

Improving occupational health in construction



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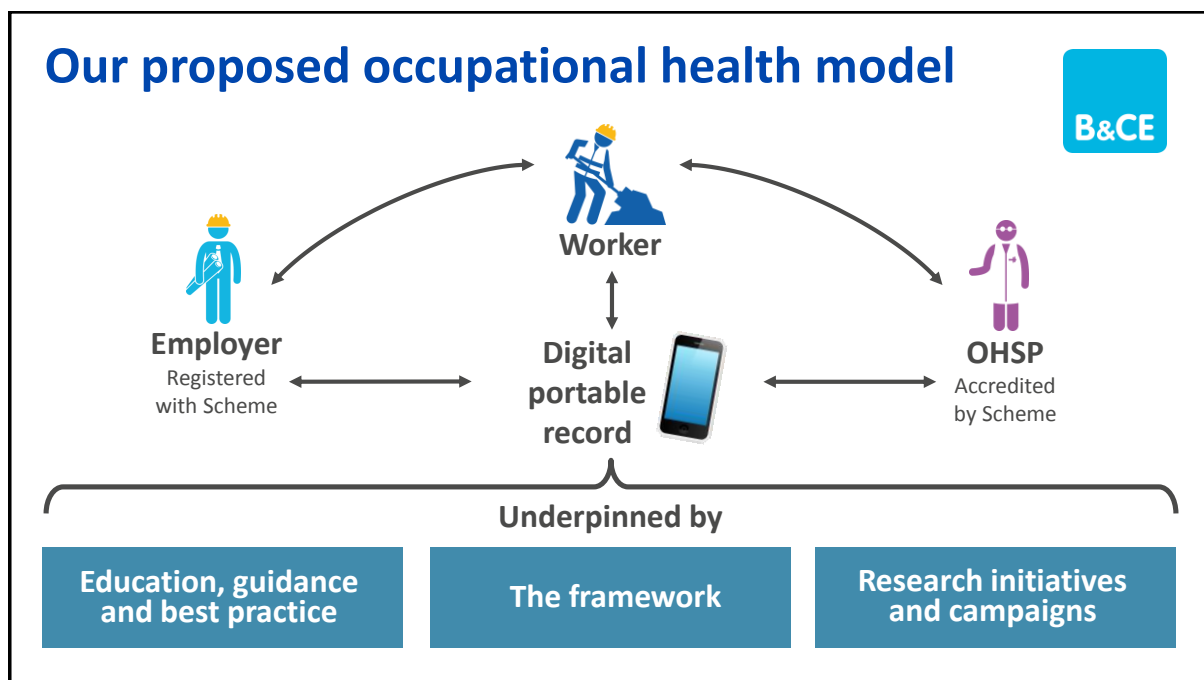
For people, not profit

About B&CE



- ✓ 75 years' construction industry experience
- ✓ Not-for-profit
- ✓ Three values: Creating Simplicity, Showing Compassion, Keeping Promises
- ✓ Acquired CBH in April 2016
- ✓ Expanding our occupational health capability





What's the problem with occupational health in the industry?

The infographic highlights the scale of occupational health problems in the industry. It features three key statistics:

- 1.3 million** workers suffering from a work-related illness
- 13,000** deaths each year linked to dust, chemicals and other hazards
- 100 times** more likely to die from an occupational disease than from an accident

HSE and HCLG statistics - 2015/16

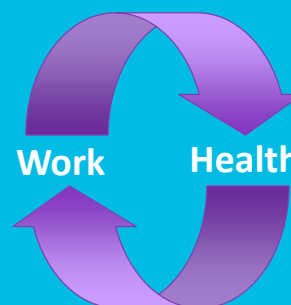
What is occupational health?

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Occupational health:

The protection and promotion of the health and wellbeing of people at work

- **Effect of health on work**
E.g. diabetes, musculoskeletal issues, high blood pressure, eyesight
- **Effect of work on health**
E.g. NIHL, asthma, eczema, dermatitis, HAVS
- **Promotion of good health**
E.g. healthy lifestyle, work/life balance



Occupational health in construction

The core principles

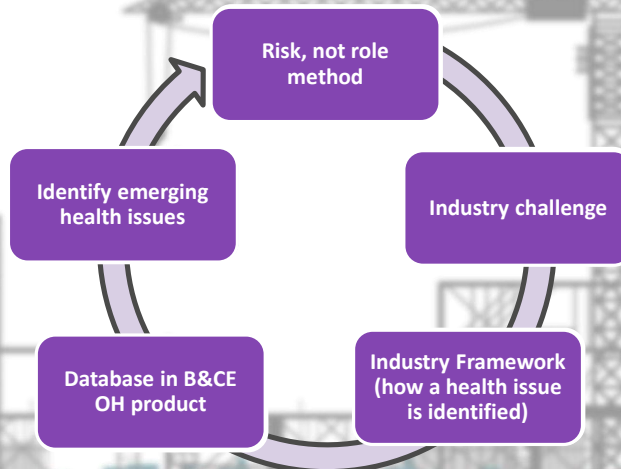
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Occupational health in construction

The core principles

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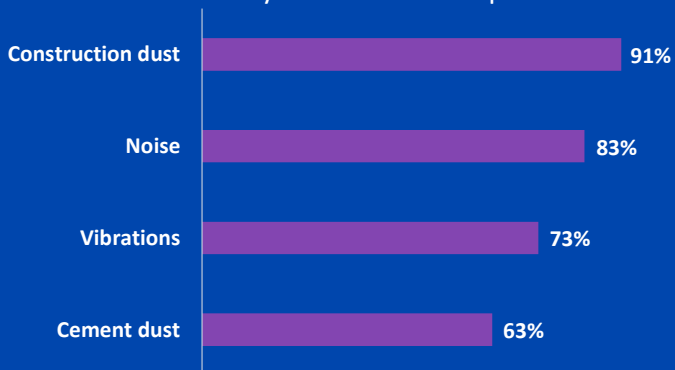


Why move to a risk-based approach?

The industry agrees...

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Which, if any, of the following risks and hazards are your workforce exposed to?



81% of contractors agree health assessments should be based on risks, rather than job role



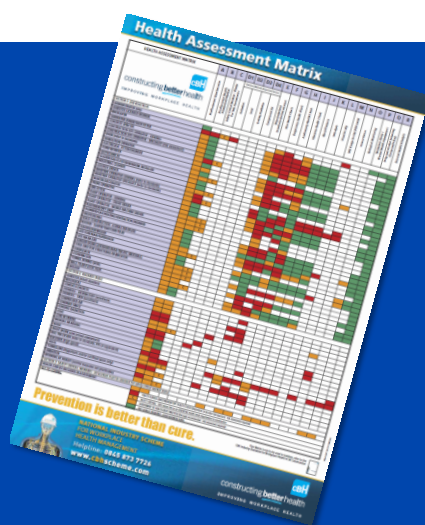
The list of complex actions an employer must take



Frequency	Hazard	Legislation	Requirement	Necessity
Post job offer but before job start	Health affecting work	Health and Safety at Work etc. Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010	Pre-placement questionnaire - check if current health issues may impact on or be impacted by hazards exposed to in role and that may require reasonable adjustments	Essential
Pre-placement	Work affecting health	Health and Safety at Work etc. Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010	Assessment (if required) - check current health issues that may impact on ability to perform role or be impacted by role and that may require reasonable adjustments e.g. vision, balance, mobility, blood pressure	Essential
Before exposure to hazards	Any hazard to health	Various including: Control of Substances Hazardous to Health Regulations 1999 (2002)	Baseline assessment - health surveillance checks/measurements e.g. Lung Function, Audiometry, Skin, HAVS symptoms	Essential
Regular Annual	Dusts, chemicals, liquids - skin exposure	Control of Substances Hazardous to Health Regulations 1999 (2002)	Self checks Questionnaire	Essential
12 weeks then Annual	Dusts, chemicals, liquids - respiratory exposure	Control of Substances Hazardous to Health Regulations 1999 (2002)	Questionnaire Lung function test (if high risk)	Essential
Annual Every 3rd year	Vibration from hand held or guided power tools - HAVS	Control of Vibration at Work Regulations 2005	Questionnaire Face to Face assessment	Essential
Annual for 2 years then both every 3rd year	Noise	Control of Noise at Work Regulations 2005	Questionnaire Face to Face assessment	Essential
Every 3 years	'Safety Critical Worker'	Rail legislation - Railways and Other Guided Transport Systems (Safety) Regulations 2006 (as amended) (ROGS)	Assessment of health to a specific standard to evidence Fitness to Work in a role where a sudden negative health incident could result in major accidents/injuries beyond the individual (Specific age based frequencies for Rail Industry)	Essential
Not specified	Working at Height	Working at Height Regulations 2005	Not specified. Often Questionnaire, may require health assessment	Desirable
Not specified	Confined Space	Confined Space Regulations 1997	Not specified. Often Questionnaire, may require health assessment	Desirable
Not specified	Lone Working	Health and Safety at Work etc. Act 1974 Management of Health and Safety at Work Regulations 1999	Not specified. Often Questionnaire, may require health assessment	Desirable
Regular basis	Night Work	Working Time Regulations 1998 (as amended)	Health assessment must be offered. Often questionnaire	Essential
Not specified	Health affecting work	Health and Safety at Work etc. Act 1974 Management of Health and Safety at Work Regulations 1999 Equality Act 2010	No requirement but often blood pressure, vision, urinalysis often conducted as part of Safety Critical Medical	Desirable
As required by DVLA	Health affecting work	DLA Fitness to Drive	HGV/LGV Statutory Medical	Essential
As required by ACOP	Asbestos Lead Ionising Radiation Compressed Air	Control of Asbestos at Work Regulations 2012 Control of Lead at Work Regulations 2002 Ionising Radiation Regulations 1999 Working in Compressed Air Regulations 1996	Statutory Medical	Essential
Regular intervals	Work affecting health	Health and Safety (Display Screen Equipment) Regulations 1992	DSE - Eye and eyesight test on request	Essential

Risk, not role based approach

38 down to 5...

Health assessment:

1. Blood pressure
2. Vision

Health surveillance:

3. Hearing
4. Respiratory
5. Skin

+/- HAVS

Simplified into a 3 year plan

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Year 1
questionnaires



Year 2
questionnaires



Year 3
one assessment and
surveillance appointment

Frequency	Assessment and surveillance				
On employment (Year 0)	Health questionnaire to identify if there are any physical or mental health issues that may compromise ability to undertake work, and where reasonable adjustments may be required				
Baseline assessment and surveillance (Year 0) and at 3-yearly intervals	<table border="0"> <tr> <td>Health assessment</td> <td>Health Surveillance</td> </tr> <tr> <td> <ul style="list-style-type: none"> • Health questionnaire • Blood pressure • Vision </td> <td> <ul style="list-style-type: none"> • Hearing • Respiratory • Skin • Hand arm vibration (HAV) (if required) </td> </tr> </table>	Health assessment	Health Surveillance	<ul style="list-style-type: none"> • Health questionnaire • Blood pressure • Vision 	<ul style="list-style-type: none"> • Hearing • Respiratory • Skin • Hand arm vibration (HAV) (if required)
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<ul style="list-style-type: none"> • Health questionnaire • Blood pressure • Vision 	<ul style="list-style-type: none"> • Hearing • Respiratory • Skin • Hand arm vibration (HAV) (if required) 				
Year 1 and Year 2	Questionnaire for: <ul style="list-style-type: none"> • Respiratory symptoms • Skin symptoms • HAV symptoms (if required) 				
Year 3	Health assessment as at baseline, outlined above Health surveillance as at baseline, outlined above				

So what's next?

Key areas we're addressing

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- **Market engagement and industry research**
 - Understanding and taking on board the industry's views
- **Exploring pricing model**
 - Giving value for money for customers
- **Investigating portability**
 - How to put the model in workers' hands
- **Brand development for new model**
 - CBH name will be going; model will be a B&CE product
- **Transition strategy**
 - How to bring our customers along the journey

Thank you
Any questions?



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developments and sign up to our newsletter:
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