

Cathy Tye

A nurse by trade Catherine specialised in, and is dual qualified in both occupational health nursing and health and safety. Catherine initially worked in the steel industry as an occupational health advisor and team manager. After qualifying she worked as a health and safety advisor & an occupational health advisor in a wide variety of industrial settings. More recently she has been the Back Care Advisor for Essex County Council advising on risk management and strategy development in Social Care as well as elsewhere within the Council. Catherine is responsible for managing the development and provision of a wide variety of training courses including manual handling train the trainer, bespoke manual handling courses, DSE assessors courses and managing asbestos! She is renowned for her 'can do' approach based on risk assessment drawing on her wide knowledge and experience base.



Using of Risk Filters to Identify Content and Frequency of Training

With the current economic climate, provision of training can be seen as a luxury rather than a necessity. Getting staff released to attend training becomes more difficult and group sizes can be affected or staff drop out at short notice. Training needs analysis can be used to identify the training needs of differing staff roles to ensure we provide them with the specific knowledge and skills to do their day jobs whilst meeting legislative requirements. The use of risk filters can assist in determining the required complexity of the course content, the frequency of training and also assist the preparation of a business case for increasing uptake of alternative blended approaches to learning which may reduce the demand for attendance at traditional 'courses' and therefore place greater responsibility for learning on the learner and their manager. Case studies will be shared within social care (manual handling, driving, DSE risks) library staff (manual handling, driving, extensive upper limb risk) and country parks staff (manual handling, upper limb risk, noise and hand-arm vibration) in a large County Council.