



The Chartered  
Society for Worker  
Health Protection

# 2021

## Annual Report

*British Occupational  
Hygiene Society*

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# Introduction by the President

Alison Margary

I am delighted to introduce the Society's Annual Report. 2021 has been a year of opportunity and challenge. The opportunities arise from the renewed vigour and commitment of our membership, volunteers, Board and Faculty Committees and the innovation and enterprise of our Head Office team. The challenges have arisen from the continuing shadow of COVID-19 and our continuing sense that we should make the heightened awareness of health risk have a lasting impact. I believe that we have risen to the occasion and have started in earnest in delivering the Society and Faculty strategies that we formally launched at the beginning of the year.

Of course, all our thanks go to Kelvin Williams, who steered the Society through the Spring lockdown and a very intense period of further work in support of the Society's response to COVID-19. Aply supported by our new President-Elect, I feel that I took on the Society at a point of real potential and direction.

My theme as President is partnerships and having mapped the myriad of relationships that chart our influence, I am delighted to see how our partnerships have matured, developed and delivered

during this year of change. The year has seen us engage with our largest employer, the NHS, over the critical issue of respiratory infections, develop relationships which will enable Breathe Freely, not only to be a meaningful campaign for all the major English-speaking jurisdictions, but also reach groups in the UK that have been hard to reach.

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**My theme as President is partnerships and having mapped the myriad of relationships that chart our influence, I am delighted to see how our partnerships have matured, developed and delivered during this year of change.**

BOHS is beginning to be more visible among policy-makers and influencers. Our continuing approach of advocacy through consultations has resulted in engagements with the Westminster and Scottish Parliaments and a more active relationship with organisations as diverse as British Standards Institute, the British Science Association and other professional bodies, such as IOSH, SOM and CIEHF.

The Society's governance has gone from strength to strength, with the broadening

of the Board, reconfiguration of the Faculties and a renewed focus on equality. As President, it has been saddening to hear the testimonies of women members who have suffered less favourable treatment from colleagues, but it has been inspiring to see the passion, commitment and support for promoting gender equality. The work of volunteers to highlight this, culminating in moving and impactful conference sessions, is complemented by the necessary underpinning in improved systems, policies and processes in Head Office. It is the first step in a journey we are taking to ensure that our profession is inclusive, attractive and diverse. It has been my real pleasure to provide leadership in this vital area of work.

The clarity of the Society's purpose, to promote worker health protection by all means and to develop excellence in the profession is highlighted by the continued improvement in our visibility and regard for our technical and general guidance, but also the focus on developing us as the home of the professional bodies for Occupational Hygiene and for Asbestos Analysis and Management, as outlined by our Registrars in this Review.

Occupational hygiene will not improve in the workplace without education and awareness, but also a level of consistent professional excellence that makes it a credible alternative to other Occupational Health interventions. I see 2021 as the year in which BOHS started to make serious strides towards becoming a leading professional body and scientific charity in all senses of that word. The Award from the International Institute for Risk and Safety Management for

Leadership Team of the Year for our COVID-19 expert group presaged this and reflects the continuing work of our volunteers in influencing change in a practical way.

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**Occupational hygiene will not improve in the workplace without education and awareness, but also a level of consistent professional excellence that makes it a credible alternative to other Occupational Health interventions.**

2021 has been a year of ambition and achievement, despite the ongoing challenges of COVID-19.



# Introduction by the Chief Executive Officer

Kevin Bampton

2021 feels like a significant year in the life of the Society. Our new strategies have been launched, with our governance and Head Office configured around delivering them. We have mapped out the journey for volunteers, set the framework in place to determine professional competencies, engaged effectively with influencers and partners and built on the rapidly innovated new ways of working with sounder foundations for our work in Head Office.

It has not been without its challenges. When we set the budget for 2021, the January lockdown was not in contemplation. It is a tribute to the hard work of my colleagues in the Head Office team that we will not finish the year with the deep financial impact of that, as it gouged out income from qualifications. It is more to their credit that they have delivered more activity with less.

I was particularly disappointed for members and those who had organised it, that the annual conference had to be postponed in June. In the end, however, I have to confess that I could not imagine a better experience than the November

conferences, with challenging and difficult messages, combined with the true value of a society, especially the face-to-face OH2021 conference.

Our communications team continue to impress and delight me with what has become a distinctive and familiar approach to presenting our material. Our messages are getting out further, with more publications, social media posts and conference presentations as well as a general sense that we are increasingly more involved in policy conversations and seen as adding technical and scientific value to decision-making processes on a national scale.

Much of this has been facilitated by a more structured and planned approach to engagement with partnerships. This has been spearheaded by our President, whose mapping of the Society's network of relationships has been a genuine enabler of us being able to plan how we influence, innovate and include.

It sets the scene for the future. I look forward to working with our President-Elect, Chris Keen to reach out to areas where Occupational Hygiene may not be a known or valued concept.

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**I look forward to working with our President-Elect, Chris Keen to reach out to areas where Occupational Hygiene may not be a known or valued concept.**

Our Head Office team has been another great enabler. Our team has grown slightly, including new expertise, but we have been able to retain our talent and gone some way to develop our skills-base. In the context of a challenging and competitive job market, I am gratified that our team feel that BOHS is a good organisation to work for.

The outstanding work of volunteers continues to be the backbone of BOHS and we have worked this year to move the volunteer experience forward to match best practice in the third sector. In 2022, I look forward to us being able to better support our volunteers, give them a clear pathway and more recognition for their invaluable contribution.

However, we do need to work to become more inclusive and to promote diversity and opportunity in the Society's activities. This is a key feature of the developments we have in train.

Our work in the development of the Faculties, moving towards the next level of support for our professional members

has been particularly pleasing and 2021 has set in train all the elements needed for Occupational Hygiene to have a raised and more formalised professional profile. The outstanding work of the Registrar of the Faculty of Occupational Hygiene and the Registrar of the Faculty of Asbestos Analysis and Management has benefited from exceptional support by members of the Faculty Committees and our Head Office team.

2021 has set sure foundations for the next stage in the development of the Society.



## Conference Feedback

Thanks, all, a great day 'out', super informative and enlightening as always.

The quiz was a great idea and a great way of sharing knowledge without anyone having to admit a lack of knowledge.

Would like to see it again at a live event

I attend these conferences to gain a deeper understanding of LEV, learn from the experience of others, emerging thoughts on how to test things, what else may need considering - that's what makes it worthwhile for me.

Great conference - nice that it was so accessible

# Membership & Governance



*Honorary Secretary, Alex Wilson, outlines how membership involvement has been a feature of 2021*

**BOHS represents a very specialist range of professions and an area of interest, which while hugely impactful, is perhaps niche. Within that context, the challenges of inclusion are greater, because there are fewer people involved.**

This year, we have managed to see a slight increase in membership. This is set against a trend of diminishing membership for many charities and professional bodies. It is growth that reverses the slight decline of recent years. It's a start and I hope that as we gain more visibility and relevance, we will continue to see growth in membership and can start working to attract a more diverse range of people into the Society.

2021 has been a year where we have worked hard to develop more opportunities for existing members. The expansion of the Board and the Faculty Committees has brought in new perspectives and enthusiasm, as well as additional hands to help with the growing governance workload of the Society as it gets more active and engaged.

The gender balance on the governance bodies reflects the society in general better than the gender balance in membership. Our President's focus on examining the barriers and experiences of women in occupational hygiene has been welcome and educational.

It starts the ball rolling on consideration of how we can make our profession and discipline attractive, relevant and inclusive. This is not a distraction from our goals of better workplace health protection, but an enabler of better reach, credibility and relevance. This is exemplified by the fact that the Society can celebrate the election of Chris Keen, a transgender woman, as President-Elect, but who also happens to be the first member of HSE's Science Division to be in line for the BOHS Presidency.



**2021 has been a year where we have worked hard to develop more opportunities for existing members.**

Our work this year in focusing on Equality Diversity and Inclusion is the continuation of the hard work in the development of the governance of the Society which was encapsulated by the adoption of revised governance documents at the 2021 AGM.

Participation through voting and through nominations for election has never been higher in the Society's history. We hope that members' enthusiasm to volunteer their time and energy will continue.

Participation in Society events has been pleasing. Webinar-based regional meetings have included events with delegates in the hundreds, which is an unprecedented level of engagement. We believe that this enables more people to be included in these events and presents

less of a barrier to those with childcare and mobility issues.

Despite the disappointment of postponing the conference, the face-to-face event held in November was a real highlight for me. It's a delight to see friends and colleagues in person and innovations such as the Awards Dinner, through to free Faculty-sponsored Professional Development Courses look set to be new regular features to celebrate and promote our profession and charitable aims.

In line with our President's focus on partnership, I am pleased to see the broadening relationships of the Society, as well as the formalisation of the governance of those relationships. While governance is not the most exciting of areas of work, it is an important enabler of effective inter-institutional working.

As Honorary Secretary, I feel 2021 has not only been a year of maturity, consolidation and growth, but one where we have started to look in earnest at how we bring more people into occupational hygiene and into the Society.

## FEEDBACK FROM OH2021

**A great bunch of professionals who clearly care about their roles, applies to venue, organisers & BOHS.**

**The absence of almost 2 years triggered almost everyone to network & communicate to the max. The sight of so many younger OH coming into the field to replace those of us who are retiring or at least contemplating it, is very encouraging.**

**The online element of the conference has real value because I can go back and view sessions that I missed.**

**It was good with interesting presentations but what trumped everything was just seeing everyone face to face again**

**Good to know we can access all sessions after the event, especially those that are concurrent.**

# INNOVATION & OUTREACH



*President-Elect, Chris Keen, outlines how the Society has sought to develop a more innovative approach to its work.*

**As a person who has spent almost all of their professional career in occupational hygiene, I am aware that we often preach to the same congregation, even if they are not all converted.**

However, with an increasing workforce and a fundamental change in the nature of work, BOHS has spent much of 2021 looking beyond the areas traditionally supported by professional hygienists to ask the question “how can we better support all workers”.

This is not an abandonment of the important role of the Society as the professional voice of occupational hygiene, led by the Faculty, but a broadening of our horizons. During my engagements with regional meetings, it has been really pleasing to see the desire of hygienists to work with others in the Health and Safety field. The Board has also looked at the problem of reaching “hard-to-reach” groups and raising the profile of occupational hygiene.

In response to this, through 2021, the Society has been increasingly engaged with work and fields where we feel we can make a difference. Building on the Breathe Freely campaigns inroads into construction, we have been able to reinvigorate and rethink that campaign: finding new leadership for the campaign; refreshing and updating the website; supporting existing partners in their

ongoing work; becoming engaged with the key infrastructure projects in UK construction and determining the direction of our next steps.

The manufacturing campaign is similarly developing its focus, moving beyond the successful work in welding fumes and engaging with a larger constituency of SMEs through partnerships.

I look forward to seeing Breathe Freely reaching new audiences and we celebrate partners Canada and the United States developing Breathe Freely sites, built out of our work, marking the campaign becoming both local and global.

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Aside from this, we have been working hard to understand the challenges faced by less visible workforces. We have added our voice to consultations which aim to support those who may not normally benefit from the expertise of our professional members.

Our support for the Scottish Employment Injuries Advisory Council Bill which aims

to ensure expert input into the appreciation between occupational disease and financial support in later life was particularly welcomed by the Scottish Parliament. We were delighted to see our feedback on access to free PPE by third limb workers reflected in new regulations presented to the Westminster Parliament in early 2022.

The work done by BOHS resulting in the Royal College of Nurses' risk assessment tool for seasonal infectious diseases is another example of how we are widening our net. 2021 also saw our most widely-used tool yet, in the form of the general ventilation tool for the management of COVID-19. It was used by members of the general public over 10,000 times in the first three weeks of it being launched and has since been promoted through schools, hospitals, airports and the hospitality industry.

These, and other activities, have been achieved by working in partnership with organisations who were not aware of the existence of BOHS or even the term "occupational hygiene". In this way, Alison's theme of Partnership is the enabler of my Presidential focus on bringing occupational hygiene to hard-to-reach groups.

2021 sets the blueprint of how we can achieve this: working with new partners; making the science accessible; and, finding news ways to communicate our message.

# PHOTOS FROM OH2021



# LAYING OUT THE AMBITIONS OF OUR PROFESSION



*Registrar of the Faculty of Occupational Hygiene, Sarah Leeson, reflects on a year where the occupational hygiene profession has made an impact.*

## 2021 saw the launch of the Faculty's first 5-year Strategy. Linking into the BOHS strategy, the clear focus on growing, developing and supporting our profession is at its heart.

The year saw us setting out a route map to achieve the recognition of our profession for its unique contribution to health in society, as well as marking out clearer goals and standards for education and professional development.

Our Committee, reformulated its working groups into strategy-led strands and have set about in earnest to:

- Enhance the routes into the profession, through Higher Education in particular;

- Develop and manage technical guidance;

- Underpin continuing professional development;

- Horizon scan to plan for the future of occupational hygiene.

By the end of the year, a draft Higher Education module was developed and is out to consultation with Higher Education institutions. We have consulted and undertaken a thorough review of technical guidance and are in the process of building an online archive of past technical

publications. We have created the format and principles to enable us to have a formal articulated competency framework for occupational hygiene.

In addition, we have maintained and developed our focus on areas where we need to expand our curriculum, while contributing to the highly successful webinar series, supported by the regions and informed by feedback about key areas that our members desire support for in professional development.

We have been able to broaden the representation of the Committee, with additional members and also by actively seeking non-members to continue to the Strategic Working Groups.

Behind the scenes, the membership and governance team have been working with Faculty members to keep our Code of Ethics up to date and in view, to promote Faculty membership and activities and ensure the governance developments needed to enable the Faculty to move further forward.

We have undertaken a revision to the way in which the consultant's directory is populated with information to make it more useful to users and to ensure that they have helpful and objective information about those listed.

We have also undertaken a series of steps to enable us to move towards having an accredited Register of Occupational Hygienists, in line with other health-related professional bodies.

Whilst Head Office have not been able to move forward with digital verification, considerable work has been undertaken to continue with the transformation of our qualifications provision to meet the demand for digital learning.

All of this is perhaps best reflected in a bumper year for successful Diploma candidates and the fact that membership of the Faculty has continued to grow.

We have also been able to engage further with our Approved Training Providers, with

regular keeping in touch days, a dedicated day at the conference and the launch of a regular bulletin.

2021 has been a year where we can firmly see the foundations for the future of the profession being set out. I look forward to the realisation of some ambitious goals in 2022, thanks to the efforts, energy and enterprise of the Faculty Committee, supported by an equally enthusiastic Head Office team.

# Feedback from Asbestos 2021

**A range of excellent topics looking at past, present and future challenges.**

**I think there were some real eye openers and hard hitting presentations. Let's hope the industry as a whole stands up and takes notice.**

**I think the virtual platform lends itself to a very international feel. It's great to hear what our countries are doing.**

**The chat box discussion involvement from attendees was very good as was the live questioning.**

# THE NEXT STEPS FOR FAAM



*Faculty of Asbestos Assessment and Management Registrar, Jonathan Grant outlines how FAAM is taking the next step in promoting standards of protection from asbestos risk.*

**Taking on the role of Registrar from Martin Stear has been somewhat daunting. However, the Faculty has supported me in taking forward a new strategy for our work, with a more outward-looking focus.**

We see our role is very much to represent, influence and lead. In 2021, we have reformulated how we are working, with an emphasis on outward-facing activities. Our aspiration to develop reporting standards, to communicate effectively with duty-holders, to promote the science of asbestos, and to set up a benchmark CPD process are ambitious but achievable goals.

FAAM is beginning to have more reach. Our successful and well-attended webinar on the European Chemicals Agency proposals on asbestos had a direct impact but also continued a different perspective to written evidence to the Work and Pensions Committee of Parliament. This prompted an invitation to give oral evidence and the opportunity for FAAM to highlight significant issues directly to those who will set the future policy of this country.

Alongside this, we have been able to support the profession with digesting and acting on the guidance in the long-awaited HSG 248. While not being uncritical of the changes, we have engaged with our

membership to promote understanding and support development.

FAAM is hosted by BOHS, and it is clear that BOHS itself has a significant stake in training within the asbestos field. It has long been a concern of mine that the link between BOHS and FAAM may give rise to an understandable concern that FAAM may overly promote the BOHS training provision at the expense of other providers.

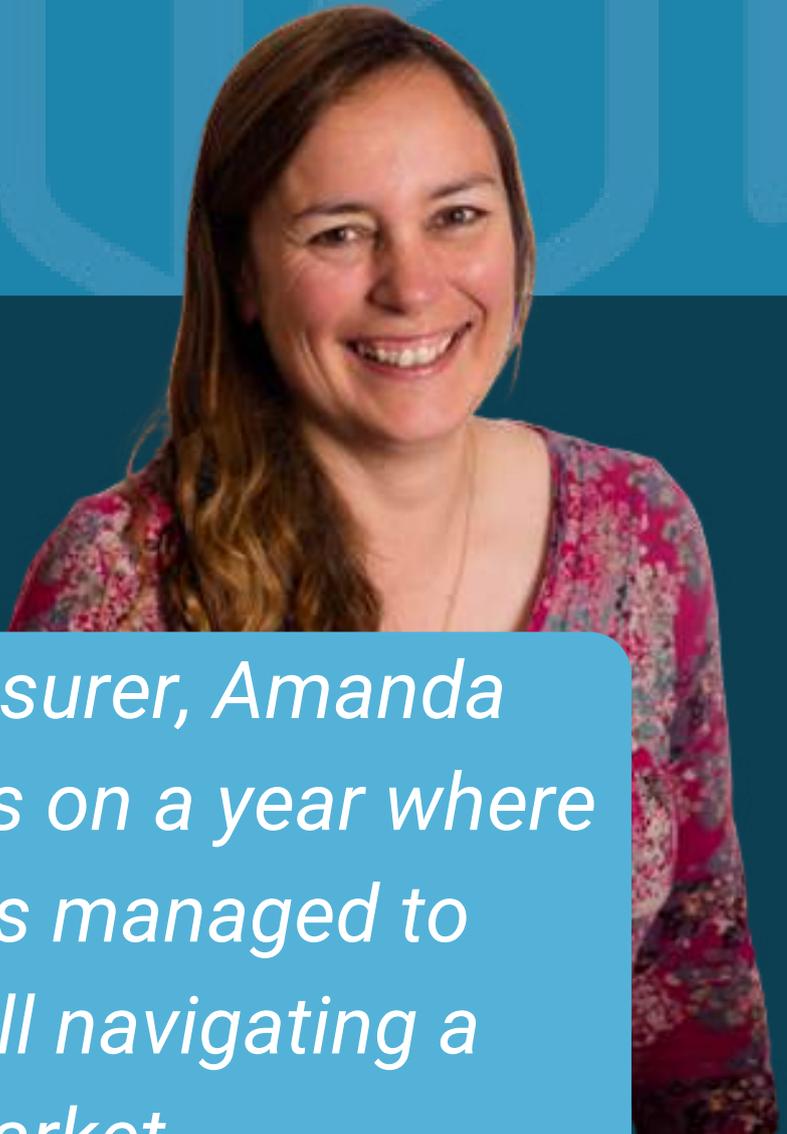
I am pleased that governance changes have firmly separated these interests, while acknowledging that several FAAM members have been working tirelessly to support the revision of asbestos training syllabi at a difficult time for providers and the industry.

Our strategy aims to be more inclusive of other organisations and to have a more diverse committee. I was pleased that, as a consequence of the HSE representation role becoming ex officio, the Committee will also have automatic representation by the Registrar on the Board.

In addition, we have improved the pathways of reporting to and from the network of asbestos practitioners beyond FAAM.

All these are essential if we are to achieve our ambitious plans to support the evolving and challenging world of asbestos.

# RIDING THE COVID WAVE



*Honorary Treasurer, Amanda Parker, reflects on a year where the Society has managed to grow, while still navigating a challenging market.*

## When the 2021 budget was developed, all of the promises were of no more lockdowns. January 2021 commenced with lockdown restrictions.

Inevitably, for an organisation that derives half of its income in normal times from examination fees, this was a blow.

The year, therefore, was one of tight financial management, with the Head Office team continuing the trend of financial savings from the previous year. However, in seeking savings, the Society was guided by the following principles:

- Staff health and wellbeing first – so that savings were not achieved by expecting team members to do more without additional support and to seek to rectify workload pressures arising as soon as possible. Ensuring the mental health of our people is a priority and avoiding stress and overwork a genuine concern on the part of the senior management team.
- Standards of Service should not be eroded – so that savings should not be at the cost of quality
- Volunteer experience should not be compromised – so that volunteers have good meetings, high quality social interactions and should not bear additional financial burdens as a result of their work for the Society.

We therefore continued to appoint staff to posts which were vacant and continued to ensure that the rare occasions when volunteers could meet facilitated good quality social interaction. Overall, we were also able to do more for members, with new look Exposure Magazine and Exposure Alerts, more free webinars and more free guidance.

Meanwhile, the finance team has completed the rebuilding of the Society's finance system to move to accruals accounting. This has enabled more effective financial management and allowed us to track the finances of the Society in a way that we have not been able to previously.

The Society completed the office building purchase at the end of 2020 and also drew down funds from its reserves to cover the shortfall and investment for 2020. However, the Society's reserves during 2021 have still been within the upper end of its reserves range, while not including the capital asset of the building.

At the request of the Board, the CEO reviewed our investment portfolio to ensure that we were operating with an ethical investment strategy. As a result of this review, we have withdrawn funds from one bank which, while not having a negative ethical profile, did not have a positive commitment to ethical investment. Our current account banking is with a major "high street" bank. Consideration is being given to move banking to a more positively ethical provider.

The stability and commitment of our staff

base at Head Office has been a cornerstone of our success and we were pleased to be able to invest in training, support staff events and to provide a pay increase of 2% to the team. As part of the review of Head Office working, the Board approved the refurbishment and reconfiguration of the office to address heating and ventilation and healthy workspaces, as well as to provide a suitable venue for meetings of an enlarged Board and other Society activities. This will be drawn against reserves and is planned for completion in March 2022.



**As part of the review of Head Office working, the Board approved the refurbishment and reconfiguration of the office to address heating and ventilation and healthy workspaces, as well as to provide a suitable venue for meetings of an enlarged Board and other Society activities.**

As the Treasurer of the Chartered Society for Worker Health protection, I am delighted that we are investing in the health and wellbeing of those people who enable our success.

At the close of 2021, we were delighted to complete a challenging year on budget and financially healthy.

# THE ANNALS OF WORK EXPOSURES AND HEALTH IN NUMBERS

## 309

Article submissions, 15% of which were Covid related.

## 112

Articles published over the 9 issues released.

## 500,000+

Total paper downloads.

## 33,698

Average monthly visitors.

# BOHS Board and Committees

Pre AGM

Post AGM

## BOHS Board

**Alison Margary**, President-Elect  
**Kelvin Williams**, President  
**John Dobbie**, Immediate Past President  
**Alex Wilson**, Honorary Secretary  
**Amanda Parker**, Honorary Treasurer  
**Sarah Leeson**, FOH Registrar  
**Jonathan Grant**  
**Susan Lett**  
**Parmjit Gahir**

## FOH Committee

**Sarah Leeson**, Registrar  
**Duncan Smith**, Deputy Registrar  
**Carol Bladon**, CPD Manager  
**Len Morris**, Chief Examiner  
**Dave Rogers**  
**Jason Hodgkiss**  
**Justina Sebag-Montefiore**  
**Alex Hills** (Co-opted Member)

## FAAM Committee

**Martin Stear**, Registrar  
**Jonathan Grant**, Deputy Registrar  
**Garry Burdett**, CPD Manager  
**Colette Willoughby**, Principle Examiner  
**Jonathan Ford**  
**Jean Prentice**  
**Sam Lord** (Co-opted Member)

## BOHS Board

**Chris Keen**, President-Elect  
**Alison Margary**, President  
**Kelvin Williams**, Immediate Past President  
**Alex Wilson**, Honorary Secretary  
**Amanda Parker**, Honorary Treasurer  
**Sarah Leeson**, FOH Registrar  
**Jonathan Grant**, FAAM Registrar  
**Susan Lett**  
**Parmjit Gahir**  
**Damien Eaves**  
**Mary Cameron**  
**Nuala Flavin**  
**Clare Forshaw**  
**Adrian Parris**  
**John Dobbie** (Co-opted Member)

## FOH Committee

**Sarah Leeson**, Registrar  
**Duncan Smith**, Deputy Registrar  
**Dave Rogers**, CPD Manager  
**Len Morris**, Chief Examiner  
**Graham Newport**, GAL Responsible Person  
**Gordon Smith**  
**Alex Hills**  
**Justina Sebag-Montefiore**  
**Mike Slater**  
**Pinky Bhatt**  
**Peter Baldwin** (Co-opted Member)

## FAAM Committee

**Jonathan Grant**, Registrar  
**Sam Collins**, Deputy Registrar  
**Garry Burdett**, CPD Manager  
**Colette Willoughby**, Principle Examiner  
**Jonathan Ford**  
**Jean Prentice**  
**Cartherine Holmes**  
**Sam Lord** (Co-opted Member)  
**Sara Mason** (Co-opted Member)

# 2021 IN NUMBERS



We welcomed  
**281**  
new members



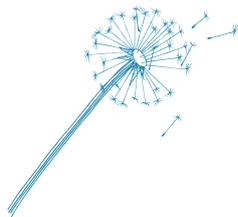
We released  
**16**  
hours of video  
footage



**392,485**  
People visited our  
website



We held  
**17**  
free member  
webinars



**30,148**  
People visited our  
Breathe Freely  
website



**4,270**  
People passed  
our qualifications



**2,185**  
People attended  
our events



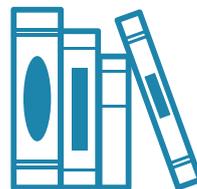
We gained over  
**4,200**  
social media  
followers



We released  
**6**  
Issues of Exposure  
Magazine



We hosted  
**2.5**  
Virtual conferences



**9**  
Issues of The  
Annals were  
released



We shared  
**2,069**  
posts via our  
social media  
channels

# January 2021

## We sent out all membership packs for 2021

We'd like to thank you for your support over the past year, it has been a struggle for everyone and without your support, we wouldn't be where we are now.

Your membership fees enable us to continue to provide and upgrade the services we offer.

## We opened for bookings for LEV 2021

Although annoyingly LEV 2021 was postponed until next year, we still received a monumental amount of bookings that have all transferred their place to this year.

Have you booked your place yet?

## We released our 5-year strategy

Our strategic aim for 2021 – 2025 is: To position BOHS as the key scientific and professional body influencing change towards a healthier working environment.

Find out how we plan to achieve this:  
<https://bohs.org/strategy>

## We released guidance on covid mutations

We advised workplace health professionals that healthcare and education workers needed better RPE amid concerns over mutant COVID-19 risks.

Be sure to check out all of our Covid-19 related guidance over on our website via the Covid Hub:

[www.bohs.org/covid-19-hub](http://www.bohs.org/covid-19-hub)

## We completed our annual Group Authority Licence audit

This licence permits any member of FOH to possess sampling media containing 1-(2-methoxyphenyl) piperazine, for the purpose of conducting the Method for Determination of Hazardous Substances for measuring organic isocyanates in air (MDHS 25).

The licence conditions require that all FOH members notify BOHS by 1 December each year of any usage, or planned usage, of MDHS25 during the current calendar year.

Did you know as of January 2022, every Faculty member using the Group Authority Licence is required to complete an Assessment?

Find out more:  
<https://www.bohs.org/gal/>

# February 2021

## CEO, Kevin Bampton spoke to Safety Management Magazine

*"Getting sound advice"*

Kevin spoke about how commissioning competent technical advice on noise exposure control can be a daunting prospect and about new guidance that had been published to help employers procure the help of a suitable expert.

## We opened for nominations for Board and Committee places

In 2021 we opened for nominations for fifteen available positions, nine to join the Board, two to join the FAAM Committee and four to join the FOH Committee.

## BOHS President, Alison Margary gave an interview to the Medical Independent

*"The missing links in healthcare worker protection"*

Alison said that occupational hygiene was not part of the core governance of occupational health risks in UK hospitals which is an alarming oversight, particularly in the context of the pandemic.

## We released an interim advisory note on vaccination in the workplace

With the Covid-19 vaccination roll out progressing fast and care homes hitting the government's target of occupants being offered or having the vaccines administered, this advice aimed to help employers who may wish to clarify the impact of vaccines on their risk assessments and how they should factor in vaccine uptake into the protection of workers.

## We warned of dire consequences if better protection of workers weren't put into place

The figures proved that more focus needed to be placed on getting the right workplace protections into the right sectors, including effective respirators for all key health and public-facing workers and more attention to other protection, including proper ventilation, enforced social distancing and hand hygiene in the workplace.

# March 2021

## We completed our annual CPD audit

5% of our Faculty members are selected annually to provide documentary evidence of their CPD activities for audit purposes.

If a member does not respond or provides inappropriate reasons - e.g. not enough time, refusal to complete a return, too costly to attend events - their Faculty membership will be withdrawn and they will no longer be entitled to use the appropriate post-nominal letters.

## We announced the 2020 Bedford Prize winner

The Bedford prize for the most outstanding paper in the Annals of Work Exposures and Health is awarded every two year's and was introduced in 1967 and named after BOHS first President, Dr. Thomas Bedford.

The 2020 award was given to the authors of a paper showing an outstanding example of how research can be translated into practice, enabling the professional practitioner community to apply state of the art scientific methods to advance workers health and safety.

## We held Strategy webinars for each region of the UK

To support the release of our latest 5 year strategy, we held four webinars this month, one for each region of the United Kingdom.

Each webinar gave members in that region the opportunity to discuss with the BOHS team how our strategy will incorporate them and how we can all work together the achieve our future goals.

## We invited all members to sign up to our virtual AGM

With restrictions caused by Coronavirus and for everyone's health and well-being, we decided to host our AGM virtually once again.

The whole process of last years AGM went so smoothly we've decided to make all future Annual General Meetings virtual.

# April 2021

## CEO, Kevin Bampton spoke to Safety Management Magazine

*"Cancer-causing substances: what will Brexit mean?"*

Kevin spoke about how UK businesses may have to continue to meet any future new European Union exposure limits for carcinogenic substances at work if they are to avoid compensation claims.

## We released our annual report

Every year we release our Annual report full of what we got up to over the previous year as a commentary by our CEO and the Board on our involvement, influence and impact in the occupational hygiene industry.

We also include an update from Head Office from each head of department on their achievements and performance over the year.

## We held a webinar on occupational noise and HAV

The Midlands Region held this free webinar to discuss the hazards of workplace noise and hand-arm vibration and how to avoid the risks involved.

## We announced the programme for OH2021

In mid-April we shared the first provisional version of the programme for OH2021, our Annual Sustainable Workplace Health Conference.

As usual the programme was full of seminars, professional development courses and talks from a range of industry leaders in the occupational hygiene industry.

## We announced the FAAM Conference

We sent out our first invite to all members to attend our annual asbestos themed conference, following the success of the previous year's conference, we once again ran this as a virtual event.

## We held a webinar on how to use the COMED database

The London and South East Region held this free webinar on the Control Measures Efficiency Database (COMED) that has been developed as a web-based tool to enable people to quantify the percent reduction in the exposure they can reasonably expect from using common exposure control measures.

# May 2021

## We sent out a survey asking for members opinions

We send out regular surveys to members to make sure we're meeting expectations for all aspects of their membership, from professional development to attending industry related events.

It's also an opportunity for members to let us know what is expected of us and how we can continue to provide the best possible services.

## We opened for presentation and poster submissions for Asbestos 2021

To make sure we provide the best and most relevant content the FAAM Committee asks for presentation and poster ideas to help them put the programme together.

If your submission is chosen you receive free attendance for the virtual conference on the day of your talk.

## We held this years AGM virtually

We welcomed 58 members to this years AGM and made sure we recorded the whole session to share with members who might not have been able to attend.

At the AGM we announced our new Board and Committee members for the year:

### Board Members

- Damien Eaves
- Mary Cameron
- Nuala Flavin
- Clare Forshaw
- John Dobbie

### Faculty of Occupational Hygiene Members

- Alex Hills
- Duncan Smith
- Mike Slater
- Pinky Bhatt
- Peter Baldwin

### Faculty of Asbestos Assessment and Management Members

- Catherine Holmes
- Sara Mason
- Garry Burdett
- Sam Lord

# June 2021

## We made the difficult decision to postpone OH2021

This was unfortunately the third time we had to rearrange this conference due to increasing Covid-19 risks and precautions being put in place.

## We held a webinar about the Annals of Work Exposures and Health

Chief Editor of the Annals, Rachael Jones gave an introduction for both readers and authors.

The Annals of Work Exposures and Health is the flagship journal publication of BOHS. Published by Oxford University Press, it presents high-quality, peer-reviewed science dedicated to the assessment and control of risks to health and well-being at work.

## We released simple ventilation guidance to reduce covid at work

Our simple ventilation self-help guidance, created with the Health and Safety Executive was created to help workplaces during the pandemic.

It consists of 7 questions about the workplace, then the tool will let you know whether your ventilation will have an impact on reducing Covid transmission.

## We announced this years award winners

Congratulations again to all of last years award winners:

**The Peter Isaac Award**  
- The Health and Safety Executive PPE Task Force

**The Trevor Ogden Award**  
- Neil Pickering

**The Early Career Occupational Hygiene (ECOH) Award**  
- Jessica Pearson

**The Ted King Award**  
- Jans Babkevičs & Tomas Gabor

**The David Hickish Award**  
- David Towler

# July 2021

## Our website team completed a full review of our website

Now a quarterly task, the website team meet to complete an audit of the current website to ensure all information is correct and relevant.

## We called for suitable legionella controls post lockdown

We sent out a warning that businesses, and in particular the hospitality sector, need to be extra vigilant after worrying data about the high incidence of legionella in hotels.

Kevin Bampton, our CEO recommended businesses to check out our return to work guidance for helpful guidance and tools.

## We released our new online-only Expoure magazine design

Published six times a year, the magazine features lots of useful information, including BOHS activity and campaign updates, industry insights and news, case studies, BOHS company updates, job vacancies, and much more.

We are always publishing new and exciting developments in the field of worker health protection. If you have an article you would like to submit, email [marketing@bohs.org](mailto:marketing@bohs.org).

We welcome submissions from anyone with an interest or career within the field of occupational hygiene or worker health protection.

## BOHS President, Alison Margary spoke to Health Europa

*"Behind the mask: examining the evolution and rise of PPE"*

Alison explained why the pandemic's use of PPE should make us re-evaluate disease prevention and that if we do not change the way in which we view PPE we will have failed to learn an essential set of lessons.

# August 2021

## **We held a free webinar on practical occupational hygiene statistics**

The Midlands Region held this free webinar to give attendees the lowdown on some useful and interesting statistics.

This was our most popular webinar this year with over 200 attendees!

## **We released biological monitoring guidance**

This guide was released to help employers and individuals with delegated responsibility for health and safety to set up and manage a biological monitoring programme.

## **We released guidance on working in the community following the relaxation of public health precautions**

The relaxation of public health precautions may have resulted in enhanced risk to those who work in public-facing settings, particularly those who work within 2m distance of others.

This Advisory Note brought attention to some additional risk considerations when up-dating the Covid risk assessment for public-facing workers, those working in the community and front line workers in public services.

# September 2021

## We held a free webinar on COSHH

The UK's exit from the EU marked a new beginning with the development of a domestic GB Workplace Exposure Limit (WEL) setting regime.

This HSE presentation explained the context for, and approach to, developing the regime and the delivery model for future WELs.

## We endorsed the HSE's proposal for PPE for all workers

The proposal would give a direct right to PPE for casual workers and ensure that they could not be treated less favourably if they tried to protect themselves from dangerous health exposures at work.

## We held a free webinar on implementing HSG248

*Asbestos: The Analysts' Guide*

The guidance was updated to take account of findings from the HSE interventions and developments in analytical procedures and methodology.

It provides clarification on technical and personal safety issues, especially in relation to sampling and 4-stage clearances. New information on sampling soils for asbestos is also included.

## We launched the Covid ventilation tool

Working with the HSE, we created this free ventilation tool to help limit the transmission of Covid-19 in workplaces.

An increase in CO<sub>2</sub> concentration in any area could be indicative of poor ventilation that needs improving. This Monitoring guidance aimed to provide basic information on why monitoring CO<sub>2</sub> levels can help control the spread of coronavirus, when it does work well, what is a safe CO<sub>2</sub> level and how to do the monitoring.

# October 2021

## We held a free webinar on Isocyanates

The Midlands region held this free webinar covering recent updates to the Group Authority Licence (GAL) including the key new requirement, the annual auditing procedure, and changes to the SOP (Standard Operating Procedure).

They also covered the HSE's research looking at the issues of MDHS 25/4, the possible resolutions and alternatives and the progress made evaluating what could be proposed for future measurements.

## We published CO2 monitoring guidance

This CO2 guidance was released to give an overview of CO2 Monitoring and COVID-19. It covered questions such as:

Why is CO2 monitoring relevant for controlling COVID-19?

When does it work well and when does it not work so well?

And what is a safe CO2 level?

## We attended the Health and Safety Event 2021

Located at the NEC Birmingham, The Health & Safety Event is the UK's largest gathering of anyone responsible for running a safe and efficient workplace.

In our round-up, we shared that we spoke to well over 100 people about how BOHS can be part of their professional journey, no matter where they are, gained at least 40 different branded pens and handed out 127 pieces of BOHS branded rock - we'd call that a success!

# November 2021

## We announced Airmon 2022

*The 10th International Symposium on modern principles of air monitoring and biomonitoring.*

The conference will bring together researchers, practitioners, regulators, health and safety professionals, occupational health advisers, occupational hygienists, toxicologists, and others with an interest in occupational and environmental health, exposure assessment and the underlying measuring tools.

This conference will be held at the Marriott Hotel Bristol City Centre in the United Kingdom from 7th - 10th November 2022

## We finally got to hold OH2021 in Nottingham!

After having to reschedule our annual conference THREE times, it finally took place at the start of November.

Thank you so much to everyone that was involved in the conference, be that speakers, exhibitors or attendees we really couldn't have done it without you.

We hope to see you all at OH2022 in Belfast!

## We held Asbestos 2021

Why not hold two conferences in one month?!

Asbestos 2021 was held as an online only conference, Whether you attended the conference in 'person' or managed to watch the recorded sessions at your own leisure we think you'll agree the whole thing was a great success full of some really thought provoking sessions.

# December 2021

## CEO, Kevin Bampton spoke to Safety Management Magazine

*"Winter pressures mean good mental health support is crucial"*

Kevin spoke about Seasonal illness, Covid, the Omicron variant, booster jab side effects and all other occupational hazards in the lead up to Christmas.

## We released our 12 Days of BOHS Christmas elves

For 12 days, BOHS became the Chartered Society for Worker *Elf* Protection.

We released a new image every other day showcasing how the elves in Santa's workshop successfully protected their health despite all the potential workplace health risks.

## We kick-started the membership renewals process

All BOHS membership levels run from the 1st January to the 31st December.

Thank you to everyone who has renewed their membership for 2022, your valued support remains critical to our organisation, as we strive to develop our services and initiatives in order to reach more people and raise engagement levels – to continue our work to ensure a healthy working environment for everyone.

## We held our Christmas party

Who doesn't love a good party?

This was one of the only times our whole organisation managed to meet this year. We all had a great Christmas meal and a catch up followed by a few drinks.



The Chartered  
Society for Worker  
Health Protection

BOHS is a Chartered, science-based, charitable body that provides information, expertise and guidance in the recognition, evaluation, control and management of workplace health risks.

BOHS was founded in 1953: it is a learned society, publishing the world-renowned, scientific, peer-reviewed journal, Annals of Work Exposures and Health, and the only professional society representing qualified occupational hygienists in the UK. The Society supports, develops and connects its members with resources, guidance, events and training.

Its Faculty of Occupational Hygiene sets professional standards and is the only UK examining board for qualifications in occupational hygiene that are recognised internationally.

BOHS is the only occupational hygiene organisation to be awarded a Royal Charter: this was granted in April 2013 in recognition of BOHS' unique and pre-eminent role as the leading authority in occupational disease prevention.

### **British Occupational Hygiene Society**

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