

Policy: Occupational Health Policy

1. SUMMARY

- 1.1. This policy defines WINNS Services Occupational Health Policy to ensure it meets requirements.
- 1.2. The General Manager is responsible for implementation and management of the Occupational Health Policy

Rev.	Date	Nature of Changes	Approved By
1	3 rd January 2018	Original issue.	C Stebbing

2. POLICY: Occupational Health Policy

3. Introduction

The health and wellbeing of staff is a core value for WINNS and the provision of occupational health is a key aspect of this.

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 do their work.

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

- Assisting with the identification and management of health risks
- Supporting 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 illness
- The promotion of good health to better equip staff to do their work well and also to make informed lifestyle choices

This document describes WINNS Occupational Health Policy

4. Policy Statement

- WINNS Is committed to ensuring that the potential for ill-health or injury arising from WINNS activities or premises is minimised so as far as is reasonably practicable.
- Will ensure the identification of health risks arising from WINNS activities so as to enable the implementation of the necessary control measures and as necessary appropriate occupational health interventions, e.g. health surveillance.
- Will provide all managers and staff with health education training to ensure they are aware of the nature, causes, effects and appropriate management of ill-health in the workplace.

- Will encourage a culture where managers take an active interest in the health and wellbeing of their staff.
- Will ensure the early identification and management of work-related ill-health.
- Will enable staff to raise, discuss and resolve individual work-related ill-health issues, through the involvement of and consultation with the Occupational Health Service.
- 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.

5. Responsibilities

Managers

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

- Proactively considering the affect of work activities on health, so enabling the introduction of appropriate measures to eliminate/ 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 who are identified at particular risk. Working with the Human Resource, Occupational Health Service and WINNS's Health & Safety, as appropriate
- Ensuring that staff are aware of the Occupational Health arrangements at WINNS

Signed Date: January 2018

Managing Director