

BOHS

British Occupational
Hygiene Society

The Chartered
Society for Worker
Health Protection

BOHS Strategy

2021-2025

www.bohs.org

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Mission, Aims and Vision

Mission

Our mission is to safeguard the UK's current and future health through the effective management of the workplace environment.

Aims

Our aims are to:

- Work to eliminate harmful exposures;
- Promote safe and effective substitutes for existing hazards;
- Design out threats to human health;
- Manage out work practices that place people at risk;
- Ensure all people in all working environments have the right protection at the right time.

Vision

Our vision is of a country where work is not a cause of acute or chronic ill-health.

Approach

Our approach is led by principle, informed by science, enabled by professionalism, and guided by good sense.

Society Strategy 2021-2025

Strategic Aim for 2021-2025

“To position BOHS as the key scientific and professional body influencing change towards a healthier working environment”.

Achievement of this will be demonstrated by:

- BOHS’ professional standards seen as benchmark for good occupational hygiene practice
- Robust and sustainable partnerships with all other key influencers
- BOHS seen as responsive to critical contemporary issues, but a future-focused organisation, anticipating new challenges
- Widespread adoption and promotion of BOHS technical guidance by other key influencers
- Standing consultee for all key stakeholders in worker health protection and management of the work environment
- BOHS awards seen as the gold standard for education in occupational hygiene and related areas
- Growth in membership, engagement and participation

Annual metrics set for each in an annual work plan

Key developments for 2021-2025

1. To develop a **Professional Standards Governance and Performance Framework** which would be externally recognised as the definitive competency statement whilst also being a formal statement of the profession and a benchmark for anyone providing occupational health services.
2. To establish a **presence in Higher Education** in order to support learning, qualification and professional development to broaden and deepen the public, sectoral, governmental and professional understanding of occupational hygiene.
3. The **enhancement of technical capabilities** by maintaining and developing a systematic programme of technical guidance production and review, informed and critiqued by practice and research
4. The **formalisation of international engagement** by reviewing each of our existing bilateral partnerships, consulting on strategic aims of partner societies and, so far as is mutually beneficial and sustainable, develop partnerships with other occupational hygiene societies and organisations globally.

Further detailed explanation of the key developments is provided in the *BOHS Strategy 2021-2025 Supporting Documents*.

Operating Principles

Our role as a Chartered Body

What does furthering public understanding of occupational hygiene mean?

Developing a public understanding of the importance of occupational hygiene means developing:

- an understanding that the workplace environment is a complex, balanced system which like the natural environment is vital to human sustainability, but also poses hazards if not interacted with carefully
- an understanding that unlike the natural environment, the workplace environment is largely a human created one and therefore none of the exposures that are harmful to health are inevitable
- an understanding that managing the workplace to minimise harmful exposures (maintaining occupational hygiene) is a more sustainable, ethical and scientifically viable approach than relying on other controls, such as personal protection and behavioural management
- an understanding that preventing occupational illnesses avoids the cost of treatment and the social and other costs associated with long-term ill-health
- an understanding that poor occupational hygiene contributes directly to significant long-term health impact to individuals, to society, to the public purse, and to industry, while contributing indirectly to the worsening of pre-existing health conditions
- an understanding that while good occupational hygiene should be a given in the design, management and decommissioning of any occupational process or property, it cannot be taken for granted
- an understanding that active management at all levels of organisations is required to maintain standards of occupational hygiene
- an understanding that the precautionary approach is intrinsically aligned with the values of equality, fairness and non-discrimination, but that occupational hygiene practice should consciously and explicitly seek to ensure that these obligations and values are promoted in access to health protection

Our role as a scientific society

What is our function as a scientific society?

As a scientific body we should:

- Value independent, evidence-based, disciplined scientific endeavours
- Recognise science as a collective and interdisciplinary endeavour, but which progresses through rigorous but respectful critique and challenge
- Promote understanding of the findings of scientific research and promote and support the search for answers where scientific evidence is lacking
- Respond to societal need through a reflection of the relationship between science and the sociology and psychology of the workplace and broader social trends

- Show commitment to the principles of sustainable development as exemplified by the United Nations Sustainable Development Goals
- Promote equality of access to scientific knowledge and consciously address implicit discrimination arising from a lack of understanding of issues relating to gender and diversity in the context of worker health protection

Our role as a professional organisation

What role should we fulfil as the Society that represents occupational hygienists in Britain and beyond?

As a professional society we should:

- Maintain and develop the ethics and standards for our members and be informed by and influence ethics and standards of other allied societies and bodies
- Maintain an adherence to understanding the fundamentals, best practices, innovations and methodologies of occupational hygiene at a personal and collective level
- Lead and contribute to standard-setting, based on the best scientific evidence and principles of good professional practice
- Identify gaps in knowledge and areas where practice is falling behind technology and provide leadership in the search for evidence and practical solutions
- Maintain a healthy forum for debate and discussion, representing a diversity of opinion, admitting that scientific knowledge is often contingent and that science by consensus is not always possible and desirable
- Maintaining consistency in striving to set agreed standards of practice, informed by a preventative [precautionary] approach
- Actively promote equality and non-discrimination through our dealings with members, through our professional standards, through our dealings with other ` and through our thought leadership

Our role as membership organisation

How should we best serve our members?

As trustees, officers, representatives and employees we should:

- Be driven by a concept of stewardship and responsibility, while being informed by mutual accountability and the principles of good governance and standards in public life
- Show unwavering fidelity to the rules and regulations that govern us as a charity, a company and a professional body
- Model good practices in equality and diversity, inclusion and respect.

Our role as an educational organisation

In what ways should we further learning, qualification and development?

As educators we should:

- Strive for excellence in our own practices and support excellence in learners
- Ensure accessibility and inclusion is designed into all aspects of our work
- Maintain and develop standards, aligning them with sector good practice and our legal and regulatory responsibilities
- Be informed by science and current practice and be mindful of the important role that we have in ensuring the health and well-being of those who our learners will affect
- Be guided by integrity, professionalism and conscientiousness in the performance of all tasks
- Promote access to occupational hygiene education where there are social and economic barriers to learning and development

Our role as a place of work

How should we work with paid staff and volunteers?

As an employer we should:

- Value and respect our people
- Ensure their physical and mental wellbeing
- Develop potential and support development needs
- Include and engage
- Act within the context of good practice in all aspects of employment
- Operate within the context of accountable decision-making
- Model good practices of fairness, equality and non-discrimination