

# Shaping the future



A review of 2016–2017 and our new strategy for 2017–2022

iosh magazine

(iosh) Training and Skills

(iosh) blueprint

NO TIME  
TO LOSE

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Because IOSH is the world's leading body for health and safety professionals, we are in a unique position to influence policy and practice. We are trusted and respected by governments and businesses around the world. By working with them and other stakeholders, our members can effect long-lasting change that will affect the lives of working people.

Here, we review our achievements in 2016–2017, who we did the work for, why and with what results. We then summarise our strategy for the next five years, WORK 2022, which we drafted after consulting widely with our members and stakeholders during the year. Finally, we set out how we will achieve our objectives.

## Extending our reach

IOSH's expertise is in demand across all kinds of professions, all over the world. Businesses want to gain a competitive edge, so they send their staff to learn skills through the training we've developed. Industry bodies consult with us on major projects. We are invited to speak at international conferences. Ministries of governments want to translate our campaign materials on workplace cancer into their languages.

We've had a busy year of reaching out to new audiences. We formed an exciting editorial partnership with *Management Today* magazine to communicate to senior business managers in the UK who are not professionals in occupational safety and health. We've made strategic alliances by signing memoranda of understanding with the European Bank for Reconstruction and Development and the Oman Society for Petroleum Services to give support in places where the occupational safety and health profession is still developing.

Throughout the year, IOSH staff and members were invited to speak at events such as the Asia-Pacific forum of the International Labor Organization (Bali, Indonesia) and the conference of the American Society of Safety Engineers (Atlanta, USA).



## Deepening our connections



We send out a strong message that a better world of work is possible – one that is safe, healthy and sustainable. The strong connections we made this year aimed to ensure that this message is received as widely as possible – by governments, by businesses, by civil society organisations and by workers.

In association with organisations based in Belgium, the US and Canada, we co-funded a three-year programme for six Bangladeshi NGOs and four American health and safety groups to raise health and safety awareness in Bangladeshi factories and communities.

We've secured 100 companies to pledge that they will act to raise awareness and reduce exposure to workplace carcinogens, as part of our No Time to Lose campaign. And with the Health and Safety Executive and the British Occupational Hygiene Society, we've been successful in securing a cross-industry commitment to reduce exposure to silica dust. The campaign received Europe-wide acclaim at a major conference of health experts in Malta and has been shortlisted in the annual Chartered Institute of Public Relations Excellence Awards.

Business leaders increasingly see the reality that health and safety is an investment that brings positive returns. The interviews and feature articles published in our monthly *IOSH Magazine* show the determination and innovation of the heads of safety of leading companies such as Heineken, PepsiCo, Rolls-Royce and Sainsbury's in managing health and safety as a key business function.

## Sharing our knowledge and insights



People are hungry for our knowledge and skills. Our annual conference attracted over 800 business leaders and occupational safety and health professionals to hear presentations on how to get safety and health onto boardroom agendas. Over 4,300 people attended our conferences, and more than 170,000 successfully completed our training courses.

We engaged more widely online and via social media. Our webpages were viewed by 915,859 people, and @IOSH\_tweets followers increased by 5,846 to over 35,000. Over 19,000 people liked our page on Facebook.

Leading companies in the food and drink manufacturing sector joined IOSH in an initiative to run site-based workshops. Our expertise and knowledge has enormous breadth, as shown by our Construction Group webinar on workers' mental health and by our Communications and Media Group webinar on exposure to electromagnetic fields.

We commissioned research that will have practical applications at work, awarding £1.3M in new research funding. In 2016–2017, as well as our academic journal, *Policy and Practice in Health and Safety*, we published a book based on our five-year research project into the past, present and future of occupational safety and health. We launched guides on topics as varied as safety in container ports, musculo-skeletal disorders and supporting employees to return to work after cancer.

We've sought synergies with others, for example by joining Safera, a research consortium on industrial safety in Europe. With the International SOS Foundation, we co-published a guide on safety for workers who travel frequently. The special liaison status granted to us by the international community enabled us to have a role in developing the forthcoming ISO 45001 standard.

For safer and healthier  
working environments

## Supporting the profession



Occupational health and safety professionals have a key role to play in creating better workplaces. Our members are central to delivering IOSH's message – in the work they do, in the people they influence, in the way they conduct themselves. We stay connected with them, keeping them informed of the latest developments in health and safety policy and practice, supporting their continuing professional development and sharing their views, knowledge and opinions.

Because we're in tune with our members' professional needs, we've been able to develop and offer innovative new services such as Blueprint, IOSH's global competency

framework and self-assessment tool that enables individuals and employers to understand current skills, significant gaps and the knowledge and training needed to achieve their goals.

We developed training programmes in new subject areas, *Fire Safety Awareness*, *Fire Safety for Managers* and *Environment for Business*, in response to a clear market demand. We've translated our *Managing Safely* and *Working Safely* training materials into Arabic to support professionals in the Middle East.

In 2016–2017, 530 professionals became Chartered Members and we welcomed 32 new Fellows.

## Equipping our organisation for the future



**Dr Bill Gunnyeon CBE**  
Chair of Board of Trustees

Over the year, we've been strengthening at all levels. At the very top of the organisation, we have a new leadership team in Chair of the Board of Trustees, Dr Bill Gunnyeon, and Chief Executive, Bev Messinger. They, together with the Board of Trustees, President, Graham Parker, new Presidential team and the wider membership, have been finalising a strategy that will take the Institution through the next five-year phase of its development.

It's important to have an organised, informed and confident occupational safety and health voice being heard in more places and more industries. That's why, in the last 12 months, we've created three new branches and one new sector group.

Our membership grew by 1,700 to nearly 48,000 during the year, and with 456 meetings organised by 41 branches, there's a strong indication that IOSH is recognised by safety and health experts as the body that provides leadership for their profession.

However, it's not just the number of members that counts. It's what they do and how they do it. The active involvement of so many members as volunteers – on branch committees, as mentors, as meeting organisers – shows that the membership is a generous, supportive and energetic community. It's a culture and an ethos shared by the dedicated staff at IOSH – essential to the organisation's mission.



**Bev Messinger**  
Chief Executive



**Graham Parker CFIOH**  
IOSH President

## IOSH 2016–2017 facts and figures

We connected with over **25,000** new followers via social media

Our **No Time to Lose** campaign resources were downloaded over **22,000 times**

Over **4,300 people** attended our conferences

**170,000+** successfully completed IOSH training courses

We awarded **£1.3M** in funding for new research

In 2016–2017, **530 professionals** became Chartered Members and we welcomed **32 new Fellows**

Our membership grew by **1,700** to nearly **48,000**

In the past **12 months**, we've created three new branches and one new sector group

Our webpages were viewed by **915,859** people

**456 meetings** were organised across **41 branches**

**8 months** of consultation, information-gathering and research has shaped **WORK 2022**, the new **5-year strategy** for IOSH



## Towards WORK 2022

In March 2016, the IOSH Board of Trustees began our process of work to determine the Institution's next five-year strategy. This is vital for setting IOSH's direction and ensuring we meet the needs of our members and stakeholders. It also enables our organisation to change and improve to rise to these challenges.

Eight months of consultation, information-gathering and research into the Institution's dynamic external environment provided the evidence base and the ideas we needed to develop WORK 2022.

Trustees and senior leaders reviewed IOSH's performance against objectives during the strategy cycle 2012–2017 and held discussions with senior members of the occupational safety and health profession and other key partners and stakeholders.

This exercise identified the organisation's strengths, weaknesses and recent performance and the implications for IOSH of a dynamic and uncertain external environment. It refined strategic objectives and plans for an interlinking programme of action.

Our new five-year strategy, 'WORK 2022 – shaping the future of safety and health', sets out our vision and mission and defines the steps that we, as an organisation and profession, must take.

We can make a change and improve the workplace – today and in the future. We welcome your help in shaping the future of health and safety and making WORK 2022 a reality.



## Rapid and fundamental change



Millions of people have their lives severely affected because of the work they do, with illness, injury and death all too common. That is simply not good enough. The world of work should be safe, healthy and rewarding.

When it's good, work gives people status, positive health benefits, enhanced quality of life, and a sense of wellbeing. We believe that we must work together to achieve a safer and healthier world of work, and IOSH, as the Chartered body for health and safety, can lead the way.

Most people spend a third or more of their adult life at work, earning a living, supporting their families and communities and contributing to economic life more generally. At the same time, the world of work is undergoing rapid and fundamental change.

All of this has an impact on working people, their working environments and the way they work.

In workplaces around the world, work-related deaths, injuries and illness still occur every day. More than 2.3 million people lose their lives because of work-related accidents or illness each year. Work is leaving many millions more in poor health or in pain and incapacitated by injury.

## IOSH's strategic vision



The benefits of health and safety at work are compelling and yet so many people continue to work in harm's way. The need to encourage advances in safety and health in workplaces worldwide is clear and urgent.

IOSH wants to bring about faster, long-lasting progress in the safety, health and wellbeing of working people worldwide. We cannot, of course, achieve this alone.

**Our vision – a safe and healthy world of work –** is one galvanising goal. WORK 2022 defines how we will lead our profession and collaborate with our stakeholders towards achieving it.

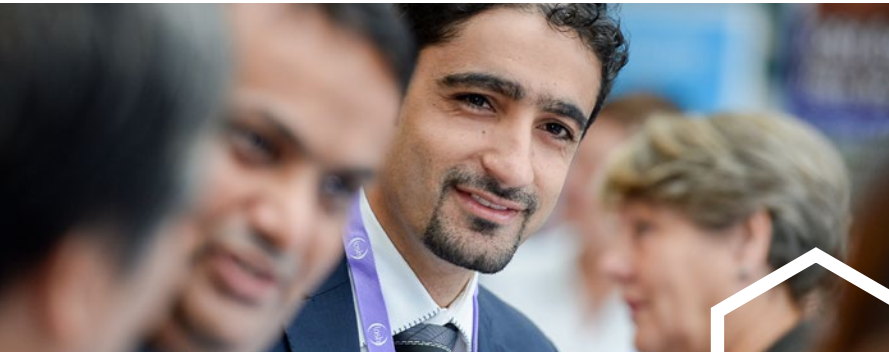
This is a strategy and plan of action that should make a real difference to the lives of people at work around the world.

As a leading organisation in the occupational safety and health profession, a respected partner in business and management, and a respected organisation with global reach, our strategy will help deliver advances in health and safety at work worldwide.

# Our new direction

We have three broad aims that underpin WORK 2022.

They are: *Enhance*, *Collaborate* and *Influence*. Between now and 2022, we will



## **Enhance the occupational safety and health profession**

- developing its competence, capability and range of skills
- consolidating its central role to the success of organisations
- promoting positive public perceptions of health and safety



## **Collaborate to build strategic partnerships**

- forging mutually-beneficial relationships with like-minded organisations
- delivering practical and valuable outcomes for businesses to succeed
- supporting a shared vision of a safe and healthy world of work



## **Influence and strengthen impact globally**

- empowering health and safety professionals and businesses around the world
- working with them to address local health and safety issues
- enabling worldwide sharing of knowledge and learning

## How we will get there



We will continue to improve existing services for our members and develop our training and skills products for businesses, but these activities alone won't achieve our goals. We will also innovate, with ground-breaking new initiatives to deliver progress in the health and safety of people at work.

We will reach our goals through our three interlinked delivery programmes: *Enhance*, *Collaborate* and *Influence*.

### Enhance

*Enhance* is a series of initiatives designed to elevate the status and capability of the occupational safety and health profession and promote it as an attractive first career of choice. It will give individuals a structured career pathway, and organisations a clear idea of how they should invest in health and safety. We must

- embolden and strengthen the profession
- give professionals the tools they need to be more effective
- work to confront and address perceptions of health and safety
- and build appreciation for the added value the profession provides

Practitioners must continue to develop professionally, reflecting and navigating the rapidly-changing world of work. We will introduce

- *IOSH Blueprint*, an industry-backed competency framework for the profession and organisations in every sector
- a new qualification as an entry route to IOSH membership
- an increase in the number of Chartered Members through effective continuing professional development
- a professional development programme of training and skills for health and safety experts
- a 'future leaders' programme for ambitious young people and others early in their health and safety careers

# How we will get there

## Collaborate

*Collaborate* acknowledges that IOSH and the profession we lead must work hand-in-hand with organisations and their representative bodies, maximising the benefits to business of good health and safety at work.

- We will draw from our own and our members' expertise, experience, skills and networks to develop and implement a new model for how we, as the Chartered body, work with organisations and businesses to move forward together.
- There will be many benefits to IOSH, the profession and business, and new formal relationships will range from the transactional to the strategic, from the commercial to the charitable.
- For health and safety professionals, these partnerships will create new opportunities to promote to decision-makers their value as leaders in their organisations.



## Influence

Knowledge gathered in protecting people at work, whether it's through research, innovation or lessons learned from mistakes, can move the health and safety profession forward and raise standards in worker protection.

- WORK 2022's *Influence* programme will see the introduction of a new global model to enable IOSH to engage consistently with organisations in different parts of the world with their own, local challenges in protecting people from work-related injury and illness.
- A refreshed approach to research and knowledge, through the choice of topic and translation into practice, will maximise its positive impact on the lives of working people.



# Transforming IOSH



**IOSH's vision is clear: a safe and healthy world of work. Our mission is to be the professional body leading the way in global occupational safety and health.**

If we are to deliver the WORK 2022 strategy then IOSH will need to change. This is why we are embarking on a transformation programme which will make us a more modern, agile and flexible organisation. We will invest in our people, our infrastructure and our services, changing our ways of working and how we do business to deliver the strategy.

No one organisation can transform the world of work in five years on its own, but WORK 2022 sets out how we, as the leading professional body in occupational safety and health, will support our members, collaborate with our partners and influence organisations globally to shape a safer, healthier future for working people.



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 [youtube.com/IOSHchannel](https://youtube.com/IOSHchannel)

## Find out more

We need to build a strong community that is prepared to take positive action and achieve this vision.

Find out more about IOSH, the strategy and the people we are supporting at [www.IOSHWORK2022.com](http://www.IOSHWORK2022.com) and [www.iosh.co.uk](http://www.iosh.co.uk)

Meet the team at events around the world and see the new strategy for yourself. We have events taking place in the UK and globally.

## About IOSH

Founded in 1945, IOSH is the Chartered body for health and safety professionals. With more than 46,000 members in over 120 countries, we're the world's largest professional health and safety organisation.

We set standards, and support, develop and connect our members with resources, guidance, events and training. We're the voice of the profession and campaign on issues that affect millions of working people.

Institution of Occupational Safety and Health  
Founded 1945  
Incorporated by Royal Charter 2003  
Registered charity in England and Wales No. 1096790  
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IN PEOPLE | Silver