

Job Role Health Risk Matrix

	Category 1 'on the tools'	Category 2 - Safety Critical Workers	Category 3 'on site/visits'
ADMINISTRATORS/MANAGEMENT/PD			
ASBESTOS WORKERS			
BRICK LAYERS			
CARPENTERS / JOINERS / SHOP FITTERS			
CONFINED SPACE needing rescue BA			
CONFINED SPACE needing compressed air BA to enter		**	
CONSTRUCTION SITE OPERATIVE			
DEMOLITION OPERATIVE			
ELECTRICIANS - FITTERS / ENGINEERS			
Electrical AP's			
FORM WORKER			
HGV DRIVER			
PILING OPERATIVE			
PIPE FITTER			
PLANT OPERATOR - GENERAL			
PLANT OPERATOR - CRANE DRIVER			
PLANT OPERATORS - MEWPS			
PLASTERERS/DRY LINERS			
PSV DRIVERS (DVLA Group 2 licence holders)			
PLUMBERS / GAS / HEATING / VENTILATION ENGINEERS			
RAIL TRACKSIDE			
ROAD CONSTRUCTION -ASPHALTER/ PAVER			
ROADSIDE (HIGH SPEED)			
ROOFERS - SLATERS / THATCHERS / TILER			
SCAFFOLDERS/RIGGERS			
SUPERVISORS			
SITE MANAGER			
TUNNEL WORKERS			
TBM cutter head workers			
TBM cutter head (closed head) hyperbaric assessment			
YOUNG WORKERS 16-17yrs olds			
WELDER			
NIGHT WORKER			

What you need to know about your safety critical worker health assessment. An employee information sheet

Skanska believes that all work related ill health can be prevented; it is part of our HSE policy commitment. We have a duty under the Health and Safety at Work Act (1974) to ensure a safe system of work and in the context of safety critical workers this means the medical fitness of employees is a component of such a safe system of work, specifically the effect of a medical condition might have on the worker and their activities.

Therefore, workers defined as **category 2** (safety critical workers) will be included in a periodic health assessment programme as described below. There is no regulatory standard for safety critical workers but it is considered a requirement of many roles with activities and/or environments which make an employees or others safety at risk if suddenly incapacitated.

Why do I need a health assessment?

Employers have a duty of care towards you and also have a duty of care to ensure the safety of all employees and others. The periodic health assessment provides an opportunity to ensure medical conditions with a risk of sudden incapacity, if present, are stable and well managed.

Can I opt out of attending the SCW health assessment?

Some roles require a profession aligned, mandatory medical assessment. For example, Personal Track Safety, London Underground workers, or HGV / PCV drivers. There is no need for an additional Skanska safety critical workers assessment, on top of the profession medical assessment, if the employees' only role is that covered by the professional medical assessment.

If however, an employee has a HGV but also undertakes a Skanska safety critical worker role (e.g. physically working on high speed roads) then they will need to have both.

Therefore, if you are classed as a Skanska **category 2 worker** a periodic health assessment every 3 years is conditional for you to continue to work in the area. Non-conformity will be communicated back to your line manager.

How will the SCW assessment be undertaken?

SCW assessment is usually via our self-assessment questionnaire on our online portal, but in some circumstances can be a face to face assessment.

What will the health assessment involve?

The health assessment will focus on identifying health conditions that may involve:

- sudden loss of consciousness (e.g. epilepsy, some heart conditions,)
- impaired awareness or concentration;
- sudden incapacity;
- impaired balance or coordination;
- impaired vision or hearing
- emotional/psychological instability

Failure to disclose a condition either at your health assessment or when diagnosed is a disciplinary matter and your job maybe at risk if subsequently disclosed after an accident or incident.

As an employee you have a duty of care to report any health condition that has a risk of sudden incapacity, or if starting new long term medication that could account for any of the above. Your fitness for work will need to be (re)-assessed by the occupational health service irrespective of when you were

last assessed. Do not wait until your next periodic health assessment to inform your manager or occupational health services.

How often will I need to attend for a health assessment?

You will require a safety critical worker health assessment BEFORE you start working in a safety critical role, usually you would be invited to complete as part of the recruitment process. If you are changing from a non-safety critical role to a new role that has a **category 2 role** (SCW) then you will also be required to undertake a safety critical worker health assessment.

Thereafter, you will be automatically recalled every 3 years:

Time frame	Baseline before starting your SCW role	Year 3	Year 6	Year 9
SCW	Questionnaire	Questionnaire	Questionnaire	Questionnaire

However, if your manager has some concerns about your fitness to undertake the safety critical work he may remove you from these activities until he has had advice from OH services.

Will I get to know the results?

Yes. If there are no significant concerns the occupational health department will issue your certificate without delay. You will get a copy sent to your portal registration email.

If you have completed the assessment with an OH Practitioner, they will provide you with immediate feedback and can provide you with a certificate, if required.

If any results require further information, you will be contacted by an occupational health adviser. They will usually be able to obtain sufficient information from you to make a decision, but in some cases they may need to obtain a GP report. In such circumstances you may be temporarily removed from safety critical work and your manager will be advised. If we do require a GP report, your written consent will be required and you will be asked to sign a consent form.

Your certificate will identify when you need to be re-assessed. This is usually three years, but it may be reduced if you have a condition which has a risk of significant deterioration.

Who will see my occupational health records?

The standards of confidentiality for records is the same for occupational health as it is for your GP or any other health professional. These records remain confidential and are electronically stored for at least 6 years or up to 40 years or more if you have been subject to health surveillance.

However, your manager and the local Management Team responsible for health and safety will be informed of:

- you have completed the online assessment
- whether you are fit to undertake/continue safety critical work/role,
- if onward referral is required for further assessment
- any recommendations which your manager has to consider.

This is called a **'health record'** and is a legally required document and is different from your occupational health records which are private and confidential and require your written permission to release to anyone other than yourself.

Your data will be managed within the guidance laid out within the General Protection Data Regulations (2016).

Who do I speak to if I have concerns regarding my health and fitness for safety critical work/activities before the next health assessment?

Talk to your manager as soon as possible in order to arrange for you to discuss your concerns with the relevant occupational health professional. Further tests may be organised if appropriate.