

# UKATA eMatters

ISSUE 21



# Welcome to the December Edition of UKATA eMatters



Jacqui Royall, Editor in Chief

A festive welcome to our December eMatters. We have had an amazing response to the new format and added many new readers to our distribution list which is great news.

As we head into the Christmas season, we can reflect on yet another excellent year for our association and our members, both growing our own brand and working collaboratively with many existing and new partners in the industry.

Our COO, Craig Evans has been working very closely with the Chairman and the Board of Directors to complete the strategic plan for the next five years of the Association and this will be shared with you all at the regional meetings next spring, where of course, your comments and input will be most welcome and valued. The plan will also be featured in the April edition of eMatters.

Whatever you find yourself doing this Christmas, I hope your celebrations are enjoyable and I trust that all our readers have had a busy, productive and successful year and are ready for the many new opportunities that the new year will bring.

I would like to take this opportunity to wish all our members, readers, staff and directors a very Merry Christmas and Happy New Year.



## Update from the Chief Operating Officer



# A big welcome to our final newsletter for 2019

I must start by thanking all readers for their positive feedback on our new eMatters launched last month, and how easy it is to navigate.

'Member News' is a regular feature of our magazine and is a great opportunity to promote events and developments, so please let the marketing department know if you have news to share.

We have many exciting events already planned for members throughout 2020, the first of which will be the regional meetings during spring, followed by the pivotal annual general meeting and conference on 2 July 2020!

We will also be exhibiting at major events throughout the year to sustain our robust presence in the asbestos industry.

Another important announcement is that UKATA is now in partnership with 'Mates in Mind' a leading charity supporting mental health and positive well-being throughout industry. The support offered by the charity will offer a better understanding and result in any individual getting the help they need more quickly.

Subsequently, to assist our team at head office with our ever-expanding association, I would like to introduce two new apprentices - Olivia Anderson and Alicia Higgins, who will assist the marketing and membership departments respectively.



Craig Evans, Chief Operating Officer

UKATA is one of only 11 Apprenticeship Ambassadors in Chesterfield that are committed to working together to promote apprenticeships across the town. We are passionate about apprenticeships and using them to develop people, understanding the very real benefits they bring to both a business and to the people who choose to undertake them.

Olivia and Alicia are a great fit for the UKATA team; we're excited for their future with us.

## UKATA Donate £5,000 to Mesothelioma UK

With the UK having the highest mortality rate from lung disease in Europe, a decision was made during 2018 – 2019 for UKATA to become corporate partners with Mesothelioma UK, a national specialist resource centre specifically for the asbestos-related cancer mesothelioma.

The aim of the partnership was to support the charity dedicated to providing specialist mesothelioma information, support and education, and to improving care and treatment for all UK mesothelioma patients and carers.

With the support from members, the association was able to raise £5,000 to support people living with asbestos related cancer.

A cheque presentation ceremony was held at UKATA's head office in Chesterfield on 22 November 2019, with Guy Tewley, Corporate Fundraising Officer representing Mesothelioma UK.

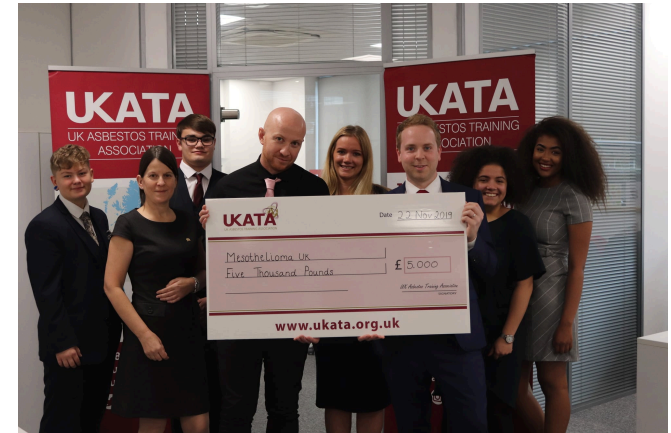
The corporate partnership with Mesothelioma UK allowed us to further raise awareness of the risks associated to working with asbestos, at the same time, raising much needed funds to help support patients and families.

The money raised by the UKATA team and members is a great achievement and I am very proud of everyone's efforts to support this great charity.



"It has been fantastic to have the opportunity to work with UKATA over the past year and the funds they have raised will help us to continue to support patients, families and achieve our goals. We look forward in continuing this great partnership and working together in the future!"

Guy Tewley, Mesothelioma UK Corporate Fundraising Officer



Finally, as we approach the end of another extremely positive year for UKATA, I would like to take this opportunity to wish you all Season's Greeting and a very Happy New Year.

Thank you all for your continuing loyalty and support of UKATA.



## Regional Meetings

Book your place today

# Upcoming Regional Meetings

The final dates and venues have now been confirmed for the regional meetings in spring 2020.

Each regional meeting will commence at 9am and finish at approximately 12pm for networking and lunch until 1pm.

We would like to thank the members for allowing us to hold the regional meetings at their premises.

The regional meetings give members the opportunity to network with other members, allowing everyone to share their knowledge. The booking form to register your attendance will be sent out to all members in the new year.

## Midlands - 23 March 2020

UKATA

Markham Vale Environment Centre  
Markham Lane, Chesterfield, S44 5HY

## Scotland - 24 March 2020

Specialist Assessment and Training Centre  
Nisbet Business Centre,  
30 Nisbet Street, Glasgow, G31 5ES

## South East - 30 March 2020

Keltbray Training  
Thames Road Industrial Estate,  
Silvertown, London, E16 2EZ

## Wales - 31 March 2020

Caerphilly County Borough Council  
Caerphilly, CF82 7EH

# The South Wales Safety Groups Alliance

## 1 April 2020

Following the Wales regional meeting, UKATA will be returning to The South Wales Safety Groups Alliance Annual Conference on Wednesday 1 April 2020. Over 200 delegates will gather at Cardiff City Stadium to attend the Safety, Health & Wellbeing Conference and Exhibition.

The theme for the fifth annual event is 'Improving Safety, Health & Wellbeing' where the organisers key messages aim to promote positive improvements in safety, health & wellbeing by the delegates on their return to the workplace. For more information, please [click here](#)

# European Asbestos Forum

14 - 15 November 2019



European  
Asbestos  
Forum



# The European Asbestos Forum Conference: A Wealth of Innovations Across the Globe

by Dr. Yvonne Waterman

On 14 and 15 November 2019, the European Asbestos Forum (EAF) foundation held its international conference for the fourth time. A sign of the progression made in the global asbestos sector, with the main theme of the conference being 'Asbestos & Innovation'.

Over two dozen speakers from across the globe and from very varied backgrounds congregated in Amsterdam to add their voices: 'across borders and sectors', as is customary at the EAF conferences. Awareness, innovation, denaturation and eradication were the topics of the day.

## Introduction: first day, workshops

Enthusiastic round table debates on specific topics were interspersed by poignant presentations, e.g. the global award-winning film 'Breathless', robotic microscopy, easy registration of asbestos in buildings, the importance of asbestos roof policy, etc.



European  
Asbestos  
Forum



European Asbestos Forum 2019 Aftermovie

## Second day, international conference

The conference took place in a hall decorated by the asbestos photography of Tony Rich a.k.a. 'Asbestorama'. Large photos of asbestos in raw forms and applications lit up the hall and transformed it into a world of lethal beauty.

The opening speech was given by Professor Arthur Frank of Drexel University, who was awarded the EAF Recognition Award 2019. He explained about the growing list of recognised and suspected asbestos diseases and the international under-registration of asbestos deaths. Also, he noted that an increase of exposure will lead to an increased chance of asbestos cancer, yet even a relatively brief exposure can potentially lead to disease.

Particularly poignant was the statistical relationship between mesothelioma victims and asbestos related lung cancers (nearly equally deadly), which is estimated to be at least 1:3, but possibly even as high as 1:5. With reference to the important article 'The Global Asbestos Disaster' (2018, see

<https://www.mdpi.com/1660-4601/15/5/1000>, with supplementary file), Frank showed that the statistical number of British mesothelioma victims was 2,837 in 2018; whereas the overall death toll of asbestos diseases in the same year, just for the UK alone, was 18,036. In other words, there is a huge underestimation of the seriousness of asbestos and much more awareness, prevention and policy are needed.

In the keynote speech, Professor Jukka Takala, President of the International Commission on Occupational Health (ICOH), expanded on this. He demonstrated by data that the financial toll of asbestos on society can amount to four million euros per asbestos victim. The burden of asbestos

can be expressed as a percentage of 0.636 of the entire EU28 GDP. Again, showing that asbestos needs to be a main concern of society.



Tony Rich Photo Exhibiton



EAF 2019 Speakers and Sponsors

## Innovations and state of the art

In accordance with the main theme of the day, many exciting innovations were shown, such as asbestos denaturation methods, new microscopy techniques and models, the IOSH 'No Time to Lose' campaign etc. Also, asbestos in talc was discussed from various perspectives.

The application of particulate encapsulation technology (CapSure™ by Soteria) won the EAF Innovation Award 2019.

National asbestos policy (Belgium), the medical causation of asbestos in the body, preventing asbestos dumping (SmartWater) by forensic science, the need for evidence-based remediation, etc., were all part of a fascinating and educational day.



Professor Arthur Frank, Yvonne Waterman and Lloyd Ludlow

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## Speaker Presentations



Lloyd Ludlow

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Professor Arthur Frank

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Jukka Takala

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# Member News

All of the Latest News from our Members





# Franks Portlock Strengthens Offering New Appointment

Leading asbestos and environmental management consultancy, Franks Portlock has bolstered its service offering with the appointment of a head of operations for water hygiene.

Sean Green has more than 29 years' experience in the water hygiene and treatment industry and has joined Franks Portlock to establish and lead the delivery of the organisation's new water hygiene services.

Franks Portlock's water hygiene division, will launch in early 2020 and include a full consultancy service, from the management, monitoring, modification and maintenance of water treatments, as well as services such as legionella risk assessments.

The new division comes at a time of growth for Franks Portlock as the company has also recently

appointed Natasha Wilson as a trainee asbestos analyst and Amber Thomson as an asbestos analyst.

Commenting on his appointment Sean Green, Head of Business Operations for Water Hygiene at Franks Portlock, said: "I am delighted to be joining Franks Portlock and to be able to utilise my experience to help shape and lead the new water hygiene division. Franks Portlock has a reputation for the high calibre advice and services it offers, and I am truly looking forward to working with the team to expand the company's current offerings".

Phil Franks, Technical Director at Franks Portlock, said: "This is an exciting time for Franks Portlock as we launch our new water hygiene division. As an asbestos and environmental consultancy, we have seen great demand from our clients for water hygiene services as there is a great synergy

between these and the wide range of asbestos services we currently deliver. I am certain that this will further strengthen our offering, and the fact that we are able to be so responsive to our clients' requirements is a true testament to the hard work and expertise of our staff.

"Sean is a highly experienced water treatment and hygiene specialist; I am confident that he will be a great asset to Franks Portlock and it is a pleasure to welcome him to the team."



# Mavis Nye

A personal update from Mavis to  
Members



## A Video Update from Mavis Nye

Ten and a half years since Mavis was diagnosed with mesothelioma, she continues with her inspirational meso journey.

For this issue, Mavis has provided members with a video update of her progress, including details of her medical trials at the Royal Marsden and

exciting developments in the Mavis Nye Foundation, including a forthcoming fundraising auction of Ray's wonderful paintings.

The auction will take place at the UKATA Conference, following the Annual General Meeting, with Mavis and Ray in attendance to support this event – also celebrating their 60th wedding anniversary!

Mavis and Ray would like to wish all our members and readers, a very happy Christmas and more importantly a healthy new year and look forward to meeting you all on 2 July 2020.







# Mates in Mind

UKATA announces new partnership

**UKATA is proud to announce the launch of its official status as a 'Supporter' of 'Mates in Mind'**

Mates in Mind is a leading charity supporting mental health and positive well-being throughout industry, founded in 2016 through a collaboration between the Health in Construction Leadership Group and the British Safety Council.

Ever increasing statistical evidence proves that people suffering from poor mental health has a startling impact on the workplace, with research suggesting that more than a fifth of organisations cited mental illness as the primary cause of long-term absence.

UKATA has always believed that the workplace plays a fundamental role in people's health and well-being. Being able to talk about mental health issues without fear of stigma results in people getting the help they need more quickly, which in turn can avoid a small issue escalating into a larger problem.

Working with 'Mates in Mind' shows our commitment to help spread the word, that there is support available to employers to build a better understanding by offering a coherent, holistic approach to mental health and well-being through communication.

As a Supporter of 'Mates in Mind', UKATA will also be in a position to help support changing cultures and behaviours throughout other businesses by helping them learn how they can make the right kind of change.

Recheal Valderama, support manager for Mates in Mind says, "We are delighted that UKATA have joined us with a shared purpose to 'make people safe.' With research indicating that three out of every five employees will experience mental health issues because of their work, it is more important than ever that employers take action."



UKATA will play an instrumental role in reaching out to organisations who want and need to address mental health within their own business and the wider industry. By working together, we will better understand the needs of the asbestos removal industry and ensure they are supported when they are ready. Together, we will drive meaningful, long-lasting change, by providing the confidence and skills to employers so that they can support their team, because there is no health, without mental health.

Recheal Valderama, Support Manager



# Education Day

Mesothelioma, Lung Cancer and Asbestos Disease

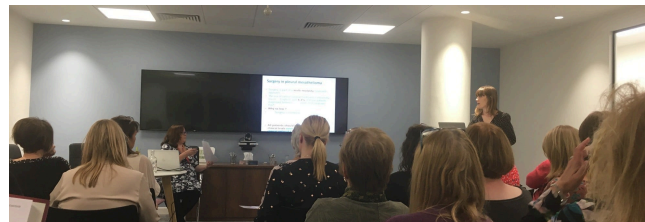


# Education is key!

UKATA colleagues, Debbie Nixon and Sasha Brailsford attended the event, hosted by the legal team at Royds Withy King LLP, London.

The agenda for the day included the following speakers:

- Nicky Howe, Chartered Legal Executive specialising in asbestos related industrial disease claims, started the day by talking about the past uses of asbestos and the diseases caused by exposure to asbestos
- Tony Millson, a consultant with RWK talked sensitively about the benefits of patients planning ahead by explaining how to manage their affairs including care, wills and lasting powers of attorney;



- Jennifer Seavor, Senior Associate with the personal injury team RWK, then spoke about the role of the coroner and the importance of a post-mortem if mesothelioma is suspected;
- Jo Hargrave, Specialist Nurse, Dr. Riyaz Shah and Rachel James, Senior Associate with RWK, shared their expertise and updates on immunotherapy and oncology treatments provided by the NHS and private funding;
- After lunch, Dr Charles Twort, Consultant in Respiratory and General Medicine, Guys and St Thomas's NHS Foundation Trust, gave a presentation on diagnosing mesothelioma and lung cancer. Clinical Specialist, Rachel Thomas followed by explaining how patients manage their symptoms including the role of cannabis oil;

- Helen Childs, Head of Industrial Disease at RWK explained how her team of dedicated lawyers represent claimants with asbestos related illness. Helen is a regular speaker at seminars, public meetings and charity fundraising events and firmly believes in the ethos of 'giving something back'.

Finally, last but by no means least, our good friend Mavis Nye Dr (hon) BCAH spoke about the importance of managing asbestos in schools.

An event full of thought provoking and inspirational talks.

To find out more about the work of Royds Withy King visit their [website](#).



UKATA Staff with Mavis & Ray Nye



# 7 New Laws to hit your Business in 2020

Written by Kate Palmer - Associate Director of Advisory at Peninsula

**2020 will see a big upgrade to workers' rights. Staff contract laws will get tougher, holiday pay rules will change, and sick pay is likely to increase.**

**In fact, there are seven major laws that are going to affect you in 2020. Here's what to do now to protect your business...**

## **1. Writing contracts will get harder**

Currently, you have up to two months after your employee's start date to give them a written contract. But from 6th April 2020, you need to give

all workers—as well as employees—a written statement of main terms and conditions from day one. That's the day they start working for you.

And it's not just the time frame that's changing. You need to put much more info into your workers' contracts, too. This includes:

- How long the job will last
- The length of the notice period
- Your rules on sick leave and pay
- Info on paid leave entitlements
- The length conditions of your worker's probation period
- Specific days and times staff need to work

Remember, if you don't provide contracts in time or include the right information, workers have the right to take you to an employment tribunal.

## **2. How you calculate holiday pay will change**

The government is extending the holiday pay reference period from 12 to 52 weeks.

So, where worker's pay varies from pay packet to pay packet, you need to base your staff's holiday pay on their average weekly earnings for the whole year.

For example, say your zero hours worker earns different amounts every week dependent on demand. You would normally calculate their holiday by taking an average of pay the 12 weeks before their holiday. For any holidays taken from 6th April 2020, you will need to look at the average taken over the previous 52 weeks.



### 3. The National Minimum Wage will likely go up

The government revises the National Minimum Wage (NMW) every April, so your minimum wage workers will likely get a pay boost. If you hire workers on NMW, then your costs could go up. It's worth looking at your pay policies ahead of time to keep your overheads under control.

For example, you could reduce paid overtime, review any planned pay rises, and think about using flexible contracts for new staff.

### 4. Maternity, paternity and sick pay may also rise

As with the National Minimum Wage, the government revises maternity, paternity and sick pay every year. All these are likely to increase, although it's hard to predict by how much.

Make sure you stay up to date with changes to statutory leave rules so you don't accidentally under or overpay staff.

### 5. Staff get the right to parental bereavement leave

From April 2020, workers will get the right to two weeks of paid bereavement leave following the death of a child under the age of 18.

Remember, that's the statutory minimum. You may choose to offer more paid leave after traumatic life events or give staff professional bereavement support.



## 6. Agency workers will get equal pay

From April 2020, you can't use Swedish derogation contracts for agency workers. That means you need to give agency workers the same pay as regular staff after they've worked for you for 12 weeks.

This could have a big effect on some sectors, particularly the recruitment industry. So if you use long-term agency workers, your staff costs may increase.

## 7. Agency workers to get 'key facts' pages

The government has ruled that, if you run a temporary work agency, you need to give agency staff a key facts page before they start working for you. A key facts page should be a one or two-sided document covering information such as:

- The name and address of your business
- The expected rate of pay
- The type of contract you'll have with your worker
- How much holiday leave and pay you give your workers

A key facts page isn't a contract, so you don't need to go into too much detail. But it will be a statutory right, so you have to write one to hire new agency staff after April 2020.

### Prepare now to avoid paying later

Many of the new laws coming in 2020 will add pressure on you and your business. Some may even increase your staff costs.

As always, the best way to cope with change and keep your overheads down is to prepare early.

Make sure you update new staff contracts in time for April. Be ready to give workers a copy of their main terms and conditions from day one of employment.

Check the impact that hikes in workers' pay will have on your outgoings. If you're likely to take a big financial hit, look at ways to manage staff costs. Think about limiting overtime, take steps to reduce staff sick leave and consider using flexible staff contracts.

And most importantly, make sure you stay on the right side of the law. Every year, employment tribunals punish thousands of UK bosses for making simple HR mistakes.

The good news is if you're a Peninsula client, our employment law and HR team will do all of this for you.

We prepare your staff contracts, write your HR policies, help to update your payroll, and give you expert advice on how to keep staff costs down.

Many thanks to Peninsula for supplying us with this article and if you would like to find out more information regarding anything discussed, you can contact them on **0800 051 3631**.

[Link to the full Peninsula article](#)





# British Lung Foundation

BLF join forces with Asthma UK

# Making a Bigger Difference to People with Lung Disease

As of 1 January 2020, Asthma UK and the British Lung Foundation will officially join forces.

The merger allows the two charities to share their combined energy and passion to make an even bigger difference to everyone affected by asthma and other lung diseases.

It will see them – as the Asthma UK and British Lung Foundation Partnership - become a stronger, more powerful voice for change. They have already seen how partnership working, such as in the Taskforce for Lung Health, can lead to real and significant improvements in outcomes for people affected by lung disease. It also makes sense for them to share running costs and office space, to be able to invest more in research and support.



Both the BLF and Asthma UK will retain individual identities. Under their own names, they will continue to research asthma and lung diseases, provide information and support, run their helplines, and campaign and develop policy.

## Your continued support is vital

Lung disease has a devastating impact on individuals, their friends and families. And the level of demand on the NHS is growing. That's why your continued support is vital.

BLF support groups will continue to provide members with information, friendship and the skills to manage their conditions. As a supporter, we will continue to hear from BLF regularly about what's happening.

As a larger organisation, the Partnership will be able to offer more opportunities for supporters to work with them to find new medicines and treatments, to improve NHS services and to protect future generations from lung disease.



I am very pleased and honoured to have the opportunity to lead the partnership as its first chief executive.

Kay Boycott, Chief Executive of the Asthma UK and British Lung Foundation Partnership

**If you are interested in holding an event or taking part in a challenge to help raise money for BLF, check out these [fundraising ideas](#) and contact our marketing team to find out how UKATA can support you.**

Thank you for reading  
**UKATA eMatters -  
December 2019**

