



**OCCUPATIONAL HEALTH
ARRANGEMENTS**

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Policy

Beton Bauen Ltd recognises its duties under the Health & Safety at Work Act 1974, to ensure so far as is reasonably practicable the health of its employees whilst at work.

The company is committed to providing a healthy and safe working environment for all staff and visitors, as well as promoting a culture of good health and well-being for all.

Many of the other Health & Safety policies and arrangements describe systems in place to maintain employee health e.g. by reducing exposure to hazardous substances etc.

The company also aims to comply with all specific legislation relating to occupational health e.g. Regulation 6 of the 'Management of Health and Safety at Work Regulations 1999' relating to health surveillance.

Arrangements

The company provides all employees with a Business Priority Healthcare Plan, which offers them private healthcare through AXA PPP Healthcare, where any excess is applicable, the company also covers this cost.

Due to the nature of construction works, all our site-based employees undertake annual Safety Critical Medicals where they receive the follow health surveillance; spirometry tests, skin checks, audiometry tests, hand arm vibration and confined space assessments. These assessments are undertaken by our healthcare provider; Insync Corporate Healthcare Ltd, District Shopping Centre Excalibur Drive, Thornhill, Cardiff CF14 9BB.

DSE assessments are undertaken, where workstations are analysed and assessed to meet the ergonomic requirements of the end user. DSE Toolbox Talks are undertaken with new employees and as a refresher to ensure adequate information, instruction and training is provided to end users to help them identify risks and safe work practices. DSE users are eligible for eye tests, where the cost of the test and any standard frame and lens glasses required for DSE work, will be covered by the company. The company will only provide glasses for DSE work. If the end users' normal glasses are suitable for DSE work, the company will not pay for them.

In addition to the company's Business Priority Healthcare Plan, to promote good health and wellbeing, reduced gym rates at selective gyms are available through our employees' Healthcare Plan.

Absence from work and Health Issues

Further occupational advice may also be sought where there is concern with regard to periodic absence, or, an employee has been absent from work for an extended period of time through injury or illness or an employee has an underlying medical condition. A medical view on how long an individual may be incapacitated for or what support the company can offer to assist somebody when they are ready to return to work may be requested in accordance with the provisions of BB's absence policy.

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Disability

Information on disability and appropriate forms of support may also be sought to inform decisions regarding the company's responsibility to make reasonable adjustment.

Long-term sickness/ill health retirement

Advice is also provided in order to make informed decisions on long-term sickness cases and in cases of ill health retirement where the OHP verifies the medical reason for ill-health retirement.

Health Records

Senior Management also maintains the records of individuals who have been medically examined for Occupational Health purposes. These records are stored in strictest confidence with limited access.

Duties of Employees in relation to Occupational Health Matters

Employees should be aware that managers can only be expected to make workplace adjustments for known problems and that they are under a legal duty to inform their managers about any shortcomings in the health and safety arrangements in the workplace.

*Where relating to issues of health screening and absences, we liaise closely with our health screening provider (Insync Corporate Healthcare Ltd) and employment law (P4B Law Limited) contacts, where appropriate.

Signed:



Position: Managing Director

Date: 08/01/2025