Directory of Occupational Hygiene Services

2015/16

A healthy working environment for everyone
The BOHS Directory of Occupational Hygiene Services is the definitive list of companies able to provide qualified and experienced occupational hygienists and specialist occupational hygiene support services.

www.bohs.org/OHServices-directory
Directory of Occupational Hygiene Services

2015/16

A healthy working environment for everyone

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Code of Ethics

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What is occupational hygiene?

Occupational hygiene uses science and engineering to control or eliminate workplace hazards, in the most efficient and effective ways.

With good occupational hygiene science and practice, most occupational health risks can be eliminated or at least brought under control.

Why is occupational hygiene so important?

Occupational disease is a huge problem in the UK today.

The latest available statistics from the Health and Safety Executive for 2011/12 show that 13,000 people die each year from occupational diseases which are preventable with the application of good occupational hygiene practice. Workplaces continue to expose workers to health hazards, and these risks need to be properly understood and managed.

Supposedly well-recognised health hazards like asbestos, dust, lead, metal-working fluids, and noise continue to present serious issues in workplaces. In addition, there are new potential hazards emerging, as a result of developments such as nanotechnology applications and bio-hazards from the growing waste management and recycling industry.

The latest available statistics from the Health and Safety Executive for 2011/12 show that 13,000 people die each year from occupational diseases which are preventable with the application of good occupational hygiene practice.
About BOHS

BOHS, the Chartered Society for Worker Health Protection, was founded in 1953 and is one of the biggest occupational hygiene societies in the world.

It is both a professional organisation representing occupational hygienists, and a learned body, promoting professional and public awareness of occupational hygiene and the underpinning medical, scientific and engineering issues.

Membership of BOHS is open to anyone with an interest in a healthy working environment.

The professional arm of BOHS, the Faculty of Occupational Hygiene, sets, develops and maintains the professional standards of occupational hygienists. Membership of the Faculty is confined to those members who hold recognised professional qualifications in occupational hygiene.

There are four grades of Faculty membership.

**Associates (AFOH)**
Associates (AFOH) hold either the Basic Principles of Occupational Hygiene Module, one of the core Occupational Hygiene Modules offered by BOHS or an accredited degree.

**Licentiates (LFOH)**
Licentiates (LFOH) hold the BOHS Certificate of Operational Competence in Occupational Hygiene and have at least three years’ practical experience in the field.

**Chartered Members (CMFOH)**
Chartered Members (CMFOH) hold the BOHS Diploma of Professional Competence in Occupational Hygiene and have at least five years’ experience.

**Chartered Fellows (CFFOH)**
Chartered Fellows (CFFOH) are senior members of the profession who have made a distinct contribution to the advancement of occupational hygiene.

Chartered Members and Chartered Fellows of the Faculty who hold the Diploma and are practising occupational hygienists are entitled to use the status ‘Chartered Occupational Hygienist’.

The BOHS Directory of Occupational Hygiene Services is a directory of companies which employ at least one Licentiate, Chartered Member or Chartered Fellow of the BOHS Faculty of Occupational Hygiene. It is a directory of organisations and the occupational hygiene services they offer and is the only UK listing of companies able to provide qualified and experienced occupational hygienists and specialist occupational hygiene support services.
What do occupational hygienists do?

All professional occupational hygienists possess the following core skills:

- The ability to recognise real or potential hazards related to physical, chemical or biological factors that can impact on worker health and wellbeing.

- Expertise in assessing risks associated with these hazards, and in measuring environmental parameters and worker exposures to assist in risk assessment.

- The knowledge and experience to propose practical solutions to reduce and control risks to health.

- A detailed knowledge of the legal framework covering the practice of occupational hygiene and workplace health and safety.

- The ability to educate, train, inform and advise personnel at all levels within an organisation on occupational hygiene issues.
The importance of using a qualified occupational hygienist

Employers are required by law to appoint “competent persons” to assist them in complying with their statutory duties in health and safety.

Large organisations may employ occupational hygienists to fulfil this role in connection with regulations on, for example, hazardous substances, asbestos, lead and noise. Other companies contract occupational hygiene support services from external consultants.

The benefits of using a qualified occupational hygienist are:

- The hygienist is trained, experienced and competent in the field of occupational hygiene - it takes years of study and practice to acquire these skills. The advice given by the hygienist will be objective, technically valid and impartial.
- The hygienist will be bound by the Faculty’s Code of Ethics (p43) and is thereby responsible to his or her peers for maintaining the highest standards of technical and professional integrity.
- The hygienist is required to participate in a CPD scheme which ensures their current knowledge in occupational hygiene is maintained.

AEC’s dedicated team of occupational hygienists provide guidance and advice on a wide range of issues to many different sectors, including manufacturing, engineering, printing, pharmaceuticals, food, automotive and many more.

AEC’s Occupational Hygiene Services include:

- Exposure Monitoring
- Workplace Noise risk Assessments
- Local Exhaust Ventilation (LEV) Assessments
- Hand Arm Vibration (HAV) Assessments
- Indoor Air Quality Assessments
- COSHH Assessments

If you have any occupational hygiene issues that you would like to discuss then please contact:

occhygiene@aec.uk.net
Manchester Tel: 0161 872 7111 | London Tel: 0203 384 6175

www.aec.uk.net
Selecting an occupational hygienist

Before entering into any contract for the provision of occupational hygiene support services, employers are advised to:

a) contact one or more companies to obtain details of their background and experience

b) if practicable, arrange for a preliminary visit by the hygienist(s) to discuss in detail the required scope of work;

c) establish exactly which individual hygienist would be responsible for managing the contract;

d) obtain a detailed quotation from the hygienist(s) specifying the objectives of the project, the means of achieving these, the time scale, the deliverables and the overall cost.

Employers should bear in mind that the experience and expertise of individual occupational hygienists and organisations listed within this Directory will vary. Generally speaking, companies which list a Chartered Fellow or Chartered Member as the main contact will offer a greater breadth and depth of experience than those listing a Licentiate only.

Using this directory

Entries are listed alphabetically and regionally.

The address listed in the entry is the company main office. If the company has other offices, these are listed separately within the entry.

The contact listed in the entry is a member of the Faculty of Occupational Hygiene.

Though regionally segmented for the purposes of this publication, please bear in mind that many do offer nationwide coverage.

The main part of the entry is a summary of the organisation’s areas of expertise in occupational hygiene and related topics. This information is provided by the company and BOHS can accept no responsibility for any inaccuracies.

The entry may also include other services peripheral to occupational hygiene offered.

Where a company lists accreditations, users of the directory may wish to verify these via the accreditation body.
Companies
East Midlands and Yorkshire

11 Acton Jennings
Wakefield WF4 6HU
18 Envirocare Technical Consultancy Ltd
Bradford BD1 2LL
19 Environmental Compliance Ltd
Sheffield*
20 Epsilon Training and Consultancy
Wakefield WF2 6QX
20 ESG
Burton on Trent DE15 0YZ
Bretby* Doncaster*
21 Exova
Rotherham*
25 Health and Safety Laboratory
Derbyshire SK17 9JN
27 IOM Consulting
Chesterfield*
27 Industrial Safety Solutions
Derby*
38 Validate Consulting Ltd
Chesterfield S40 3SF

London, South and South East

11 ABC Safety Ltd
Newbury RG20 9EY
12 Alcumus Sypol Ltd
Aylesbury HP19 8HL
13 Alvin Woolley Associates Ltd
St Albans AL3 4AS
13 Brant Risk Assessment Services Ltd
Middlesex TW1 6JH
14 Bureau Veritas
London SE1 1LB
15 Cazarith Consulting
Isle of Wight PO39 0EF
16 Chris Beach Associates
Essex CM1 2PT
20 ESG
Romford*
21 Exova
Luton*
23 GKS Environmental Ltd
London N8 8JX
24 Gully Howard Technical Ltd
Portsmouth PO1 3EY
29 Jeremy Carter Associates Ltd
West Sussex RH20 3HL
33 ParaChem-O’heal
Portsmouth PO6 3EZ
34 Park Health & Safety Partnership
Aylesbury HP20 2NQ
35 SGM Associates Ltd
Milton Keynes MK17 8QL
37 Temple Wyatt Associates
West Sussex BN14 7DY
40 Woodglade Consultants Ltd
Berkshire SL5 9BP

West Midlands

18 EMSAS Ltd
Bewdley DY12 1AB
21 Exova
Birmingham*
21 Euro Safety and Health
Shrewsbury SY1 2HP
22 First Environment Ltd
Staffordshire WS12 0QU
25 Hirst Consulting Ltd
Birmingham B32 1HF
27 IOM Consulting
Stafford*
27 Industrial Safety Solutions
Stoke on Trent ST3 5XA
Birmingham*
28 Institute of Occupational and Environmental Medicine (IOEM)
Birmingham B15 2TT
32 Occupational Hygiene Solutions Ltd
Warwickshire CV10 0HN
Stourbridge*
41 Workforce First
Wolverhampton WV11 2BQ

* denotes Regional Office
South West and South Wales

19 EnviroDerm Services
Gloucestershire GL17 0SN

19 Environmental Compliance Ltd
Pontypridd CF37 5BF

North West, North Wales & Northern Ireland

12 Airborne Environmental Consultants Ltd
Manchester M17 1EH

14 Brian Milligan Associates
Salford M7 3GJ 11

17 Cottam Parkinson Consulting Ltd
Cheshire CW11 3AE

17 Diamond Environmental Ltd
Chester CH2 3NQ

21 Exova
Oldham OL3 5DT

12 Environmental Compliance Ltd
Manchester M17 1EH

North East

16 Cirrus Environmental Solutions Ltd
Washington SR5 3NZ

19 Environmental Compliance Ltd
Newcastle upon Tyne

21 Exova
Newcastle Upon Tyne*

Scotland

15 C-Chec Ltd
Dunfermline KY12 9HD

20 ESG
East Kilbride*

27 IOM Consulting
Edinburgh EH14 4AP

30 Mabbett & Associates Ltd
Glasgow G3 7NB

40 West Technical Consultants Ltd
Perthshire DD10 8HB

International

21 Exova
Dublin, Ireland*

24 Gradi Health and Safety Ltd
Lagos, Nigeria

36 Shorcontrol Safety Ltd
Kildare, Ireland
C\HCHEC is an organisation of independent professionals, all being corporate members of their respective professional bodies. The support services even include fully equipped UKAS accredited analytical laboratories. Furthermore, we have experience of supporting many industries including shop fitting, Coopering, electronics and shipbuilding and repair, in dock and at sea as well as the oil industry offshore across the globe and on land in West & North Africa.

Why leave Industrial (Occupational) Hygiene, Safety & Environmental Issues to chance, initial consultations are free and without obligation so if you require advice or support in any of the following areas contact the focal point numbers above:

> OCCUPATIONAL HYGIENE
  Dust Monitoring
  Vapour Monitoring
  Noise Exposures
  Vibration (HAVS / WBV)
  Asbestos
  Advice / compliance COSHH Reg 10
  Indoor air quality / SBS

> RESPIRATOR FACE FIT TESTING & SELECTION OF RPE
  (Qualitative & Quantitative)

> WATER QUALITY & WATER CHEMISTRY (INCLUDING POTABLE WATER, LEGIONELLA, etc.)

> ENVIRONMENTAL MONITORING (Emissions from stacks, environmental noise, etc.)

> REACH COMPLIANCE FOR MANUFACTURERS, SUPPLIERS & END USERS
  (compliance framework, exposure scenario’s, exposure estimations, etc)

CONTACT US WITHOUT OBLIGATION
01383 851029
OR
cchec@cchec.plus.com

visit our website at: http://www.cchec.co.uk
We are an independent health and safety consultancy specialising in occupational hygiene. We provide assistance with risk assessments; carry out surveys which include monitoring for noise, dusts, fumes, gases and vapours; carry out audits and provide in-house training.

Our services include assessments of exposure to harmful substances, noise and vibration; and ergonomic assessments, including DSE and manual handling. Janice Armstrong is a former chartered chemist, current chartered safety practitioner and is an OSHCR Registered consultant.

This company also provides the following services:
• Chemists
• Safety Specialists

Acton Jennings LLP is a well-established independent consultancy providing highly professional, cost effective occupational hygiene support to a wide range of sectors, from large companies to SMEs, backed up with over 20 years of experience working in this field. Our clients include food manufacturing, heavy engineering, chemical industry, printing firms, local authorities, quarries and stone working companies. The principal services we offer are: Workplace and entertainment noise surveys, with comprehensive reports that include real-time history display of personal noise exposure, assessment of issued personal hearing protection noise attenuation suitability, and recommendations on practical noise control solutions. Exposure monitoring capability for a wide range of substances and processes- examples include metalworking fluids, isocyanates, respirable crystalline silica, welding fume and gases. Advice to clients on compliance with COSHH Regulations and the preparation of risk assessments. LEV thorough examination and testing. Indoor air quality evaluation and thermal comfort surveys. Dust and fibre surveys, including asbestos. Fully costed proposals are provided to prospective clients without charge.

This company also provides the following services:
• Analytical Services
• Chemists
• Safety Specialists

Accreditations
Charted Chemist, Chartered Safety and Health Practitioner, IOSH Accredited Training Centre
Airborne Environmental Consultants Ltd

Airborne Environmental Consultants Ltd is an independent environmental consultancy with many years of experience of providing both private and commercial concerns with industrial and occupational hygiene services. AEC has a proven track record and a dedicated team of occupational hygienists to advise on a wide range of issues. In addition to exposure monitoring for all ranges of contaminants, AEC also specialises in workplace noise risk assessments, local exhaust ventilation examinations and testing, hand arm vibration, COSHH and legionella assessments. AEC has carried out occupational hygiene services for a wide range of UK based and worldwide customers, including heavy industry, chemical, paper manufacture, food production, engineering, the retail sector, electronics industry and Local Authority.

This company also provides the following services
- Analytical Services
- Safety Specialists

Accreditations
UKAS accredited to ISO/IEC 17025 for asbestos fibre counting, sampling of air for fibre counting, 4 stage clearances and asbestos identification (Accreditation No 2054) UKAS accredited to ISO/IEC 17020 for asbestos surveying (Type C inspection body, Accreditation No 232) Member of the AIMS scheme (Asbestos in Materials) Member of RICE (Regular Inter Laboratory Counting Exchange) Member of Legionella Control Association (LCA).

Alcumus Sypol Ltd

The strength of Alcumus Sypol Ltd is our people, their specialist knowledge and the ability to pass this information onto our customers as workable and measurable solutions. The people within Alcumus Sypol Ltd have collectively built our reputation through hard work, passion and commitment to our customers. We can offer the following occupational hygiene and monitoring services as well as bespoke solutions: COSHH management, Hand arm/whole body vibration, Air monitoring, Local exhaust ventilation, Noise exposure, Workplace environment surveys, DSEAR and Health Surveillance.

This Company also provides the following services
- Chemists
- Contaminated Land
- Emission Monitoring
- Environmental Consultancy
- Microbiological
- Safety Specialists

Accreditations
BE EN ISO9001:2008
Alvin Woolley Associates is a well-established, independent consultancy offering professional occupational hygiene services tailored to client’s needs. The company has been established for over 30 years.

Services we offer include
• Surveys and investigations
• Monitoring of environmental contaminants
• Noise surveys
• Advice on cost effective control measures
• Assisting companies in complying with relevant legislation, (including COSHH and Noise)
• Risk assessments
• Investigating cases of ill health
• Specialist advice for problem solving
• Training and in-house seminars
• Provision of expert witness reports and testimony for litigation

Alvin Woolley Associates work for companies throughout the UK and abroad ranging from multi-nationals to small and medium sized enterprises, including petrochemical, paper, printing, construction, hospital trusts and health care, pharmaceutical, engineering, food, local authorities, banking and insurance sectors.

Accreditations
Chartered Fellow of the Faculty of Occupational Hygiene.
Chartered Member of Institute of Occupational Safety & Health.
OSHCR Registered Consultant.
UK Register of Expert Witnesses.

b.risk is an independent Occupational Hygiene risk assessment provider, launched in 2000, with UK & international coverage including Iraq/ Kurdistan.

Specialist services include Legionella (L8) surveys (over 12 years experience in a UKAS accredited laboratory (specifically with Legionella), over 20 years site work), indoor air quality (L24) IAQ surveys including AHU inspection and local exhaust ventilation (LEV) testing and assessment (HSG-54).

Associated services include CoSHH (L5) assessment, including personal dust/ substance monitoring, noise (L108), thermal comfort, ‘sick building’ syndrome assessment, regulatory advice (including asbestos) and microbiological and chemical sampling (in house and via approved UKAS laboratories where appropriate).

All reports come with real world advice and/or recommendations for remedial works to promote a healthy working environment.
Brian Milligan Associates

Provides an air sampling and consultancy service covering mainstream occupational hygiene practice mainly to clients in a broad range of manufacturing industry. Main areas of work are the assessment of exposure to noise, dust, fumes, gases and bio-aerosols, together with the testing of local exhaust ventilation systems. Own laboratory facilities include gravimetry, gas chromatography and colorimetric methods.

This company also provides the following services
• Analytical Services

Bureau Veritas

Bureau Veritas is a world leading, professional services company. We offer bespoke solutions to help organisations achieve, maintain and demonstrate compliance with quality, health, safety, environmental and social accountability obligations. Our approach is far reaching and offers a complete compliance partner approach. Established in 1828, Bureau Veritas is a listed company boasting a global network of over 65,000 employees, and 1,330 offices and laboratories that are spread over 140 countries. Within the UK and Europe our network of occupational hygiene professionals provide a comprehensive range of services including workplace exposure monitoring surveys, noise and vibration at work assessments, TExT of Local Exhaust Ventilation (LEV) systems, evaluation of the indoor work environment. We provide a comprehensive COSHH and REACH service that goes beyond compliance, so reducing risk, improving performance and promoting sustainable development.

Accreditations
SAFEcontractor, Altius, CHAS, Exor, FPAL Verify.
Our main function is to provide expert witness reports for the Courts in England and Wales, where the cause of work related ill-health is in dispute. Our Principal Consultant is a Member of the Expert Witness Institute. Many cases previously handled involved occupational asthma and cancer, but the generality of health and safety management has also featured, as has asbestos, of course. We will take on cases as a Single Joint Expert if required.

Additionally, we offer a full occupational hygiene consultancy service to employers south of the M4 corridor in England, and in London. Our traditional occupational hygiene service has experience in all types of operation – from Aeronautical to Zoological – our speciality is ventilation. We will design, install, test or troubleshoot any ventilation system whether for employee comfort or contaminant control. Recent projects have involved styrene exposures in the construction of GRP leisure craft and risk assessments in waste recycling.

Please phone to discuss your project before you get too far into it. We might be able to make life easier for you, or help you to avoid an expensive mistake.

We provide a full range of Occupational Hygiene services to industry across the UK, Europe, Africa and the Far East. We conduct ship riding surveys on a vast range of vessels, support oil & gas platforms and land-based operations but still retain a “local” focus for SMEs. We have a small and versatile stack emissions monitoring team covering emissions to air but also provide LEV inspection and testing to P 601 standards of competency and design to P602 within the same department. We conduct numerous hazardous substances exposure assessments, noise surveys (workplace & environmental) as well as vibration assessments (whole-body and hand-arm). Amongst the other services we provide are respirator face fit testing (Fit-2-Fit), Legionella Risk Assessments, Water Management consultancy and Management System Auditing.

This company also provides the following services
- Analytical Services
- Chemists
- Emissions Monitoring
- Engineers
- Microbiological
- Safety Specialists
Chris Beach Associates Limited

An independent consultancy specialising in occupational hygiene, offering advice and monitoring capabilities covering the complete field of occupational hygiene including noise, dust, LEV testing, COSHH assessments, monitoring personal exposures to hazardous substances, indoor air quality and thermal investigations and vibration related concerns. No charge is made for providing fully costed proposals. Analytical work is contracted out to laboratories with relevant quality assurance schemes.

This company also provides the following services
• Analytical Services
• Chemists
• Contaminated Land
• Emission Monitoring
• Engineers
• Environmental Consultancy
• Microbiological
• Safety Specialists

Accreditations
Chartered Member of the Institution of Occupational Safety and Health.

Cirrus Environmental Solutions Ltd

Cirrus Environmental Solutions Ltd is an independent, privately owned, multi-disciplinary, environmental and health and safety consultant. We provide a full range of monitoring, testing and assessment services to ensure that our clients comply fully with environmental and health and safety legislation. Our services include indoor air quality/personal exposure monitoring, LEV testing and assessment, occupational and environmental noise monitoring, hand-arm and whole-body vibration testing and assessment, emission monitoring, asbestos surveys and management, lighting and thermal surveys, sick building syndrome investigations and a full health and safety management package. We currently operate throughout the UK and Europe.

This company also provides the following services
• Emission Monitoring
• Environmental Consultancy
• Safety Specialists

Accreditations
Cottam Parkinson Consulting Ltd is an independent occupational hygiene consultancy established in 2004. We are a specialist team offering personal exposure monitoring, workplace and environmental noise surveys, hand arm vibration (HAV) and whole body vibration (WBV) assessments, local exhaust ventilation (LEV) system testing and risk assessment services. We also provide emission monitoring, occupational health surveillance, expert witness reports and indoor air quality services.

This company also provides the following services
• Analytical Services
• Emission Monitoring
• Microbiological

Since 1991 Diamond has offered a professional, cost effective service to a range of industries, from SME’s to large multinationals, throughout the UK, Europe and the Middle East. Diamond employs professionally qualified Occupational Hygiene consultants and a number of associate consultants. Diamond has extensive practical experience in helping companies with most aspects of Occupational Hygiene including COSHH, Noise, DSE, Manual Handling, REACH and Risk Assessments. We regularly carry out personal exposure monitoring to airborne contaminants, undertake thorough examinations of local exhaust ventilation (LEV) systems and advise on measures to control risks to employee health.

Diamond offers noise services including assessment and compliance advice. We provide specialist client based and public training courses on many aspects of Occupational Hygiene. For those individuals wanting to obtain professional qualifications we are one of the prominent providers of the BOHS Module Courses along with the OHTA International Module Courses.

This company also provides the following services
• Chemists
• Emission Monitoring
• Engineers
• Safety Specialists
EMSAS Ltd

EMSAS are a leading independent Occupational Hygiene, Health, Safety and Environmental consultancy with consultants each with over 10 years professional experience. We offer a professional approach to issues in the workplace for both public and private sectors. Our services include workplace air monitoring, LEV testing, indoor air quality investigations, workplace noise surveys, environmental noise surveys, hand arm vibration surveys, emissions to atmosphere, breathing airline quality assessments, RPE face-fit testing, environmental pollutant monitoring, environmental auditing, environmental management systems, CoSHH risk assessments and training. With a wealth of experience in a diverse range of industries, we deliver monitoring and assessment with interpretation and practical and proven solutions assisting relevant professionals to maintain compliance within their organisations.

This company also provides the following services
• Analytical Services
• Emission Monitoring
• Environmental Consultancy
• Safety Specialists

Accreditations
SAFEcontractor; Staff who hold ‘Chartered Chemist’ designation.

Envirocare Technical Consultancy Ltd

Envirocare Consultancy is an independent UKAS and MCERTS accredited Occupational Hygiene, Safety and Environmental Consultancy operating throughout the UK. With 20 years of experience in a wide range of industries we provide high quality solutions to our clients’ monitoring issues. We go beyond the basics and enjoy specialising in the unusual. Our full range of Occupational Hygiene and Safety services includes: UKAS accredited occupational air monitoring for dust and air monitoring for COSHH; UKAS accredited noise assessment; Local Exhaust Ventilation (LEV) examination and testing; Indoor air quality assessment, Legionella Risk assessments; COSHH Risk Assessments, bespoke Health and Safety training.

This company also provides the following services
• Chemists
• Emission Monitoring
• Environmental Consultancy
• Safety Specialists

Accreditations
UKAS (ISO 17025) for workplace dust measurements (to MDHS 14/4) and for noise measurements (to Noise regulations).
UKAS/MCERTS for Emissions monitoring to atmosphere for a large variety of pollutants.
Chartered members of the Institution of Occupational Safety & Health (IOSH).
EnviroDerm are specialists in the prevention of ill-health due to occupational skin exposure. We carry out site surveys and make recommendations for changes to achieve best practice regarding management of skin exposure in the workplace. We run both open courses and in-house courses on various aspects of skin exposure and chemical exposure management. We also offer a service to help organisations find a resolution when skin issues arise to keep the worker concerned at work and free of skin problems.

**Accreditations**
PhD “new techniques for occupational skin health surveillance”, PgC Occupational health and safety management, specialist member of Faculty of Occupational Hygiene, Fellow of Royal Society for Public Health, Member of Society of Biology, Affiliate of Institute of Occupational Safety and Health.

Environmental Compliance Ltd provides a specialist range of consultancy, measurement, monitoring and training services to clients operating in a broad range of industrial sectors from our offices in South Wales, the Midlands, Yorkshire and the North East. Our strategy is to assist our clients with achieving and maintaining environmental regulatory compliance and occupational safety in the workplace. We employ professionally trained, competent and enthusiastic staff who have the necessary skills and experience required to provide businesses with an effective and quality assured service to match your requirements and expectations. We are also able to provide a planning and permitting service.

**This company also provides the following services**
- Emission Monitoring
- Environmental Consultancy

**Contact**
Helen Taylor MFOH (S)
Epsilon Training and Consultancy Ltd

Expert risk management for asbestos management, COSHH assessment and control and Legionella. We provide a service targeted at your needs to provide specific advice and support. Whatever the stage you have reached, from identifying your problems to introduction of control and support systems, and on to support and review activities, we can provide the appropriate assistance. Audits, investigations and expert evidence also provided by a former HSE Principal Inspector. Ensuring compliance and your peace of mind.

This company also provides the following services
- Microbiological

ESG

ESG is the UK’s leading provider of testing, inspection and compliance services, with comprehensive solutions in Infrastructure, the Built Environment and Energy & Waste. ESG offers an unrivalled range of technical expertise and services through a nationwide network of accredited laboratories, advice services and field based operations. With the largest complement of BOHS trained hygienists in the UK, operating from regional offices, our consultants provide a high quality, market leading service. We offer the assurance of compliance with legislation and regulations, in addition to consultancy on monitoring strategies and exposure control. ESG specialises in water treatment and hygiene, legionella control consultancy, asbestos management and surveying, environmental air quality, noise and vibration monitoring, assessment of exposure to gases, vapours and mists, monitoring equipment hire and service, and Health & Safety consultancy.

This company also provides the following services
- Engineers
- Chemists
- Safety specialists
- Emission monitoring
- Contaminated land
- Environmental consultancy
- Analytical services
- Microbiology

Accreditations
ISO9001: 2008 and ISO 14001 accredited; UKAS accreditation for workplace aerosol monitoring (MDHS 14/4); UKAS accreditation for legionella risk assessments; UKAS accreditation for asbestos surveying and bulk analysis and airborne fibre monitoring; MCERTS and UKAS accreditation for stack emissions monitoring; MCERTS, UKAS and numerous third party accreditations for laboratory analysis.
Exova plc is a global testing, inspection and certification company, headquartered in the UK, operating in 31 countries, and employing over 4400 staff operating in more than 140 facilities. We are one of the world’s leading dedicated testing groups, trusted by organisations to test and advise on the safety, quality and performance of their products and operations. We are able to offer our clients a local service backed up by the resources of an international organisation.

Occupational Hygiene services offered include: COSHH risk assessments, workplace air monitoring, LEV examination & testing, workplace noise assessments, hand arm and whole body vibration assessments, indoor air quality assessments, thermal assessments, Legionella risk assessments, consultancy and training.

This company also provides the following services
- Analytical Services
- Contaminated Land
- Emission Monitoring
- Environmental Consultancy
- Microbiological
- Chemists

Accreditations
ISO 17025 UKAS accredited MDHS 14/4 aerosol sampling; UKAS / MCERTS accredited stack emissions testing & AST/QAL 2 Testing; UKAS surveys for asbestos in premises, asbestos fibres in air, asbestos in bulk materials; IATP Training Provider; QMS ISO 9001; ISO 14001; OHSAS 18001; SafeContractor; Constructionline, CHAS, UVDB Achilles – Verify B2, PICS

Euro Safety and Health
2 The Dana
Shrewsbury
SY1 2HP

T: 01743 362076
E: info@eurosh.com
www.eurosh.com

Contact
Sean Mahar CMFOH

Accreditations
MFOH – Member Faculty of Occupational Hygiene – 2001.
CMIOSH – Chartered Member of the Institution of Occupational Safety and Health – 1999.
OHTA Training Provider.
**First Environment Limited**

An independent firm of consultants providing specialist advice in occupational hygiene, asbestos surveying and management, risk assessment, COSHH, noise, local exhaust ventilation inspection and test, endotoxin exposure assessment, indoor air quality monitoring, legionella risk assessment, policy advice and auditing. Asbestos management services include building surveys, risk assessment, method statements, policies and procedures, action plans and training. Particular expertise in the assessment of hazards and risks associated with the automotive, petrochemical and engineering industries. Accreditations: UKAS Surveying for asbestos in premises; Legionella Control Association.

**This company also provides the following services**
- Chemists
- Environmental Consultancy
- Microbiological
- Safety Specialists

**Accreditations**
- Chas, SafeContractor;
- Constructionline;
- Investor in People.

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**Genesis Environmental Limited**

Genesis Environmental is an independent consultancy offering the services of two Fellows of the Faculty of BOHS, each with over 35 years professional experience in occupational hygiene. Services include the areas of COSHH assessments, noise surveys, local exhaust ventilation (LEV) system testing, personal exposure monitoring and assistance with REACH compliance. In-house training or advice on suitable control measures can be provided in any of these areas. Specialist services include the design of new LEV systems, and audits of safe-handling techniques for enzymes. A cost-effective and comprehensive service can be tailored to the needs and the resources of any client ranging in size from SME’s to major multinationals.

**This company also provides the following services**
- Chemists
- Emission Monitoring
- Engineers
Founded in 1995, Gillies Associates Ltd is an independent consultancy offering integrated occupational hygiene and environmental services to a wide range of clients, from SMEs to multinational companies. We have specialist knowledge and experience in chemical manufacturing, pharmaceuticals, electronics, NHS trusts, food processing, engineering and waste management sectors. Services include legal compliance, risk assessment and control, management systems, noise surveys, LEV system testing, waste management, implementation of control measures, REACH services and EH&S training. We aim to provide a practical, cost effective and high quality service to our clients and we work closely with other independent consultants where a multi-disciplinary approach is needed. No charge is made in tendering for a proposal. Analytical work is contracted out to laboratories with relevant quality assurance schemes.

This company also provides the following services
- Environmental Consultancy

Accreditations
Associate Member Institute of Environmental Management and Assessment (IEMA) Gillies Associates Limited is an approved service provider under the UK Chemical Industries Association REACH Ready scheme.

GKS Environmental Ltd has been working in a range of industries for over 20 years and we have clients throughout the UK, London and the Southeast. Our services include workplace air monitoring, the examination of local exhaust ventilation systems, advice and guidance on methods for the control of hazardous substances, noise and vibration assessments and indoor air quality assessments. We can also design a ventilation system and work with installation companies to complete a project. Our clients include food manufacturing, particularly milling and baking and including craft bakeries, electronics, aggregates, heavy engineering, the health care sector, universities.

The company provides the following services
- Exposure monitoring and risk assessment of exposure.
- The examination and testing of local exhaust systems; LEV.
- Noise surveys and risk assessments.
- Indoor air quality surveys.

Accreditations
Member of the Royal Society of Chemistry.
Licentiate of the Faculty of Occupational Hygiene.
Chartered member of the Institute of Occupational Health and Safety.
Gradi Health and Safety Ltd

Workplace health hazard exposure assessment; hazard surveys; noise surveys (including noise maps) and health hazard monitoring. Health and safety hazard training for workers e.g. hearing conservation, hazardous material communication, radiation safety, safety in the workplace etc. Facility health inspection (including offshore facilities, marine vessels, on shore facilities, on shore project facilities, catering facilities etc. Industrial hygiene unit set up and mentoring programme for new industrial hygienists and other workers in the unit. Project health plan development and reviews. Occupational hygiene and safety equipment procurement and calibration.

This company also provides the following services
- Environmental Consultancy
- Occupational Nursing
- Safety Specialists

Accreditations
- Intermediate Food Hygiene Certificate from the Royal Environmental Health Institute of Scotland
- Member of the Institute of Medical Laboratory Science of Nigeria

Gully Howard Technical Ltd

Gully Howard Technical has a national and international reputation in occupational hygiene training. It is the only UK company to teach all seven of the W500 OH learning modular international training courses. Our experienced Chartered Occupational Hygienists and technicians also provide a wide range of consultancy services. Measuring workers’ exposure to chemical agents, and if found significant, recommending effective and pragmatic control solutions is our expertise. We also specialise in measuring workers’ exposure to physical agents such as noise, vibration and the thermal environment. The company also carries out asbestos surveys, air sampling and bulk analysis, in addition to other property services.

Accreditations
- ISO 9001 Quality Management
- ISO 14001 Environmental Management
- OHSAS 18001 Occupational Health and Safety Management
- BOHS Approved Training Provider
- OHTA Approved Training Provider
- IATP Independent Asbestos Training Provider
- UKAS Accredited - Asbestos Bulk Analysis
- UKAS Accredited - Asbestos Inspection
- Fit2Fit Accreditation for RPE Face-fit Testing
- Investors in People Regions.

Gradi Health and Safety Ltd

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Lagos

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Contact
Grace O Oji LFOH

Gully Howard Technical Ltd

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E: paul.humphrey @ghtechnical.com
www.ghtechnical.com

Contact
Paul Humphrey CMFOH
Regional contacts
Phil Johns CMFOH Portsmouth
The Health and Safety Laboratory (HSL) is the UK’s leading health and safety research facility, employing over 350 staff. HSL offers occupational hygiene consultancy and monitoring, besides assessments of broader health and safety risks. HSL’s qualified field occupational hygienists are based at locations around the country and are backed up by specialists at its Buxton headquarters where the internationally-recognised analytical facilities are based. HSL offers a range of services including research, prototype testing, consultancy and bespoke training. We help organisations to control the hazards posed by industrial plant, through to assisting in the management of the occupational health of workers. A key requirement running through all of this is an understanding of human behaviour in workplace environments. Our expertise is rooted in incident investigations for HSE and working proactively with a wide range of private and public sector organisations conducting risk assessments and research to offer practical solutions which make a difference to our clients.

This company also provides the following services
- Chemists
- Engineers
- Microbiological
- Occupational Medicine
- Safety Specialists

Accreditations
ISO 9001, ISO 140001, OHSAS 18001; UKAS accreditations for a wide range of chemical and biomedical measurements including asbestos and environmental samples

Hirst Consulting Limited provides an integrated occupational hygiene and environmental consultancy service to business in a wide range of industries covering both public and private sectors. We offer a comprehensive range of occupational hygiene and safety services including: risk assessments, air monitoring, LEV examination and testing, noise measurement and assessment. We work closely with other consultants where a multi-disciplinary approach is required. A dynamic company, we believe in quality of service offering professional and technical expertise to a high standard.

This company also provides the following services
- Emission Monitoring
- Environmental Consultancy
- Safety Specialists
Holcombe Occupational Hygiene Services Ltd

Holcombe Occupational Hygiene Services Ltd. is an independent consultancy offering specialised occupational hygiene, health and safety, and ergonomic risk management services. I offer a wide range of services, which are tailored to customer’s exact requirements. I provide a professional service and offer competent advice, whether it is an exposure monitoring survey or a full hazard control program. I also assist in developing documented safe systems of work, with employee training and in hazard control strategies.

Specialisms include: Workplace noise * Hand-arm vibration * COSHH * Asthmagens * Biological agents * Work-related upper limb disorders * Thermal environment.

Huw Wilkins has over twenty years’ experience in providing occupational hygiene services to a wide range of organisations across both the private and public sectors. Occupational hygiene services include: Workplace air monitoring for dusts, fumes, vapours and gases, COSHH and risk assessments, Noise assessments and surveys, Hand arm vibration monitoring, assessment and control, Indoor air quality, including ‘sick building’ investigation, Local exhaust ventilation examination and testing, REACH services including reviews and assessments, Training courses tailored to client requirements. Topics include workplace noise and vibration, IOSH managing safety etc, Lighting surveys

This company also provides the following services
• Occupational Medicine
• Safety Specialists

Huw Wilkins Associates Limited

Huw Wilkins Associates Limited

Huw Wilkins Associates Limited

Huw Wilkins has over twenty years’ experience in providing occupational hygiene services to a wide range of organisations across both the private and public sectors. Occupational hygiene services include: Workplace air monitoring for dusts, fumes, vapours and gases, COSHH and risk assessments, Noise assessments and surveys, Hand arm vibration monitoring, assessment and control, Indoor air quality, including ‘sick building’ investigation, Local exhaust ventilation examination and testing, REACH services including reviews and assessments, Training courses tailored to client requirements. Topics include workplace noise and vibration, IOSH managing safety etc, Lighting surveys

This company also provides the following services
• Occupational Medicine
• Safety Specialists
The Institute of Occupational Medicine/IOM Consulting Ltd employs experienced scientists working within a management system geared to providing high quality independent advice. Our quality assurance procedures include independent internal reviews to ensure that reports fully address the brief, are of a high scientific quality and are completed on time. We provide consultancy, testing and expert witness services relating to chemical exposures, asbestos and other fibrous dusts, environmental pollution, manual handling and injury from repetitive movements, sickness absence, workplace cancer, occupational asthma, stress, allergy, dermatitis and many more topics. IOM has almost 20 members including two at FFOH level.

This company also provides the following services
- Analytical Services
- Chemists
- Contaminated Land
- Emission Monitoring
- Environmental Consultancy
- Microbiological
- Occupational Medicine
- Safety Specialists

Accreditations

Industrial Safety Solutions are a nationwide company providing a wide range of occupational hygiene services. We have 100 years combined experience and give honest professional advice and provide practical solutions. Our expertise includes:
- Workplace air monitoring
- Workplace noise monitoring
- Environmental noise monitoring
- LEV surveys to HSG258
- Hand arm and whole body vibration surveys
- Indoor air quality
- Biological agents
- Hazmat surveys
- COSHH assessments
- Training
- General health, safety & environmental support

This company also provides the following services
- Analytical Services
- Emission Monitoring
- Environmental Consultancy
- Microbiological
- Safety Specialists

Contact
Sheila Groat CMFOH
Regional contacts:
John Cherrie CFFOH Edinburgh
Judith Lamb CMFOH Edinburgh
Geoff Smith FFOH Chesterfield
Andy Stelling CMFOH Chesterfield
Lynn Rushton CMFOH Stafford
Institute of Occupational and Environmental Medicine (IOEM)

The Institute of Occupational and Environmental Medicine at the University of Birmingham has provided national and international training, research and consultancy services in Occupational Health and Industrial Hygiene for over 20 years.

The main areas of training include MSc/PGD in Occupational Health which is recognised by IOSH and BOHS. Professional short CPD courses include: Hand Arm Vibration Syndrome (HAVs), Occupational Ergonomics, Occupational Mental Health, Contact Dermatitis, Cognitive Behavioural Therapy (CBT).

The department also runs a two week Diploma in Occupational Medicine for doctors which is approved by the Faculty of Occupational Medicine (FOM), London.

The IOEM also provides
- In-house practical training for occupational health practitioners
- International training courses
- Evaluations of workplace health surveillance programmes
- Advice on the development and evaluation of workplace interventions.

Accreditations
Department staff are Member/Fellow of the following organisations: Faculty of Occupational Medicine, Society of Occupational Medicine (SOM), Institution of Safety and Health (IOSH).

Contact
Steven Sadhra CMFOH

International Industrial Hygiene Associates

Independent Industrial/Occupational health, safety and environmental consultancy.

All work undertaken by professional Industrial Hygienists
Experienced in a wide range of workplaces.

Delivery of International Occupational Hygiene Module Training
Projects undertaken across the globe.

Contact
Dion Froes CFFOH
Jeremy Carter Associates provide comprehensive occupational hygiene services to a wide range of industries, in particular small and medium sized manufacturers. Our services include – workplace risk assessment, workplace air monitoring, noise, vibration and thermal environment assessment, evaluation, examination and testing of control measures such as personal protective equipment, respiratory protective equipment and LEV. In addition, the development and delivery of health and safety training is offered. Finally we have developed associations with independent occupational health and safety consultants, occupational health providers and LEV design and installation specialists.

This company also provides the following services
- Occupational Medicine
- Occupational Nursing
- Safety Specialists

Accreditations
Chartered Safety and Health Practitioner (CMIOSH)
Chartered Occupational Hygienist (CMFOH)
OSHCR Registered Consultant.

Kelvin Williams has over 25 years experience in the provision of occupational hygiene consultancy services. Services include workplace surveys, investigations, risk assessments (COSHH, Noise, Vibration, Office Environment, REACH,) and audits with advice given on control measures and compliance with legal requirements. Expert witness service, local exhaust ventilation inspection and RPE face fit testing also provided. Training courses, tailored to client requirements, address asbestos management, vibration, noise, local exhaust ventilation and COSHH related issues. Kelvin Williams clients include various government agencies and local authorities, aerospace, construction, pharmaceutical, food, engineering, plastics, quarrying and cosmetics industries.

Please refer to web site for further details.

Accreditations
OSHCR Registered Consultant.
Established in 1996, Mabbett is an independent, integrated environmental, engineering, and health & safety consultancy. Occupational hygiene (OH) services provided include workplace exposure monitoring for hazardous substances, noise and hand-arm vibration assessments; COSHH assessments; thermal environment and lighting investigations; indoor air quality assessments; OHRA's; regulatory audits, and development of OH management systems. In addition to measurement and risk assessment, Mabbett’s integrated team can evaluate, design and test LEV systems, and manage controls e.g. acoustic solutions. Laboratory work is sub-contracted to organisations participating in relevant quality assurance schemes. Other services include environmental noise assessments, bespoke H&S and environmental training courses, and development of management systems including to OHSAS 18001.

This company also provides the following services

- Engineers
- Chemists
- Safety Specialists
- Emission Monitoring
- Contaminated Land
- Environmental Consultancy

Accreditations

Mabbett is: - registered to BS EN ISO 9001:2008, BS EN ISO 14001:2004 and BS OHSAS 18001:2007; - accredited as an Investor In People organisation, and - a Corporate Member of the Institute of Environmental Management and Assessment (IEMA).

Newcastle Occupational Health and Hygiene Ltd

Established in 1996, Mabbett is an independent, integrated environmental, engineering, and health & safety consultancy. Occupational hygiene (OH) services provided include workplace exposure monitoring for hazardous substances, noise and hand-arm vibration assessments; COSHH assessments; thermal environment and lighting investigations; indoor air quality assessments; OHRA's; regulatory audits, and development of OH management systems. In addition to measurement and risk assessment, Mabbett’s integrated team can evaluate, design and test LEV systems, and manage controls e.g. acoustic solutions. Laboratory work is sub-contracted to organisations participating in relevant quality assurance schemes. Other services include environmental noise assessments, bespoke H&S and environmental training courses, and development of management systems including to OHSAS 18001.

This company also provides the following services

- Occupational Medicine
- Occupational Nursing

Mabbett & Associates Ltd

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G3 7NB

T: 0141 227 2300
F: 0141 227 2301
E: khalid@mabbett.eu
www.mabbett.eu

Contact
Omar Khalid Licentiate LFOH

Regional contacts
Ian Kellie Fellow CFFOH Glasgow
Omar Khalid Licentiate LFOH Belfast

Newcastle Occupational Health and Hygiene Ltd

Comprehensive occupational hygiene and occupational health consultancy. Services Occupational Hygiene - health risk assessment, COSHH audit and compliance, exposure monitoring, workplace noise, HAV investigations, workplace control strategies, LEV examination and test, lighting and thermal investigations, breathing air quality, training, carriage of grain certification. Services Occupational Health – pre-employment medicals, statutory medicals, lung function, audiometry, HAV assessments, biological monitoring, skin inspections

This company also provides the following services

- Occupational Medicine
- Occupational Nursing

Newcastle Occupational Health and Hygiene Ltd
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DH3 1QT

T: 0191 410 5495
E: enquiries@nohhltd.co.uk
www.nohhltd.co.uk

Contact
Andrew Hall LFOH
Oak Environmental Solutions Limited is an established independent health, safety and environmental consultancy providing professional, reliable and cost effective services to a wide range of organisations across both the private and public sectors. We cover most aspects of health and safety at work, specialising in occupational hygiene. With over 25 years’ experience, our professionally qualified consultants can provide your business with innovative and cost effective solutions. We favour a partnership approach with our clients, working together to provide a healthier work environment. Our services include: personal exposure monitoring; thorough examination and testing of local exhaust ventilation (LEV) systems; COSHH risk assessments and advice on appropriate exposure control measures; noise measurement and risk assessment; hand arm and whole body vibration measurement and risk assessment; legionella risk assessments; indoor air quality investigations; asbestos risk management advice; and thermal comfort surveys. As a BOHS Faculty of Occupational Hygiene approved training provider, we offer BOHS proficiency modules and approved courses. We also provide bespoke awareness training on topics such as legionella, asbestos, COSHH, local exhaust ventilation and workplace noise & vibration. Other services offered include: compliance auditing; expert witness; environmental noise assessment; fugitive emission surveys; drinking water assessments; microbiological sampling; and REACH exposure scenarios. This company also provides the following services
• Health & Safety Consultancy
• Environmental Consultancy

Accreditations
Chartered Occupational Hygienist (CMFOH), Chartered Safety and Health Practitioner (CMIOSH), Institution of Occupational Safety and Health (IOSH), Chartered Biologist (CBiol), Member of Royal Society of Biology (MRSB) and OSHCR Registered Consultant.

Occhnet provides a comprehensive occupational hygiene, health, safety and environmental consultancy. Occhnet has a full range of services including: Occupational Hygiene Consultancy, bespoke training courses, workplace assessments, air monitoring surveys for dusts, gases and vapours, noise evaluation and assessment, local exhaust ventilation thorough examination and test, legislative compliance audits and risk assessments to name a few. We also provide IOSH Accredited Training Courses.

This company also provides the following services
• Environmental Consultancy
• Safety Specialists

Accreditations
Chartered Health & Safety Practitioner (CMISOH)
OSHCR Registered Consultant
MSc Environmental Management
AIEMA
Occupational Exposure Limited is an independent consultancy offering high quality occupational hygiene services to industry and the commercial, retail and service sectors. Services provided include:

Occupational exposure monitoring and COSHH assessments. Specification, examination and testing of workplace control measures such as local exhaust ventilation systems and personal protective equipment.

Assessment of physical agents such as noise, hand-arm and whole body vibration and the thermal environment. Environmental emissions monitoring, noise impact assessments and investigation of contaminated land.

Development and delivery of a wide range of health and safety training, tailored to the specific needs of clients.

This company also provides the following services
- Analytical services
- Chemists
- Microbiological
- Occupational Medicine
- Occupational Nursing
- Safety Specialists

Accreditations
Member of the Institute of Acoustics
Affiliate Member of the Institution of Occupational Safety & Health

Occupational Hygiene Solutions Ltd (OHSL) is a professional consultancy, with over 40 years of experience, offering bespoke occupational hygiene solutions to a wide range of industry sectors throughout the UK and Europe. Our services include: Conducting COSHH risk assessments, Conducting noise assessments, Providing workplace exposure monitoring surveys, Assessing Local Exhaust Ventilation (LEV) systems, Evaluation of indoor air quality, Providing microbiological surveys in hospitals and indoor work environments, Measuring light levels, Providing British Occupational Hygiene Society (BOHS) training modules, Offering training tailored to your specific client needs, Conducting occupational hygiene gap analysis to identify any shortfall in compliance with relevant legislation and provide an action plan.

This company also provides the following services
- Emission Monitoring
- Safety Specialists

Accreditations
BS EN ISO 9001:2008 registered for the provision of occupational hygiene consultancy and training services to the industrial, commercial and public sectors.
ParaChem-O’heal

The company was established in 1980 and offers a comprehensive occupational hygiene service including:
• Hazardous Chemical Management Systems
• Risk Assessment under COSHH and DSEAR
• Training
• Surveys of Airborne Contaminants and Noise
• LEV Testing
• Occupational Health Surveillance
• Supply and Advice on Respiratory Protective Equipment

This company also provides the following services
• Chemists
• Environmental Consultancy

This company also provides the following services
• Safety Specialists

Accreditations
Chartered Member of the Institute of Occupational Safety and Health.

OSH Consulting Limited delivers professional, cost effective occupational hygiene, health and safety consultancy services tailored to meet the client’s specific needs. Our services include risk assessment and control, workplace exposure monitoring, noise survey and assessment, ergonomics, management systems, training and auditing to determine compliance with company and/or legislative requirements. Through extensive industrial experience at senior levels within the pharmaceutical industry, we are able to help clients in the recognition, evaluation and control of exposure to potent compounds and to assist with containment verification.

This company also provides the following services
• Safety Specialists

Accreditations
Chartered Member of the Institute of Occupational Safety and Health.
Park Health & Safety Partnership was founded with the aim of improving strategic management of occupational health, safety and hygiene services. Our experience goes beyond providing occupational health and hygiene support, to defining, managing and shaping that support. Our aim is to deliver a service which allows companies to go beyond a traditional reactive and worker based approach to occupational health. Allowing our clients to proactively: eliminate occupational health hazards; limit exposure to health risk where hazard cannot be eliminated; ensure staff are fit for the work required of them; rehabilitate workers so that they can continue in employment and provide opportunity for workers to enhance their general health and wellbeing.

This company also provides the following services
- Emission Monitoring
- Safety Specialists
- Contaminated Land
- Environmental Consultancy

Risksafe Ltd

Health, Safety, Environmental and Quality assistance including management system implementation to ISO9001, ISO14001 and BS OHSAS 18001. Available for site inspections, audits and occupational hygiene surveys. Retained health and safety competent advice service.

This company also provides the following services
- Engineers
- Safety Specialists
SGM Associates is an independent consultancy, representing an association of professional consultants who are well qualified and experienced in the fields of occupational hygiene, health and safety. The practice assists many public and private sector clients in providing services that are typically concerned with fulfilling the demands placed by legislation. Consultancy services are provided in connection with COSHH (exposure monitoring, assessments, LEV testing), noise and vibration, health and safety (audits, risk assessments), indoor air quality investigations, environmental monitoring and training. Written proposals for new work, plus client references and CVs can be provided on request.

This company also provides the following services
• Chemists
• Emission Monitoring
• Environmental Consultancy
• Microbiological
• Safety Specialists

Accreditations
Our environmental consultant holds the MCert and UKAS accreditation for stack emission monitoring. Staff are member or fellow grades of IOSH, Chartered Chemists, Chartered Biologists.
SGS MIS
Environmental Ltd

SGS is the world’s leading inspection, verification, testing and certification company. With a uniquely strong global presence we employ fully qualified occupational hygienists and ventilation engineers in the UK and abroad. Our services include: Occupational and environmental noise surveys, hand arm & whole body vibration monitoring, air quality monitoring & laboratory analysis, LEV design, installation, commissioning, inspection, and testing. Our team also provide the full range of asbestos services; bulk sampling and analysis, air testing and surveying (for which we hold the appropriate UKAS accreditations) and preparation of removal specifications, asbestos management policies and plans. SEM analysis is also available when required. We offer a nationwide and global service to our clients. Accreditations: SGS MIS Environmental hold ISO14001, 18001 and 9001 accreditations for our quality and health and safety systems. Our occupational hygienists have all of the appropriate BOHS qualifications to ensure that our clients are fully compliant with the health and safety legislation.

This company also provides the following services
- Analytical Services
- Chemists
- Contaminated Land
- Engineers
- Environmental Consultancy
- Safety Specialists

Accreditations
SGS MIS Environmental hold ISO14001, 18001 and 9001 accreditations for our quality and health and safety systems. Our occupational hygienists have all of the appropriate BOHS qualifications to ensure that our clients are fully compliant with the health and safety legislation.

Shorcontrol Safety Ltd

Shorcontrol offer consultancy related to a wide range of occupational hygiene issues, in addition to our safety training and equipment supply business. We also deliver BOHS courses in association with Diamond Environmental.

This company also provides the following services
- Safety Specialists

Accreditations
Shorcontrol are accredited training providers for the following organisations: FETAC, Institute of Acoustics, CPC, FAS/SOLAS CSCS. We also Deliver NEBOSH, RosPA and BOHS courses.
Temple Wyatt Associates is an independent consultancy offering a comprehensive range of client focused health, safety and occupational hygiene services to organisations.

**Occupational Health Risk Management Services**
- Design and implementation of proactive risk management systems and workplace investigations
- Health surveillance screening and health promotion
- Occupational health case management
- Bespoke training for management and staff

**Risk Assessment, Prevention & Control**
- Workplace exposure assessments for chemical, biological agents and noise and vibration, manual handling, DSE, thermal stress, task lighting and workplace stress
- Legionella surveys
- LEV testing, containment assessments, PPE selection and RPE face fit testing
- Office and workplace ergonomics
- Advice on achieving compliance with legislative requirements

**This company also provides the following services**
- Occupational Medicine
- Chemists
- Safety Specialists

**Accreditations**
- Chartered Member of the Faculty of Occupational Hygiene (CMFOH)
- Chartered Member of the Institution of Occupational Safety and Health (CMIOSH)
- OSHCR Registered Consultants

Total Safety Management

**Occupational hygiene monitoring, health and safety audits, risk assessments and method statements.**

**This company also provides the following services**
- Chemists
- Emission Monitoring
- Engineers
- Environmental Consultancy
- Occupational Medicine
- Occupational Nursing

**Accreditations**
- Chartered Member of the Institution of Occupational Safety and Health (CMIOSH)
- Member of the Institute of Acoustics
- Chartered Member of Royal Society of Chemistry
VEGA Environmental Consultants Ltd

VEGA Environmental Consultants Ltd offers a comprehensive range of Asbestos Consultancy, Occupational Hygiene, Legionella Risk Assessment, Cleanroom Performance and Environmental testing services, with a team of highly experienced occupational hygienists, cleanroom technicians and asbestos analysts.

This company also provides the following services
- Analytical Services
- Chemists
- Emission Monitoring
- Engineers
- Environmental Consultancy
- Microbiological
- Safety Specialists

Accreditations
United Kingdom Accreditation Service (UKAS) accredited for particle counting, filter installation leak testing, bulk asbestos fibre sampling and identification, airborne asbestos fibre sampling and counting, and surveying for asbestos in premises. UKAS accreditation to ISO 17020 & 17025 standards, certified to ISO 9001 (Quality Management) and ISO 14001 (Environmental Management).
Watson Wild and Baker

Watson, Wild & Baker is an innovative company that has no interests, other than assisting our client’s in making their premises safe and healthy helping them to comply with their legal duties and avoid unnecessary waste of time, trouble and expense. We offer the design, installation and testing of dust and fume extraction systems – with all systems being fully compliant with HSE recommendations. All Vent-Tech’s design, testing and commissioning engineers are BOHS qualified with the complete suite of BOHS LEV qualifications within the team and Adrian Sims (our Managing Director) lectures on BOHS courses. We also offer free LEV coaching for companies, so if you or any of your clients have an LEV question, why not give us a call.

This company also provides the following services
- Engineers

Accreditations
CoC (Control), MFOH(S), Member of the Institute of LEV Engineers (MILEVE), BSc. (Hons), OSCHR Registered LEV Consultant, Registered Course Provider for BOHS. Vent-Tech as a company also holds Safe Contractor, ISO 9001, ISO 1400

Vent Tech Ltd

Vent Tech helps companies to improve their workplace environments and ensure the safety of their employees from harmful substances. We offer the design, installation and testing of dust and fume extraction systems – with all systems being fully compliant with HSE recommendations. All Vent-Tech’s design, testing and commissioning engineers are BOHS qualified with the complete suite of BOHS LEV qualifications within the team and Adrian Sims (our Managing Director) lectures on BOHS courses. We also offer free LEV coaching for companies, so if you or any of your clients have an LEV question, why not give us a call.

This company also provides the following services
- Engineers

Accreditations
Vent Tech Ltd

Vent Tech Ltd
Unit 32
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Bristol
Somerset
BS4 5QR
T: 0117 9712163
E: enquiries@vent-tech.co.uk
www.vent-tech.co.uk

Contact
Adrian Sims MFOH (S)

Watson Wild and Baker

Often working alongside occupational hygienists, Vent-Tech helps companies to improve their workplace environments and ensure the safety of their employees from harmful substances. We offer the design, installation and testing of dust and fume extraction systems – with all systems being fully compliant with HSE recommendations. All Vent-Tech’s design, testing and commissioning engineers are BOHS qualified with the complete suite of BOHS LEV qualifications within the team and Adrian Sims (our Managing Director) lectures on BOHS courses. We also offer free LEV coaching for companies, so if you or any of your clients have an LEV question, why not give us a call.

This company also provides the following services
- Engineers

Accreditations
Vent Tech Ltd

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Unit 32
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E: enquiries@vent-tech.co.uk
www.vent-tech.co.uk

Contact
Adrian Sims MFOH (S)

Watson Wild and Baker

Watson Wild and Baker

Watson, Wild & Baker is an innovative company that has no interests, other than assisting our client’s in making their premises safe and healthy helping them to comply with their legal duties and avoid unnecessary waste of time, trouble and expense. We aim to assist our clients by delivering accurate, brief, correct advice that is directed to their needs. To do this we keep it short and simple so that our clients know how to prevent and control the physical, chemical, biological and ergonomic health risks that arise within their premises.

Our consultants are highly qualified, very experienced professionals who have worked in a wide range of work environments. We do the usual range of work, in an unusual way, including drafting and auditing policies and procedures, providing information, instruction and training, devising and implementing monitoring strategies, assessing the effectiveness of controls, and investigating injuries and workplace disease. We offer expert witness services for environmental health and occupational hygiene. We also offer problem solving services.
West Technical Consultants Limited

West Technical provides a full occupational hygiene consulting service. We supply comprehensive multi-sector coverage, but have particular expertise in the oil and gas industry.

Services related to policy and procedural development, chemical management systems, monitoring strategy, workplace environmental evaluation, risk control, inspection/test and audit/review services can be delivered. In addition to the above, we specialise in the provision of NORSOK S-002 (Working Environment) Standard and (Occupational) Health Risk Assessment (HRA) support in design, construction and operational phase projects.

This company also provides the following services
• Engineers
• Safety Specialists

Woodglade Consultants Ltd

Woodglade Consultants is a leading independent Occupational Hygiene, Occupational Health and Safety, and Environmental consultancy whose consultants each have over 30 years professional experience. We offer a professional approach to issues in the workplace for clients across the United Kingdom and internationally. Our services include: workplace air monitoring and control strategies, indoor air quality investigations, workplace noise surveys, thermal environment surveys, LEV testing, HSE auditing, HSE strategic management, COSHH audit and compliance and HSE training. No charge is made for tendering and providing a fully costed proposal. Analytical work is contracted out to laboratories with relevant quality assurance schemes.

Accreditations
Certified Industrial Hygienist (Comprehensive Practice) (CIH) with the American Board of Industrial Hygiene, #5822;
Chartered Occupational Hygienist and Member of the Faculty of Occupational Hygiene (CMFOH) with the British Occupational Hygiene Society, #11271;
Registered Principal Environmental Auditor (IEMA);
Chartered Environmentalist (CEnv) (IEMA)
Based in the heart of the British motor industry, Workforce First provides bespoke occupational hygiene services to large and small engineering companies supplying the major motor manufacturers. We use modern monitoring techniques with independently calibrated equipment and note down all of the relevant conditions at the time of the survey to make each survey reproducible. We share good practice and make recommendations that we know work to reduce exposures to the hazards causing our clients problems, such as noise from fans, hand arm vibration from sanding and welding fume from welding stainless steel for example.

We have been working with a national concrete products company for over 6 years and helped them win the QPA health and safety award for our joint work on controlling exposure to RCS.

We appreciate that controls often involve engineering aspects, whether for noise, vibration or airborne contamination emissions. A key member of our staff is a specialist occupational hygienist who holds a degree in environmental engineering. He makes sure that local Exhaust Ventilation is THOROUGHLY examined and tested for our clients. Control will also involve management, whether in the form of training or behaviour audits or the practical management of coolant, we support our clients with resources to help.

Please feel free to browse our website to see whether we are the right people for you.

Asbestos management, training and investigations. Investigations and assessments of exposure to hazardous substances, including air sampling where appropriate, and recommendations for control.

REACH. Exposure Scenarios and Risk Management Measures; development, compliance and expertise.

Noise and vibration assessments and recommendations for the control of noise and vibration in the workplace. Investigation of environmental noise complaints.

Ventilation Assessments, inspections and recommendations for improved control with general or localised exhaust ventilation.

Tailored training courses on subjects including asbestos management, COSHH, Noise, Display Screen Equipment and PPE.

Expert Witness - we act for both claimant and defendant in civil and criminal cases, including occupational ill health cases, asbestos removal practice.
Learn to recognise, evaluate and control the risk with BOHS qualifications and training.

For more information and access to a full list of courses visit www.breathefreely.org.uk/asbestos-still-kills.html

Diamond Environmental Ltd are a fully independent Occupational Hygiene consultancy and training company providing professional, reliable and cost effective services to a wide variety of industries.

We have been delivering specialist training and consultancy services for over 25 years with great success.

Diamond has an enviable pass rate for the professional examinations associated with the BOHS OH Modules and International OH Modules as Approved Training Providers.

We have an excellent reputation for quality and service, and the best bit is we are friendly too!

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Code of Ethics
APPENDIX 1: CODE OF ETHICS

1. Introduction

1.1 One of the objects of the Society is the promotion of good practice in occupational hygiene (Royal Charter, Object 3). Council has delegated to the Faculty Board the powers to produce a Code of Ethics for the profession of occupational hygiene, and to make rules for the members of the Faculty (Byelaws, 12.3). The Code of Ethics will be enforced under item 21 of the Byelaws.

1.2 The primary aim of this Code is to ensure that at all times members of the Faculty act in such a way that the protection and preservation of worker health is their paramount responsibility. The Code therefore protects the individual member who could be in a vulnerable position. Council and the Faculty Board consider that the profession requires standards of conduct which are as rigorous as those that are required in other professions such as medicine and law, since the consequences of lapses may be equally serious. They also consider that the justifiable confidence of the public and others in those who are members of the Faculty is a vital element in the recognition of occupational hygiene, and the further development of its application, and hence the protection and preservation of worker health.

1.3 This Code is designed to guide members who may be subjected to contradictory pressures and enable them to act with integrity and objectivity in spite of those pressures.

1.4 Another function of this Code is to provide a benchmark for clients, employers, other professionals and members of the general public to use where there is a question as to whether Faculty members have conducted themselves in an appropriate manner. In more serious cases it will provide grounds for reference to the Faculty Board for action. Following due process the Faculty Board will make recommendations to Council, which has the power to warn, admonish, reprimand, suspend or expel a member from the Society (Byelaws 23).

1.5 This Code is mandatory and directly applicable to all Faculty members irrespective of grade of membership. In any application of paragraph 1.4, the Faculty Board will take into account the grade of membership.

1.6 The following sections provide standards for the ethical conduct of occupational hygienists as they practise their profession. The primary professional purpose is to contribute positively to the management of the prevention or reduction of risks to health arising from work activities. These risks may be from chemical, biological and/or physical agents. Occupational hygienists may be employed by a variety of organisations and individuals, but there are common principles of conduct with which the Society expects them to comply. The Society reserves the right to warn, admonish, reprimand, suspend or expel any Faculty member who, after due process, has been found to have failed to maintain the professional standards of this Code.

2. General Integrity of Behaviour

Faculty members shall act responsibly to uphold the integrity and dignity of the profession by:

2.1 Ensuring that at all times their primary responsibility is to the worker whose health may be at risk.

2.2 Avoiding any conduct likely to discredit the profession or deceive the public.

2.3 Ensuring that decisions made in relation to professional activities are not influenced inappropriately by any considerations of the race, colour, creed, age, disability, sexuality or gender of those with whom they have dealings.

2.4 Not using statements in advertising their expertise or services which contain material misrepresentative of fact, or which omit material facts necessary to keep statements from being misleading about expertise or services.

2.5 Not permitting their employees, employers or others to misrepresent the professional backgrounds of individuals, as far as they are able to prevent this.

2.6 Ensuring that they give informative and accurate references in relation to the work and abilities of staff whom they manage.

2.7 Recognising and respecting the worthiness of other professionals.

2.8 Not maliciously or recklessly injuring or attempting to injure the professional reputation of another Faculty member; this specifically includes the misuse of the Code of Ethics itself by unjustifiable, malicious or reckless complaints, whether directly or through a third party.
2.9 Complying with any specific direction made by the Faculty Board in relation to minimum standards of professional ethics.

3. Professional Opinions etc.

Faculty members shall practise their profession with integrity following recognised scientific and technical principles by:

3.1 Basing opinions, judgements, interpretations of findings and recommendations on such principles and practices.

3.2 Not distorting, altering or hiding facts that may have a bearing on those judgements, etc.

3.3 Not knowingly making statements that misrepresent or omit significant facts that relate to opinions, etc, given.

3.4 Making clear the distinction between accepted facts and informed opinion.

3.5 Obtaining information regarding risks to health and safety from reliable sources.

4. Competence

Faculty members shall perform services only in the areas of their competence by:

4.1 Not undertaking work unless qualified by education, training or experience in the specific technical fields involved, unless sufficient assistance is provided by associates, consultants or employees, and its use is made clear to the relevant clients.

4.2 Not addressing issues of public concern unless they confine themselves strictly to matters on which they can speak with authority.

4.3 Making themselves reasonably aware of developments in any relevant fields.

5. Confidentiality

5.1 Faculty members shall take all reasonable care to maintain the confidentiality of personal, managerial, technical, commercial or security information obtained as a result of the exercise of their professional occupational hygiene functions. Such information remains in the ownership of the relevant managers, employers, clients, authorities, etc and may not be used or released by members unless authorised to do so by the appropriate information owner.

5.2 Where information obtained as a result of the exercise of professional occupational hygiene functions relates directly to the health and safety of individuals, the same requirement specified in 5.1 applies, but members shall endeavour to ensure that such information is communicated to the individuals concerned by working through the information owners.

5.3 Without prejudice to the need to recognise the duty of confidentiality to the information owner, where this duty is breached by the Faculty member in the reasonable belief that this is necessary to protect the workforce from imminent and serious risks to health and safety, this shall be a defence under this Code of Ethics.

5.4 Where there is a legal requirement regarding release of the information, this will override any requirements of 5.1 to 5.3.

6. Conflicts of Interest

Faculty members shall avoid circumstances where a compromise of professional judgement, or a conflict of interest, might arise by:

6.1 Disclosing known or potential conflicts of interest promptly to parties who may be affected.

6.2 Not soliciting or accepting financial or other valuable consideration from any party directly or indirectly which is liable to influence professional judgement.

6.3 Not offering any substantial gift, hospitality or other valuable consideration in order to secure work.

6.4 Advising clients or employers when they initially believe a project to improve health and safety is unlikely to be successful.

6.5 Not accepting work that is likely to damage the ability to fulfil existing commitments to occupational hygiene.

6.6 Taking as primary consideration the health and safety of parties, where they are subject to other professional codes which appear to conflict with this Code of Ethics.
APPENDIX 2: GUIDE TO THE PROCEDURES FOR THE IMPLEMENTATION OF THE CODE OF ETHICS OF THE FACULTY OF OCCUPATIONAL HYGIENE

Introduction

1. Part of the terms of reference given to the Board of the Faculty of Occupational Hygiene by Council is to issue a Code of Ethics for the members of the Faculty as part of its overall objective to maintain and improve professional standards. The Faculty Board also has delegated authority to adopt procedures to ensure that the Code is effective. This guide is designed to help Faculty members and other interested parties understand how the Code will be enforced when this is found to be necessary.

2. This guide is intended to be a practical document that establishes fair and reasonable processes. It is not of itself a legal commitment by the Faculty or the Society. It may well be changed as experience and external circumstances indicate that improvements are necessary. The Faculty Board will always welcome suggestions for such improvements. The Faculty Board also acknowledges that the procedures set out in this guide may not be appropriate in all circumstances. The Faculty Board reserves the right at its absolute discretion to change the procedures as appropriate, and to exercise all other powers that it considers necessary to deal with an allegation of unprofessional conduct in accordance with the principles set out in paragraph 3 below.

General Issues

3. The arrangements to deal with issues arising from references to the Hon. Secretary and the Faculty Board of matters covered by the Code of Ethics will be governed by the following principles:

a) **Time** - the Hon. Secretary and Faculty Board will seek to expedite issues or specific cases with as much speed as possible but with due regard to fair processes and the other demands on the time of the officials involved.

b) **Objectivity** - each person involved in any of the processes will deal with the information as presented and not be unduly affected by any prior knowledge or pre judgements.

c) **Confidentiality** - each person involved in any of the processes is committed to maintaining confidentiality of privileged information; the Faculty Board will release information about steps being taken, information received, Faculty Board and Committee discussions, findings etc only in a controlled way by those persons duly authorised by the Faculty Board.

d) **Records** - all confidential records of case processes will be collected as soon as practicable and held in secure and confidential storage in the Society’s files and will not be retained by individuals as long term private records.

e) **Indemnification** - the Council will indemnify Faculty members serving in official capacities in the furtherance of the implementation of the Code of Ethics providing they have acted in good faith and with reasonable care.

f) **Report** - the Registrar will report on the development of issues relating to the Code of Ethics and on any outcomes at the next Society’s AGM.

g) **Overseas cases** - the payments for expenses for overseas cases will be decided by Council on a case-by-case basis bearing in mind the practicalities and the cost burden on the Society.

h) **Exclusions** - if any Council member or Faculty Board member is the subject of a Code of Ethics case or has a significant interest in the outcome of a process, then he or she will exclude themselves from any process or discussion related to the case.

i) **Applicability** - the Code is applicable to all members of the Faculty and one of the strengths of the professional body is that it is able to advertise this fact. However, the appropriateness of formal actions and the severity of any outcomes will be conditioned by considerations of the grade, experience and motivations of the person concerned.

Systems Enquiries

4. It is likely that the Faculty will receive general enquiries about the Code of Ethics, its nature and its application to various circumstances which may arise. These enquiries and the way in which they are handled are very important as they will sometimes enable the Faculty to deal promptly with matters which otherwise would have to be submitted to the more formal procedures. Systems enquiries may come from individuals or companies, from consultancies or other institutions, or from the general public.
5. Enquiries under this heading will have to comply with the following characteristics:
   a) They must be from identifiable sources
   b) They must not relate to easily identifiable members
   c) They must be written and preferably addressed to the Hon. Secretary (and will be re-addressed to the latter if initially sent to other Council or to Faculty Board members.)

6. The Hon. Secretary will reply to an enquiry reasonably promptly. If the Hon. Secretary cannot deal with the issues alone, he or she may seek advice from Faculty Board members before answering the enquiry. In any case, the fact that an enquiry has been made and its answer will be reported to Council and through the Registrar to the Faculty Board. The records of the enquiry will be put on file.

7. Replies to systems enquiries will be made in good faith based on the limited information as presented. They are not made with the fuller considerations that would be part of any Investigating or Hearing Committee process. They do not prejudice specific cases that may arise later or limit Faculty Board or Council decisions or actions; although every attempt will be made to maintain consistency, replies to Systems Enquiries cannot bind the current or future Faculty Boards or Councils. They do not establish binding precedents.

Allegations of Unprofessional Conduct

8. Issues in this category relate to particular cases involving named individuals. They may come from individuals, bodies or the general public. Apart from 5 (b) the requirements of paragraph 5 above apply, that is, they must be from identifiable sources and written. The Hon. Secretary will direct the correspondence to the Registrar, and inform Council that an allegation has been made, but will not pass on any more details. The allegations must relate to the provisions of the Code of Ethics, although this need not be explicitly stated.

9. The Registrar will inform the individual named of the allegation, and the identity of the complainant, and will open a file for papers. The Registrar will keep the interested parties informed of developments.

10. If any of the Faculty Board have a significant interest in the outcome of a process, then he or she will exclude themselves from discussion or other involvement in the process, and, if necessary, the Faculty Board may co-opt other members of the Faculty to assist them in their deliberations and handling of the process. The Faculty Board will set up an Investigating Committee unless the allegation does not relate to the Code of Ethics. Where the Faculty Board decides that the allegation does not relate to the Code of Ethics, the matter will be closed and the Registrar will write to the interested parties.

11. If the allegation does relate to the Code of Ethics then the following process is started.

Investigating Committee

12. Following notification from the Registrar that a specific allegation of unprofessional conduct has been made about a member, the Faculty Board will set up an Investigating Committee.

13. The purpose of the Investigating Committee is to decide whether a prima facie case exists and that the matter is of sufficient gravity for processing by a Hearing Committee.

14. The Faculty Board will set up the Committee from three current Fellows of the Faculty, excluding current members of the Faculty Board and Council, and nominate one of them to Chair its deliberations. If any of the Fellows approached have a significant interest in the outcome of a process, then he or she will exclude themselves from the selection.

15. The Investigating Committee will meet as soon as is practicable. It will not call witnesses, but may ask interested parties for more information to supplement that which was included in the written allegation. Discussions and proceedings of the Investigating Committee will be confidential and not recorded. If it wishes to, the Committee may seek advice in confidence from other sources. Papers will be put on to a confidential file, which in due course will be stored by the Society.

16. The Investigating Committee will decide whether there is a prima facie case. It will inform the Registrar of its decision, but will communicate the decision to no other party. The Registrar will inform the Faculty Board. No detailed reasons for the decision will be given.

Evidence that is sufficient to raise a presumption of fact or to establish the fact in question unless rebutted.
17. If there is no prima facie case for further processing by a Hearing Committee, the Faculty Board will direct the Registrar to inform the member and the party making the allegation. The Registrar will give the member the option of the Faculty publishing the outcome of the Investigating Committee. The fact that there has been an Investigating Committee that found no prima facie case to be answered will be reported by the Registrar to Council at the time, and to the Society membership at the next AGM.

18. If the Investigating Committee has decided that there is a case for a Hearing Committee to consider, the Registrar will be directed by the Faculty Board to inform the member and the party making the allegation, but will not publicise the outcome. It is better at this stage that all the parties involved avoid undue publicity. The procedures for a Hearing Committee will be explained by the Registrar.

19. Where a case is not sustained by an Investigating Committee then it cannot be reopened at a future date without substantial new evidence that was not available at the time of the original allegation.

Hearing Committee

20. A Hearing Committee will be set up by the Faculty Board on receiving a report from an Investigating Committee via the Registrar that there is a prima facie case relating to a member. The purpose of a Hearing Committee is to make the fullest enquiry about the case and report its findings to the Faculty Board with recommendations for consequent actions.

21. The Hearing Committee will be appointed by the Faculty Board and consist of five Fellows or Members of the Faculty, excluding current members of the Faculty Board and Council. The Faculty Board will nominate one of the Committee as its Chair.

22. The Hearing Committee shall seek to establish the facts of the case by investigative rather than adversarial processes. It will use “balance of probabilities” rather than “beyond reasonable doubt” as the criterion for judging evidence submitted to it. Evidence will not be taken on oath.

23. The Hearing Committee shall reach its decisions by majority voting, if unable to do so unanimously. In any case the procedures adopted will not be revealed outside the Committee, even to the Faculty Board.

24. The Hearing Committee will be given the file containing all the details of the case to date by the Registrar. The Registrar will write to the member and the party making the allegations of professional misconduct giving the relevant parts of the Code of Ethics being considered and explaining the procedures.

25. The Hearing Committee will fix the date for the hearing, giving at least 30 days clear notice to the member and others concerned. The Hearing Committee will go to reasonable lengths in choosing dates to enable the member to appear, taking into account the member’s personal circumstances. The member is entitled to know as much as possible about the issue being raised, and may submit to the Hearing Committee any prior comments he or she may wish to make.

26. At the hearing the member has the opportunity to attend and speak to the Hearing Committee and answer its questions. The member may be accompanied by another member of the Faculty or may be represented by a solicitor or barrister. The member may call witnesses to give evidence but may not examine or cross-examine witnesses nor may the representatives if chosen. The member may call witnesses or present evidence from a variety of sources including those outside the profession. The member shall give as much advanced information as is practicable about the witnesses and the evidence they may present.

27. It is the purpose of the Hearing Committee to establish the facts and it is expected that each and every member of the Faculty called to give it information will cooperate to the best of their abilities. The Hearing Committee will examine each witness separately without other people being present except in the special case of the member and their representative as described in 26. The Committee may seek further information not presented by the witnesses who attend.

28. The Hearing Committee will decide upon its procedures; in particular it will decide upon the sequence of witnesses and the time it needs to consider the facts it has gathered. It will consider its decisions in private and not record the contents of its discussions and deliberations.
29. Following its deliberations the Hearing Committee will report in writing on its findings and any recommendations for penalties, in confidence to the Faculty Board. If the issue of non-compliance with the Code of Ethics is not sustained, the Registrar will write to the member giving him or her the option of no publicity, although the general fact that a Hearing Committee had been set up and done its work will be reported to BOHS Council at the time and at the next AGM.

30. If the complaint is sustained, the Faculty Board will decide upon (a) the measures that it will recommend that Council takes, and (b) the method of releasing decisions etc. In particular, the highest priority will be given to informing the member concerned promptly that the complaint has been sustained, and has been passed to Council for action. The recommendation to Council about any publication of the details of the non-compliance with the Code of Ethics will be considered in relation to the importance of the issue, and the need for likely interested parties to know. The Board will also consider the need to publicise the penalties that Council may implement.

31. All papers relating to the case will be put into a confidential file in due course. These may relate to the evidence submitted and the outcomes of the Hearing Committee’s deliberations, but not to the deliberations themselves. Any documents relating to the deliberations will be destroyed.

Payment of Expenses

32. The Faculty may, with the agreement of Council make ex gratia payments to cover expenses of any of those involved in the above procedures. These must comply with any Society procedures in force and the limitations of the Memorandum and Articles of Association. The following guidelines indicate those expenses that may be met at the discretion of the Faculty Board:

Paid:-
the travel and overnight expenses and subsistence of witnesses called by members subject to investigation.

fees of witnesses called by Hearing Committees at rates agreed on a case by case basis by the Faculty Board.

Not paid:-
the fees of witnesses called by those members.

the fees of any solicitor or barrister representing those members.
Construction workers are at high risk of contracting lung disease from the work that they do. In 2015, approximately 3,500 will die from cancer caused by past exposures to asbestos, 500 more from silica dust, another 5,500 will be diagnosed with occupational cancer, and – today alone – an unknown but significant number will breathe in the hazardous substances that will one day seriously affect their health or kill them.

Breathe Freely is a collaborative initiative led by BOHS in partnership with key organisations within the construction industry. It will provide guidance, tools and resources that facilitate the recognition, evaluation and control of workplace exposures leading to the implementation of a recognised management standard.

Do you breathe freely?

Join us and be part of the solution

www.breathefreely.org.uk