

Occupational Health and Wellbeing Charter

Discussion document

What is Occupational Health?

“Occupational health considers the effect that work may have on health and the effect that health can have on work.” *Occupational health standards in the construction industry, Health and Safety Executive, 2007.*

We should:

- Eliminate occupational factors and conditions hazardous to health and safety at work
- Develop and promote healthy and safe work, work environments and organisations
- Enable workers to conduct socially and economically productive lives

What will the Charter aim to do?

- Show leadership commitment to our people and stakeholders
- Build a culture of health and wellbeing
- Set minimum standards for health surveillance to be audited against
- Initiate a working group to discuss working and driving times also identifying areas for flexible work
- Address problems pertinent to non-salaried workers
- Engage workers to ensure ownership and continuous improvement



Leadership commitment and culture

- Ring fence 5% of FPS funds for training members on subjects such as; mental health, stress management, drugs and alcohol awareness, dietary issues
- Non-alcohol focused events to form regular part of FPS calendar to include 5-a-side football tournament and a charity walk



Leadership commitment and culture

- FPS to set up benevolent fund similar to ICE that can support industry workers that have health problems and require financial support



Health Surveillance

7 out of 13 respondents felt FPS member employees should be provided with a health assessment annually



70% of respondents believe the FPS should have a minimum standard for drugs and alcohol testing

Over 90% of respondents believe members should be audited for fatigue management of their workers

8 out 13 respondents felt the alcohol limit for safety critical workers should be the Network Rail limit

Health Surveillance

Recommendations:

- Health surveillance to form part of the next round of FPS audits
- D&A testing and health assessment for all direct employees, on commencement and then annually
- Non safety critical workers alcohol limit to be Scottish drink drive limit
- Safety critical workers alcohol limit to be Network Rail limit
- Labour only sub contractors to be D&A tested on commencement then annually
- Fatigue management systems including evaluation of working and driving times required by all members

Working and Driving Hours

The working time directive allows 48 hours work in a week however most employees opt out of this.



Members who indicate policy tend to defer to Network Rail limits that allow 72 hours work a week, 12 hours a day and 13 shifts in 14 days.

It should be a keystone of the Charter that discussion is required with members and workers about how we may migrate to a more progressive and sustainable employment practices.

Non-Salaried Workers

Many similar issues exist for employed weekly paid workers and agency workers. The Charter should commit to the following:

- No zero hour contracts for all directly employed workers
- Ensure temporary staff receive health surveillance
- Engage with labour agencies to ensure longer notice periods for temporary staff
- Promote the use of permanent health insurance or accident, sickness and unemployment cover



Questions?