

Back to work: Challenges to consider and resolve (Seminar Chat)

00:33:34 Elysia Moore - ABTT Coordinator: Welcome everyone! How are you all today? It is great to have you all joining us this afternoon.

As with other webinars, please change your view to gallery view so that you can see all panelists on the same screen, this button can be found in the top right corner of your screen.

You can use this chat box to talk between yourselves during the session.

Please do let us know where you are joining us from today. Feel free to chat to one another and give your thoughts throughout the event using this function – we love to hear from you.

00:34:42 Iain Young: Hello from Glasgow

00:34:56 Hazel McGrath: Hello from London

00:35:00 Liam Flaherty: Greetings from Edinburgh!

00:35:05 Paul Stear: Hello from Scarborough

00:35:18 Stephen O'Brien: Greetings from wet and windy Cardiff

00:35:24 Betty Heywood: Greetings from Portsmouth.

00:35:25 Robert Stevenson (He/Him): Hey Elysia, thank you! I'm joining from London today, lovely to be here

00:35:26 Elysia Moore - ABTT Coordinator: I will also be using this chat box to provide relevant links and information throughout the event, this will later be available along side a recording of the session on the ABTT Website

00:35:34 Cin: Hello from Canterbury

00:35:34 Richard Delight: Hello from the Royal Exchange Theatre

00:36:13 Alex Allen: Hello from the Kent area.

00:36:15 Tom Lilly: Hello from Exeter, Devon

00:35:38 Gareth Chell: Hi from Derby Arena

00:35:47 Elaine Faulkner: Hello from Exeter Northcott!

00:35:37 Elysia Moore - ABTT Coordinator: Please also be aware that we may be using the screen share function during this session, if this happens the screen will reorganise itself to display the visual content we want to present, but this will return to the previous screen when we stop this – you don't need to do anything.

During this seminar we will be hearing from a panel of live performance Production and Health & Safety practitioners, we will also be joined by HSE Inspectors David Kivlin and Karl Raw responsible for policy and engagement with the Entertainment industry.

In this session today we will be looking at returning to work after the removal of government restrictions will raise a number of issues not commonly encountered:

- Recruitment
- Fitness
- Muscle memory
- Skills fade

- Current competence
- Mental health and wellbeing

This seminar will be followed by a Q&A session so we can help address any questions you may have.

If you have any questions during the session, please do pop these into the Q&A section for our panelists. This tab can be found at the bottom of your screens.

Joining us today is Tom Goode. Tom is a Production Manager and Chartered Safety Practitioner, Consultant to PLASA, Goode Projects, Plasa

Tom originally trained in Stage Management at the Bristol Old Vic Theatre School. He has worked in theatre and entertainment industry for over 30 years, and has extensive experience of Event & Technical Production across many different sectors, both internationally and in the UK.

He currently shares his time between Production Management and Consultancy, and is also a chartered Safety and Health practitioner and IOSH Theatre Advisory Group committee member.

Also on our panel today is Ollie Jeffrey. Ollie is an experienced and established leader within the entertainment industry. Currently he is Head of Production and Technical at the Royall Albert Hall and a member of the PLASA governing body.

He has extensive HR and Health and Safety knowledge, and has recently overseen the implementation of a new sound and rigging solution for the iconic Victorian venue.

Our next speaker is Karl Raw. Joining HSE in 2005 Karl has Regulated in a variety of industrial sectors including fixed premises (factories), construction sites, asbestos, gas, NHS and educational establishments.

Since the end of 2017, he has been part of the HSE's Local Authority Safety Unit Team where the role is one of a policy and engagement one for the entertainment industry which includes Theatre along with film\broadcast and entertainment industries including live events and fairgrounds etc.

The past 14 months has seen a focus upon engaging with industries and Departments across Government in the development of guidance with regard to COVID-19. In addition to this Karl is involved in the COVID Outbreak team which engages and supports the frontline activities of regulators, engages

with co-regulators to identify the role of HSE within outbreaks and review the effectiveness of HSE action to ensure COVID secure work places.

Also joining us is David Kivlin, David has worked for the HSE as a Regulatory Inspector for over 14 years, and until his appointment to the fairgrounds and entertainments sector in 2017, he worked as a frontline Regulatory Inspector within Field Operations Directorate (FOD) covering a diverse number of industries.

In David's current role, his primary responsibility has been stakeholder engagement with the fairground industry. Latterly, in addition to dealing with the normal day to day safety related issues, he has worked closely with the fairground sector throughout the COVID 19 pandemic to ensure that they had the necessary precautions in place to reopen.

This work has included the review of industry specific guidance and providing practical advice on COVID 19 risk assessments and policies to both Local Authorities and fairground operators.

00:40:31 Elysia Moore - ABTT Coordinator: Great to have so many of you with us today.

If you want to discuss between yourselves, please make sure you select "all panellists and attendees" on the drop down when you send your message.

If you would like to pose a question to our panel today, please do use the Q&A tab to do this as it will ensure that we have all the questions in one place.

00:48:41 Richard Delight: Definitely something we are finding where people have found alternative employment or are retraining

00:50:50 Iain Young: I'm a freelance Theatre lighting designer/lx tech based in Glasgow and now enrolled on PLASA National Rigging Training Scheme who's waiting for things to restart in Scotland .

00:51:48 Elysia Moore - ABTT Coordinator: ABTT Covid-19 Guidance Resources: This page lists documents and links to working documents provided by organisations and companies attempting to work safely in our Industry. These documents must only be taken in the context of which the companies have created them.

<https://www.abtt.org.uk/resources-guidance/covid19/back-to-work-working-safely/>

00:57:01 Elysia Moore - ABTT Coordinator: Some HSE Sound advice can be found here: <https://www.hse.gov.uk/noise/musicound.htm> but further information will be provided on the ABTT Website following this session on our Seminar page here: https://www.abtt.org.uk/events-and-courses/abtt_seminars/2021-2/abtt-seminar-back-to-work-challenges-to-consider-and-resolve-curated-for-plasa-online/

01:00:13 Elysia Moore - ABTT Coordinator: The question we are currently answering is: RE: duplication of the collection of staff & customer data for Test & Trace. If we display the QR Code for the NHS App to capture contact details, do we still need a separate system to gather and store contact details locally. If we have a robust local system in place, is it necessary or even helpful to display the App?

01:03:23 Elysia Moore - ABTT Coordinator: The question we are now answering is:
Will indoor venues be using air disinfection or upgraded HVAC considering a main transmission route?

01:04:26 Elysia Moore - ABTT Coordinator: If you have a question you would like answering, please to pop this into the Q&A tab and we will work our way through these during the session!

01:06:27 Elysia Moore - ABTT Coordinator: You can more information on ventilation and air conditioning during the coronavirus (COVID-19) pandemic here:
<https://www.hse.gov.uk/coronavirus/equipment-and-machinery/air-conditioning-and-ventilation/index.htm>

01:08:12 Elysia Moore - ABTT Coordinator: The questions we are currently answering are:
How long might that bottleneck of skills shortage last?

If someone has taken a temporary job during covid and is looking to get back into the industry soon, what's the best steps to take to be employable again?

01:09:50 Robert Stevenson (He/Him): Great questions

01:13:45 Elysia Moore - ABTT Coordinator: There ABTT has seen an increase in job advert requests and there are a large number of roles currently advertising here:
<https://www.abtt.org.uk/industry-jobs/>

01:17:05 Elysia Moore - ABTT Coordinator: Some information on Skills fade and the impact on riggers can be found here.

<https://www.plasa.org/wp-content/uploads/2021/05/NRAG-Guidance-Skills-Fade-and-Impact-on-Riggers-Returning-to-Work-Following-Lifting-of-Restrictions-on-Live-Events.pdf>

01:18:42 Elysia Moore - ABTT Coordinator: Reset Better originally started as a small group of PMF members during The Great Pause of 2020/21.

The Charter is a “call to arms”, an aspirational statement in which we outline the goals and aims of “Reset Better”. With everyone’s help we will develop Principles, best practice documentation and measures on how different organisations can implement the spirit of the Charter. We recognise there is no “one size fits all” solution, and the Principles will be a living, evolving framework of guidance and suggestions

You can find more information here: www.resetbetter.com

01:21:00 Elysia Moore - ABTT Coordinator: Please find some more information issued from the HSE on "Easing of COVID-19 Restrictions: Returning to work safely–business considerations" can be found here: <https://www.abtt.org.uk/wp-content/uploads/2021/04/Re-opening-Business-considerations-.pdf>

01:22:44 Elysia Moore - ABTT Coordinator: Costume and Wardrobe Covid-19 Resources:

CITA have issued guidelines for costume workers returning to work. The Guidelines are in 4 parts and should be read together.

More information on the below documents can be found here:

<https://www.costumeintheatre.com/costume-during-covid>

01:22:53 **CiTEA Office:** Hi Everyone, if there are costume folk watching, or any production folk who want to connect with costume folk, CiTEA are hosting informal chats to support those who have questions or are anxious about returning to work. Next one is on Thursday 13th at 19:30pm and the link to join is here <https://us02web.zoom.us/j/81748208316>

01:24:31 **Tim Kerr:** Some of the spaces I work use UVC air cleaners...

01:25:49 **Elysia Moore - ABTT Coordinator:** The question we are now answering is:

A lot of businesses and industries expect fundamental changes to the way they work after the interruption to usual processes, even after the cessation of COVID restrictions (working remotely, shifting focus etc). Do you foresee any changes of that nature in theatre?

01:31:26 **Iain Young:** Thank you for a fascinating seminar

01:31:38 **Peter:** Excellent session, thank you!

01:31:47 **Hazel McGrath:** Great talk. Thank you to all speakers and attendees with great questions! Look forward to working with you again soon!

01:32:03 **Tom Lilly:** Thank you everyone!

01:32:05 **Elysia Moore - ABTT Coordinator:** Just an FYI, UK Theatre / SOLT's is currently lobbying for a government-backed insurance scheme for theatre, they need to collect more up to date information from you. This will form an important part of our evidence lobbying for Government-backed support. You can find more info here: <https://www.abtt.org.uk/action-a-government-backed-covid-cancellation-scheme-uk-theatre-solt-survey/>

01:32:16 **Alex Allen:** Really great session, informative and reassuring. Thanks!

01:32:21 **Jacob Scoble:** Thank you everyone!! 😊

01:32:35 **stephenobrien:** Excellent session - thanks to everyone

01:32:38 **Robert Stevenson (He/Him):** Very informative, thank you! And thanks to Elysia for keeping an eye on the chat and dropping resources in for us

01:32:59 **Peter Miles:** Great session with lots of food for thought. The future can be a good place for us all going forwards, and so best wishes for all. Thank you to all involved in bringing this session to reality

01:33:00 **Suzy Somerville - New Vic:** Here Here Tom!

01:33:11 **Dean Meehan:** Great session, thanks very much everyone

01:33:14 Elysia Moore - ABTT Coordinator: What an inspiring seminar, thank you to everyone who joined us today for this interesting topic and thank you to our panelists for such engaging content! We hope you are all able to take something away with you.

01:33:34 adam roberts: Be nice to each other when you return, your tolerance of each other will be massively reduced

01:33:42 Ariane: Thanks for the session guys!

01:33:44 dean.woolford: Thanks for your time guys. Very interesting.

01:33:52 Phoebe: Thank you everyone!

01:34:03 Tom H: Thanks to the panel

01:34:07 philrae: Very interesting, thank you.

01:34:19 Elysia Moore - ABTT Coordinator: As always, This session has been recorded and will be available on the ABTT website soon, here: https://www.abtt.org.uk/events-and-courses/abtt_seminars/2021-2/abtt-seminar-back-to-work-challenges-to-consider-and-resolve-curated-for-plasa-online/

Today's seminar was brought to you by ABTT for PLASA Online. Both organisations aim to bring people together and to foster discussion, links to both of their websites will be posted in the chat.

<https://www.abtt.org.uk/>

<https://www.plasaleeds.com/plasa-online>

01:34:43 Richard Delight: Thanks everyone

01:35:15 Boris: Thank you!

01:35:16 andrew Bradbury: ..very interesting. Many thanks to all the panelists..