

Physical, Psychological & Financial Impacts of Implementing Sound Wellbeing Policies within the Asbestos Industry

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A world leading authority on Asbestos and Physical Risk Management 1978



Celebrating over 30
years in the
Asbestos Industry.



WAIT AND SEE ATTITUDE

- **174** reported occupational deaths p.a. in the UK
- Estimated to be work related:
- One million skin diseases,
- One million bladder diseases,
- 170,000 respiratory diseases,
- 45 000 deaths from respiratory disease p.a.
- (up to 15 000 p.a. from occupational exposure),
- 60,000 asbestos deaths (over 5000 p.a.),
- Up to 8% of all cancers (up to 12,000 p.a.),
- Could be up to **30,000** deaths per annum from occupational ill health.



HEALTH AND SAFETY AT WORK ACT 1974

FULL PRINTED STATUTE

So, how do we manage?

- **Key Legislation**

- Health & Safety at Work Act – (make it safe, keep it safe)
- Management of H&S at Work Regulations
- (a) R.A. for all tasks (b) Management of all the data.
- Post Covid: Dramatic changes in work practises, absence & illness.



Recent/Current changes to our Work Life...

- Covid
- Staffing
- Political
- Societal
- Social Media



Pre-Covid attitude

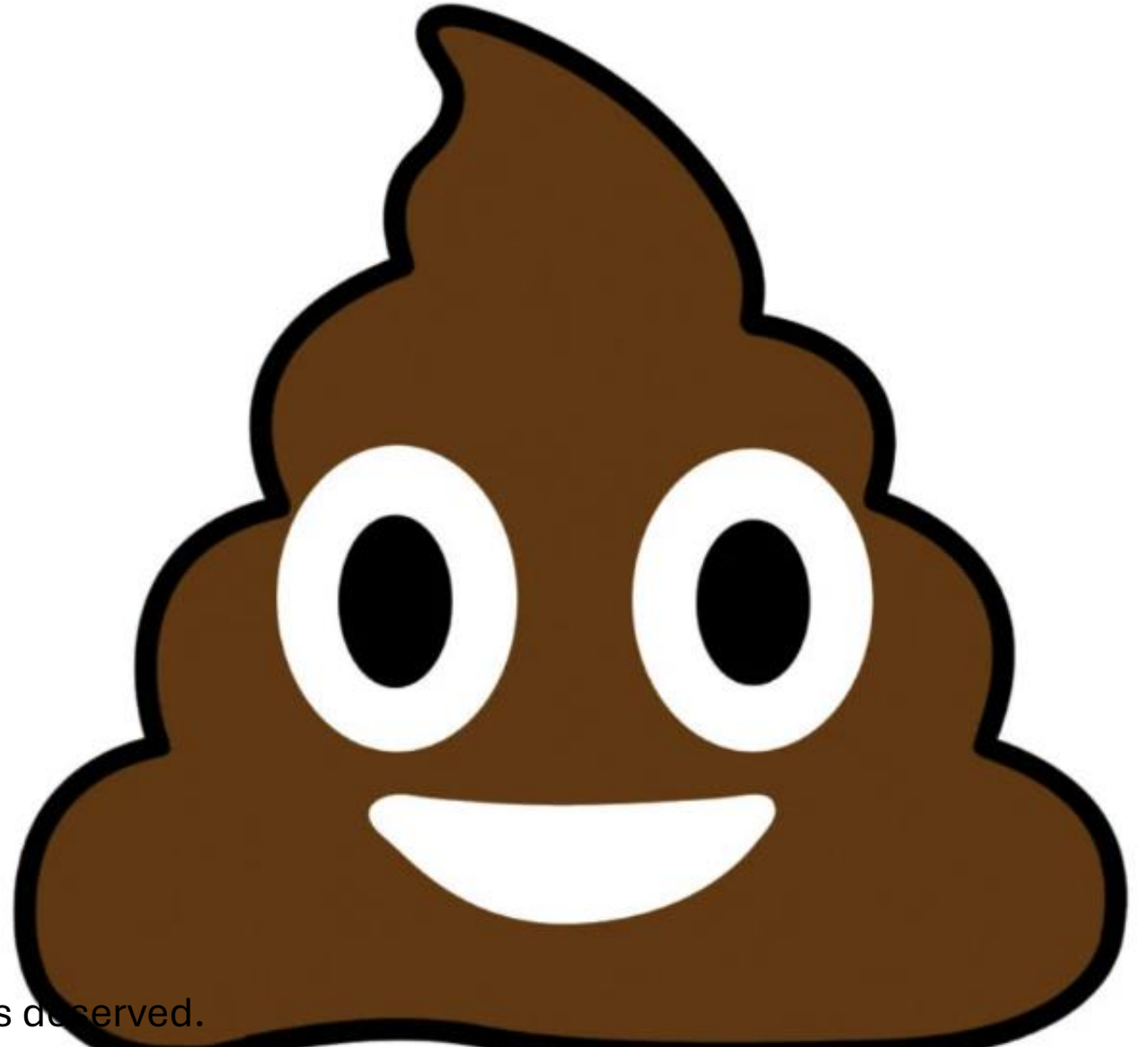
“this is what we’re doing”
(from bosses to staff)



During-Covid attitude

“ 🦌 HELP!”

(from bosses to staff)

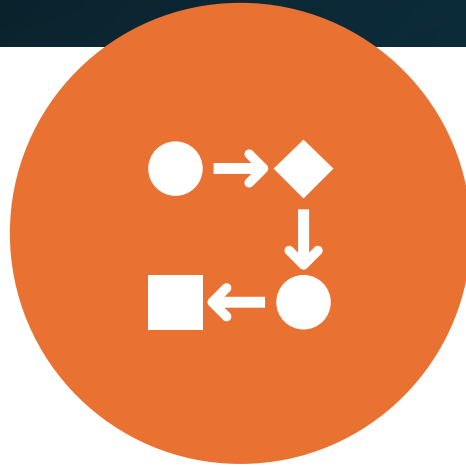


Post-Covid attitude

“We are now a team!”
(from staff to bosses)



So? Why do we need to manage these changes?



PACE OF CHANGE



EXPECTANCY OF
RESPONSE TIMES

Why do we need to manage these changes?

- Pace of Change

- *Transcript. We know the world is changing at an accelerating rate. We know that according to Ray Kurzweil and a lot of the futurists, if you're 40 years old now, by the age of 60, you'll experience a year's change in three months. If you're 10 now, by the age of 60, you'll experience a year's change at 11 days. (18 Jan 2024 Steve Bartlett).*





2004



2007

Why do we need to manage these changes?

- Expectancy of Response Times.

• Email: The average response time for email is typically between 12 to 24 hours, but many strive for a response within a few hours during business hours. A survey by SuperOffice and Toister Performance Solutions found that 88% of customers expect a response within one hour.

So?

How is this relevant to Health & Safety?

Business Change
– VS –
Health and Safety Change



How is this relevant to Health & Safety?

Our Whole World Is Different



Wellbeing is
an excellent
shelter from
the storm...

- Wellbeing covers...
 - Societal Health
 - Environmental Health
 - Individual Health
 - Physical
 - Mental
 - Emotional
 - Social
 - Spiritual
 - Sexual

Why Wellbeing?

In My Experience...

- No replacement recruitment for 2 years.
- Staff satisfaction increasing year upon year.
- Average employment time in excess of 7 years.



Why Wellbeing?

In My Experience...

- No work related stress absence.
- Staff are more invested in the company philosophy of saving lives every single day.



Why Wellbeing?

- Why did I start Wellbeing within my workplace (2005 was a long time ago!)
- How did I get where we are?
- What are the next steps?
- What can you learn from my experience?
- Trigger warnings...

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Physical Benefits

Physical Benefits

- Health & Safety at Work Act (1974)
- Management of H&S at Work Regulations (1999)
- All based on PHYSICAL safety. Nothing at all about Mental Health.



**HEALTH AND SAFETY
AT WORK ACT 1974**

Physical Issues...

Top 4 Reasons for Absence in UK 2023...

- Mental ill-Health
- Musculoskeletal Injuries
- Minor Illnesses
- Acute Medical conditions



NHS Digital

<https://digital.nhs.uk> > publications > statistical > decembe...

NHS Sickness Absence Rates, December 2023 - NHS Digital

Search for: [What is the absence rate in the UK in 2023?](#)

What were the two main causes of sickness absence from work in the UK in 2023?



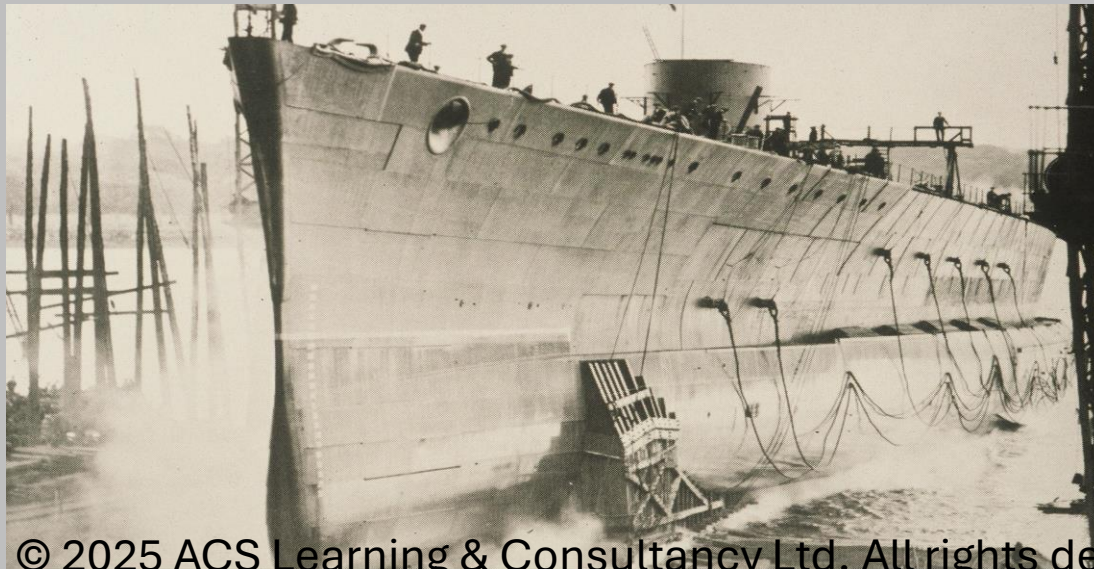
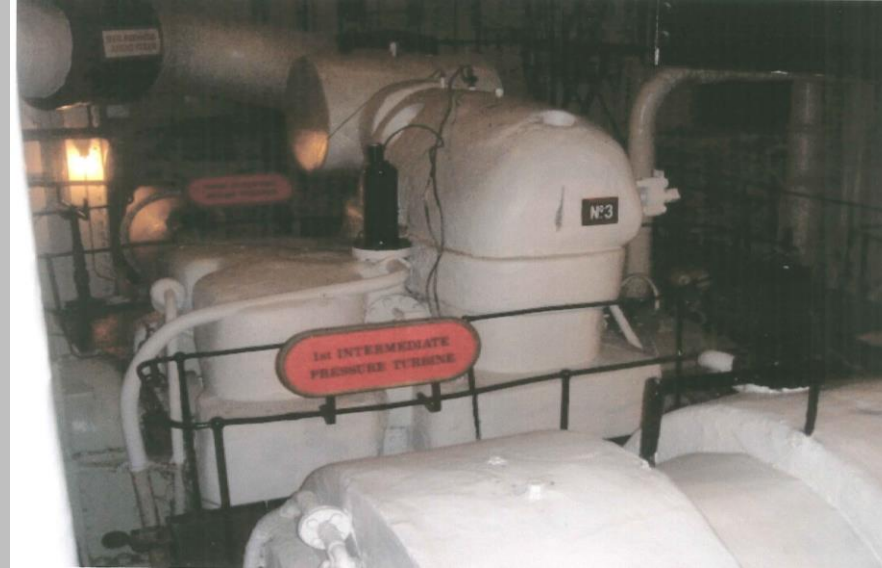
Key Highlights:

Both increased on the previous year from 4.3 and 3.6 respectively. Mental Ill-Health was the largest cause of long term sickness absence (45%), followed by Musculoskeletal System Disorders (13%). Respiratory System illnesses were the largest cause of short term absence (22%) followed by COVID-19 (21%). 29 Feb 2024

Physical Benefits

Approximately:

- 180 Construction worker deaths p.a.
- Approximately 5,000 deaths (*roughly 96 per week*) per annum from asbestos related deaths... hence approximately 20 tradespeople per week die from asbestos related deaths.
- Approximately 6,000 deaths (*roughly 115 per week*) per annum by suicide. Approximately 80% of these deaths are male, aged <45, therefore approximately 92 suicides per week in this bracket.



Physical Benefits

- To this!
- Hybrid working, working from home.
- Service sector careers.
- Media 'influencers'



APRIL:
STRESS AWARENESS
MONTH



Psychological Benefits

- Happy staff vs UNhappy staff
- UNhappy staff – miserable, positivity drain, not problem solvers
- HSE stating no work-related stress



Most common mental ill-health issues in UK

- Depression
- Anxiety
- Panic attacks
- Phobias
- Obsessive Compulsive Disorder
- Stress



Most common mental ill-health issues in UK

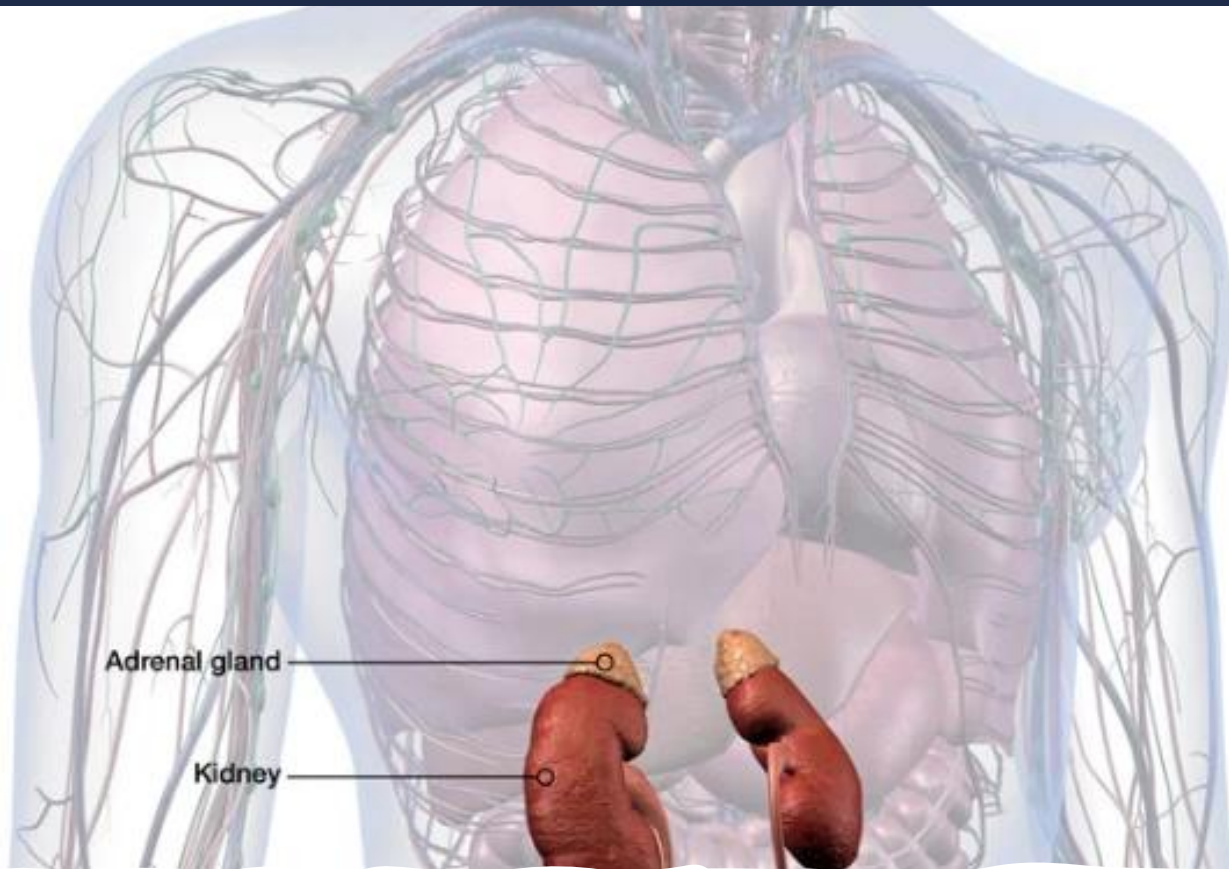
- Depression
- Anxiety
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- Stress



Most common mental ill-health issues in UK

- Stress
- Panic attacks
- Anxiety
- Depression





Psychological Benefits

- What is the stress **response**?

An introduction to Stress...

- Stress definition - The adverse reaction people have to **excessive** pressures or other types of demands placed on them at work. (HSE)
- **PRESSURE IS NOT THE SAME AS STRESS.**
- Stress is NOT AN ILLNESS
- Stress is a 'state of mind' – if you're not overly pressured, you're not stressed.

Stress consequences for employee...

- Work performance = poor !
 - Reduced and inconsistent performance through lack of concentration.
 - Poor decision-making.
 - Lateness and regular periods of absenteeism.
 - Loss of commitment and motivation

-

Prolonged & relentless stress...

- ... can lead to complete physical and mental breakdown of the individual.
- Consequences to the staff member can be extreme and include job loss, divorce, alcoholism, drug abuse etc.

What Legislation covers Stress?

Definition:

- *The adverse reaction people have to **excessive** pressures or other types of demands placed on them at work. (HSE)*
- **NOT Employment Law**

Psychological Benefits

[Home](#) > [Topics](#) > [Stress and mental health at work](#)



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[Home](#) > [Topics](#) > [Stress and mental health at work](#)

Management Standards

- > [What are the Management Standards?](#)
- > [Before you start - Prepare the organisation](#)
- > [Step 1: Identify the risk factors](#)
- > [Step 2: Who can be harmed and how](#)
- > [Step 3: Evaluate the risks](#)

Work-related stress and how to manage it

1. Overview
2. [Causes of stress at work](#)
3. [Signs of stress](#)
4. [Stress risk assessment](#)
5. [Help for workers on stress at work](#)

1. Overview

Employers have a legal duty to protect workers from stress at work by doing a risk assessment and acting on it. This is the same duty you have to protect people from other health and safety risks.

There are six main areas of work design which can affect stress levels.
You should manage these properly. They are:

- demands
- control
- support
- relationships
- role
- change

Employers should assess the risks in these areas to manage stress in the workplace.



A solid orange horizontal bar.

Psychological Benefits

- Every single person watching this can start this journey of self discovery. All you have to do is talk. Talk to each other, listen to each other.
- You have two ears and one mouth for a reason. ... REALLY listen to your staff. You should be listening twice as much as you speak!

Psychological Benefits

01

OUT WITH THE NAME,
BLAME AND SHAME
CULTURE.

02

IN WITH THE SUPPORT
AND GROW CULTURE.

03

STAFF SELF ESTEEM IS
DIRECTLY LINKED TO
YOUR COMPANY'S
REPUTATION.

04

COMPANY CULTURE IS
THE DNA OF A
COMPANY AND IT
COMES DIRECTLY
FROM THE TOP.

05

FOR TOP
MANAGEMENT,
ACTIONS ARE THE
EVIDENCE THAT STAFF
WILL TRUST. NOT
WORDS.

Psychological Benefits

Absolute basics is to have mental health awareness for ALL staff.

Mental health 1st aiders (roughly 1 per 15 staff?)

Develop an open culture

Create 'Learning curves', not 'Judgement Pools'

Psychological Benefits

- We're all trainers – UKATA – poor trainers lean on fear. Good trainers inspire people to learn, help each other and effect actual change in working practices.



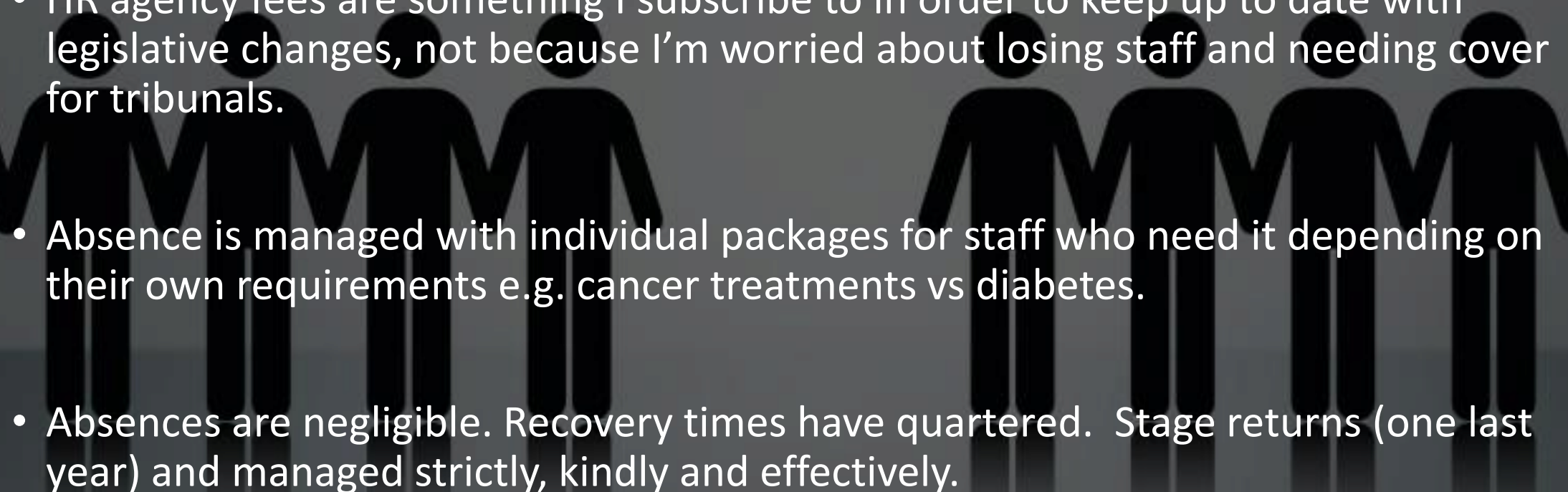
Financial Benefits

- Recruitment fees should be used for growing your business and attracting just the right fit for your team.
- I've saved thousands, year on year, by not having to replace staff.
- Last year (2024) only used fees for one member of staff as that was a growth area.



A solid orange horizontal bar.

Financial Benefits

- 
- A row of black silhouettes of people holding hands, spanning the width of the slide.
- HR agency fees are something I subscribe to in order to keep up to date with legislative changes, not because I'm worried about losing staff and needing cover for tribunals.
 - Absence is managed with individual packages for staff who need it depending on their own requirements e.g. cancer treatments vs diabetes.
 - Absences are negligible. Recovery times have quartered. Stage returns (one last year) and managed strictly, kindly and effectively.

Financial Benefits

Our insurance premiums for absence are minimal.

Financial Benefits

We don't have departments, we have teams.

The team members all have each others backs and choose to socialise together out of work hours.

Clients always come back with +ve feedback for my staff and my teams.



Financial Benefits

- Every single morning we have team meetings where every single member of staff is actively encouraged to engage, contribute and participate about work topics but also about anything at all that may impact their works.
- Employee engagement has directly led to novel ideas for product improvement.



Summary:

- Bringing it all together.
- PDCA HSG65
- Start with YOUR plan.
- Make it a minimum of a three year plan.
- Choose your allies within work
- Get buy-in from the top.
- Put in structures – team briefings. Check-ins with staff.

Now what?



You **MUST** look
after your own
mental health to
stand any chance
of looking out for
or after others...



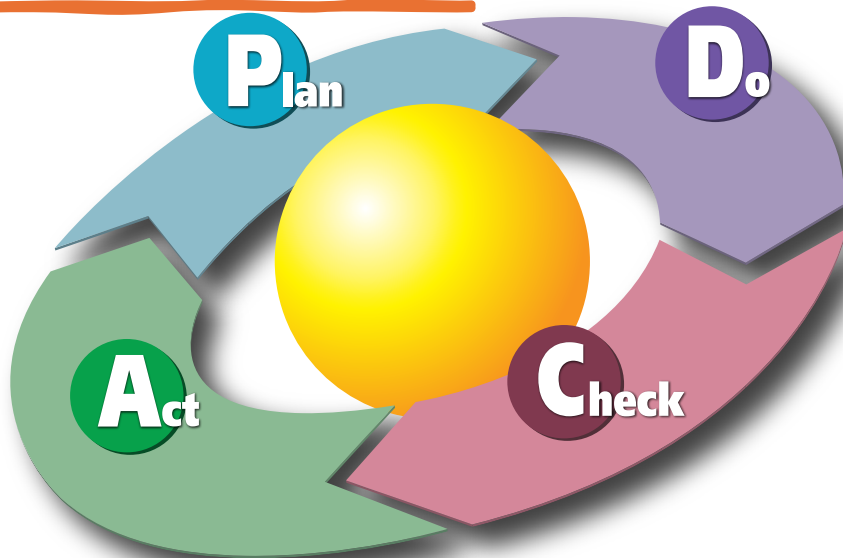
Primary Prevention

• In fact, the factors we mentioned are listed as the HSE's 6 Primary Prevention areas for avoiding stress.

- DEMANDS
- CONTROL
- SUPPORT
- RELATIONSHIPS
- ROLE
- CHANGE



First Steps And The PDCA Cycle



- Very first step is YOU!
 - Primary Support on YOURSELF
 - Primary Support for your team
- Next step(s) depend upon you...
 - What do YOU need to do next?
 - Check your organization's stress policy
 - Workplace stress survey?
- HSG 65 (download from HSE for free!)

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