Occupational Health Surveillance With A Difference

Jane Confrey
Deputy H,S&E Manager
Who Are Clancy Docwra?

- £210,000,000 turnover 2006
- £221,000,000 budgeted 2007
- 2,000 employees
- Established 1958

HQ
Who Do We Do It For?
Occupational Health Surveillance Scheme

- One hour appointments
- Staff screened every 2 years
- Screen all transferred staff
Tests
Screening Outcomes

Screening

All clear

Minor condition

Management scheme

Severe condition

Redeployment
I had problems with my hands before. I’ve been moved and now I spend about 50% of my time in the office and 50% out and about looking at reinstatement patches. It’s alright, really.

Steven Hewlett
TUPEd Operative
redeployed as a Reinstatement Administrator
Defend Claims

Morale & Retention

Recruitment

Win Contracts

Compliance

Occupational Health Surveillance Scheme
Defend Claims

Compliance

Morale & Retention

Occupational Health Surveillance Scheme

Win Contracts

Recruitment
Transferred Staff

Previous employer’s responsibility

Management Scheme

Condition

Claim

2000 2005 2010

Screen
Transferred Miners

- Monitor condition
- Management Scheme
- Claim

Timeline:
- 2000
- 2005
- 2010

Screen
Cost Of Claims

£2,800 payout

£5,000 – £20,000 payout

HAVS

Hearing Loss

Healthy

£28,000 - £200,000+ per 100 staff

breaking the mould
Defend Claims
Morale & Retention
Occupational Health Surveillance Scheme
Win Contracts
Recruitment
Construction Skills Shortage

The skills of people in this industry and their ongoing development is crucially important. It is central to the government’s Skills Strategy that the provision of training and skills development, and the related systems of qualifications, should be determined by the needs of employers and employees, now and in the future.
High staff turnover → Care for employees → Good company reputation → Fewer staff leave
It’s nice that the company is interested in the state of its workers. My son’s on here as well and it’s useful for him to know about what damage can be done. It’s like they say - you can take a horse to water, but you can’t make it drink. The company’s trying to help him to look after himself – it’s up to him to do it.

Bob Mansfield
Ganger
Morale & Retention

Retention rate (%)

Industry

30%

0 50 100
“Care For Employees

It’s a good thing. It makes me feel a bit like the company cares. I’ve never had a hearing test before and I could keep all the print outs and everything.

John Lawrence
TUPEd Ganger

“
Defend Claims

Compliance

Morale & Retention

Win Contracts

Occupational Health Surveillance Scheme

Recruitment
The construction industry is growing rapidly - both in size and sophistication. It will need almost half a million new recruits between now and 2010, and the traditional pool of white, male school leavers simply isn't big enough. Construction Skills is working to attract more graduates, more women, older people and ethnic minorities.
Recruitment

- Occ health surveillance scheme
- Word of mouth recruitment
- Recruiting GOOD people
- Look after employees
Defend Claims

Morale & Retention

Compliance

Occupational Health Surveillance Scheme

Win Contracts

Recruitment
By undertaking occupational health surveillance, we are illustrating, not only to our client, but also our workforce, how seriously we regard the issue of stability and retention within the organisation. Current labour shortages and escalating recruitment costs within our industry only manage to accelerate the problem.

Mat Sheppard
Senior Contract Manager
Win Contracts

PQ557 Amey Highways A1.1
Describe your arrangements for medical surveillance and the provision of Occupational Health to your employees including your specific arrangements for drugs and alcohol (where appropriate, reference standards followed).

PQ522 Southern Water
Provide details of current health surveillance programme.

PQ693 GSE17
Does your company carry out health surveillance of its employees?

PQ665 E13
Where appropriate, do you undertake health surveillance of employees?

E13.1 If the answer to E13 is yes, please provide full details.

One £75m bid only possible with OHSS in place.
In Southern Water we believe that the provision of an effective occupational health programme is essential for the well-being of our staff. As a responsible client we require bidders for major contracts to include appropriate OH schemes in their proposals.

John Corden
Head of Health, Safety and Resilience
Defend Claims

Morale & Retention

Occupational Health Surveillance Scheme

Win Contracts

Recruitment

Compliance
Covers legislation

Creates documentation systems

OHSS

Creates health management systems

Measures individuals’ health

Compliance
Defend Claims

Morale & Retention

Occupational Health Surveillance Scheme

Win Contracts

Compliance

Recruitment