

TRANSPORT FOR LONDON

SAFETY, HEALTH AND ENVIRONMENT ASSURANCE COMMITTEE

SUBJECT: OCCUPATIONAL HEALTH PRIORITIES AND PLANS FOR 2010/11

DATE: 17 NOVEMBER 2009

1 PURPOSE AND DECISION REQUIRED

- 1.1 To inform the Committee about the Occupational Health priorities and plans for 2010/11. The Committee is asked to note the contents of the report.

2 BACKGROUND

- 2.1 Ensuring that occupational health staff matters are well managed is a line management responsibility, achieved with the help of the Occupational Health service and other support services such as Human Resources. This paper describes the priorities and plans of the Occupational Health team, which reflect business and management priorities.
- 2.2 TfL's Occupational Health team consists of qualified, specialist professional staff and highly committed support staff who have a good understanding of staff occupational health issues. They all work from the knowledge that, in general, work contributes to improved health and well being.
- 2.3 The aim of the Occupational Health service is to help people with health issues get into work, stay in work, and return to work quickly and safely after illness and injury. In addition, the service aims to enable TfL employees better to understand how to look after and improve their own health and to provide them with encouragement to do so.

3 PRIORITIES FOR 2010/11

- 3.1 Occupational Health team priorities for 2010/11 are:
- (a) Maintaining service levels and quality in the face of ongoing increase in demand for the service (especially physiotherapy);
 - (b) Continuing to work closely with all modes on ways to improve employee attendance;
 - (c) Developing appropriate health surveillance programmes for the London Underground Chief Maintenance Officer; and
 - (d) Delivering efficiencies within the Occupational Health team whilst maintaining the Occupational Health contribution to improved productivity and attendance for all TfL employees. This contribution to the management

of all of TfL's employees delivers far more corporate efficiency than the local savings, important as they are.

4 PLANS

4.1 The Occupational Health team plan to continue to provide its routine service delivery in as efficient a manner as possible. The service delivery is described in the Occupational Health Service Level Agreement. The agreement will be subject to some changes to meet modal needs in 2010/11. The routine work includes provision of preventative and supportive measures for TfL's key occupational health and safety risks which are trips, slips and falls, manual handling, display screen equipment use, violence at work, work related stress, person under train incidents, electricity at work and incidents involving moving vehicles. The key elements of the plan are:

- (a) An analysis of high absence for mental health issues in order to target appropriately additional support;
- (b) A programme of communications to managers and training programme for managers in Occupational Health aspects of people management;
- (c) The further development of effective working relationships with the new areas of the London Underground Chief Maintenance Officer;
- (d) A review of the current Health Fair programme to ensure appropriate reach; and
- (e) The introduction of a new colour vision standard to allow the use of a new test which is focused on work requirements, already developed for TfL by City University.

4.2 The multi-year health improvement plan will be extended in 2010/11 to include:

- (a) An action plan based on the outcomes of recent research which identifies the work features that have positive and negative impacts for employees and the organisation, and implement it;
- (b) An analysis of insurance claims where mental health is an issue to assess the underlying factors in these claims to support the ongoing programme of communications;
- (c) Improvements to the referral processes and three way communication links between counselling practitioners, operational managers and medical advisers; and
- (d) An awareness raising/training campaign across London Underground to refresh operational colleagues about how to maximise use of the Trauma Support Group peer support programme.

5 EQUALITY AND INCLUSION IMPLICATIONS

- 5.1 Much of the work of the Occupational Health team contributes to supporting employees with health issues to stay in work and work productively.
- 5.2 Implementation of the new colour vision standard will allow more people with defective colour vision to work in safety critical jobs in London Underground.

6 FINANCIAL

- 6.1 Provision of the budget for the proposed plans and priorities is included in the current business plan.

7 RECOMMENDATION

- 7.1 The Committee is asked to NOTE the report.

8 CONTACT

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