

## **Annex A to HSC Paper HSC/03/140**

### **Constructing Better Health - Pilot Scheme Model**

The pilot scheme model is designed to offer employees and employers best-practice management solutions to reduce exposure to key health risks. It will allow construction employers to receive free workplace assessments and provide a source of free advice and guidance for employers and workers, as well as a gateway to further specialist support, if required. The support service will also seek to build up a relationship with employers and employees (as well as clients, designers and suppliers) so that they continue to use the support services on other/subsequent construction projects. The purpose of building these relationships is to work to reduce the possible health risks to workers to such an extent that the need for specialist support will be greatly reduced.

The support service's main functions will be:

- Health risks education/awareness – the support service will seek to raise awareness of health risks through activities such as running free workshops and attending workers' toolbox talks.
- Advice (both generic and specific) - the service will provide advice to employees and employers on either specific health risks or what they can do to make their working environment a healthier place.
- Health screening for specific conditions – the service will offer health screening checks for construction workers. This will offer the opportunity for workers who rarely visit their GP to have tests for career/life threatening diseases and offer an entry point to promote the preventative aspect of occupational health. They will also offer essential health screening for safety-critical workers – e.g. heart disease checks for crane drivers or eye tests for plant drivers.
- Introduction to specialist support (best value and quality assured) – the support service will provide a gateway to all kinds of specialist support that may be required (see below for more details). The service will signpost the specialist support for employers/employees, using the most appropriate and best value providers.
- Free on-site risk assessment guidance – a free service to assess the adequacy of the employers' on-site risk assessments to bring them up to a suitable standard and advise on the practical implementation of measures to reduce risks.
- Free reviews of companies' health risk management policy and advice on finding management solutions to health problems – the service will offer construction employers and managers the opportunity to get expert guidance on applying management solutions (such as sickness absence management and risk control measures) to ensure that health risks to workers can be greatly reduced on other/future projects.
- Active engagement of clients and designers to provide guidance 'designing out' health risks – the service will attempt to engage clients and designers (often with information gained from service users) to persuade them that clients and designers can ensure that many of the potential risks to workers' health are eliminated before projects begin.

The Specialist Support should include:

- Specialist support from experts such as occupational hygienists, Ergonomists, etc.
- Assistance to raise concerns about workplace conditions with employer
- Assistance with reasonable adjustments to enable access for disabled, and rehabilitation or resettlement for those that are ill.
- Assistance with health needs analysis and setting up health promotion programmes.
- Direct referral to OH nurses or physicians, other specialist physicians, physiotherapists, psychiatrists, counsellors, etc.

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**CONSTRUCTION EMPLOYEES**

Including self-employed

**CONSTRUCTION EMPLOYERS**

**SUPPORT SERVICE**

*(Accessible via telephone helpline, the internet, through GPs and links through employer and employee organisations)*

- Active engagement of clients designers and suppliers to provide guidance on preventing and 'designing out' unhealthy worksites
- o Health risks education and awareness raising
- o Advice (both generic and specific)
- o Health screening for specific ill-health conditions (e.g. heart disease) especially for safety-critical workers

Introduction to specialist support (best value, quality assured and local)

- Advice on finding management solutions to health problems
- Free reviews of companies' health risk management policy
- Free on-site risk assessment guidance

**CLIENTS**

**DESIGNERS**

**PRODUCT SUPPLIERS**

**NETWORK OF SPECIALIST SUPPORT**

e.g. OH nurses/physicians  
Ergonomists  
Specialist Training



