



ORR occupational health programme update

October 2017

Introduction

This quarterly brief updates you on progress with some of the work under [ORR's Occupational Health programme 2014-19](#), to inform discussions on health with ORR inspectors. We have identified key messages for rail duty holders and would welcome [feedback](#). You can now subscribe to occupational health [news](#).

This issue focuses on:

- HSE 'Go Home Healthy' campaign
- HSE Workplace Healthy Lung Summit 22nd November 2017
- Tackling mental health: Mates in Mind
- Fatigue and ill health
- HSE's 'Risk-Reduction through design' Award – Are you going to make a nomination?

1. HSE 'Go Home Healthy' campaign

On the 18th September 2017, HSE launched a major new '[Go Home Healthy' campaign](#) as part of their first annual conference. The campaign is aimed at everyone, from managers and employers to employees and other organisations across all industry sectors.

The campaign focuses on HSE's three priority areas on health – occupational lung disease, musculoskeletal disorders (MSDs) and work-related stress. As these three areas broadly align with ORR's strategic priorities on health identified in our [Better health is happening](#) report, this HSE campaign will be directly relevant to many rail companies. .

HSE's [Go Home Healthy website](#) includes free downloadable resources, which can including videos, posters, campaign logos as well as links to HSE guidance on each of the

three priority areas, and many of the campaign resources can be co-branded with company logos.

HSE are holding cross industry summits on each of their three priorities: the first on stress was in March, the second in November will focus on occupational lung disease (see below) and the third on MSDs is in March 2018.

Key messages:

- Are lung disease, work related stress, and MSDs recognised as potential risks in your workplace? Can you use the new HSE Go Home Healthy campaign resources to raise awareness and refresh your education and training in these key areas with a particular focus on line managers, supervisors and front line workers? Trade Union Reps, are you able to look at potential for silica dust exposure in your workplace and include these in your risk assessments?

2. HSE Workplace Healthy Lung Summit 22nd November 2017

Lung disease remains a serious problem in the workplace. This Summit will describe what HSE is doing about it, what you can practically do to contribute to driving up standards and what the science and evidence can do to support the case for change and continuous improvement in protection of workers.

The Summit is an event for interested parties to gain in depth learning, and access to expertise to develop their programmes on managing workplace lung issues. HSE expect delegates to be from mature/larger organisations or professionals looking to further their knowledge and networking. [Bookings can be made via HSE](#)

Key Messages:

- Is occupational lung disease a significant risk in your workplace? Are your workers at risk of exposure to respiratory hazards such as silica dust, asbestos, isocyanates, welding fume, and diesel engine exhaust emissions (DEEE)?
- With the spotlight currently on occupational lung disease across industry sectors, now is a good time to review your respiratory risk management arrangements. New practical guidance, including HSE's [Go Home Healthy lung disease resources](#) and [IOSH's No Time to Lose cancer campaign](#) materials on [silica](#) and [DEEE](#) should to help you understand what good control looks like and support raised awareness

amongst your workforce. ORR has published general [guidance on occupational health compliance](#) as well as [internal guidance for our inspectors](#) on health.

3. Tackling mental health: Mates in Mind

[Mates in Mind](#) is a major new initiative to improve mental health among construction workers, led by the Health in Construction Leadership Group (HCLG) with the support of the British Safety Council.

Mates in Mind aims to raise understanding on mental health; tackle the stigma around mental illness; and help employers and workers understand how and when to get support. It provide clear information and tools for both organisations and workers for improving positive mental health by healthy work design, tackling stress, better communication, and support for those affected.

The Mates in Mind vision of ‘There is no health without mental health’ is both topical and timely. It fits well with other initiatives tackling stigma around mental ill health, including [Time to Change](#) and [Time to Talk](#), and echoes wider societal concerns around increased visibility and recognition of mental health issues.

Although aimed primarily at the construction industry, the Mates in Mind resources and tools are equally relevant to other industry sectors, including rail. Two companies with links to the rail industry, Balfour Beatty and Volker Wessels UK, have already pledged their commitment. The rail industry has already recognised the link between work-related stress and poor mental health, and the resulting substantial costs in lost productivity and absenteeism. The Mates in Mind initiative provides an ideal opportunity for rail companies, particularly those involved in rail construction, renewals, enhancements and maintenance work to pledge their support and use the available resources to improve mental health and wellbeing among their workforce, as well as reduce the associated costs.

Key messages:

- New campaign resources on mental health may be able to help both rail employers and employees understand how better to manage this complex issue. Recent initiatives include the [Mates in Mind campaign](#) for the construction industry, and HSE’s [Go Home Healthy campaign on work related stress](#). The [RSSB](#) web site has extensive resources on [mental health](#). [ASLEF](#) and [Unite](#) have published guidance on mental health for their members and safety representatives. There is also guidance on managing work related stress in the rail industry on [ORR’s web site](#).
- As an employer, are you doing enough to support better mental health among your workers and managers, and to reduce the stigma around mental illness? Can you use the [Mates in Mind](#) campaign, and/or the [Time to Change](#) resources to help you to make progress or refresh your approach? Can you show your commitment in this area by pledging support to a national mental health campaign?

- Are you familiar with your employer's policy on and procedures for, managing work related stress? Has a stress risk assessment been completed which involved consultation with workers and their health and safety representatives? Are you clear on what measures should be in place to help those suffering with mental ill health? If not, ask your employer or raise it with your health and safety representative.

4. Fatigue and ill health

The RMT's latest members' publication [Fatigue Kills!!](#) Highlights the effects of working excessive hours on worker health. The RMT leaflet is not formally endorsed by ORR, but contains plenty of useful advice. For more on ORR's expectations on working patterns, you should refer to our published guidance [on fatigue](#).

Road driving risk has emerged as a key issue for our industry, reflected in the RSSB's strategy [Leading Health and Safety on Britain's Railways](#). ORR has been working with the cross-industry Road Driving Risk Steering Group, to help rail employers to better understand and manage the risks involved with workplace driving.

RSSB has published [guidance](#) that should help you to manage road risk issues, raise [awareness](#) and support improved safety management systems. They have also produced [guidance](#) on reporting of road traffic collisions involving injury into SMIS, which clarifies how different road journey types for work purposes should be reported.

Key messages:

- Do you adequately consider fatigue in your risk assessments and method statements for driving for work purposes? Does your safety management system for road risk address the duties and responsibilities of both the employer and the individual employee in relation to fatigue from working patterns and other contributing factors?

5. HSE's 'Risk-Reduction through design' Award – Are you going to make a nomination?

HSE has teamed up with the Chartered Institute of Ergonomics and Human Factors (CIEHF) to sponsor an annual MSD 'risk-reduction through design' award. They want to highlight the important contribution that design changes can make to reduce MSD risks, and want businesses to nominate design changes that have made a real impact. They are

looking for schemes that have been implemented in Great Britain during the 2017 calendar year, and have demonstrably reduced MSD risks for workers. In-house or consultant-led design changes are equally welcomed – but they are looking for the businesses to make the nominations, not the designers!

Design schemes that have or can reduce MSD risks for the greatest numbers of workers will obviously be attractive, but they don't want to discourage novel, innovative or niche solutions that don't have quite that breadth of benefit. They are looking to inspire others to think more actively about design-based solutions, and that will be the judges' main criteria. They want to be faced with difficult choices, and are more than happy to commend entries that may not be the outright winner.

Shortlisted entries for the main award, and any commended entries, will be on show at HSE's MSD Summit on 21 March 2018, and the winner will be announced at the CIEHF Awards event in April 2018. The winner and any commended entries will then be featured on HSE's website.

Entries should be submitted on no more than two sides of A4. Tell them about the problem, the solution, the MSD benefits, any wider benefits, what your workforce think about the changes and your contact details. If you are in contention for shortlisting, they will come back to you for further details. Please submit your nominations to msdpp@hse.gov.uk by **Sunday 31 December 2017**.



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