



Figure 1 HUMAN PERSPECTIVES

Source - 'The limits to growth'  
Jorgen Randers et al, 1972

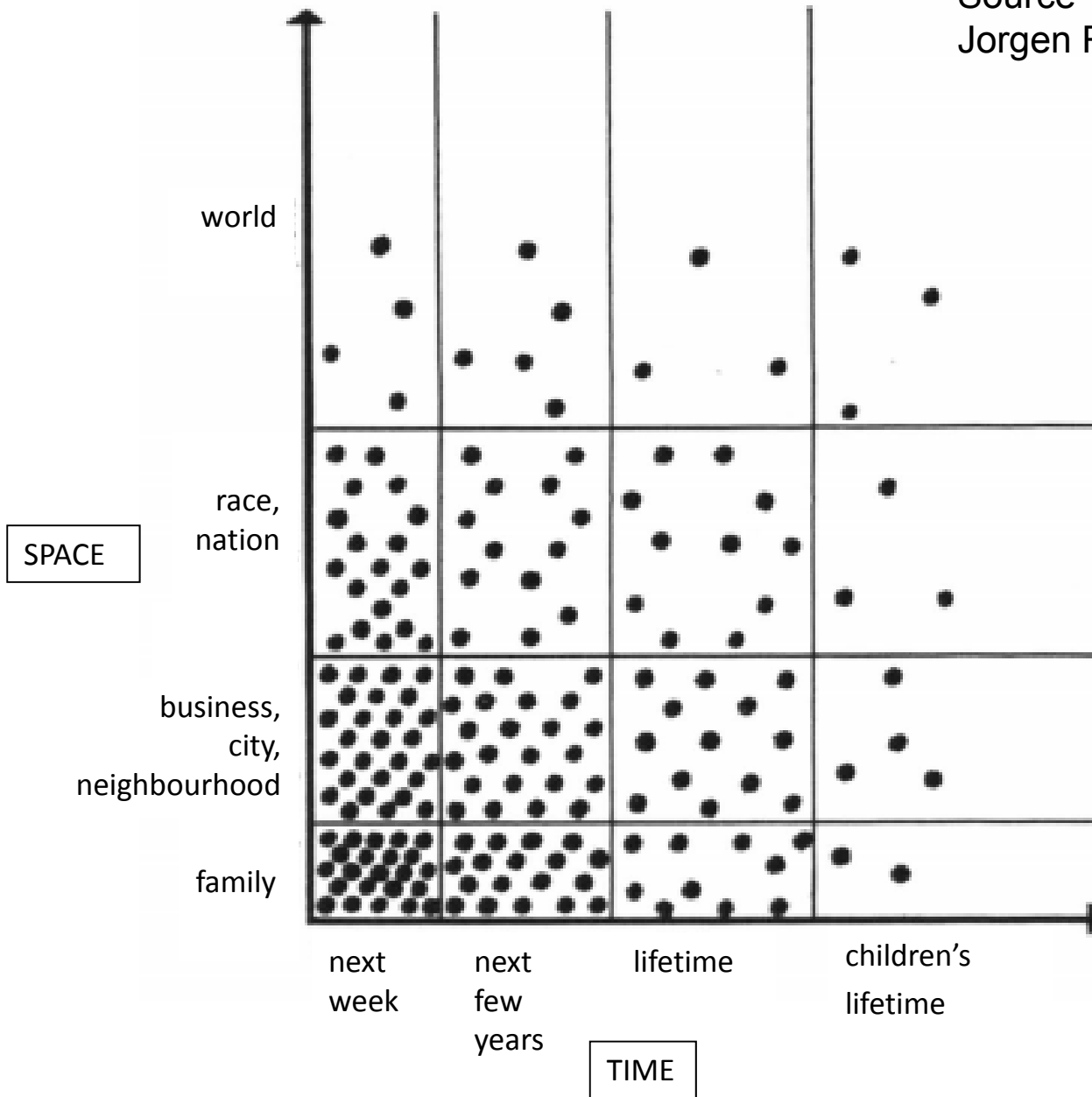


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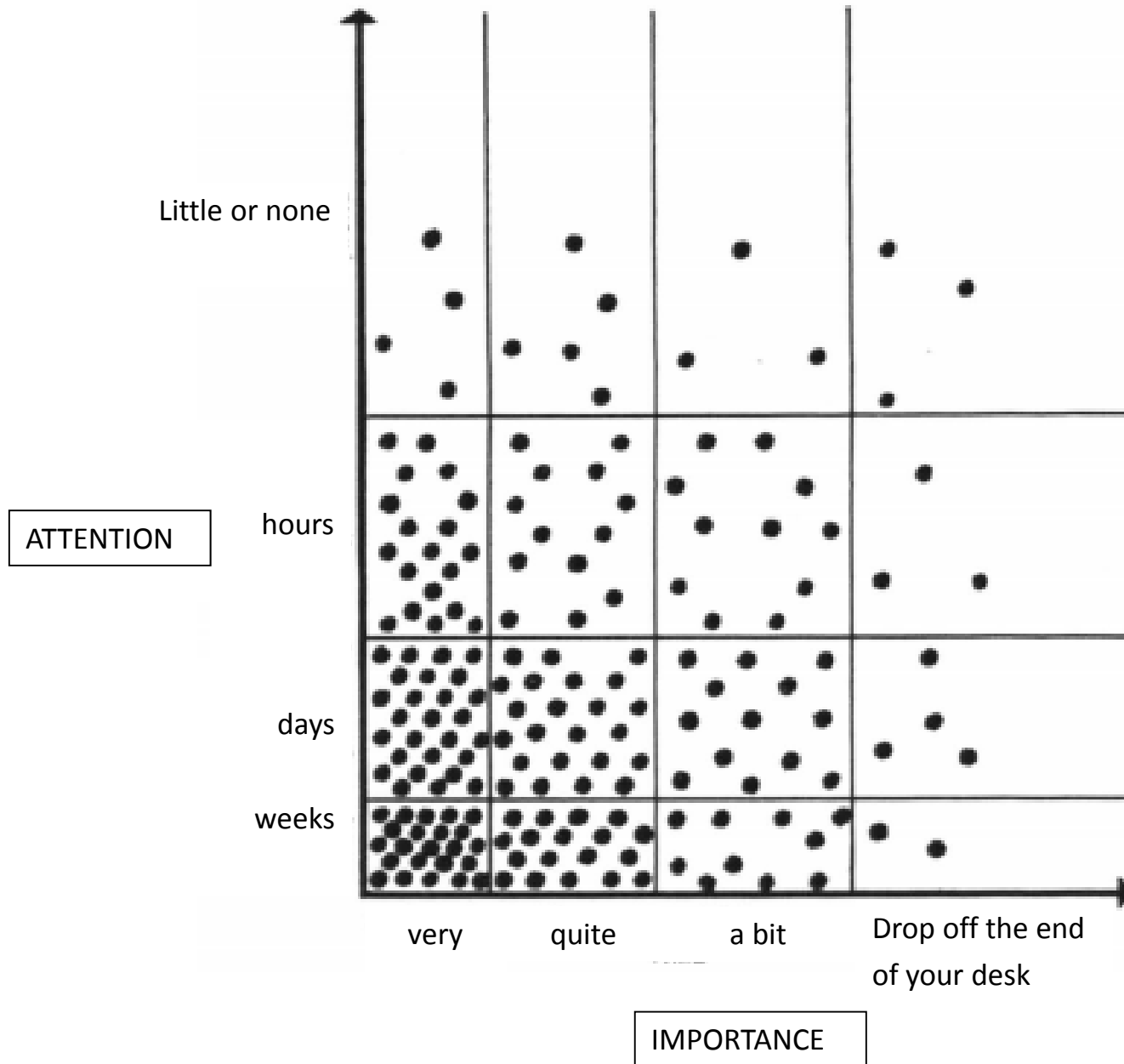


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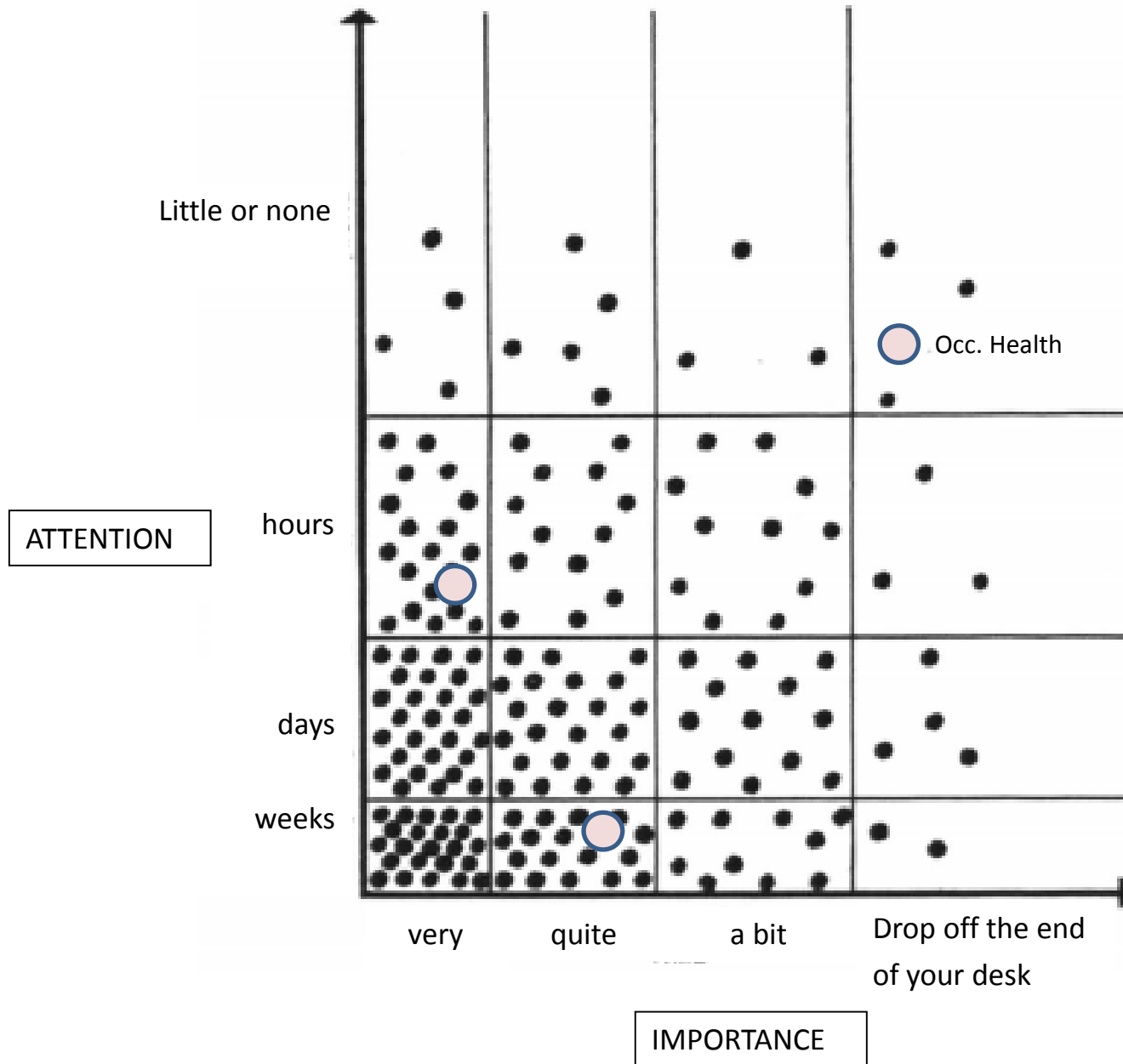














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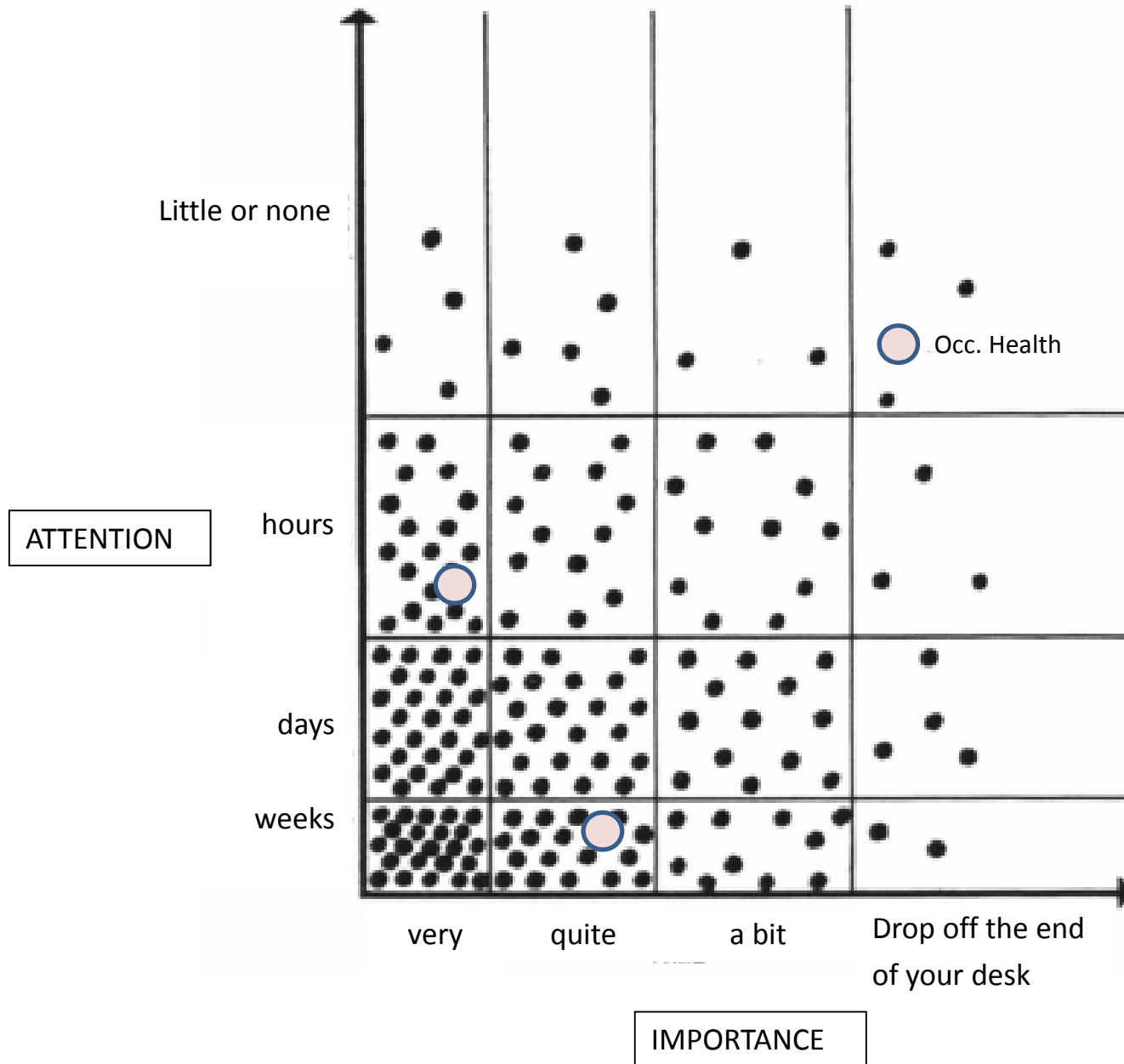


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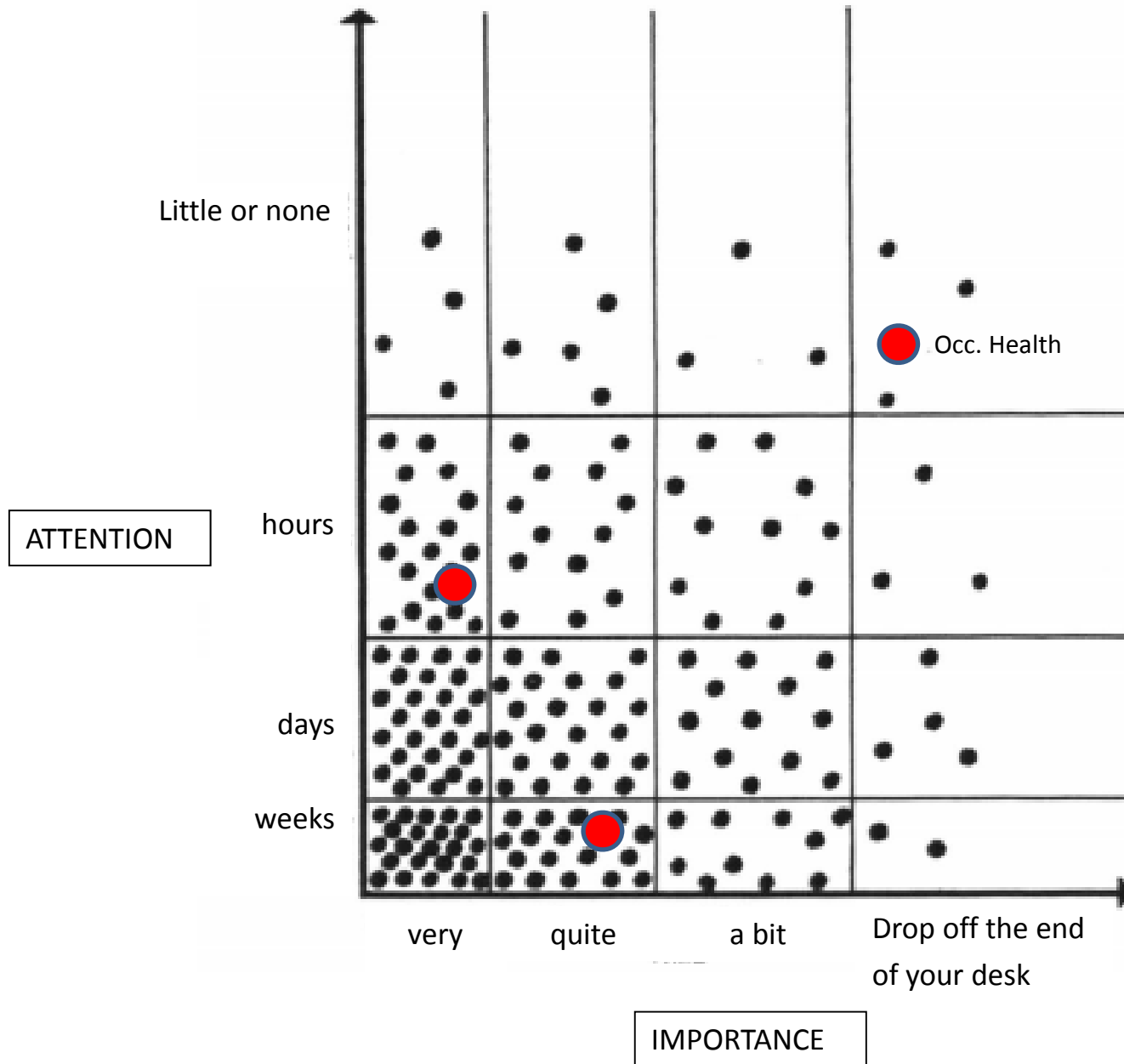


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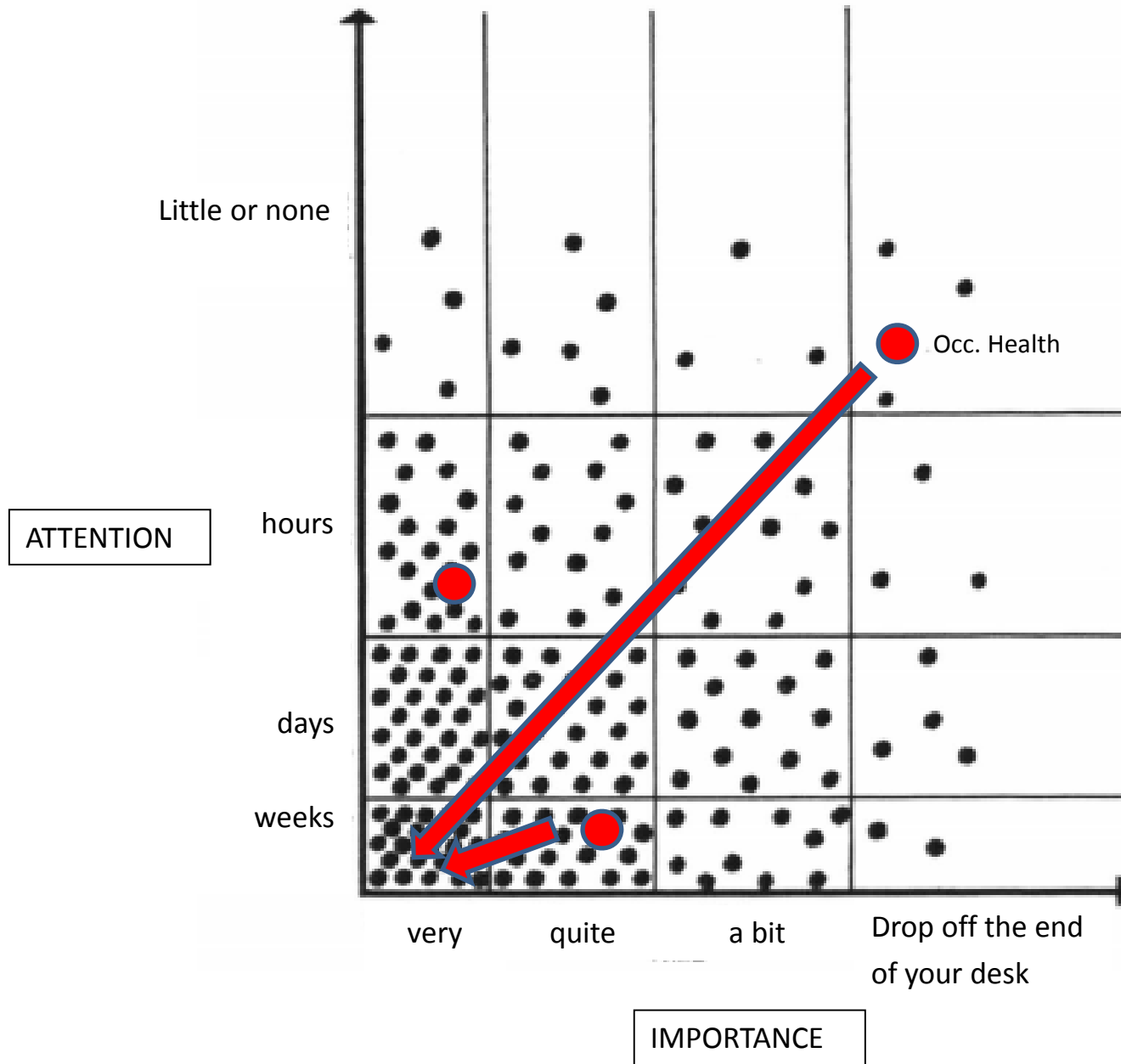


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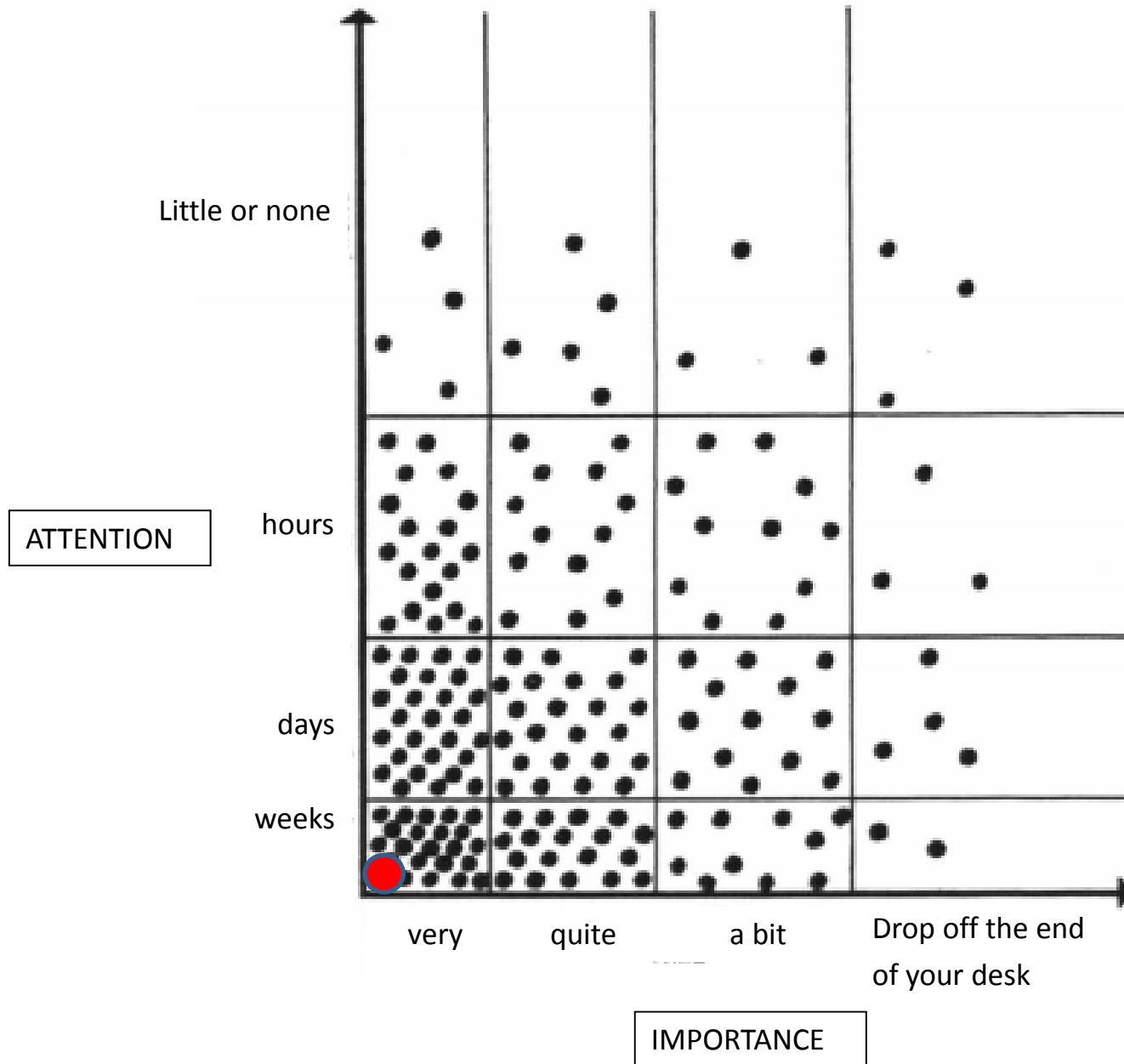


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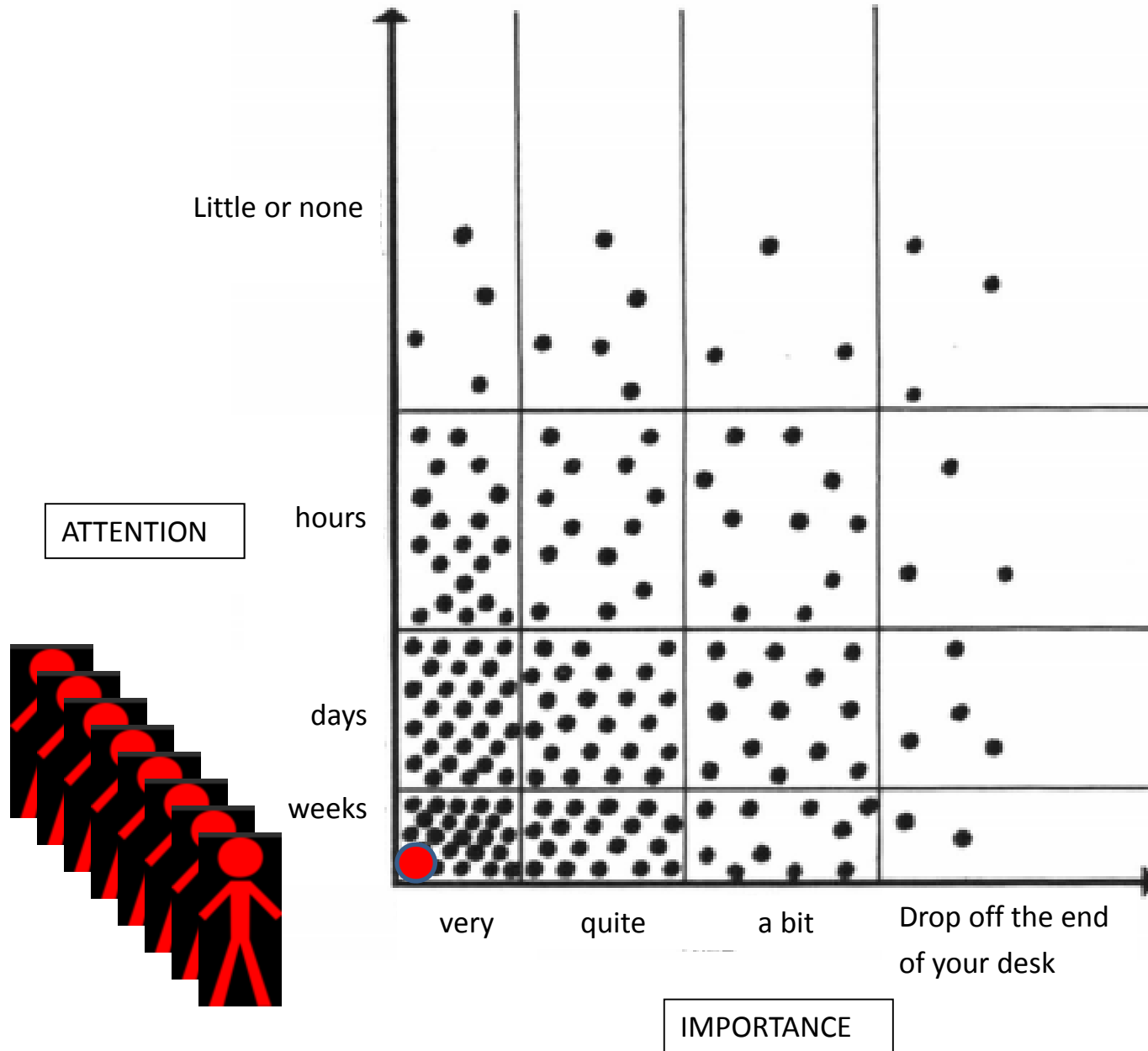


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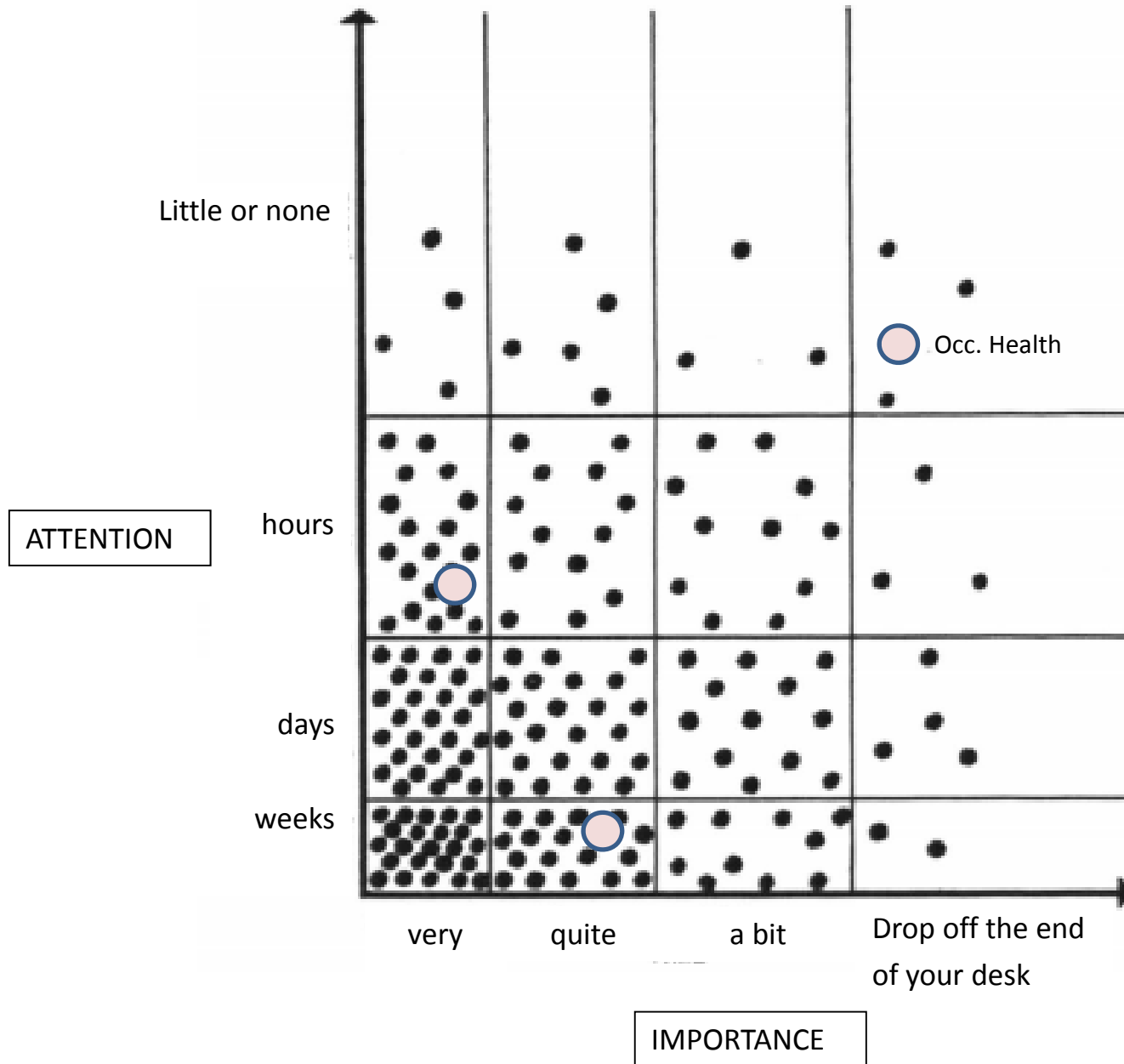
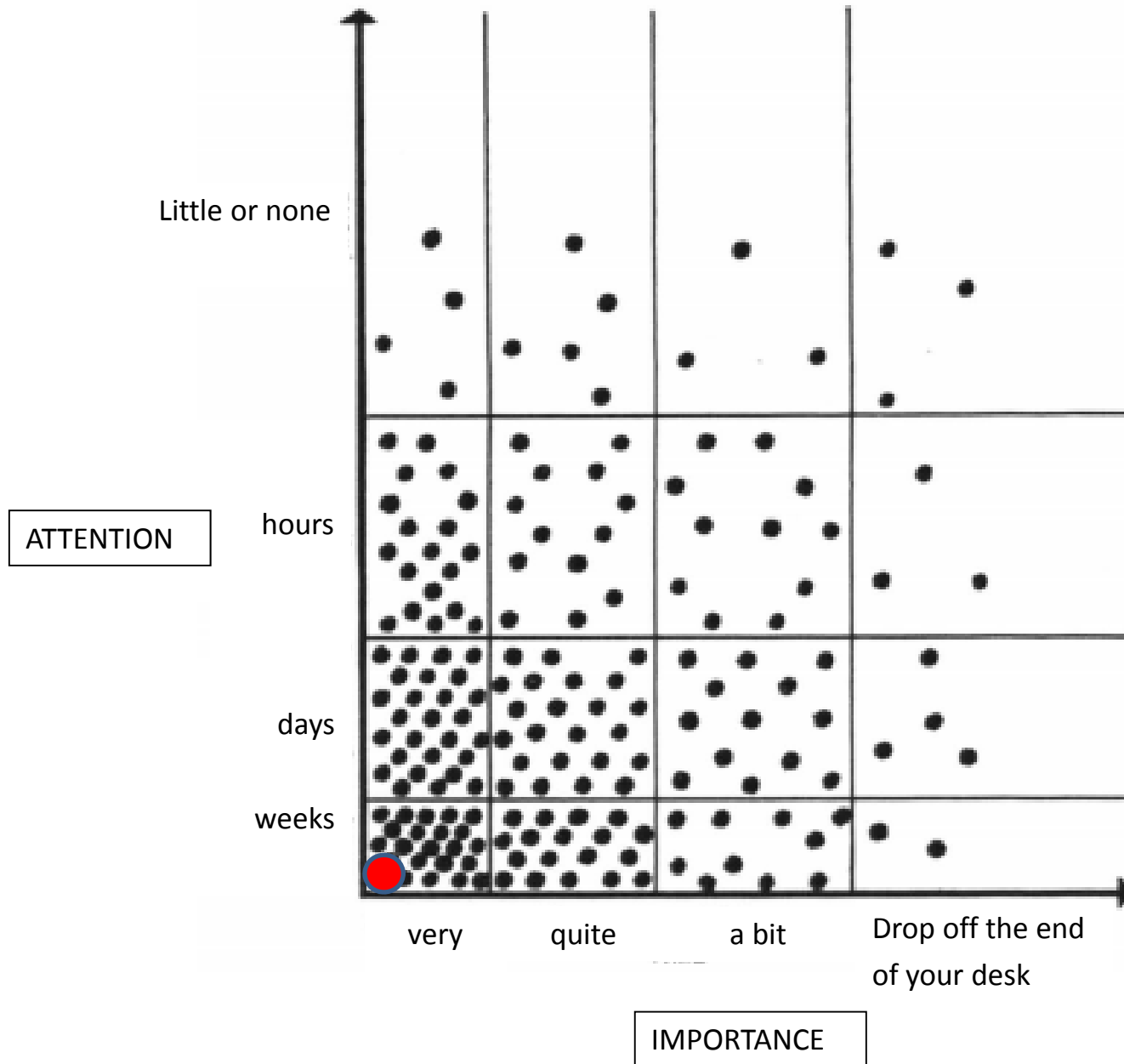


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# Occupational Health - context



- Important topic – staff as a resource
- Impacts of absence
- Medical Fitness to Operate Construction Plant – Strategic Forum for Construction. 2013
- HSW Act – duty on employers
- General HSW Regulations – duty on employers, risks to H&S, control of risks, driving /operating machinery, employee responsibilities issue of competence...

# Occupational Health Standards in the construction industry – HSE (RR584)



## Recommendations –

- Min. standards for occ. health providers should be adopted
- Employers – policies related to safety as well as occ. health strategy and provision
- Procedures for pre-placement confirmation of employee fitness
- Min. standards – health monitoring/surveillance back pain, neck pain or other musculoskeletal problems, repetitive strain injury and stress, issues around needle sticks, glass cuts, dog mess infections, chemical used in graffiti removal
- Min. standards for safety critical work are advised

# Medical Fitness to Operate Construction Plant – Plant Safety Group



## Context

- Operators of plant – vital role in all sectors
- Physically and mentally fit
- Plant is dangerous – so employers and operators need to be responsible
- Duty on employers
- Guidance to plan, set-up and implement a system to assess fitness of plant operators
- Helps choosing an OHSP
- Need to avoid discrimination when assessing fitness

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# Medical Fitness to Operate Construction Plant – Plant Safety Group



## Arrangements for Medical Fitness Assessments

- Identifying job characteristics e.g. exit cab in emergency, within weight/size parameters specified by plant manufacturer
- Choosing OHSP – identify requirements – inhouse/commercial/NHS or GP – contract or Pay As You Go
- Initial assessment of employees – to adequate standard, task specific, managed by employer
- Ongoing assessment
- Provision of ill health support
- Evaluating fitness issues for recruitment
- Provision of evidence of fitness for customers of plant hire companies

# Case Study



Employee worked as a construction plant operator on dumpers and forklift trucks for 6 years without any problems. The operator's employer then implemented a company policy to ensure that all operators' medical fitness to operate plant was regularly assessed. During the assessment it was discovered that the operator was being treated for epilepsy - he had not been asked to declare this in the past. His condition and treatment were investigated by the OHSP to confirm adequate control and lack of fits. After a management review of the process, including a full risk assessment on advice from the OHSP and discussion with the employee, he was assessed as being fit to continue, subject to continuing to take the medication prescribed. Also, an increased monitoring regime was specified by the OHSP. It was agreed with the employee and carried out by the management

# Case Study



When setting up a programme to assess fitness to operate construction mobile plant Company A identified a forklift truck operator who had vision in only one eye. He had been employed as a forklift truck operator for a considerable time and was considered a safe and competent operator, despite this restricted vision. As he had compensated for this defect, he was permitted to continue to operate forklifts. After a period of time, it was observed that he had a number of near misses and his manager put him forward for a review of his medical fitness to operate the equipment. During the review it was found that he had developed a neck problem which reduced his ability to look over each shoulder. As a result of this he was prevented from operating forklift trucks and provided with other work.

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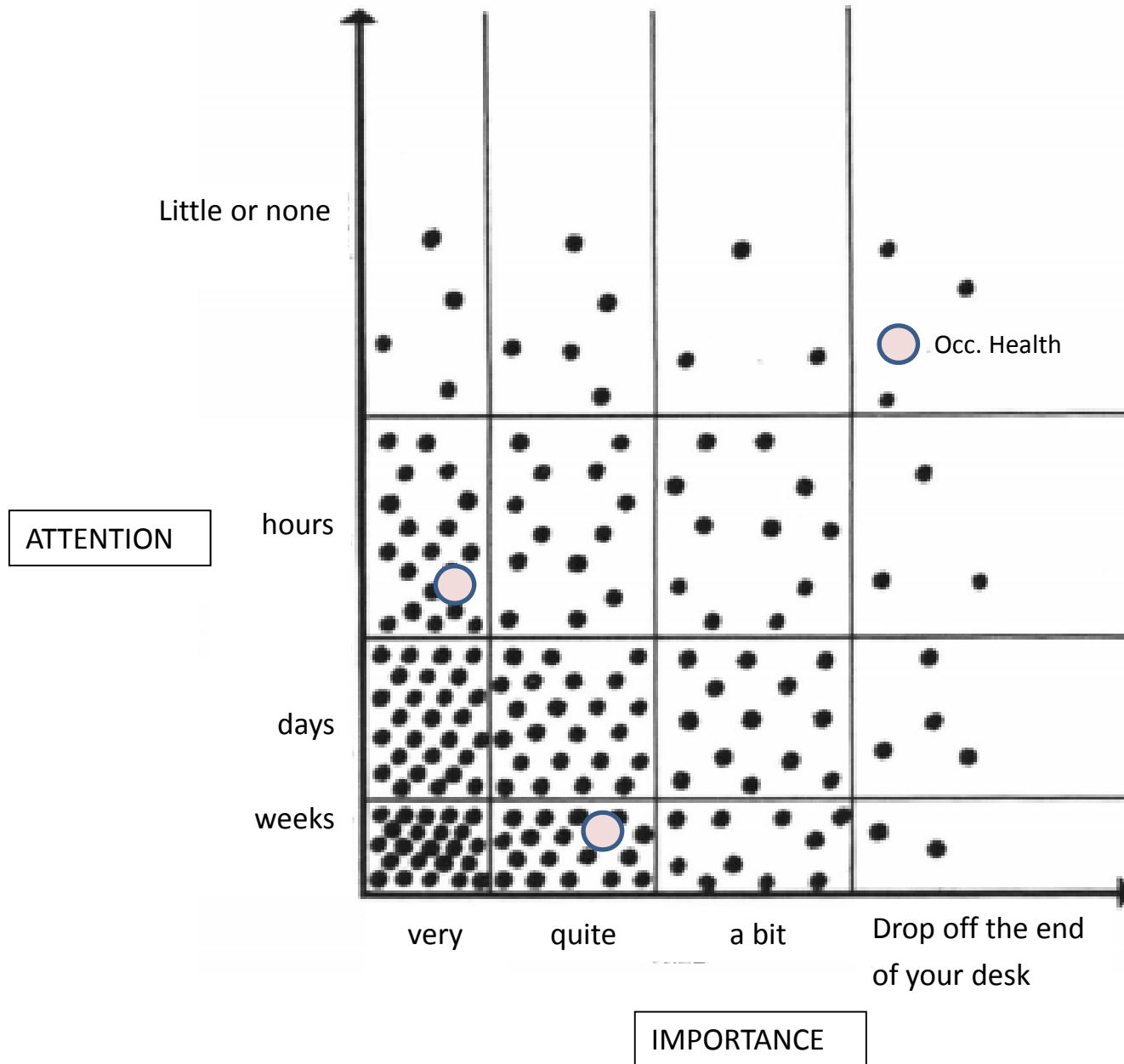
## Why now?

- Query
- Glasgow

## Questions

- What your arrangements are?
- Do they meet best practice?
- What problems do you have?
- Anyone had a major incident?

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