



WORK CANCER: CAMPAIGN PLEDGE

WORKING TOGETHER TO BEAT OCCUPATIONAL CANCER

My organisation commits to an action plan to:

1. assess whether work activities that form part of our business have the potential to cause occupational cancer
2. develop and deliver a prevention strategy that reflects the risks of developing occupational cancer in our workplaces
3. ensure senior and operational managers understand relevant occupational cancer risks and manage them proactively as a significant health issue
4. ensure our employees use the preventive measures in place properly and consistently, and check that our preventive measures are working
5. demand the same standards of our supply chain as we do of ourselves
6. include our protective measures against occupational cancer risks in our annual report or other public reporting format



1 Assess whether work activities that form part of our business have the potential to cause occupational cancer

How we're delivering on this pledge item:

We follow the general principles of prevention by utilising the risk management approach when identifying and implementing precautions associated with health risks. This strategy will allow us to assess the individual requirements of the project workforce by:

- Avoiding health risks as a first principle
- Evaluating the remaining health risks which cannot be avoided
- Combating the remaining risks at source
- Adapting the work to the individual wherever possible, including the choice of work equipment and the choice of working and production methods
- Keeping up to date with new technology
- Replacing the dangerous by the non-dangerous or the less dangerous
- Developing a coherent overall prevention approach which covers technology, organisation of work, working conditions, social relationships and the influence of factors relating to the work environment
- Giving collective protection measures priority over individual protection measures
- Giving appropriate instructions to everyone working on our behalf.

Management of work related illness or injury will be achieved by:

- Workplace assessments
- Health surveillance
- Compliance with statutory requirements
- Clinical assessment of affected employee(s)
- Supporting an informed workforce

The service provided by our occupational health staff, and approved third party organisations, is conducted in accordance with the guidelines set out in Constructing Better Health's Industry Standards for Workplace Health in UK Construction Issue 2.

These standards are set out to:

- Define safety critical work
- Define fitness for work and task requirements
- Outline the competencies required of occupational health service providers delivering services
- Outline the legal requirements for health checks (health surveillance) with guidance on best practice
- Outline the health checks on different types of workers

Our occupational health service is lead by the Director of Health and Safety who also maintains responsibility for monitoring the effectiveness of the service.

2 Develop and deliver a prevention strategy that reflects the risks of developing occupational cancer in our workplaces

How we're delivering on this pledge item:

See response to question 1 above. Further development work will follow in relation to the No Time to Lose campaign.

3 Ensure senior and operational managers understand relevant occupational cancer risks and manage them proactively as a significant health issue

How we're delivering on this pledge item:

Each year we deliver campaigns across relevant topics, and wherever possible linked to national campaigns e.g. Prostate Cancer UK. These campaigns provide briefings on the given topic.

We are currently developing a training module which builds upon our OH awareness programme to bring more of the knowledge into the daily considerations of managers and supervisors.

We will include the IOSH campaign material into our existing campaigns and training.

4 Ensure our employees use the preventive measures in place properly and consistently, and check that our preventive measures are working

How we're delivering on this pledge item:

Our health surveillance programme complies with statutory requirements and approved codes of practice and will depend on the employee's job, health and the risks they are exposed to.

All new employees are required to complete an initial health declaration using OCC-18 Medical Questionnaire and their OH surveillance is determined by their classification within separate categories. It is recognised that not all employees are exposed to the same level of risk and accordingly, workers can be considered in the following three categories in terms of personal or workplace safety issues.

The Fitness for Work questionnaire is designed to assess a worker's ability to perform the work they are being asked to undertake. It is important that this questionnaire, which forms part of site inductions, is completed by every worker. This check ensures that a worker is in a good state of health and that they do not suffer from any condition which impairs their ability to complete their duties.

Our monitoring protocols and occupational health and safety management system enables us to assess the continuing effectiveness of preventative measures

5 Demand the same standards of our supply chain as we do of ourselves

How we're delivering on this pledge item:

Our campaigns and drop-in-clinics already encompass our supply chain but our engagement in this IOSH campaign will promote further opportunities to improve occupational health awareness in those working on our behalf.

6 Include our protective measures against occupational cancer risks in our annual report or other public reporting format

How we're delivering on this pledge item:

Our corporate responsibility framework, annual report and monthly reports include details on our occupational health activities. We have already make a commitment to the Public Health Responsibility Deal Construction Pledge and reporting on our progress; our commitment to the IOSH No Time to Lose campaign will have an equal footing.