>)

Improving Feedback from Safety Reps – IC asked for ideas on how to get reps to provide good feedback on issues they have dealt with in the workplace. IC will also be asking at regional reps meetings. It was suggested that a quarterly H&S bulletin be produced and reps be encouraged to put relevant information on noticeboards.

Action All

Specialist Group Updates

- **Conflict resolution: DT**
No report received
- **General Moving and Handling (including bariatric): GH**
Nothing to report
- **Infection Control: A E-H**
Coronavirus pods have been installed. Staff fitted for face masks.
Discussion was had around NHS Staff Council guidance that Trusts should communicate clearly to staff what the sickness policy is concerning the Coronavirus.
- **MRI: RM**
MRI meeting at the end of April.
- **Occupational Health: All to cover**
Nothing to report
- **Radiation Protection: RM**
IRMER guidance document has been signed off but has not yet been published.
- **Risk Assessment: HK**
No report received
- **RSI : IC**
Nothing to report
- **Stress: LJ**
Nothing to report

- **VDU: HK**
- Nothing to report

- **Care in practice: JH**
Nothing to report

- **Working Time Directive: JH**
Nothing to report

Health & Safety Officer update

Grenfell building regulations initiative - IC informed the Forum that the TUC are concerned about how the standards will translate and be implemented. There is still concern that buildings less than 18 meters high have Aluminium Composite Material Cladding are not covered by the current regulations. The government have said that they will consult on extending the ban on combustible materials to buildings below 18 meters.

International Memorial Workers Day - taking the stress out of work will be on 28 April. It was suggested that the campaign be highlighted at ADC and be included in the Presidential address. IC to consider this and liaise with GH.

Action All

Joint Agreement on Offences Against Emergency Workers has now been published, which contains initiatives to report assaults. IC stressed the importance of members reporting incidents of assault.

Update on Health & Safety from Regions/Countries

Wales

- No delegate

South East (JH)

- Nothing to report

Scotland (No delegate)

- RM reported that NHS Greater Glasgow and Clyde has commenced legal proceedings against building firms involved in the work on the Queen Elizabeth Hospital. Issues include problems with ventilation, heating, water contamination and issues with glazing falling out.

Northern Ireland (HK)

- No report received

Midlands (A E-H) (SM)

- Nothing to report

London

- No delegate

South West

- No delegate

Yorkshire & N Trent (LJ)

- Nothing to report

Northern

- No delegate

North West

- No delegate

Any other Business

None

2020 Meeting dates

15 June

21 September

14 December