A healthy working environment for everyone

BOHS Strategy 2016-2020
Foreword

In presenting the new five-year strategy for BOHS, the Chartered Society for Worker Health Protection, from 2016 to 2020, it is with some satisfaction that we note the changing landscape of workplace health during the period of our previous strategy from 2011 to 2015.

We continue to witness a gratifying groundswell of awareness emerging around work-related ill health and the prevention of occupational diseases.

There is the sense that, finally, our message of the importance of worker health protection is gaining prominence, not least due to a growing understanding of the stark fact that ill health accounts for some 99% of work-related deaths each year.

We believe the time is ripe to achieve our mission of becoming the premier forum for information and expertise about protecting people from health hazards in the workplace, in support of our vision of a healthy working environment for everyone.

Our approach will in many ways be an evolutionary, rather than revolutionary, one. We retain our existing vision, mission and values and will build upon the success of the last five years. During that time worker health protection has moved into the spotlight within the health and safety sector and BOHS has grown significantly, transformed itself and become visible in the public arena.

Furthermore, it must be stated that the progress we are seeing around work-related ill health awareness is by no means fortuitous, but thanks to a great deal of hard work, collectively as a Society, by individual members of BOHS and increasingly by a range of other stakeholders.

BOHS’s new five-year strategy promises more of the same endeavour and even greater success, based as it is on challenging thematic objectives designed to drive our Society forward in new and exciting directions during the next five years.

Dr Adrian Hirst
BOHS President 2015/16 and Chair of the Strategy Review

Steve Perkins
Chief Executive
## Strategic themes and objectives

### Theme 1
**Raise awareness of occupational hygiene**

1.1 Continue and expand our construction campaign to cover further important health risks, in partnership with others

1.2 Extend workplace exposure campaign activity to new relevant industry sectors, in partnership with others

1.3 Undertake research in higher education to determine how to improve the supply of STEM graduates into occupational hygiene

### Theme 2
**Increase understanding of occupational hygiene**

2.1 Produce new worker health protection training, education and assessment materials

2.2 Produce new worker health protection guidance materials for organisations

2.3 Double the attendance, number and range of BOHS scientific & industry conferences

### Theme 3
**Extend the influence of BOHS**

3.1 Develop further support structures to improve specialist practice and widen participation in the Society

3.2 Launch a new Corporate Membership scheme including a support programme to help organisations engage with worker health protection

3.3 Work with relevant regulators & government departments to ensure the need to tackle the UK occupational disease burden is recognised by all stakeholders

### Theme 4
**Improve competence standards, recognition and access**

4.1 Promote the “Chartered Occupational Hygienist” certification and professional progression routes

4.2 Market the competencies of BOHS professional members to industry

4.3 Significantly increase international modular assessments

4.4 Develop and promote a framework for soft-skills and volunteer leadership training

### Theme 5
**Ensure a sustainable future and trusted reputation for BOHS in the UK and internationally**

5.1 Increase membership of all grades by at least 6% pa net

5.2 Increase member volunteering engagement by at least 10% pa

5.3 Grow overall Qualifications net revenue by at least 6% pa

5.4 Increase the impact and circulation of the Annals of Occupational Hygiene to improve its contribution to the science of preventing work-related ill health

### Business Model

A clear focus on our strategic themes defines the actions which produce the results that drive BOHS to become the **organisation of choice with a sustainable future**, whilst delivering a **relevant public benefit** outcome that directly contributes to the achievement of our vision.

**Strategic theme**

- Raise awareness
- Increase understanding
- Extend influence
- Improve competence

**Action**

- Create and deliver excellent products and services

**Result**

- Worker health protection
- Customer value
- Trusted reputation
- Member engagement
- Financial resource

**Outcome**

- Relevant public benefit

**Vision**

- A healthy working environment for everyone
Increasing demand and take-up of BOHS awareness initiatives amongst those studying STEM subjects.

Increasing numbers of members at all grades in all Faculties.

Increasing numbers of people obtain at least one BOHS modular qualification and join the Society.

Increasing numbers of people participate in our educational engagement programmes.

Increase understanding of occupational hygiene.

Extend influence of BOHS.

Raise awareness of occupational hygiene.

Improve competence standards, recognition and access.

Ensure a sustainable future and trusted reputation for BOHS in the UK and internationally.

SUCCESS

Increasing use of terms ‘Occupational Hygiene’ and ‘Worker Health Protection’ by relevant stakeholders, including but not limited to, regulators, professional bodies, industry and the media.

Industry adheres to BOHS worker health protection guidance and standards. Content, good UK legislation, regulation, ACOPs and guidance relevant to worker health protection is published in all sectors. Expanding range of faculties and partnerships.

Increasing numbers of appropriately qualified worker health protection professionals are employed in all sectors.

Employers engage the services of appropriately qualified worker health protection professionals.

Numbers with science backgrounds understanding the attraction of an occupational hygiene career is appropriate to ‘professional progression’ demand.

Numbers engaged in scientific education recognising the purpose and value of a career in occupational hygiene is appropriate to career attraction demand.

SUCCESS

SUPPLY

PRODUCE

Strategic theme purposes
and success factors

Those involved in the workplace who need to recognise the purpose and value of occupational hygiene.

Those involved in the workplace who need to acquire the right knowledge of occupational hygiene for their health-risk context.

Those making decisions affecting worker health protection consult BOHS, listen to our advice, commit to it and act appropriately.

Employees engage the services of appropriately qualified worker health protection professionals.

Numbers of candidates deciding to enter the BOHS professional progression process is appropriate to market demand.

Numbers of candidates qualifying at all professional levels is appropriate to market demand.

Numbers qualifying at all professional levels is appropriate to market demand.

SUCCESS

PURPOSE

PURPOSE

SUCCESS

Supply

Demand

Generate

Success

Strategic theme purposes and success factors
A healthy working environment for everyone

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