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BAE Systems

Managing Occupational Hygiene in a Multinational Company



Introduction

At BAE Systems, we provide some of the world's most advanced, technology-led defence, aerospace and security solutions and employ a skilled workforce of some 83,400 people in over 40 countries.

Working with customers and local partners, we develop, engineer, manufacture and support products and systems to deliver military capability, protect national security and people and keep critical information and infrastructure secure.

Key facts

- International capability
- One of the world's leading defence companies
- A world leading innovator
- Over 83,000 employees worldwide
- Customers in more than 100 countries
- 2014 sales of £16.6 billion
- Working with universities worldwide (over 30 in the UK)
- £70m+ invested annually in education and skills globally
- £9bn+ spent with over 33,000 suppliers globally



Introduction

- Our capabilities are founded on a heritage of excellence, earned through some of the most demanding design and manufacturing challenges in the world today
- In the **Air** domain we provide advanced military air capability through combat aircraft and jet trainers. We are addressing the emerging global market for autonomous systems and related technologies
- The **Land** domain we provide armoured combat vehicles, tactical wheeled vehicles, missile launchers, artillery systems and munitions
- The **Maritime** domain we provide above and underwater battlespace capability through the delivery of surface ships and nuclear submarines
- Supported from design to disposal, these platforms and products have a proven ability in the most demanding operational environments



The problem

- Safety issues tend to be the burning issues
- Injuries are obvious however, long latency health effects aren't
- Safety practitioners are generalists in their field
- They don't tend to understand hygiene in any detail
- Senior managers only tend to ask about safety
- Therefore safety generally is seen as a priority
- However, 13,000 annual deaths in UK from work related disease which are difficult to measure at company level



The problem

- Occupational Hygienists are a scarce skill and most tend to work alone
 - Unlike safety, haven't got peers to confer with
 - Kept busy doing the basics, monitoring, report writing
 - In many cases, if they highlight an issue it becomes their problem
- No current (weekly monthly) indicators for Occupational Hygiene, near miss reporting, first aid etc..
- RIDDOR reportable occupational diseases tend to be few and far between
- So we haven't got a problem!



What we are doing

- BAE Systems/HSE Health Risk Management Strategy
- Investigating leading indicators e.g. numbers of LEV checked Pass/Fail
- Training for SHE generalists
 - Running BOHS certificate in house to enhance core skills
 - Moving towards Hygienists becoming the Strategist, specialist advisors
 - Assurance to the 'more competent' SHE generalists
- Identified top ten hazardous substances, carcinogens, mutagens, repotoxins, sensitisers
 - Detailed risk assessments generated centrally
 - Comprehensive awareness sessions to convey health effects, controls required and how to use, monitoring? health surveillance?



What we are doing

- HAV measurement strategy and dose calculation,
 - Investigating design changes to 'Older Aircraft'
 - squeezers, solid to blind rivets
 - averaged over week
 - Aim to use action value as limit value 2.5 m/s^2
- Noise assessors trained and assessments planned
- Deep Dive COSHH, Noise and Vibration audit programme for major sites
- Audit to test current Health surveillance programmes
- Occupational Hygiene working group
- Health Steering Board chaired by board member



What we learned

- Basic understanding of Occupational Hygiene in SHE community
- SHE community tend to underestimate the health risks to employees
- More focus on getting involved at design stage to design out risk to health (like safety)
- Increased competency allows basics to be completed and more complex issues flagged up.
- More focus on Occupational Hygiene strategy, communication, raising awareness and overall competency.
- You don't know what you don't know, until you have thoroughly reviewed and strategized 'the Big Picture' !



Summary

- Strategic not tactical use of hygienist
- Identify the Occupational Hygiene risks
- Tell the story / paint the picture
- Be good communicator
- Sell your passion for the long term health of employees and the potential risks
- Give them the solution with the problem, but remember it's their problem not yours



Thank You

