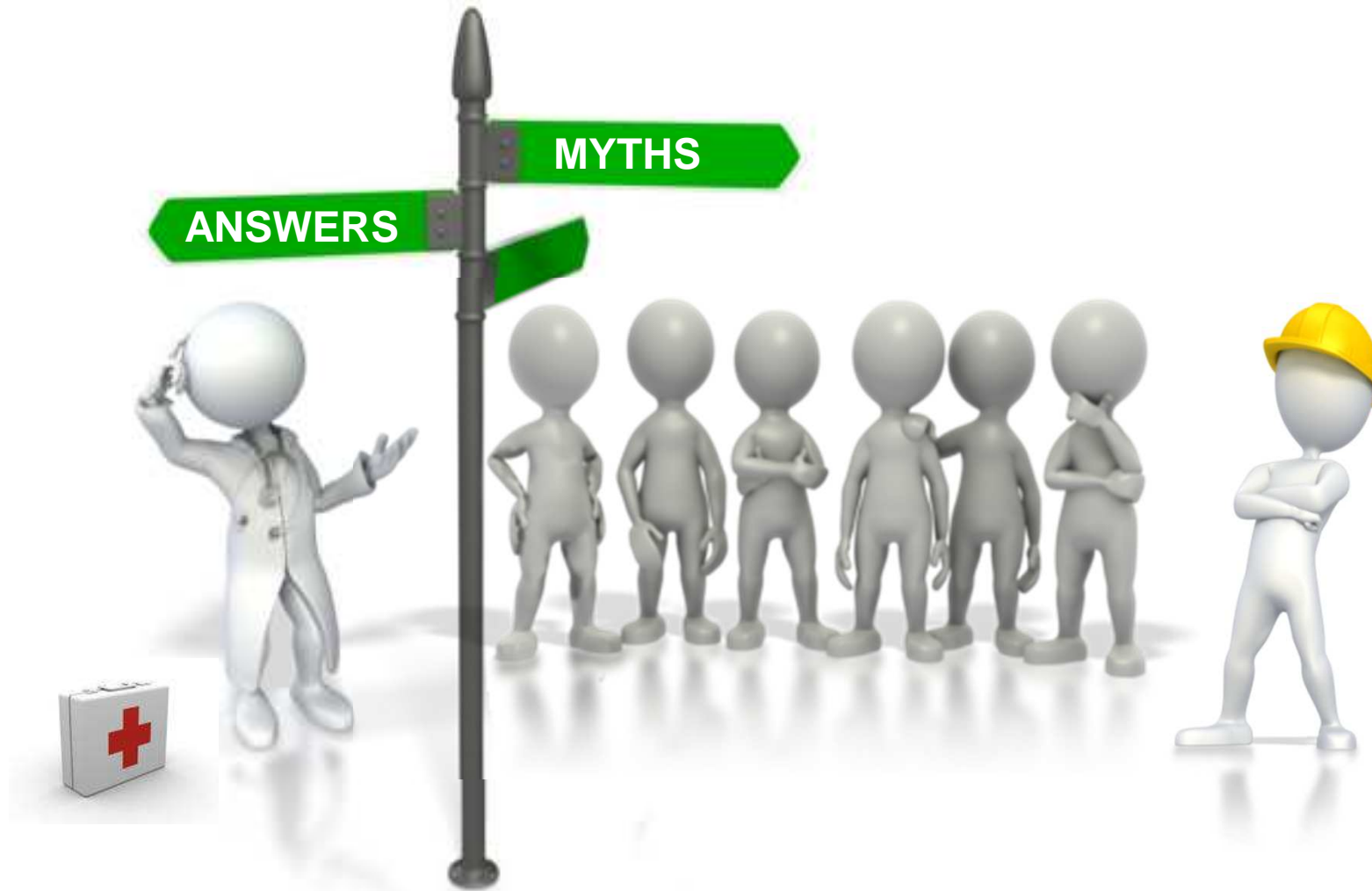


Occupational Health.....



constructing **better** health
IMPROVING WORKPLACE HEALTH



Jane Coombs & Cheryl Toms - CBH



constructing **better** health

IMPROVING WORKPLACE HEALTH



ANSWER is between 1 - 100

Health – Putting it into figures



constructing **better** health

IMPROVING WORKPLACE HEALTH

Across All Industries – Ill health accounts for **98%** of all work related deaths in **2009/10**



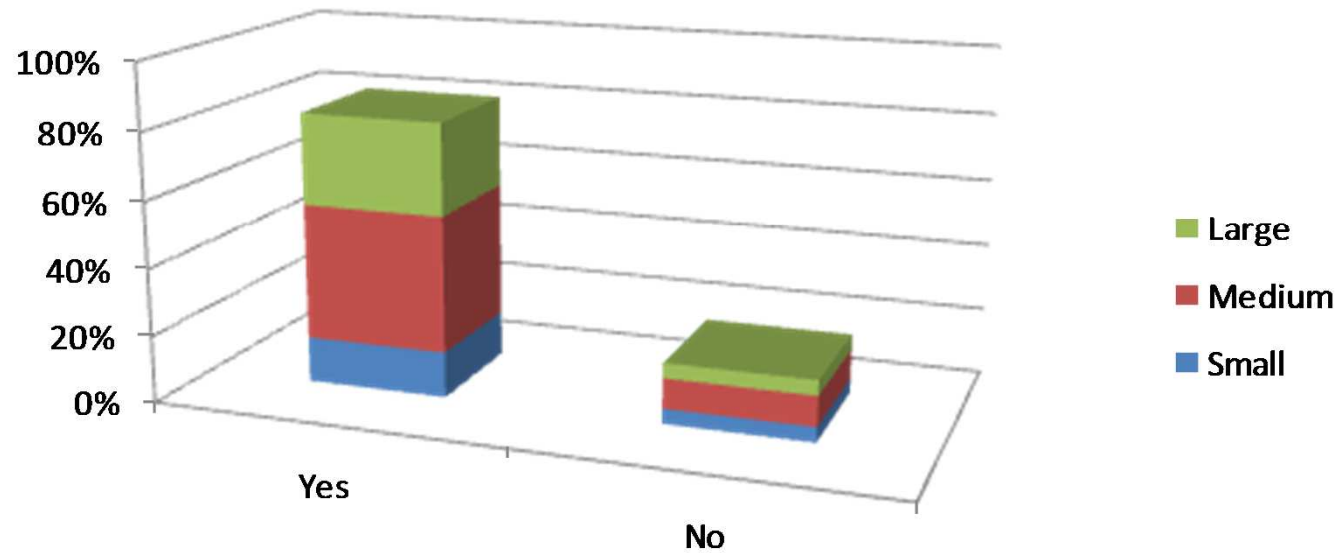
Question



constructing **better** health

IMPROVING WORKPLACE HEALTH

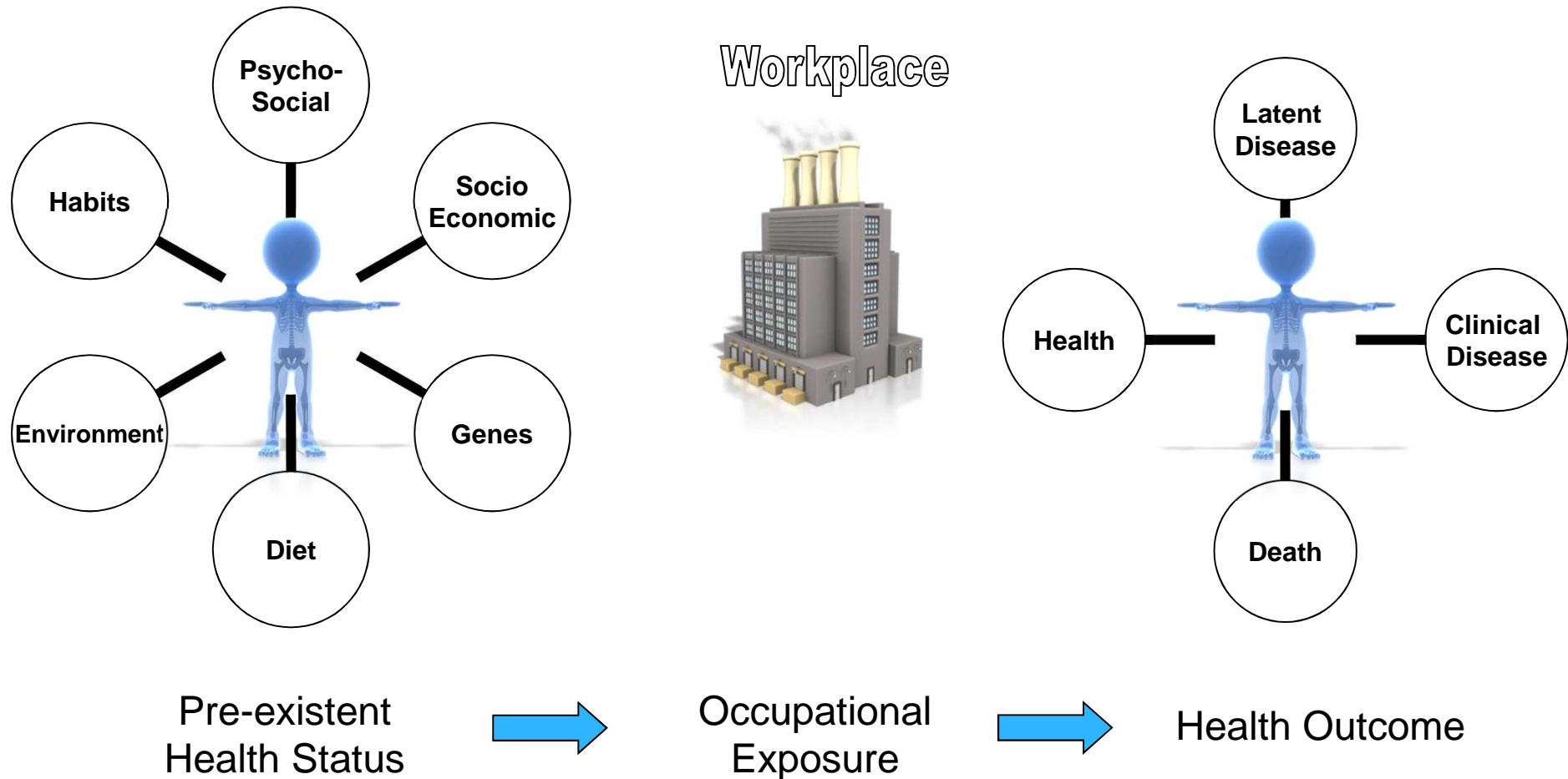
Do you think the construction industry in general treats employee health issues differently from safety issues?



What is Occupational Health?



constructing **better** health
IMPROVING WORKPLACE HEALTH



Occupational Health helps by



constructing **better** health

IMPROVING WORKPLACE HEALTH

1. Compliance with legislation Control of Noise at Work Regs
2. Rehabilitation
3. Reduction in sickness absence
4. Keeping people safe – safety critical, fitness for tasks



Health Checks



constructing **better** health

IMPROVING WORKPLACE HEALTH

Health/Medical Surveillance

Eg Ionising Radiations Regulations 1985

By Appointed Doctors

COSHH, Noise, Vibration etc

Screening, absence management, well being

Why have Occupational Health?

To maintain a fit and healthy workforce.

Why?

- » Legislation – umbrella and specific
- » Duty of care
- » Prevent Prosecution



Legislation



constructing **better** health

IMPROVING WORKPLACE HEALTH

Its been around for years!!!!!!

Section 2 of the Health and Safety at Work etc
Act 1974 (HSW)

“you have a general duty to ensure, so far as is
reasonably practicable, the health, safety and
welfare of all of your employees”

Problems with Occupational Health



constructing **better** health

IMPROVING WORKPLACE HEALTH

Token gestures, must be seen to be doing something



Paying someone else to deal with it



No “joined up thinking”

» HR/Safety/OH Providers

- Sometimes ends up in a “black hole”



Problems with continuity

- » Within industry sectors
- » Within a company
- » Between OH Providers



Issues With Managing OH



constructing **better** health

IMPROVING WORKPLACE HEALTH

Challenges

- » Complexity of workforce/supply chain
 - Direct employed/Agency/Self employed/SMEs
- » Transience and mobility of workforce
 - Lifestyle issues
- » Culture
- » Literacy and language barriers

Benefits for a Company



constructing **better** health

IMPROVING WORKPLACE HEALTH

- Protecting health of individuals
- Reduced absenteeism due to sickness
- Reduction in staff turnover
- Productive workforce
- Good CSR
- A key selling point to clients when tendering

Increased Insurance Costs

» Payouts for:

- Noise induced hearing loss
- Occupational asthma
- Vibration white finger
- Work related upper limb disorders (WRULDs)
- Back Injuries
- Stress
- Injuries and/or causes of



Financial Benefit



constructing **better** health

IMPROVING WORKPLACE HEALTH



Health and Safety Executive

Tax rules and the purchase of occupational health support



INTRODUCTION

Business and industry needs healthy workers and safe workplaces. To achieve this employers may sometimes wish to buy specialist advice or special equipment or to provide advice and health care to those who work for them. This leaflet sets out in broad terms the tax and National Insurance Contributions (NICs) treatment of these purchased services, as agreed with the Inland Revenue.

Determining the tax and NIC treatment of Occupational Health Support, requires consideration of:

- whether deductions for employer's expenditure are allowable against the employer's business profits; and
- benefits for the employee.

Deductions for employer's expenditure

The first question is whether the expenditure by the employer is capital expenditure or revenue expenditure. If it is expenditure on acquiring an asset or improving or altering an asset, then it is capital expenditure and the employer cannot deduct the cost, or depreciation of the cost, in arriving at their taxable profit. But some capital expenditure qualifies for special allowances known as capital allowances:

- if the employer is buying equipment then the expenditure will qualify for relief under 'plant and machinery' capital allowances rules (PMAs).
- if the employer spends money on alterations to the fabric of a building (for example, to install a permanent access ramp or to enlarge a doorway to facilitate wheelchair access) then this does not normally qualify for any capital allowances. But if the building is a qualifying hotel or an industrial or agricultural building then the expenditure may qualify for relief under the industrial building allowance (IBA) code or the agricultural building allowance (ABA) rules.

The employer can deduct everyday ('revenue') expenditure in arriving at taxable profits, providing that it is paid wholly and exclusively for the purposes of the business. It will be exceptional for everyday expenditure on employees not to be paid wholly and exclusively for the purposes of the business. An example where it is possible that the expenditure is not wholly and exclusively for the purposes of the business is where the employee is a close relative of the employer. The rules are the same whether or not the employer is obliged by law to incur the expenditure (for example as a 'reasonable adjustment' under the Disability Discrimination Act).

A very useful document!!!!

www.hse.gov.uk/pubns/taxrules.pdf

Benefits for the individual



constructing **better** health

IMPROVING WORKPLACE HEALTH

Being able to support their family:

- » Being productive and producing quality work
- » Reduce downtime
- » Management of symptoms, with advice from OH, and prevent conditions deteriorating

and enjoying life to the full!!!!!!



What sort of OH service?



constructing **better** health

IMPROVING WORKPLACE HEALTH

- In House
- One man band
- Local GP
- National
- Accredited
 - » CBH
 - » SEQOHS
 - » NHS Plus



Do I need OH?



constructing **better** health

IMPROVING WORKPLACE HEALTH

Discuss the OH requirements of hairdresser

- » Must
- » Should
- » Could



Fit Note



constructing **better** health

IMPROVING WORKPLACE HEALTH

Fit Note

**Statement of Fitness for Work
For social security or Statutory Sick Pay**

Patient's name

I assessed your case on:

and, because of the following condition(s):

I advise you that: you are not fit for work.
 you may be fit for work taking account of the following advice:

If available, and with your employer's agreement, you may benefit from:

a phased return to work amended duties
 altered hours workplace adaptations

Comments, including functional effects of your condition(s):

Sample

This will be the case for

or from to

I will/will not need to assess your fitness for work again at the end of this period.
(Please delete as applicable)

Doctor's signature

Date of statement

Doctor's address

Med 3 04/10

May be fit for
some work

REMEMBER.....



constructing **better** health

IMPROVING WORKPLACE HEALTH

Promoting occupational health is not a threat to people's livelihoods



However **DOING NOTHING** is a threat to people's lives

Further Information



constructing **better** health

IMPROVING WORKPLACE HEALTH



HSG 61 – Health Surveillance at Work

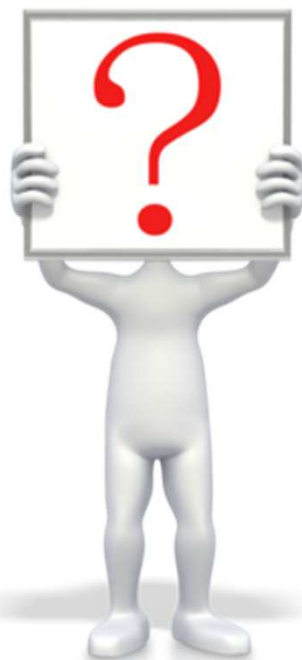
HSG 65 – Successful Health & Safety
Management

Constructing Better Health –
www.cbhscheme.com



constructing **better** health

IMPROVING WORKPLACE HEALTH



&

**THANK
YOU**