

## **POLICY**

### **Occupational Health Policy Statement**

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| <b>REV</b> | <b>Date</b> | <b>Status / Description of Changes</b>   |
|------------|-------------|--|
| 01         | 05/08/2019  | Updating all laws/regulations dates to the current standard.<br>Adjusting template, for a more clear layout. |
| 02         | 14/08/2020  | Updated Template Minor changes   |
| 03         | 07/12/2020  | Minor adjustment to template   |
| 04         | 01/11/2021  | Minor adjustment to template, laws/regulations checked   |

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## Introduction

The Gradewell Group is aware of its obligations and recognises the benefits of good health especially in relation to safety critical tasks and endorses that occupational health will be rigorously applied across the whole company. The implications of poor or non-existent management of occupational health are far reaching in terms of personal health and well-being of employees, human resource management and corporate reputation.

Health issues at work will be identified by health risk assessments and competent health advice shall be provided to ensure that legislative requirements are met, so far as reasonably practicable.

It is clearly understood that work can have a detrimental impact on health and wellbeing and we aim to minimise this through the use of Occupational Health screening together with provisions for general health and well being and fitness for task.

## Management

Our Management system and safety controls are in place to ensure as a minimum:

- Eliminating, or if this is not possible, reducing risks as much as possible
- Providing adequate control measures
- Providing full information and training about occupational health hazards and risks
- Providing suitable, well fitting, free of charge personal protective equipment
- Supporting adequate treatment and rehabilitation, including retraining where necessary, if an employee has developed an occupational health problem
- Providing medical supervision

The use of an Occupational Health Service provider who is competent and accredited with Construction Better Health (CBH) will ensure that services follow best practice in relation to Occupational Health in the Construction Industry.

The Occupation Health Screening will include:

- A pre-employment health screening for employees
- A two yearly programme for health surveillance. High risk workers and those exposed to particular work activities will be provided with appropriate health screening
- A programme of health education and promotions to encourage the health and well being of all employees
- The provision to assist in the management of employees with long term or complex medical or psychological needs
- Assistance to line managers in supporting employees to return to and stay in work

This policy applies to all employees and will be implemented at all workplaces. All employees are actively encouraged to contribute to health improvements.

The Company recognises that occupational health is of prime importance and is committed to achieving the highest standard of Occupational Health for its employees.

The Board of Directors give their full support to this Policy and shall ensure it is communicated, implemented and reviewed at least once a year.

*Thomas Barrett – Director*

