



Occupational Health Policy

Introduction

The health, wellbeing and the promotion of good health of staff is a core value of TDC Parsons Peebles Ltd 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 and as appropriate improving work opportunities for those with disabilities.
- Managing work-related aspects of illness (stress, mental health illness).

Policy Statement

TDC Parsons Peebles Ltd:

- Is committed to ensuring that the potential for ill-health or injury arising from TDC Parsons Peebles Ltd activities or premises is minimised so as far as is reasonably practicable.
- Will ensure the identification of health risks, including stress and mental illness, arising from TDC Parsons Peebles Ltd activities to enable the implementation of the necessary control measures and as necessary appropriate occupational health interventions, e.g. health surveillance.
- Will provide staff with health awareness 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 to 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 provider.
- 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.

Responsibilities

Managers:

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

- Proactively considering the effect 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.
- Provide appropriate information, instruction, and training to staff with regards health risks and 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 HR, QHSE and Occupational Health Service, as appropriate.
- Implement Health screening and surveillance where deemed appropriate based on risk to employees.
- Ensuring that staff are aware of the Occupational Health arrangements at TDC Parsons Peebles Ltd.

The policy will be reviewed annually.

Karen McNeil

Director

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