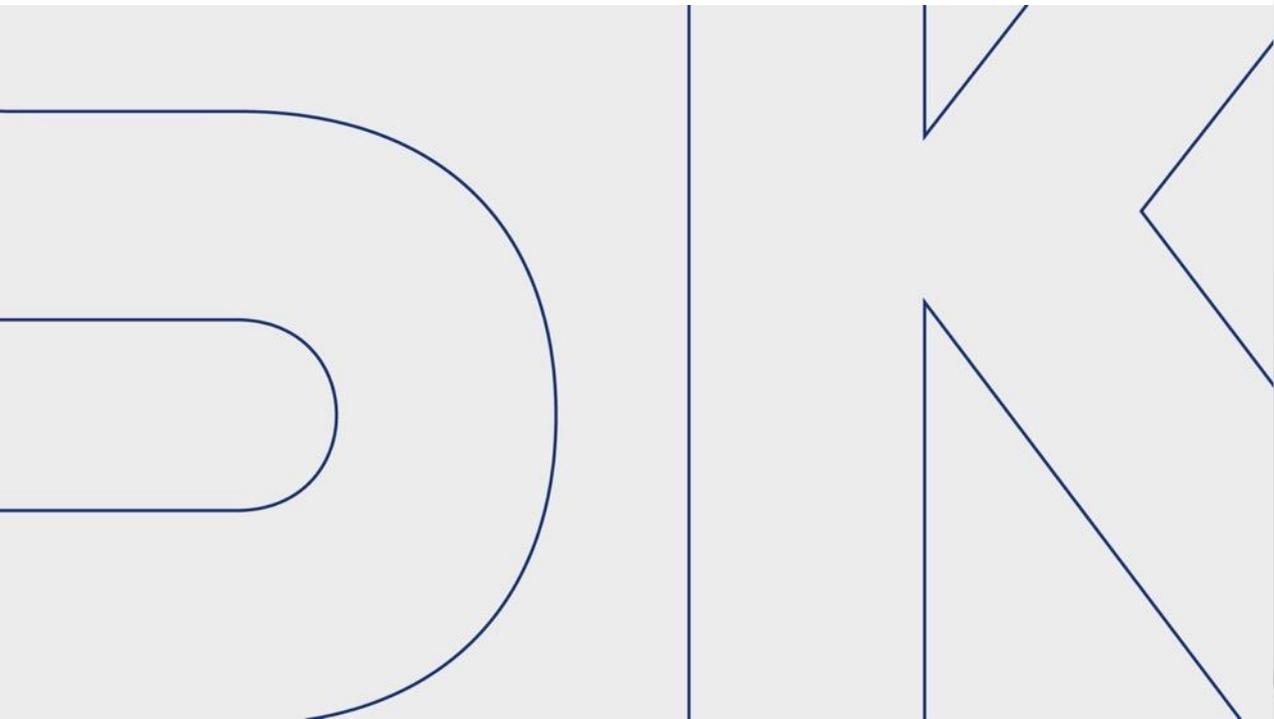


SKANSKA

Health surveillance vs fitness for work assessment

Briefing deck for supply chain

Published: January 2024
Next review date: January 2026



Contents of this briefing deck

1. What is a health hazard and how is that different to a health risk?
2. What is health surveillance?
3. What is fitness for work?
4. How do they compare?
5. Skanska OH provider details

What is a health hazard and how is that different to a health risk?

A health hazard is an agent that can cause harm

These are effectively safety hazards that fall into five broad categories:

- Physical (thermal extremes, vibration, noise)
- Chemical (dusts, fumes, fibre solids i.e. asbestos)
- Biological (legionelle, blood borne virus)
- Psychosocial (demands, lone working, control)
- Mechanical and ergonomic (manual handling, postures)

A health risk is the likelihood of damage or effect the agent might cause if it is not controlled

The effect can have an immediate effect on health, or can take weeks, months or years before symptoms develop.

It can affect:

- Locally (your skin)
- Distant (nerve endings)
- And/or widespread in the body (cancers)

What is health surveillance?

- Health surveillance (HS) detects early signs indicating if work is affecting the health of a worker
- Tailored, systematic HS programmes that are specific to the workplace hazards the worker is exposed to
- May involve regular assessments and monitoring (dependant on the HS programme required for the health risk)
- Manages the work-related health risk:
preventative control measures



What is fitness for work?

- Fitness for work checks for any ill health in an individual that could affect their ability to work safely
- Looks at fitness for work (FFW) at a moment in time and does not assess trends in health
- A comprehensive assessment of an individual's overall health and wellbeing in relation to their capability to work safely to complete the requirements of their specific role
- Required for specific roles and duties (Safety Critical workers, confined spaces etc)



How do they compare?

	Health Surveillance (HS)	Fitness for Work (FFW)	Commonality
Scope	Checks if work hazards are affecting the health of a worker.	Checks for any ill health in an individual that could affect work.	Ensuring wellbeing of employees
Requirement	Statutory Criminal offence if employees do not engage (where identified by risk assessment)	Best Practice (not legally or statutory required) Helps to reduce accidents and detect health issues early.	
Purpose	To detect early signs of work-related ill health and take appropriate actions to prevent further harm.	To ensure worker is fit to undertake specific tasks expected of them.	
Timings	<ul style="list-style-type: none"> • Programmes tailored to specific workplace hazards • May involve regular assessments and monitoring (often annual) • Identifies any changes or issues related to occupational exposures 	<ul style="list-style-type: none"> • Looks at fitness at that moment in time • Review periods are predominantly longer (i.e., 1-3 years) • Does not assess trends in health 	Assessments present an opportunity to provide health promotion and education to the worker.
Monitoring	<ul style="list-style-type: none"> • Systematic monitoring of workers health to identify early signs of work-related ill health. • Manage any work-related health risks or hazards. 	Comprehensive medical examinations and assessments that assess an individual's overall health, medical history, physical fitness and functional capabilities relevant to the job requirements.	
Assessment types	<ul style="list-style-type: none"> • Lung Function Testing • Hearing Tests • Skin Assessments • Hand Arm Vibration (HAV's) • Asbestos or Lead Medicals 	<ul style="list-style-type: none"> • Forklift Truck • Safety Critical • Working at Height • Confined spaces 	HS can often be conducted during a FFW assessment, if there is a statutory requirement to do so.
Outcome	<ul style="list-style-type: none"> • Managing work related health risks • Implementing preventative and control measures • Providing appropriate support and interventions • Protection of health and wellbeing of employees. 	<ul style="list-style-type: none"> • Assess an individual's fitness and suitability for a specific role. 	Both approaches contribute to the safeguarding employee health but are applied at different stages and serve distinct purposes within the context of Occupational Health and Safety.

Key notes

- Fitness for work (FFW) is about more than safety critical assessments (that is just one example of FFW assessment)
- Health Surveillance (HS) is a regular programme of monitoring, either via questionnaire or by assessment, tailored to the individual depending on what health hazards they are exposed to and the associated health risk
- If the role is in scope, HS is required within 3 months of a new hire joining or a new placement beginning (to get a baseline)
- If the role is identified as needing a FFW assessment, this must be conducted and the certificate of fitness issued prior to an individual commencing in the role.
- The frequency of subsequent HS will depend on the results and health risks
- An employee may be required to have FFW assessments and HS depending on their role
 - They can be completed at the same time *if they are booked to coincide*

Unlock Value with Fusion Occupational Health Services

Are you concerned about the health and well-being of your workforce? Unsure about how to navigate the complexities of occupational health requirements? Look no further – Skanska have partnered with Fusion to support you and your employees with all your occupational health requirements.

Why Choose Fusion?

At Fusion, we understand the unique challenges faced by businesses in ensuring the health and safety of their employees. That's why we offer a comprehensive range of occupational health services to cater to your specific needs. We understand that one size does not fit all so we tailor our services to suit you. With the use of the latest AI and intelligent automation technologies we provide a quality service to ensure your employees wellbeing sits at the heart of everything we do.

Benefits of Choosing Fusion:

1. Specialised Expertise:

Our experienced healthcare professionals specialise in Health Surveillance, Safety Critical Medicals, Management Referrals, New Starter Assessments, Night Worker Assessments, Immunisations & Vaccinations, Health & Wellbeing programs and many many more.

2. Cost-Effective Solutions:

By partnering with Fusion, you gain access to Skanska's agreed contractual prices. Benefit from exclusive discounts and cost-effective packages tailored to your occupational health requirements.

3. Simplified Process:

Navigating occupational health can be complex. Fusion streamlines the process for you, ensuring a hassle-free experience. We are here to guide you through every step.

4. Flexible Options:

Whether you need a one-time service or ongoing support, Fusion offers flexible options to suit your business requirements. Our services are tailored to meet the unique needs of any business.



How to Get Started

1. Explore Our Services:

On our website, take a closer look at the range of services we offer, including Health Surveillance, Safety Critical Medicals, and more. We've got your occupational health needs covered.

2. Benefit from Agreed Contractual Prices:

Opting for Fusion means unlocking exclusive prices already agreed with Skanska. Get in touch to find out more.

3. Make Informed Decisions:

Armed with the information from this leaflet, you are empowered to make informed decisions about the health and well-being of your workforce. Fusion is Skanska's trusted Occupational health partner and we would love to be yours too. Speak to one our experienced sales team to get advice on guidance on how you can stay compliant and look after the health and wellbeing of your employees.

4. Contact Us:

Have questions or ready to get started? Contact our dedicated team today. We're here to assist you every step of the way.

Don't let the complexities of occupational health overwhelm you. Choose Fusion for reliable, cost-effective, and comprehensive occupational health solutions tailored to your business needs.
UNLOCK VALUE. CHOOSE FUSION.



"At Skanska we see Fusion as a partner in delivering Occupational Health services, not just the provider. In mobilising the contract nothing is impossible, they recognise that one size does not fit all and are willing to work with us to find solutions, it is a real breath of fresh air! Looking forward to a long working relationship with such a client centred service."

Megan Taylor, Head of Occupational Health & Wellbeing, Skanska



Further guidance, information and resources on this subject

External expertise

- [COSHH health surveillance - COSHH \(hse.gov.uk\)](https://www.hse.gov.uk/cosHH/)
- [Managing construction health risks: Health surveillance - Managing occupational health risks in construction \(hse.gov.uk\)](https://www.hse.gov.uk/occupationalhealth/occupationalhealthrisksinconstruction/)