acs
Learning & Consultancy Ltd

Balancing Innovation, People and Safety

HEALTH, SAFETY AND WELLBEING SERVICES
acs
Established in 1978

Workshop: Balancing Innovation, People and Safety in the Scottish Housing Sector

Emma Willey
Managing Director

A world leading authority on Asbestos and Physical Risk Management 1978

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Working with EVH for over 3 decades

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What we will cover this morning:

- Changing workforce expectations have transformed how organisations operate.
- While these changes offer significant opportunities they also present new challenges for those responsible for protecting their people.
- How can **you** support organisational change, maintain safe and effective services and keep tenants safe.

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- Changing workforce expectations have transformed how organisations operate.

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Why are we talking about this now?

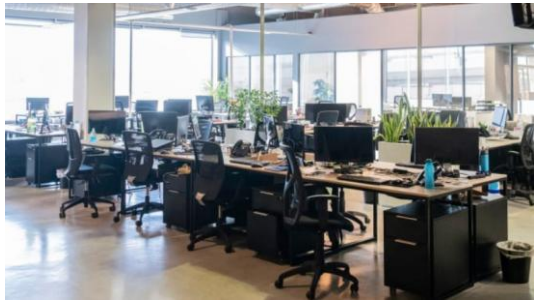
Workforce figures and job roles have not changed very much since pre-covid levels of 2019.

So why now?

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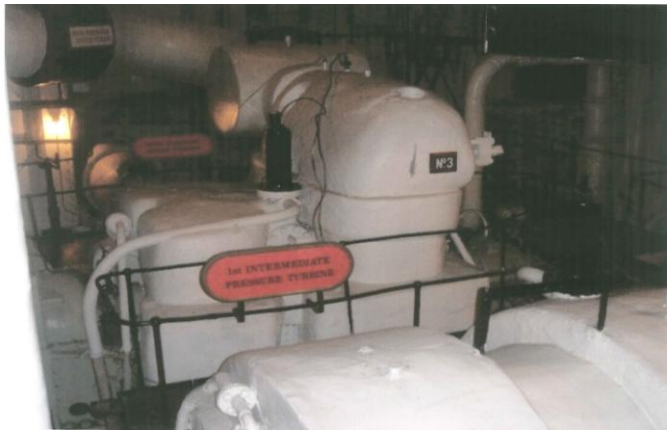




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#	Job Title	Typical Degree(s)	Salary Range (GBP/year)
1	Chief Executive Officer (CEO)	Business, Economics, or related field	£72,000 – £188,000
2	Consulting Partner	Business, Consulting, or related field	£49,000 – £154,000
3	IT Director	Computer Science, Information Technology	£85,000 – £136,000
4	Orthodontist	Dentistry	£71,000 – £133,000
5	Psychiatrist	Medicine, Psychiatry Training	£86,000 – £129,000
6	Marketing Director	Marketing, Business Administration	£78,000 – £126,000
7	Corporate Lawyer	Law (LLB)	£63,000 – £126,000
8	Anaesthetist	Medicine, Anaesthetics Training	£103,000 – £122,000
9	Quantitative Analyst (Quant)	Mathematics, Statistics, Computer Science	£82,000 – £114,000
10	Airline Pilot	Aviation Degree	£69,000 – £105,000
11	Actuary	Mathematics, Actuarial Science	£59,000 – £96,000
12	Surgeon	Medicine	£53,000 – £87,000
13	Petroleum Engineer	Petroleum or Chemical Engineering	£47,000 – £82,000
14	Dentist	Dentistry (BDS)	£42,000 – £81,000
15	Investment Banker	Finance, Economics, or related field	£38,000 – £71,000
16	Risk Manager	Finance, Risk Management	£43,000 – £69,000
17	Software Engineer	Computer Science, Software Engineering	£41,000 – £68,000
18	Data Scientist	Mathematics, Computer Science, Data Science	£41,900 – £67,000
19	Chartered Accountant	Accounting, Finance, ACA/ACCA Qualification	£38,000 – £63,000
20	Pharmacist	Pharmacy, Pre-registration Training	£42,000 – £56,000







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- Changing workforce expectations have transformed how organisations operate.

- What expectations has your organisation faced since Covid?

What have we done ***since 2021***…?

- Flexibility with work patterns
- Flexibility with work places
- Shifting workloads
- Language & Terminology used
- Topics covered within the workplace

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- Changing workforce expectations have transformed how organisations operate.
  - *Rapid change, covid impact, difference in less than a decade as to expectations of staff – flexibility, workload, language used, terminology used.*
- While these changes offer significant opportunities they also present new challenges for those responsible for protecting their people.
- How can you support organisational change, maintain safe and effective services and keep tenants safe.

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- While these changes offer significant opportunities they also present new challenges for those responsible for protecting their people.

- What challenges have you faced over last 5 years?
- What have you done about it?

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- While these changes offer significant opportunities they also present new challenges for those responsible for protecting their people.

- What have we done ***since 2021***…?
  - Introduced ‘soft’ services e.g. Mental Health Awareness
  - Introduced different risk assessments e.g. DSE for home workers
  - Introduced ‘dynamic’ risk assessments (that cover site work
  - Physical changes to reception areas
  - Changes to office drills e.g. fire drill and emergency evacuations/interventions

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- While these changes offer significant opportunities they also present new challenges for those responsible for protecting their people.
  - *New illnesses emerging, massive increase in violence at work, aggression at work, dealing with online 'hidden' violence and people, perceived threat by frontline staff*
- How can you support organisational change, maintain safe and effective services and keep tenants safe.

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- How can you support organisational change, maintain safe and effective services and keep tenants safe.
- Ideas?
- How do you enforce that?

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In short, H&S is an umbrella…

- Health & Safety at Work Act (1974)

- Management of Health & Safety at Work Regulations 1999
  - required a ***risk assessment*** for all tasks
  - and the ***management*** of safety

  i.e. employer must have a system
  to *manage* the health & safety of all employees.



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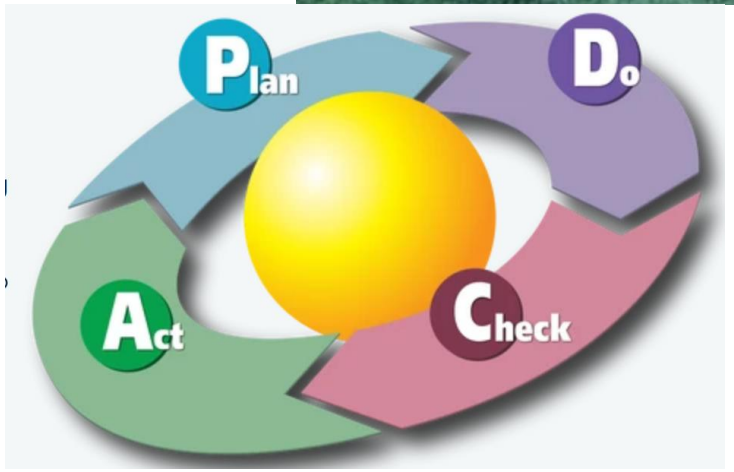


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- Guidance note HSG 65 – Plan, Do, Check, Act



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Thoughts

- ‘old fashioned’ look at Health & Safety has been purely focussed on physical health.
- Right **now** there is a real shift to include the six pillars of health (not just physical) so include:
  - Physical, mental, emotional, social, spiritual and sexual.
- Individual employers can make an enormous difference to their own workforce by broadening their own scope of their definition of H&S

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Thoughts

- We approach H&S as a holistic approach.
  - Physical, Mental, Emotional, Social
  - Psychological (includes sexual and spiritual) safety

- Human Beings are not robots. It's not just about 'oiling the joints', treat humans as 'whole' beings and you can transform your workplace safety – which in turn transforms your workplace.

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Use existing legislation to help you!

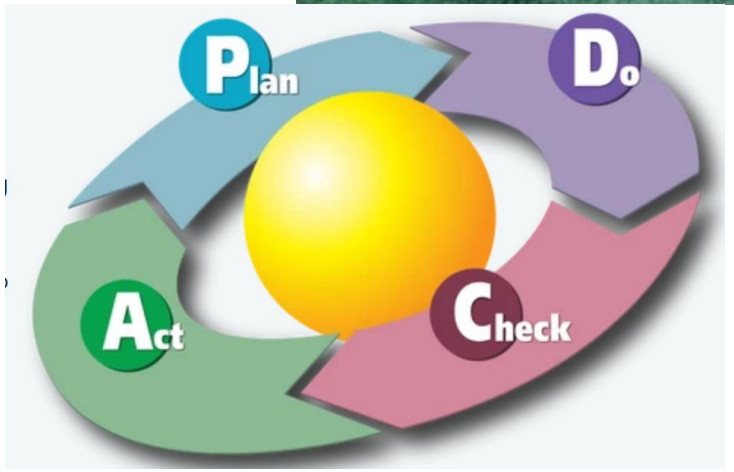


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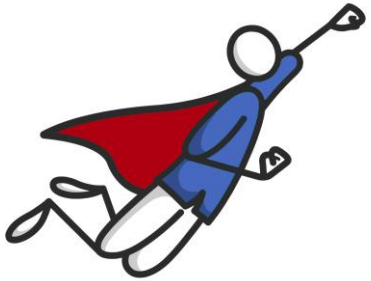


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Keep in touch:



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Other Courses from ACS:

H&S for Administrators

Wellbeing in the Workplace

Mental Health in the Workplace

Managing Stress in the Workplace

Contact Julie@acsrisk.com for details

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Keep in touch!

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