



Occupational health, hygiene, mental health and wellbeing – collaboration is key
 Bev Messinger, Chief Executive

The 'health' in health and safety

"Do we shout about safety and only whisper about health?"
 Peter Brown, HSE Director of Health and Work Programme

Thriving at work, The Stevenson/Farmer review of mental health and employers – 2017



Occupational Lung Disease in Great Britain, HSE – 2017

The 'health' in health and safety

Northern Ireland has a similar problem



- It's estimated that poor occupational health costs the Northern Irish economy £219 million pa
- 60 asbestos-related deaths in Northern Ireland, a year
- In Northern Ireland, one in five adults suffer from mental health issues which is 25 per cent higher than in England

Statutory Occupational Health

- OHSMS and policy framework
- Risk Assessment
 - Hazard identification (chemical, physical, biological, psychosocial/psychological, ergonomic)
 - Risk analysis – e.g. environmental survey, monitoring or personal sampling may also be required
 - Prevention and Controls – aligned to relevant legislation and following hierarchy of control (may include WEL's, health surveillance, medical examination, monitoring exposure, etc.), information and training, dealing with accident and emergencies, maintenance/examination/testing of controls
 - Evaluate, monitoring and review
- OH function
- Equality Act – reasonable adjustments

Occupational health – the journey

Traditional practitioners' focus in the UK

- Industrial occupational health and legal compliance
- Health or medical surveillance/monitoring, as per CoSHH, Control of Asbestos at Work Regulations, The Control of Lead at Work Regulations, Ionising Radiations Regulations, and others.

Health and safety and occupational health working practices

traditional

Moved in recent years

- work-related risk factors:
 - stress
 - musculoskeletal
 - manual handling
 - and others.

Focus on sickness absence and health and safety, occupational health and human resources working practices

still in silos

Now

- Holistic approach: move towards 'wellbeing' and mental health
- ISO 45001: 'mental health'
- Whole-person approach to personal and work-related factors

Cross-functional approach

holistic

A collaborative and cross-disciplinary approach is needed



A term that encompasses health and happiness

- Unhappy workers
 - Presenteeism
 - Higher levels of sick leave

- Happy workers
 - More productive
 - Mentally more resilient

- Need for initiatives to encourage healthy living and assist workers to manage any personal issues

IOSH's internal health and wellbeing model



IOSH's work in this field

Research and publications

- Recent relevant research
 - Barriers to and facilitators of return to work after sick leave for workers with common mental disorders
 - Irish workplace behaviour study
- Recent IOSH publications
 - Workplace ill-treatment and productivity
 - Eradicating ill-treatment in the workplace – a manager's guide
 - Ill-treatment checklist tool
 - Occupational health management in the workplace

IOSH's work in this field

Campaigns



No Time to Lose

Over the past three years IOSH has launched three phases in this campaign

- 1 Diesel exhaust emissions
- 2 Solar radiation
- 3 Silica dust

In April this year IOSH is planning to launch its latest phase in the campaign: asbestos

IOSH's work in this field

Training and skills — We are developing a new training product on managing occupational health for employers



- Our existing core products targeted at leaders, managers and individual core skills have been designed to sit within the ISO framework and combine to support employers to successfully achieve ISO 45001
- Our network reaches 184,000 people in 74 countries