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Occupational Health Policy

INTRODUCTION

The health and wellbeing of employees is a core value of Coastworks Operations Ltd.

Occupational health is concerned with the inter-relationship between work and health i.e. how work and the working environment can affect a member of staff's health and how a member of staff's health can affect their ability to work.

The principal aim of our occupational health policy is therefore the prevention of ill-health in the workplace through:

- Assisting with the identification and management of health risks.
- Supporting those staff who are ill to remain at or return to work as appropriate.
- Improving work opportunities for those with disabilities.
- Managing work-related aspects of health.
- The promotion of good health to better equip staff to do their work well and make informed lifestyle choices.

OUR COMMITMENT

The company is committed to ensuring that the potential for ill-health or injury arising from their activities or premises is minimised so far as is reasonably practicable through the implementation of the following measures: -

- We will ensure that health risks from our activities are identified so as to enable the implementation of the necessary control measure and where appropriate we will carry out occupational health interventions and health surveillance.
- We will encourage a culture where managers take an active interest in the health and wellbeing of their staff.
- We will ensure the early identification and management of work related ill-health.

- We will enable staff to raise, discuss and resolve individual work-related ill-health issues, through the involvement of and consultation with the relevant Occupational Health representative.
- We will ensure that staff who are identified as particularly at risk of ill-health from their work or whose health affects their work, are provided with appropriate advice and support.

MANAGERS/SUPERVISORS

Will ensure that the health of employees is not adversely affected by their work through: -

- Proactively considering the effect of work activities on health, so enabling the introduction of appropriate measures to eliminate or minimise any adverse impact.
- Ensuring risk assessments are undertaken that consider work related health hazards.
- Providing appropriate information, instruction and training to staff with regards health risks.
- Ensuring the early intervention and management of work-related ill-health issues.
- Implementing the appropriate working arrangements, reasonable adjustments and support for staff that are identified as at particular risk.

EMPLOYEES

Will ensure that their own health and wellbeing is not adversely affected by their work through: -

- Making informed life choices with regard to their health.
- Informing their supervisor of any health condition that might affect or be affected by their work activities, the workplace or other persons.
- Co-operating with their supervisors and others with regard to the implementation of appropriate measures to control health risks in the workplace and elsewhere

MEDICALS

- All sea going employees need to undergo a medical every 2 – 5 years depending on their level.
- Medicals are carried out by qualified health professionals.
- In certain circumstances the health professionals need to be recognised by the maritime and coastguard agency.

WORK RELATED ILLNESSES

- All efforts will be made to limit the chances of an employee's work having an impact on their health.
- This involves carrying out risk assessments for all parts of their job.
- Implementing control measures
- Regular review will be carried out to make sure new risks haven't been added due to changes in procedure, machinery etc.

DISPLAY SCREEN ASSESSMENT

Computers are an essential tool and used by most employees daily, however they can cause employees some discomfort.

Consequently, a display screen assessment will be carried out on every employee. This assessment will check, amongst other, the following things to aid the comfort of the employee.

- Keyboard position
- Mouse position
- Screen position
- Screen brightness
- Screen glare

WORK RELATED STRESS

Over 11 million work days are lost at work a year because of stress at work therefore it is important that CWOP protect our employees from stress as much as possible and try and help those who are stressed. This will be achieved by carrying out a risk assessment to highlight the areas that are contributing to an employee's stress levels and if possible implement some control measures to limit this stress. This may involve producing individual action plans as people get stressed over different things



Position: Director

Last Review: May 2019

Next Review Due: November 2019