

# **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?**