

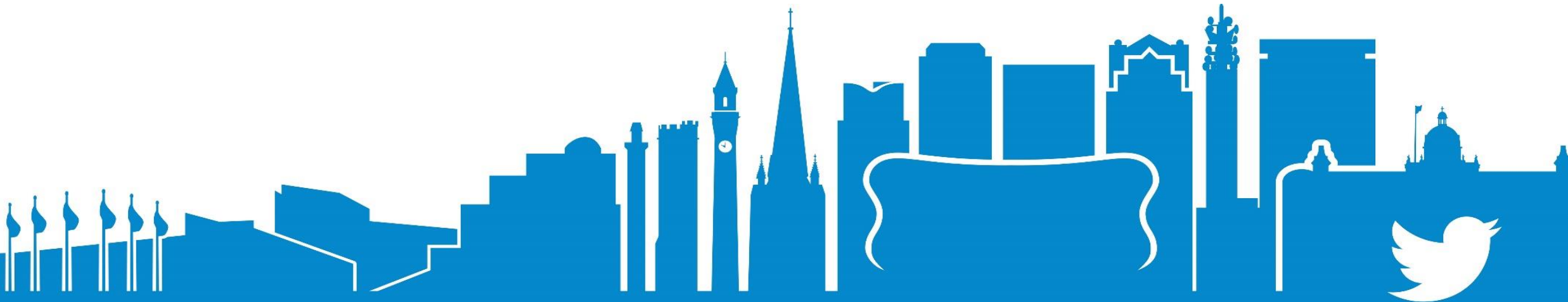
# Plenary 4:

## Go home healthy

Speaker: Clare Forshaw (Health & Safety Executive)

Chaired by: Julian Ransom (Savills)

Room: Queens Room



A decorative graphic on the left side of the slide, consisting of several overlapping, parallel diagonal bands in various shades of maroon and red, creating a sense of depth and movement.

## Go Home Healthy!!

24<sup>th</sup> January 2018

Clare Forshaw

Head of Centre for Health

# What is 'Health'



**WHO definition**

***“a state of complete physical, mental, and social wellbeing and not merely the absence of disease or infirmity.”***

**What is 'complete'?**

**What about satisfaction, happiness, wellbeing??....**

# Occupational Health



*“Keeping people **physically** and **mentally** well at work”*

Health you bring to work

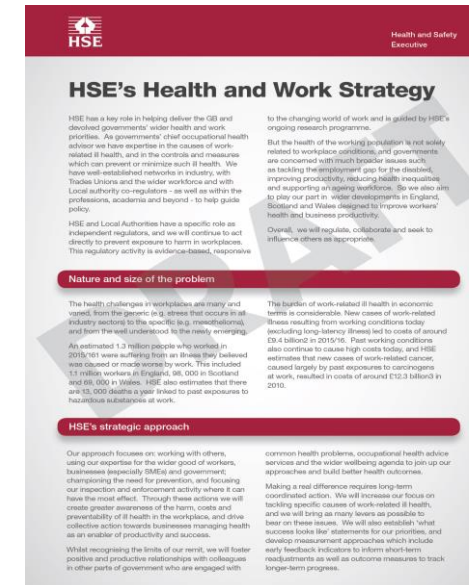
Health you take away from work



# Health and work strategy



- Sets out our priorities
- Provides clear focus on health
- Engage and stimulate others



GO  
HOME  
HEALTHY

#WORKRIGHT



# SHINE

A LIGHT ON WORK-RELATED ILLNESS  
#WORKRIGHT SO YOUR WORKERS CAN GO HOME HEALTHY



**OCCUPATIONAL LUNG DISEASE**

**OCCUPATIONAL STRESS**

**MUSCULOSKELETAL DISORDERS**

**GENERIC BRAND COLOUR**



GO HOME HEALTHY

YOUR BRAND HERE

# 12 000

WORKERS DIE EACH YEAR  
FROM WORK-RELATED  
LUNG DISEASE

JOIN THE CONVERSATION AT **#WORKRIGHT**

MODEL FOR ILLUSTRATION PURPOSES ONLY

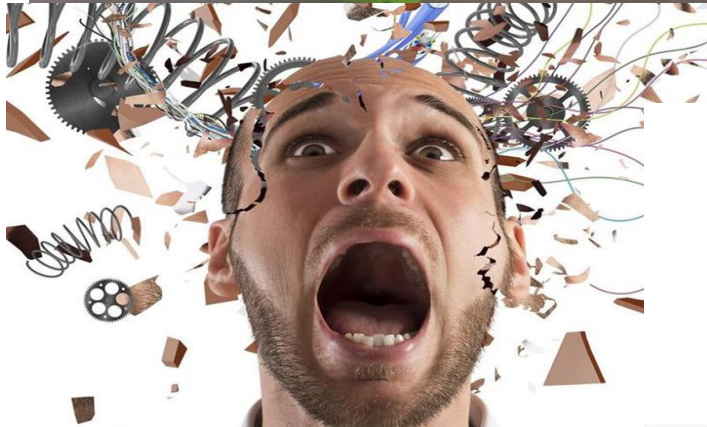


# What does health mean to you?





# Health



# So what are your priorities??



# Motivations





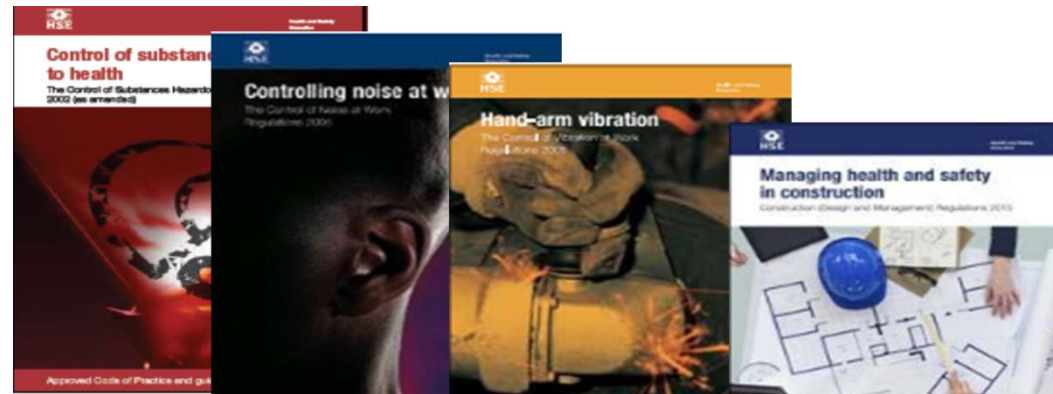
## GB Regulator view on Health

- HSE have a strong interest in ensuring health is dealt with on a par with safety
- A specific theme of the HelpGBWorkWell Strategy; 'Tackling ill health'
- Health and Work strategy published 2016
- Also an inspection priority



# Duty of Care

- Legal duties;
  - Health & Safety at Work Act;  
ensure health, safety & welfare of employees
  - Management of H&S at Work Regs;  
assess risks that may affect employees & take  
action to tackle those risks
- Construction (Design and Management)  
Regulations (2015)





Public Health  
England

# Health and Work Costs

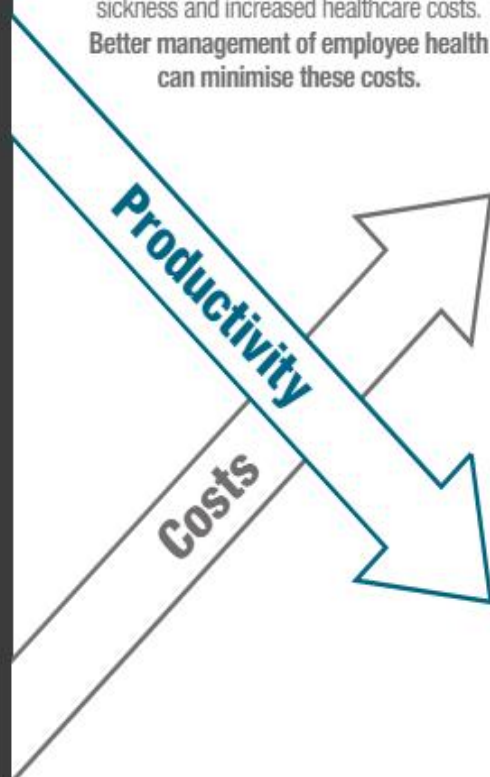


THE WORK  
FOUNDATION  
PART OF LANCASTER UNIVERSITY

## An unhealthy workforce hurts the UK's economy

and society due to lost productivity, reducing in income tax receipts, increases in long-term sickness and increased healthcare costs.

Better management of employee health can minimise these costs.



## The costs to the taxpayer

– benefit costs, additional health costs and forgone taxes –  
are estimated to be

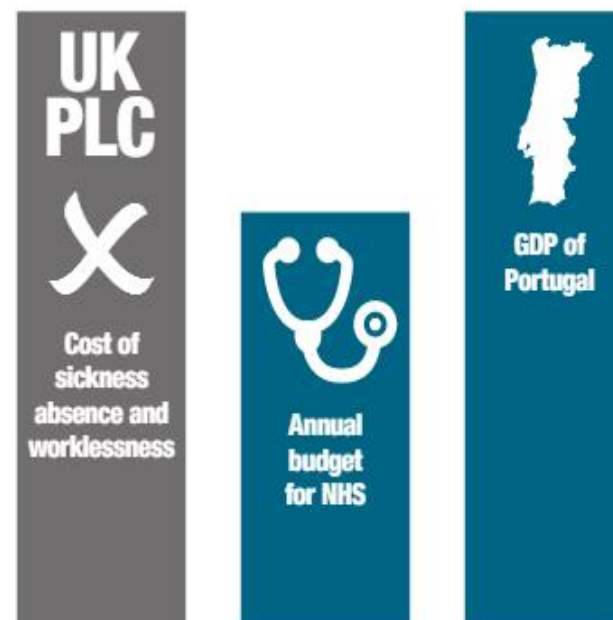


## The combined costs

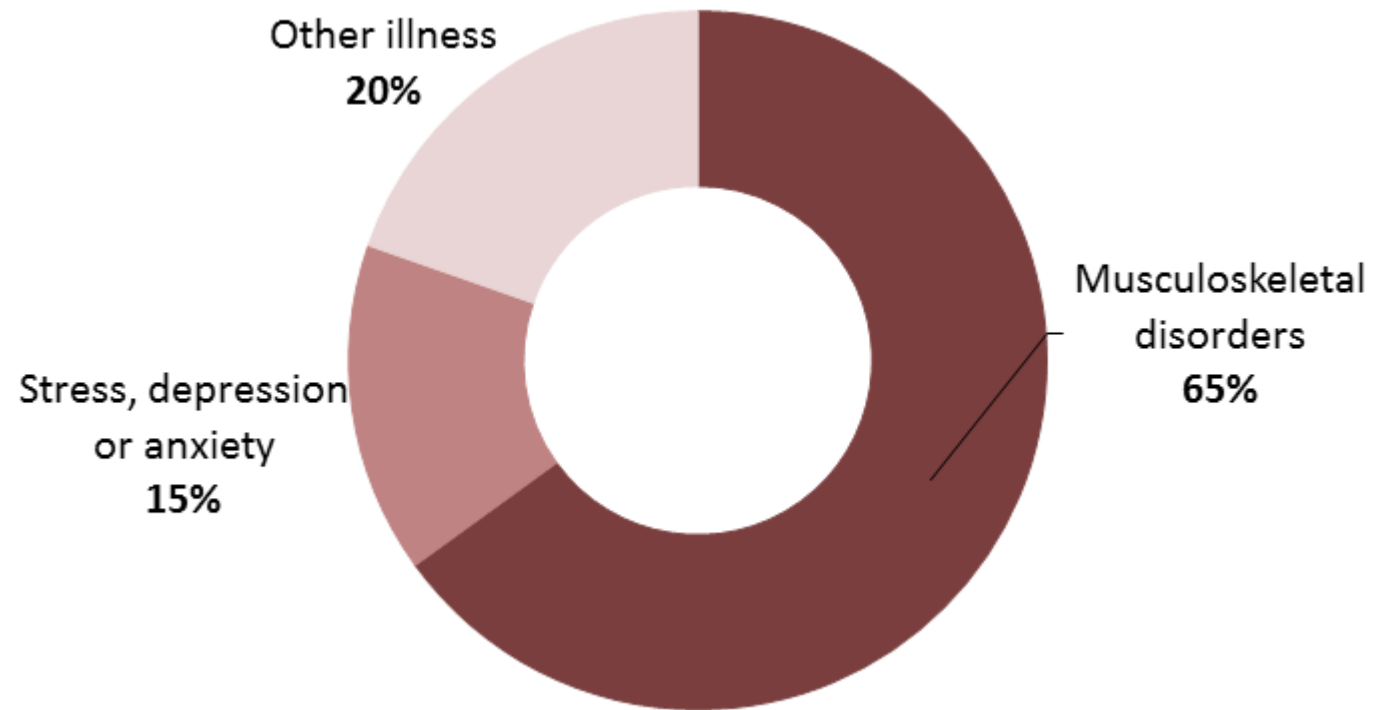
of sickness absence, lost productivity through worklessness, and health-related productivity losses, are estimated to be over

### £100bn annually

This is greater than the current annual budget for the NHS and equivalent to the entire GDP of Portugal



# Health Challenges for Construction



# Construction statistics 2016

## work-related ill health



**79**  
thousand

Construction workers  
suffering from a work-  
related illness – new or  
longstanding  
(2013/14–2015/16)

Source: Estimates based on self-reports from the  
Labour Force Survey averaged over three years



**46%**

Almost half of all work-  
related cancer deaths  
in Britain could be linked  
to past exposures in  
construction (2005)

Source: Occupational cancer burden research  
(2012)



**50**  
thousand

Construction workers  
suffering from work-related  
musculoskeletal disorders  
– new or longstanding  
(2013/14–2015/16)

Source: Estimates based on self-reports from the  
Labour Force Survey averaged over three years



**2.2**  
million

Working days lost due to  
work-related illness and  
non-fatal workplace  
injuries in construction  
(2013/14–2015/16)

Source: Estimates based on self-reports from the  
Labour Force Survey averaged over three years



**14**  
thousand

Construction workers  
suffering from work-related  
stress, depression or anxiety  
– new or longstanding  
(2013/14–2015/16)

Source: Estimates based on self-reports from the  
Labour Force Survey averaged over three years



**259**

Prosecution cases, £7.8  
million in fines and 3,046  
notices issued by HSE to  
the construction industry  
(2015/16)

Source: HSE Enforcement data



**442** million

Costs of new cases of work-related illness, excluding long latency illness  
such as cancer, in construction (2014/15)

Source: Estimates based on HSE Cost Model



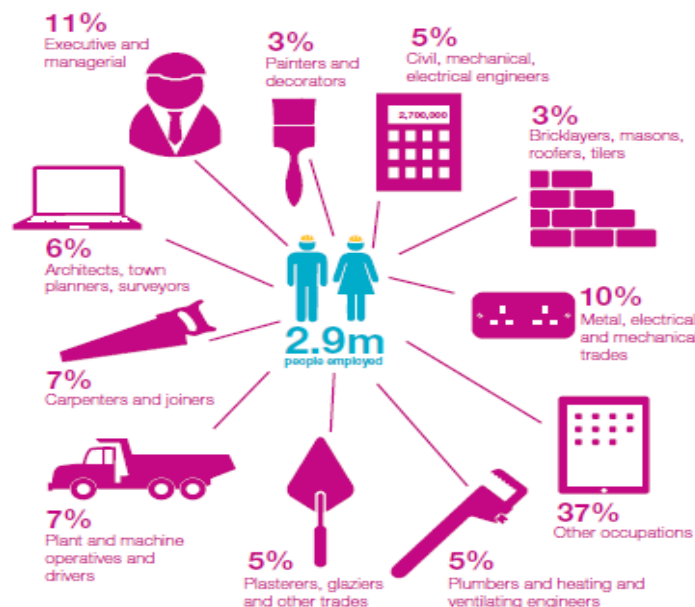


A construction worker is at least **100 times** more likely to die from ***ill health*** caused by work than through an accident



HM Government

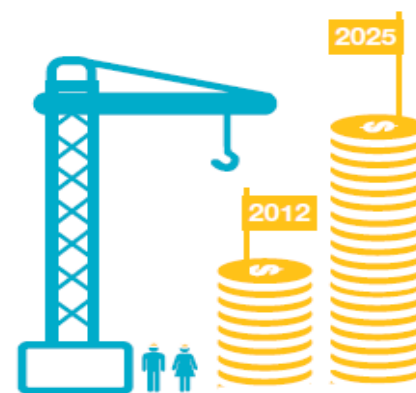
# Construction



There are **2.9 million** jobs filled in the Construction Industry, circa 10% of all jobs (in over 280,000 businesses)

**90bn**

Construction contributes nearly **£90bn** to the UK economy, 6.7% of the total



Global construction output is forecast to increase from around \$8.5 trillion today to **\$12 trillion in 2025\***

\*Source: Global Construction 2025



The **UK has the sixth largest green construction sector in the world**. Around 60,000 jobs are expected to be supported by the insulation sector alone by 2015

# A Challenge



## 2025 Construction



### Lower costs

33%

reduction in the initial cost of construction and the whole life cost of built assets

### Lower emissions

50%

reduction in greenhouse gas emissions in the built environment

### Faster delivery

50%

reduction in overall time from inception to completion for new build and refurbished assets

### Improvements in exports

50%

reduction in the trade gap between total exports and total imports for construction products and materials

# Skills Gap



- Ageing workforce – 22% over 50, 15% in 60s
- Almost 400,000 current employees due to retire in next decade
- Too few apprentices and graduates entering the sector
- Estimate ~ 150,000 engineers and 1 million staff needed to meet government planned investments

# Looking after what we have!



- Living healthily in midlife can double your chances of being healthy at 70 and beyond.
- Prevention is key to future
- Currently 42% of adults in midlife are living with at least one long-term health condition
- By 2030 50% of all workers will be living with a work limiting chronic health condition



# Attracting high calibre recruits

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- Making the industry attractive
- Career of choice
- Attracting the best and keeping them

# Why do we drop our 'H' of H&S



**SAFETY**  
**HEALTH**

# Invisible Risk!



# Current Approach

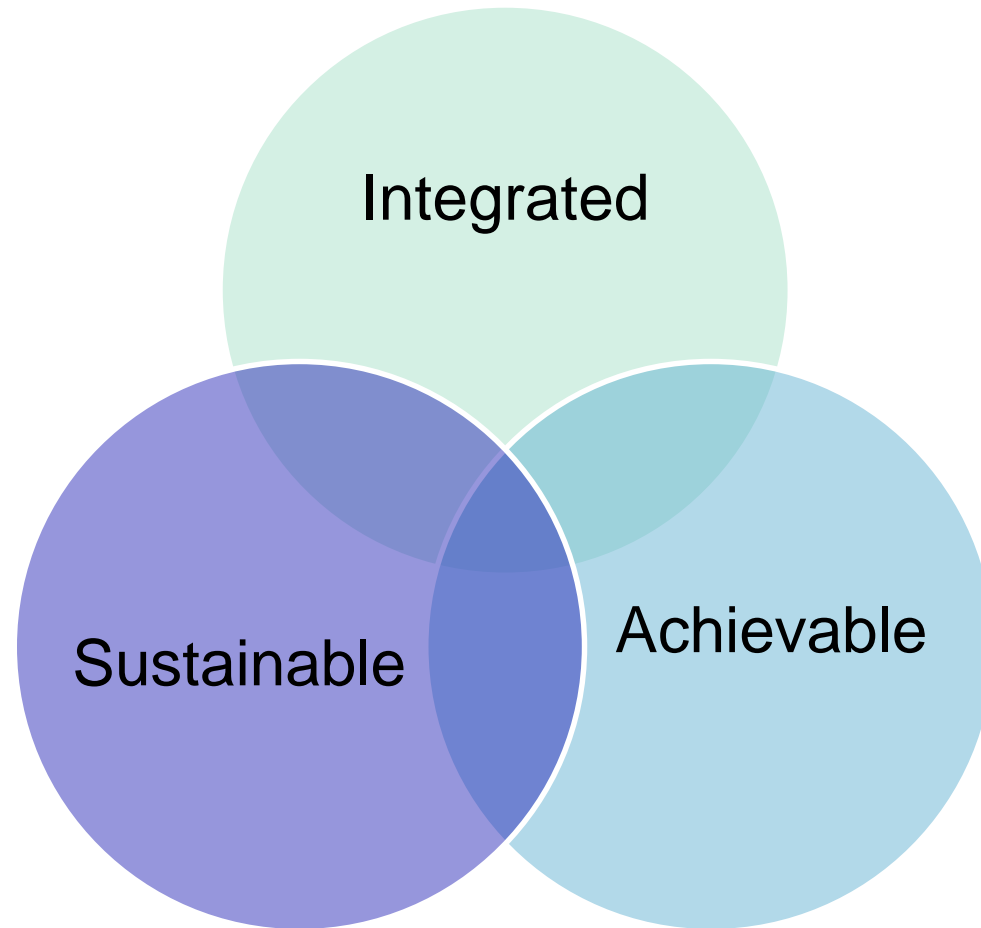


# Current Approach





# A modern approach...



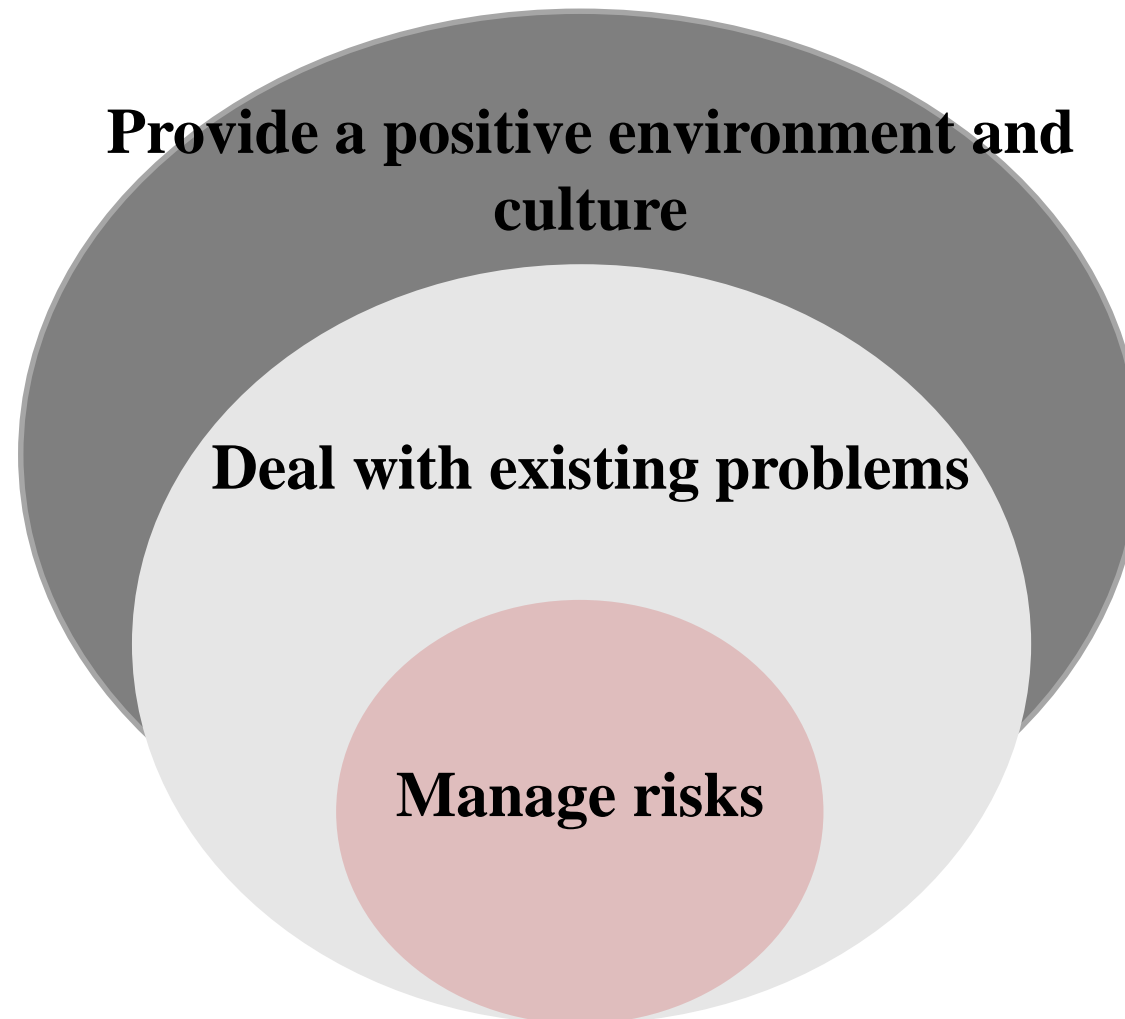
**Preventing Work  
Related Ill  
Health**

**vs**

**Promoting  
Health &  
Wellbeing**



# Integrated Health Management



# Stress & Mental Health



# What is Stress?

- HSE defines stress as:  
"The adverse reaction people have to excessive pressures or other types of demand placed on them."





# Personal Impact

- Ill health outcomes – e.g. depression, anxiety
- Link to increased accidents
- Co-morbidities
- Affect on self – performance/effectiveness
- Affect on others – creep, burden



CIPD Study – Mental health issues at work up in past 5 year

U.S study – High stress jobs with little or no decision making freedom are causing early death

TUC – Top 5 hazards = Stress, bullying/harrasment, overwork, back strains and long hours

MIND – where poor mental health was reported respondents felt that work was a contributory factor

**AN OUNCE OF  
PREVENTION  
IS WORTH A POUND  
OF CURE.**

**~Benjamin Franklin**



# The Management Standards

Risk Factor	Definition
<b>Demands</b>	Workload, work patterns and work environment
<b>Control</b>	How much say the person has on the way they do their work
<b>Support</b>	Encouragement, sponsorship & resources provided by the organisation line management & colleagues
<b>Relationships</b>	Promoting positive working to avoid conflict & dealing with unacceptable behaviour
<b>Role</b>	Whether people understand their role within the organisation and whether the organisation ensures they do not have conflicting roles
<b>Change</b>	How organisational change (large or small) is managed & communicated in the organisation

CEO/Director



# Senior Management Team

Occupational Health



Health and Safety Manager



HR Manager



Trade Union Representative



Line Manager



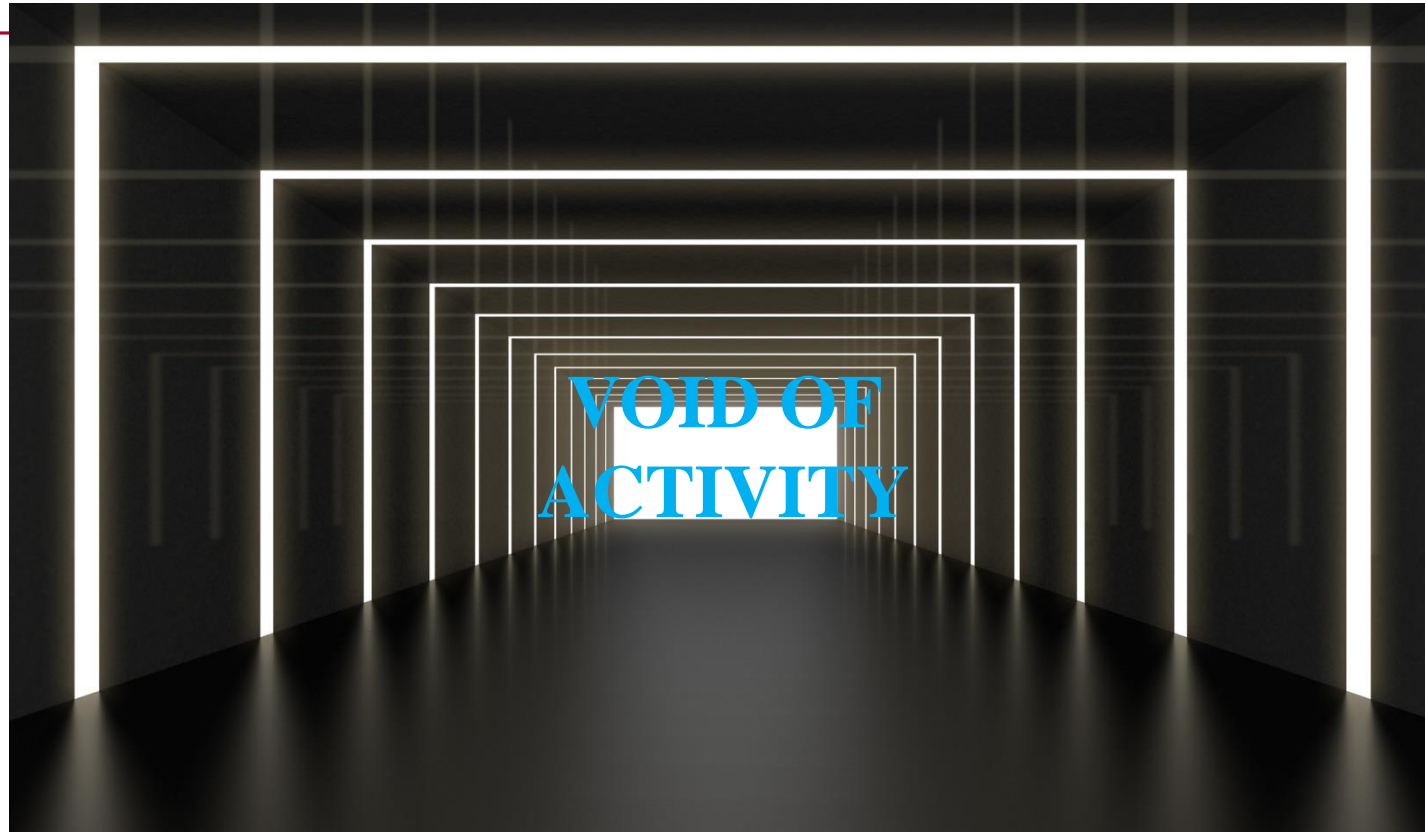
# Work Force

Individual worker





## *Surveys*



*Sickness  
Absence  
Management*

*Mental Health  
First Aid*

*Coping/  
Resilience*

# Setting the Culture



- Require; Processes AND Culture;
  - Leadership
  - Engagement and buy in
  - Defined Roles & Responsibilities
  - Risk based approach
- A strategic & integrated approach!

# How can we tackle 'health'



- RECOGNISE – health needs special attention
- ADDRESS – the issues that are specific to health
- MANAGE – but in a targeted and prioritised way



# Mis-Directed efforts cost!



- If you don't know what your problems are
- Are you investing effort and resource where it is needed?
- Are your efforts and investments making a difference?
  - How would you know?.....

# Return on Investment

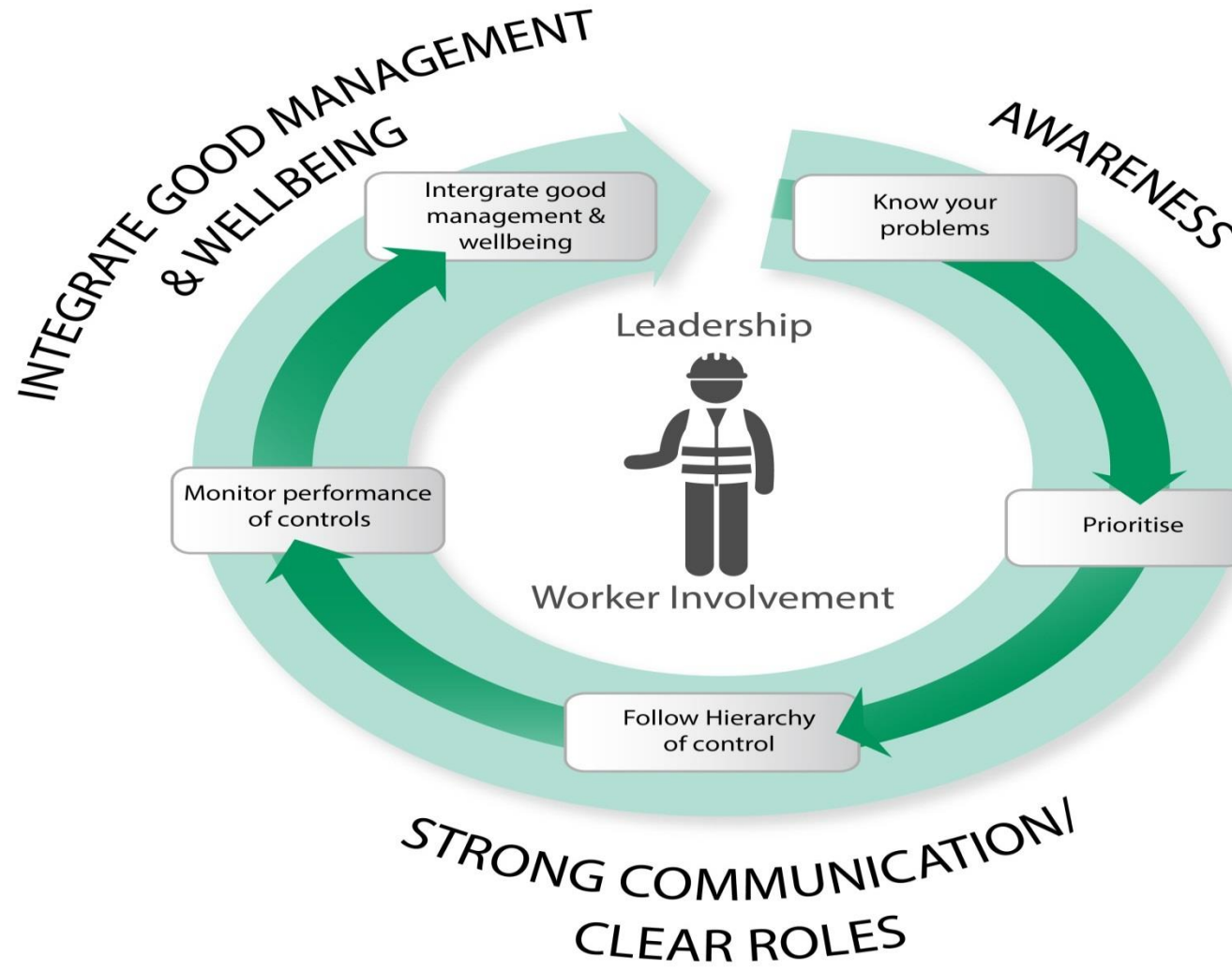


- Budget allocation can be scatter gun
- Solutions can be 'off the shelf'
- Lack of true needs assessment or prioritisation
- Lack of integration

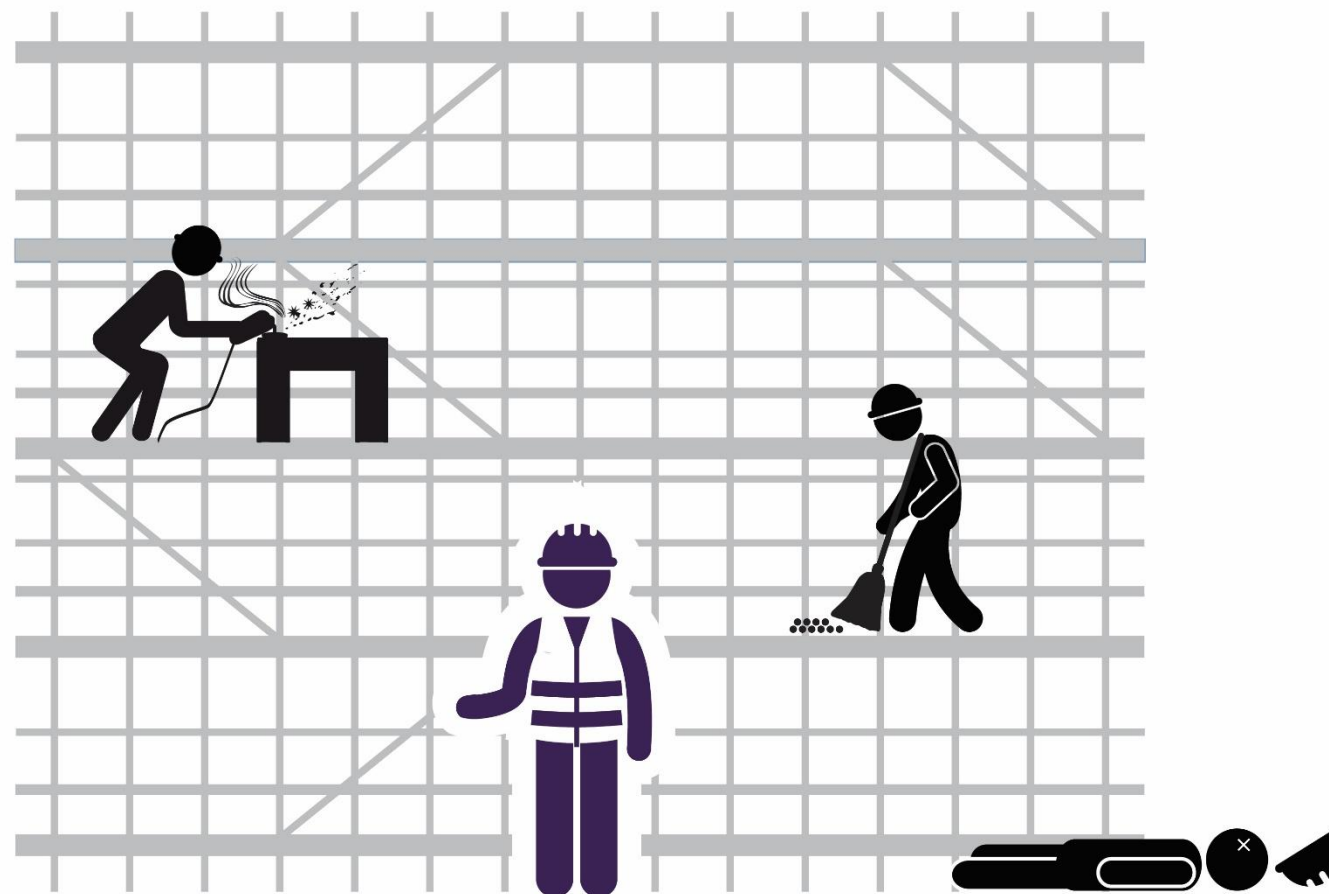




# Complete Worker Health Solutions



# Knowledge





# Key Performance Indicators



- Lagging vs leading
- What gets measured gets done – BUT!
- Care is needed in deciding what to measure!!
- However if get it right this enables powerful conversations at board level
- Getting health on the table and driving forward targeted improvement

# Setting the Tone



- Fundamental standards are based in good health risk management

## ***Control under culture of respect***

- Excellence grows from a strong foundation
- Involved & valued workers are then primed to assist and engage in wellbeing

## ***Real value COMPLETE approach***

## ***So What does 'Health' mean to you***



- Do you acknowledge health is important for your sector?
- Can you identify what your 'health' priorities are?
- Can you provide Leadership and influence in this area?
- Can we all provide a more sustainable and secure industry and workforce for the future?





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