

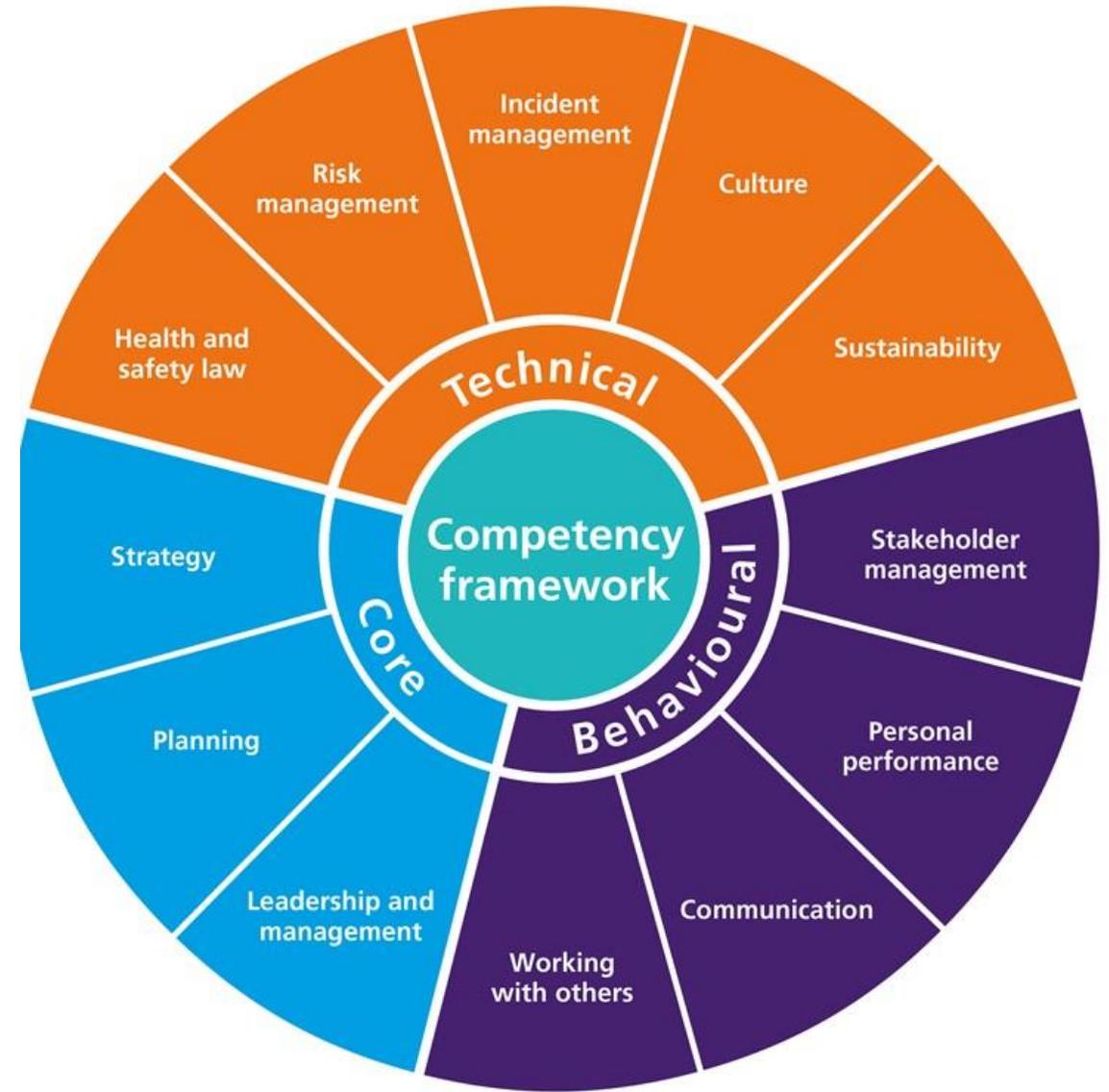
Strategic Context to COVID 19 and OSH

- Management and Leadership through COVID 19 should for many be BAU now.
- No business = no need for OSH. We need business as much as they need the OSH function.
- Many organisations are calling on their OSH functions now more than ever before – with future planning an increasing agenda item.

What is wanted by business AND expected of their OSH teams?

- Organisations want to remain open, functional and try to return to as close to BAU as possible. No business, no money. No money, no people.
- Businesses of course want to keep their people as safe as possible – both now, but also in the future. Pandemic risk should be included in future strategy planning.
- Leaders expect up to date information on guidance and business implementation ASAP – as well as advice for future strategy.

So what skills help....



Technical

We need little in the way of technical knowledge in dealing with this particular pandemic – although there is a gap in infectious disease/pandemic education in most OSH curricular.



Professional & Behavioural

Undoubtedly professional skills are key to being a successful OSH professional not just during COVID 19...but in 'normal times'.

The below personal skills will be key to us helping our organisations plan for the future, and recovering from the main COVID phases.

Planning

Stakeholder Management

Communication

Personal Performance

Personal Resilience



Planning	Stakeholder Management & Communication	Personal Performance	Personal Resilience
<p>We need to ensure we do not lose sight of planning our strategies to help enable the smooth running of business, whilst improving OSH outcomes to improve overall business performance.</p> <p>Are we pushing back on presenteeism? Do we build pandemics into our BCP and OSH Strategies? Can we change the way we work permanently? Traditional office working moving more agile?</p>	<p>We've got through possibly the worst phases of COVID 19. We have worked with leaders, executives and our colleagues to remain operational – and this must continue.</p> <p>Did we provide not just timely advice, but was it current and correct? Are our internal reporting structures set up to allow OSH bods to feed in to C-suite? Are we talking to the right people?</p>	<p>Many of us may not have truly reflected on our performance over the past few months. We would reflect on a serious incident – so why not our own response to such?</p> <p>We need to accept the events of this year are new to many. We have all made mistakes and had difficult days – but how could we better prepare going forward?</p> <p>Building in wellbeing hours? ‘Protected’ CPD and reading time?</p>	<p>Many of us will have had it tough. No holidays or leave, furlough, self-isolation, childcare etc. We and our colleagues must take time out for ourselves to recharge.</p> <p>How we work is likely to change during and as part of post-recovery. OSH professionals need to remain open to new tech, work methods and be prepared to challenge – recovery phases allow for rebuilding, not just business; but people.</p>