



## Occupational Health Policy

Occupational health services will be provided by an external provider, independent from BPH. This will ensure a high degree of impartiality regarding advice given and also that confidentiality is maintained regarding employee health records.

On an annual basis the health surveillance needs of BPH employees will be reviewed in light of the previous year's incident data and any trends/information in relation to occupational health provision.

Occupational health services will be provided for operatives who have been in employment for greater than a twelve-month period with BPH.

For operatives who are employed with BPH for less than twelve months, risk assessment will control the health risks to which they are exposed. The risk assessment processes and controls will be explained at the time of induction.

The following risks have been identified in relation to health surveillance –

- *Excessive noise levels* from operating machinery including operated construction plant and equipment. This will be monitored via hearing tests (audiometry) with results and records held by our occupational health provider.
- *Vibration* risk to employees will be monitored in accordance with industry and HSE guidance. A key part of this will be completion of health questionnaires when symptoms or excessive use of vibrating tools are identified which will include identification of whole body vibration amongst employees allowing it to be managed appropriately.
- *Silica* dust is a proven factor in assisting in the onset of silicosis and lung function tests will be provided for operatives regularly exposed to excessive dust and in particular, silica.
- *Skin sensitisation* is a suspected risk from using isocyanate containing materials in some bedding / grouting systems as well as from used / dirty engine oil and cements. Skin checks and a skin health questionnaire will be given to employees using / coming into contact with such materials.
- *Biological hazards* include Hepatitis B and employees may be exposed to this risk albeit a minimal risk from activities such as working in areas where needle-sticks have been identified or are likely to occur.
- *Night shift working* can in certain circumstances represents a risk to certain individuals and in these circumstances a night workers health assessment questionnaire will be offered to staff.

Employee Health Screening will also be provided where relevant. All employees will be issued with a 'Fit for Work' Questionnaire once they have received an offer of employment, in accordance with the Equality Act 2010. Where there are any areas highlighted as worthy of further investigation then referral may be made to occupational health for advice /guidance.

At the discretion of senior management, Mental Health counselling services will also be provided where appropriate.

Health / lifestyle screening provision for all staff will also be considered where appropriate as a natural extension of the statutory health surveillance provided. This will be in conjunction with a holistic health programme for **BPH** staff and will be considered at Management Review. This will cover aspects such as; Mental Health, Stress at work, smoking cessation programmes and Scotland's Health at Work Awards.

Signed

A handwritten signature in cursive script, appearing to read 'J. P. McMillan'.

Managing Director

01 March 2022