

## Hub Occupational Health and Wellbeing November Campaign – Stress & Mental Health



### Highways England Safety Alerts.

HE i29 - Mechanical  
Excavations In Exclusion  
Zones

This and previous alerts can  
be found here:

[www.highwaysafetyhub.com/  
alerts.html](http://www.highwaysafetyhub.com/alerts.html)

The next campaign produced by the hub will cover stress and mental health. There is a heightened awareness of mental health in the workplace, the Samaritans state that a construction worker is six times more likely to die from suicide than a fall from height. One of the most common representations of this is occupational stress. As with many

examples of mental health problems, there is no obvious physical indication of a condition. This makes recognising and treating stress even more difficult. This month's campaign will help paint a picture of the factors which may contribute to a situation of stress, the symptoms of such a condition and the ways of coping, both as a sufferer and a colleague.

The campaign was launched on the 1 November and was designated National Stress Awareness Day.

A variety of campaign material will be available during November. The campaign resources can be found on [www.highwaysafetyhub.com](http://www.highwaysafetyhub.com)

## Mental Health – Start the Conversation

To coincide with World Mental Health Day the British Safety Council has unveiled a suite of mental health courses designed to help businesses and their employees start conversations about mental health issues, and support their efforts to begin building a positive mental health culture in their organisations.

Since 1957, the charity and membership organisation has been campaigning to keep workers healthy and safe. More recently, it has

focused its activities on workplace health and well-being including mental health.

Indeed, the Business in the Community National Employee Mental Wellbeing Survey 2016 found that three out of four Employees had experienced poor mental health, whilst more than 100 people take their own lives in the UK every week, according to mental health charity Mind.

The British Safety Council has used extensive training expertise to develop the following mental health courses:

- Mental Health - 'Start the Conversation' for all employees, available immediately.
- Mental Health – 'Train the Facilitator' which allows staff to deliver 'Start the Conversation' in house, available immediately.
- Mental Health – 'Managing the Conversation' for line managers, to be launched in January 2018.
- Mental Health First Aid qualification, to be launched in January 2018

## SME's urged to take Mental Health more seriously

'Start the Conversation', which is already being delivered to companies across the UK, is a 45 minute session which gets people thinking about mental health and talking about it. It aims to reduce the stigma surrounding mental health so that employees feel more comfortable talking about their feelings.

Professor Dame Carol Black, a leading expert and passionate campaigner for good mental health in the workplace, is urging SME owners and managers to get on board with the mental health agenda.

According to Professor Black, one in four employees in the UK has mental health problems. Their symptoms include stress, anxiety and

depression, which affect their own performance and well-being as well as that of other workers.

There are key reasons why SME's should start treating mental health issues as a priority, she warned 'mental health issues affect small companies to a much greater extent than larger enterprises. Due to their size and fewer resources, SME's cannot afford to have employees not working to their full capacity.

'The signs that things are not well in a company are: poor productivity and employee engagement, as well as various symptoms of stress, which express themselves in growing propensity to take sick leave, increased staff turnover, and presentism.' She said.

Professor Black suggests a number of practical steps that every company, regardless of size or budget, can undertake to introduce a culture that promotes good mental health.

'You have to train your managers in people management skills and add to this a mental health component,' she said. 'Then they will be able to recognise the signs when an employee becomes less well.'

'This approach doesn't cost very much, although it takes time to develop. It will lead to better staff engagement and productivity, benefiting employees, their companies and the wider society. However, it has to come from the top,' she concluded.

## Accident Investigation Training

From November 2017 the Highways England National Health Safety Division are carrying out Investigation Workshops for key stakeholders within Highways England and within our supply chain.

The purpose of the Investigation Workshops is to improve and align incident investigation within Highways England and our Supply Chain, whilst ensuring there is a full understanding as to the root cause analysis and the techniques. The need for the workshop stems from the results of a number of investigations that failed to correctly identify root and underlying causes of incidents, and the new standards published on HSMS in October.

Key Health and Safety individuals from all Tier 1 suppliers will be invited to attend workshops, actively participate and feedback content relating to Highways England's expectations regarding incident investigation.

Internally to HE, Health & Safety Teams, Regional Divisional Directors, Senior Project Managers, Project Managers, Regional Traffic Officer Managers and Traffic Officer Managers will be invited to attend investigation workshop sessions and feedback appropriate information to their teams.

Workshop sessions will begin in November over the following weeks. Please look out for your invite and respond accordingly.

## Health, Safety and Wellbeing Awards 2017

Our new Health, Safety & Wellbeing Awards 2017, focusing on our first imperative, launched on 5 October.

Highways England's Health, Safety & Wellbeing Awards are designed to recognise celebrate and share achievements and excellence in health and safety performance across the industry. They will be awarded annually to those individuals, teams, projects and companies who make a significant contribution to our first imperative – that no one should be harmed when travelling or working on the strategic road network.

The awards are open to Highways England employees, our suppliers and their supply chain (extended supply chain, small and medium enterprises etc) and with one exception an award will be given to both communities in each category

Winners and highly commended will be invited to celebrate their successes at a special ceremony on 7 March 2018.

Closing date for entries will be 5pm on 15 December 2017 and entries will be judged by a panel of senior subject matter experts, including our Chief Executive Jim O'Sullivan, and judges from our supply chain.

We're really keen to receive nominations from employees in any of categories, as we know lots of good work goes on around the company,

and we really want to share this. Equally, if you know of or have been involved in projects or initiatives delivered by suppliers that fit into any of the categories, please encourage all your suppliers and their supply chain to enter.

Entry forms, flyers and brochures are available [here](#) and can be used to promote the Awards at meetings or during phone calls.

If you require any further information please email [HSWenquiries@highwaysengland.co.uk](mailto:HSWenquiries@highwaysengland.co.uk)



The nominations categories for the Health, Safety & Wellbeing Awards are:-

- Health & Safety Innovation
- Excellence in road user safety achievement
- Project of the Year (open to supply chain only for construction projects)
- Graduate/Apprentice of the Year
- Health & Wellbeing Initiative of the Year
- Excellence in Health & Safety Performance

## New Plant Guidance - Dumper summit meetings agree on need for new guidance.



A guide to using forward tipping dumper trucks is being produced for the Strategic Forum Plant safety Group in the wake of several recent fatalities.

Eight people have been killed by forward tipping dumper trucks on UK construction sites in the past 15 months. Typically, the dumpers have overturned on mounting spoil heaps and the operator has tried and failed to jump clear. The other key danger is site workers and pedestrians being run over due to restricted view the driver of a loaded dumper might have.

As previously reported, the Construction Plant-hire Association (CPA) and the Civil Engineering Contractors Association (CECA) have been moved to take action. Over the past year a series of industry-wide meetings have been held to draw up an action plan. Some had hoped that the result might be a UK specification ensuring all dumpers had enclosed ROPS/FOPS cabs to keep drivers safe in the event of an overturn, or a

ban on driving dumpers onto spoil heaps. Certain companies – generally ones that have already been impacted by a fatality – have adopted these measures as policy on their own initiative.

The latest dumper truck meeting was held in Solihull last week and was attended by more than 60 client representatives, contractors, plant manufacturers, federations, regulatory bodies, plant hirers and equipment owners. CPA director Kevin Minton and CECA chief executive Alasdair Reisner co-hosted the meeting.

Agreement was reached on seven principles that will be used as the basis of 'an action plan to take forward'. These relate to visibility, stability, training, competence, spoil heaps, exclusion and equipment selection.

The CPA has already produced a safe-use guidance document, aimed principally at operators for refresher training purposes, and it was agreed at the forum that an operational good practice guide on forward tipping dumpers would be produced through the Strategic Forum Plant Safety Group, administered by CPA.

Several working groups are being formulated to discuss how to raise the bar in the seven areas to be focused on. One group will provide a supplementary document to the Plant Safety Group's work on ground conditions by providing guidance and recommendations for the travelling

of dumpers on spoil heaps. There are those who will hope that it says simply: 'just don't'.

While enclosed cabs and the use of seatbelts were discussed at last week's meeting, it seems that the powers that be are not yet ready to call an industry-wide ban on open-cab dumpers of six-tonnes and above.

CPA director Kevin Minton said afterwards: "Accidents and incidents involving forward tipping dumpers are caused in a number of different ways and we need a range of solutions to ensure the operator is safe and the general public is safe. The industry forum generated action points from which we can help to reduce the risk of accidents occurring, improve management of sites, commit to best practice and enhance awareness of operatives and operators."

CECA chief executive Alasdair Reisner said: "We have made a tremendous amount of progress in a short space of time and have strong support from across the industry to work together to enhance the safety of forward tipping dumpers. There is a need to engage wider industry and we are looking to implement an awareness campaign such as the provision of a website to find more information about forward tipping dumpers."

## Low Temperature Asphalt

***This is an excerpt from Quarry Management, January 2017.***

Cost savings come into the equation of course, when deciding whether to use low temperature asphalt (LTA), as do longer service life expectancy, a quick turn round of work and less disruption to motorists. Then there are the well charted environmental benefits which include less energy use, fewer emissions and safer working. What is there not to like about LTAs, you might ask? “Nothing,” confirms Cambridgeshire County Council’s Head of Highways Richard Lumley. Having gauged the benefits of LTA for himself after trials in his county, Lumley has become much less likely to specify hot mixtures without good reason to.

“It now seems to me that lower temperature mixes can be a viable and beneficial alternative to hot mix in most circumstances,” he says. “There were no negative signs,” he adds, referring to the trials of LTA which were carried out by Cambridge CC in partnership with its highway term maintenance contractor Skanska and asphalt supplier Aggregate Industries.

“I don’t see why hot materials need to be specified other than in extreme conditions. I can see LTAs becoming the default choice of Cambridgeshire when we specify asphalt for road maintenance in the county.”

### **Reduces the cost of traffic management**

LTAs have been around in Britain for a considerable time but their uptake has been slow

despite good environmental credentials – higher cost in comparison to hot mix has tended in the past to outweigh the green benefit in particular of reduced carbon impact. But lately, as alluded to at the top of this article, there has been a growing appreciation of the extended service life and concomitant whole life cost savings of LTAs plus a range of distinct practical benefits.

It is now clear that some LTAs, mixed and placed at temperatures perhaps 30°C to 40°C less than hot mix, can be laid rapidly, compacted well and trafficked much more quickly than hot mixtures. This reduces the cost of traffic management, for instance, and also disruption to the travelling public. Road closure is minimised and diversions often avoided. Then there is the reduced oxidative hardening and bitumen ageing that is a characteristic of LTAs: there is an expectancy of longer pavement life when an LTA is used. The savings can add up for a county council under pressure to cut costs.

“The benefits are not to be sniffed at,” Richard Lumley says. “It was the potential savings that concentrated my mind on doing things differently. We have to look at ways to cut costs here and have the support of Council Members to explore new products and ways of working. Hence the trials of LTA.”

### **Good workability**

The trials that involved Aggregate Industries took place in March 2016 along Highfields Road in Caldecote, a village 10km west of Cambridge.



Running through an urban area, the single carriageway road has numerous side roads and mini roundabouts and the work had to be done under off peak daytime lane closures – although access had to be provided at all times for live traffic. The laying of surfacing, 50mm thick following the planing out of a similar depth of existing material, took place over five days. Daily productivity was affected by the laying logistics, not the material Lumley says.

He confirms that the material produced by Aggregate Industries – the company’s Superflex surface course which uses a purpose produced Nytherm binder from Nynas, went down well with good workability even at lower production and delivery temperatures. “The running surface is excellent, the more so when you consider the very fast road opening that was achieved after every tranche of work.”

## Low Temperature Asphalt

Inspections of the LTA at Highfields Road are currently limited to visual inspection employing video surveying techniques although Lumley states that further investigation will take place if any visually identified issues emerge. "So far there have been no issues," he says. "The trials were based around the LTA version of the widely used HAPAS for surface course materials so we don't expect to experience any material design related failure, particularly based on the testing that was carried out during construction."

### It could well become the new default material

Keeping a watch on performance will be the pavement forum held by Cambridgeshire County Council on a regular basis. The forum includes colleagues from Lumley's department, Skanska, Atkins (which supplied specialist material and pavement design support to the trials) and supply chain representatives. "The forum is intended generally to improve the processes we use, to look at materials development and so on."

Richard Lumley declares himself well satisfied with the Aggregate Industry trials. "I'm impressed by the contractor's lower temperature material. Anything which saves us money has to be a good thing and this combined with less disruption when the asphalt is being put down plus the fact that when it's down, it's down for a good period of time makes LTA attractive to us. It's more and more likely we'll be specifying the material in the future. As I said, it could well become the new default material specified for highway maintenance."

## Compliance with Raising the Bar 27 and GS6

Further investigation into ways of complying with Raising the Bar No 27 has been undertaken on the M25. Connect Plus Services have been working with Highway Resource to utilise existing Intellicone systems and new sensors to create a virtual 'GS6 Goal Post' with just one pole. Connect Plus will be trialling this system throughout November in live TM set ups.

The sensor on top of the pole creates a virtual line, so when the beam is broken the alarm is activated this gives both a visual and audible warning to the driver. This system will reduce the time taken to install goal posts in relaxed traffic management.



## Government sets out CITB reform agenda

The government has published its response to the recently concluded triennial review of the Construction Industry Training Board

The government's report concludes that the CITB's levy raising powers is still the right model for the construction industry but reform and improvement are needed.

**Building Support: the review of the industry training boards** sets out a series of reforms, including making the CITB board more representative of the small businesses that make up the vast majority of employers in the sector.

Civil engineering contractors welcomed the publication. Civil Engineering Contractors Association director of external affairs Marie-Claude Hemming said, 'After a long period of consultation we are pleased that the outcome of this review has now been published. While there have been concerns within our sector about the performance of the CITB, we are pleased that

government has decided to address these via reforming and improving measures.

'Today's report provides many sensible recommendations for CITB and industry itself to address. We are especially pleased that the government has acknowledged our concern surrounding the payment of two levies and we will continue to work with CITB and our members to ensure that the levies complement each other and collectively provide value for money.'

CECA vote in favour of continuing the CITB levy. House-builders voted against, however, in response, the government's report says that the CITB must now get closer to the house-building sector, 'We want CITB to play a lead role in helping industry to respond to the government's ambitions for housing,' it says. 'In particular, it should strengthen its links with housing associations which have the potential to play a greater role in training construction workers.'

## Health and Safety Executive



### 'Go Home Healthy' campaign

Not enough is being done to tackle work-related ill health.

Almost half of Britain's industry leaders do not feel enough is being done across industry to tackle cases of work-related ill health, according to new research from the Health and Safety Executive (HSE).

The research also found that more than two-fifths of businesses are reporting a rise in cases of long term ill health with majority (80%) stating that tackling the problem is a priority within their organisations.

This news comes as HSE figures show that work-related ill health is costing the economy more than £9 billion with 26 million working days being lost each year, making it a priority for the HSE, as the Government's chief occupational health adviser.

The views of 300 major business leaders were sought and 40% of respondents said their industry was not doing enough to raise awareness and tackle the causes of long-term work-related ill health.

The findings were revealed as HSE announced its new national campaign, 'Go Home Safely', which aims to reduce cases of work-related ill health by shining a light on the causes and encouraging employers to do the right thing to protect their worker's health.

Speaking after the campaign launch, Penny Mordaunt, Minister of State for Disabled People, Health and Work, said, 'Everyone should want to have a healthy and safe environment at work. Work-related ill health is a costly issue for individuals, businesses, and the whole economy.'

'This campaign will encourage employers to operate healthier workplaces and ensure workers get the support they need.'

Commenting on the research findings, HSE chair Martin Temple said, 'The survey confirmed what we already suspected – more needs to be done to tackle work-related ill health.'

'Over the years, figures show that as workplace safety has improved, health has stagnated. The 'Go Home Healthy' campaign is about driving behavioural change in workplaces so we all go home healthy.'

'There is a moral, legal and business case for employers to do the right thing by their workers. The importance of more joined-up thinking across industries when it comes to tackling work-related ill health cannot be overstated.'

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