

NEWS UPDATE

All the latest from **NEBOSH** – globally recognised safety, health and environmental qualifications



NEBOSH pilots new qualification in partnership with HSE

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Welcome to the NEBOSH News Update – keeping our students and their employers in-the-know.



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Save the date

NEBOSH will be attending the following events soon. Why not come along and see us there?

2017 DIARY

18-20 April 2017

Global HSE Conference and Exhibition,
Gulf Hotel Bahrain Convention & Spa,
Adliya, Bahrain
www.globalhse.org

27 April 2017

IOSH Middle East,
Ritz Carlton, Doha, Qatar
www.iosh.co.uk/events

3-4 May 2017

Scotland Works, The Scottish Exhibition
and Conference Centre (SECC), Glasgow
www.scotlandworks.com

3 July 2017

NEBOSH Graduation, University of
Warwick, Coventry, UK
www.nebosh.org.uk/NEBOSHGraduation

If you would like further information
on any of these events please contact
our Customer Services team:

T: +44 (0)116 263 4700
E: info@nebosh.org.uk

Professional qualifications still key prerequisite for success



The findings of NEBOSH's latest Jobs Barometer research* has once again confirmed that when UK employers advertise health and safety positions they expect applicants to have relevant professional qualifications.

90% of the job advertisements for safety, health and environmental (SHE) roles reviewed specified one or more NEBOSH qualifications; up from 83% last year.

Half (50%) of all advertised positions specified a degree equivalent NEBOSH Diploma. Where applicants were required to hold a NEBOSH Diploma qualification, the average top-end salary advertised was £49,000, more than 16% higher than the average £42,000 top-end salary when a Diploma was not specified. This premium was also identified by the 2017 pay survey conducted by Health and Safety at Work Magazine, which found there was a £7,600 salary boost for having a NEBOSH Diploma.

"This is a pattern that appears to be getting stronger every year," said Teresa Budworth. "We're seeing more and more employers demanding professional qualifications and a clear willingness to reward those who value their continuing professional development."

More than half (51%) of vacancies called for a range of NEBOSH Certificate-level qualifications, up from 45% last year and 38% in 2015.

Chris Rowlands, Director, HSE Recruitment Network Ltd added *"NEBOSH qualifications are still very much viewed as the 'gold standard' in industry and are regularly specified as the preferred qualification route by our clients. This is particularly true if the hiring manager opted to follow the NEBOSH route themselves and had a positive learning experience."*

Construction and civil engineering continue to be the dominant sectors for SHE positions, accounting for 35% of available jobs – down from 39% last year. Manufacturing is the second biggest sector for SHE roles at 26%, up from 20% in 2016. Property management accounted for 9% of vacancies, retail 6%, utilities 4% and the charitable sector 2%, findings that were all similar to previous years. Vacancies in the public sector fell from 10% in 2015 and 7% in 2016 to just 4% of the overall total this year.

Out of all nationally advertised SHE positions, one third (33%) were in London and 29% in the surrounding South East region. Vacancies in the North West were down to 11% this year from 19% in 2016. One in 10 (10%) of vacancies were in the Midlands, followed by 8% in Yorkshire and the North East, 6% in the South West and Wales and 3% in Scotland.

For more information visit: www.nebosh.org.uk/qualifications

*The NEBOSH Jobs Barometer Survey reviewed 100 nationally advertised health and safety positions in the UK between 25 January 2017 and 24 February 2017.

Health and safety: an excellent career choice for graduates



Molly Smith, Health and Safety Advisor, Weetabix

CASE STUDY: Molly Smith

Research suggests that only around half of undergraduates in the UK have a clear idea about which career they would like to follow after university.

Molly Smith, 24, fell firmly within the “don’t know” camp when studying for a Geography degree at Durham University. In fact, her plans at the time were to “stay on and do a Masters”. However, by the time she had completed three years of study Molly felt ready for work instead. The only problem was that she still wasn’t sure what she wanted to do.

Molly was able to secure a place on a graduate training scheme focusing on health, safety and environmental management soon after leaving university. She immediately felt that the role would enable her to “make a difference” and found it fitted well with the skills she had developed at university. “No day was the same; I was always getting involved in something different and I really enjoyed the people element.” Molly told us.

As part of her development, within three years of leaving university Molly completed both the NEBOSH National General Certificate in Occupational Health and Safety and NEBOSH National Diploma in Occupational Health and Safety. Molly has found both qualifications to be “immensely helpful”.

“Obviously the knowledge NEBOSH gives you is absolutely vital for doing the job,” she said. “Having just left university it was a good time to study and sit exams, because I was so used to it. My background was not in health and safety so the qualifications helped me to understand the thinking behind it and they cover the whole remit too.”

She added: “It was also great meeting people from other companies who were studying for the Certificate and later the Diploma. I was part of a group of around 20 people from varying backgrounds and ages. Just that whole networking thing, sharing experiences and having people you can turn to to discuss ideas and answer questions, has been invaluable. And of course that continues, even when the studying is over.”

Fast forward three years and Molly is now a Health and Safety Advisor at Weetabix. She has responsibility for two plants at a business that employs over a thousand people and she works closely with factory managers, production teams and engineering personnel to ensure a safe and healthy working environment.

“It’s been a huge learning curve to be honest; getting involved in internal and external audits, risk assessments, COSHH assessments, workplace transport and everything else. And I really do enjoy it. Weetabix has been incredibly supportive. They do a lot of training and are now putting me forward to do the NEBOSH National Diploma in Environmental Management next year.”

Most of Molly’s peers at university who studied geography seemed to go into teaching or accounting, but she wanted to do something different. In Molly’s case being different has paid off as she is really enjoying her chosen career path.

Molly agrees that health and safety can be an excellent career choice for graduates, even though it might not be one that immediately comes to mind.

How has your NEBOSH qualification helped you or your company? Email us with your story and you could be featured in a future issue of News Update: marketing@nebosh.org.uk

Spotlight on ...

NEBOSH National Diploma in Occupational Health and Safety



Nicola Tinsley, Health and Safety Advisor, Gentoo. Nicola was awarded a NEBOSH National Diploma in 2015.

The NEBOSH National Diploma in Occupational Health and Safety is our qualification for aspiring health and safety professionals.

It is designed to provide students with the expertise required to undertake a career as a safety and health practitioner and also provides a basis for progression to postgraduate study.

NEBOSH have been offering professional qualifications for safety practitioners since 1980. The NEBOSH National Diploma has become established as the most popular qualification of its kind, with over 17,000 completing the various versions since its inception.

Students who pass the qualification rate it highly. In our last survey, 98% of respondents said they would recommend the qualification to others. So let's look in more detail at why this may be...

Success leads to success

Passing this qualification seems to benefit the career of most students. 81% of respondents to the latest survey stated that taking the qualification had already had a positive impact on their working life.

The positive changes that were cited by respondents are detailed below (some have had more than one positive outcome):

Answer options	%
Improved confidence/knowledge	59
Membership of a professional body	38
Different job with the same company / Promotion / New job	26
More responsibility	19
Salary increase	12

Opening doors

The beneficial impacts of passing the Diploma are further supported by the findings of our recent Jobs Barometer* research, which showed that half (50%) of nationally advertised health and safety positions insist on candidates holding a NEBOSH Diploma.

The findings, which also highlight that Diploma holders command higher salaries, suggest that a large proportion of the UK employers now see health and safety management as a strategic role demanding an appropriate professional level qualification.

The qualification also meets the academic requirements to apply for both Graduate Membership (Grad IOSH) of the Institution of Occupational Safety and Health (IOSH) and Member status (MIRSM) of the International Institute of Risk and Safety Management (IRSM).

What's next for holders of the NEBOSH National Diploma in Occupational Health and Safety?

For NEBOSH Diploma holders who wish to further their learning the University of Hull, in partnership with NEBOSH, offer MSc and MRes Degrees in Occupational Health and Safety and/or Environmental Management.

They have been designed with an emphasis on flexibility for those people in full time work looking to complement their previous NEBOSH Diploma studies.

For more information contact: Stephen Pace at the University of Hull on 01482 465455 or neboshenquiries@hull.ac.uk

For further information about the NEBOSH National Diploma in Occupational Health and Safety visit:
www.nebosh.org.uk/NDIP

*The NEBOSH Jobs Barometer Survey reviewed 100 nationally advertised health and safety positions in the UK between 25 January 2017 and 24 February 2017.

Diploma hat-trick demonstrates top-level dedication to safety



L-R: John Watson, Paul Griffiths, John Bell and Ronnie Miles

CASE STUDY: Bells Food Group

A NEBOSH Diploma hat-trick, where three people from the same organisation all graduate in the same year, is a rare event. So we were delighted when a trio of employees from Bells Food Group arrived at our 2016 Graduation Ceremony to receive their Diplomas together.

In addition, we were fascinated by the positions held by all three at Bells; a leading manufacturer of pies, cakes and pastry. After all, these were not people in full-time health and safety roles as you might expect, but a Depot Manager, an Operations Director and a Managing Director. So of course, we wanted to know a little more about how their Diploma hat-trick came about.

The story begins a few years ago, when Managing Director Ronnie Miles was the company's Finance Director. Ronnie explained: "It was around then I realised that to improve financially we needed to do more to retain our staff, train them well, and that in turn would lead to increased efficiencies. By investing more in health and safety we believed we could send a positive message to everyone. So I basically took on responsibility for that and straight away thought, hang on a minute, it's all very well to maybe make the odd mistake on a balance sheet or a cash flow, but if I make a mistake with health and safety... well."

As such, Ronnie decided to take a course leading to the NEBOSH National General Certificate in Occupational Health and Safety. He was aware his was not a shop-floor role and in truth he also wanted a bit of moral support, so he asked Operations Director Paul Griffiths, who oversees production at Bells, if he would join him.

After they had both passed, Paul realised that he had enjoyed studying the Certificate so much that he suggested that he and Ronnie both take the NEBOSH National Diploma in Occupational

Health and Safety. Ronnie was uncertain, having recently taken on the Managing Director role. However, when John Watson, the company's Depot Manager (who had also taken the NEBOSH National General Certificate in Occupational Health and Safety) agreed he too would take the qualification if all three committed to it, the pact was sealed. They supported each other throughout their three years of distance learning studies and in the 2015/16 examination year, Ronnie, Paul and John successfully completed the NEBOSH Diploma.

Ronnie believes their studies have helped immensely with health and safety at Bells. As well as reducing accidents and near misses, other staff members have also been inspired to take the NEBOSH Certificate. It even recently led to a considerable reduction in the company's insurance costs. "We provided details of our qualifications and the other training we were doing and they were so impressed we saved £20,000. It was a kind of golden hello, because they were so keen to take us on. Overall, I have no doubt that improving the health and safety culture here has significantly added to the bottom line of this company."

Ronnie went on to say: "Recently we had nine people volunteering desperately to be on the health and safety committee. I don't imagine it's every company that has staff fighting for such places.

"Health and safety is valued here by everyone and that includes the Bell family. Our Chairman, John Bell, was so chuffed when we passed our Diplomas that he even postponed his holiday for a couple of days to attend the graduation with his wife Linda."

Ronnie added: "I'm immensely proud to have not only achieved the Diploma alongside my colleagues, but also to be part of a decent company that looks after and is willing to invest in its people."

Well done Ronnie, Paul and John, and also well done to Bells Food Group for supporting them.

How has your NEBOSH qualification helped you or your company? Email us with your story for possible inclusion in our News Update: marketing@nebosh.org.uk

NEBOSH pilots new qualification in partnership with HSE



NEBOSH has worked in partnership with the Health and Safety Executive (HSE) to develop a new qualification: the NEBOSH HSE Certificate in Process Safety Management.

Barry Wilkes, NEBOSH Director of Strategy explained: *"This new qualification is the result of a unique collaboration between HSE and NEBOSH, combining our ability to deliver strong, credible vocational OSH qualifications with HSE's industry-leading knowledge and expertise. We anticipate that it will be highly regarded and sought after by employers."*

The qualification has been designed to give specialist knowledge and understanding to managers, supervisors and safety professionals working in potentially hazardous process industries such as oil and gas, chemicals, plastics and pharmaceuticals.

It aims to increase understanding of process safety management, develop knowledge of risk management and raise awareness of the hazard and risk potential of processing activities. A pilot of this five-day qualification began in February 2017, and will be assessed by multiple-choice examination. The first pilot examinations will take place in mid-May.

Karen Russ, Science and Commercial Director, HSE said: *"It has been a real pleasure to co-develop this new qualification with NEBOSH. We hope that by combining our strengths, this qualification will help to significantly improve understanding and further reduce health and safety risks in the process industries worldwide."*

Course providers offering the NEBOSH HSE Certificate in Process Safety Management are:

UK

- Health and Safety Executive
- British Safety Services
- Grimsby Institute of Further Education
- Hazard Risk Control Training International Limited
- RRC International

International

- Gulf Technical & Safety Training Centre
- S3d Ecole
- TUV Middle East

For more information about the NEBOSH HSE Certificate in Process Safety Management, visit www.nebosh.org.uk/psm

Bite-sized bulletins

Avoiding fraudulent use of your NEBOSH certificate

NEBOSH takes all instances of fraudulent certificates seriously. When we discover a fraudulent certificate we make every effort to identify and alert the authentic holder.

Each unit certificate and parchment has a number of anti-forgery and anti-fraud features, including a unique identifying number that enables NEBOSH to check to whom it was issued.

Most fraudulently used certificates have been made available online – for example they are posted on LinkedIn by the genuine holder. NEBOSH strongly advises against posting certificates online or making reference to any identifying numbers relating to your NEBOSH studies, such as your student number or certificate reference number.

For more information please email our Customer Services team at info@nebosh.org.uk or call +44 (0)116 263 4700.

Are you already one step closer to another NEBOSH qualification?

Did you know that some NEBOSH qualifications have units in common? This means that students can use the same unit 'pass' to count towards more than one NEBOSH qualification.

For example, unit NGC1 of the National General Certificate in Occupational Health and Safety is also a unit of the NEBOSH National Certificate in Construction Health and Safety and the NEBOSH National Certificate in Fire Safety and Risk Management.

If you hold the National General Certificate, it counts as an exemption for unit NGC1 of both the Construction and the Fire Certificates, meaning that you only have to take the unit once.

If you are using Certificate and Diploma level units as an exemption, the exemption is valid for five years from your declaration date.

For more information and a list of exemptions please visit www.nebosh.org.uk

NEBOSH achieves ISO14001 Certification

NEBOSH has significantly reduced the environmental impact of its Leicester headquarters thanks to the ISO14001:2015 accreditation process.

The NEBOSH Green Team, who successfully led the work to reach the standards of environmental management required to secure the accreditation, identified and encouraged a number of simple behaviour changes that have delivered substantial improvements. As a result, over the past two years NEBOSH has reduced gas usage at its head office by 13%, significantly cut the amount of water used and now recycles 78% of its waste.

NEBOSH Chief Executive, Teresa Budworth, commented: *"As an environmentally-conscious organisation, we wanted to make an unequivocal statement about our commitment to the environment and feel that ISO14001:2015 does just that. We will now focus on maintaining the high standard of environmental management that we have achieved and will continue to look for ways to reduce our impact."*



The NEBOSH Green Team: Purnima Rambaran, Suzi McIntosh, Hannah Li, Caroline Copson

NEBOSH is the National Examination Board in Occupational Safety and Health. Our qualifications are designed to meet the needs of those with responsibilities for health, safety and the environment. Over 50,000 candidates each year take a NEBOSH qualification.



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