

KV3

efficiency through occupational health





Case Study

Gap analysis  
For  
occupational health services

By

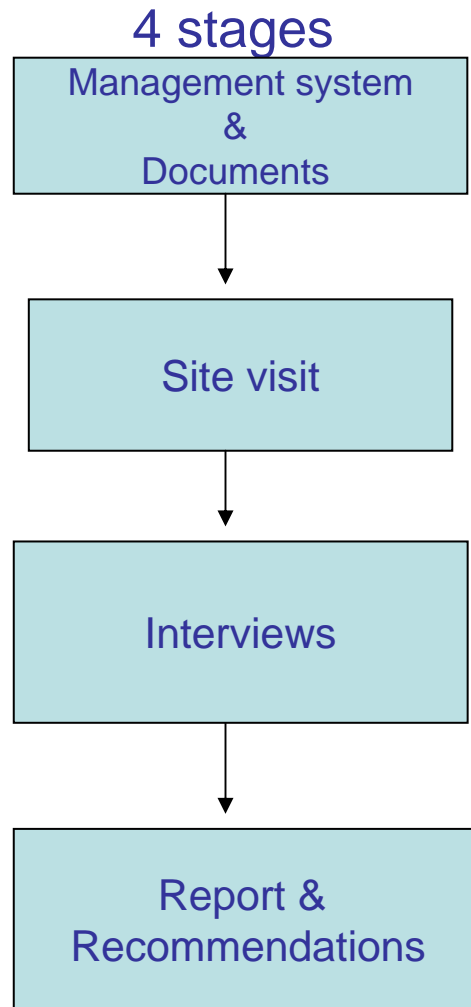
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## Background

- Heavy engineering manufacturing plant in steel products
- Employs approx 700 people
- Asthma / noise / dermatitis / VWF / MSD
- Existing OHS



# Gap Analysis



## Preparation

Familiarisation of business

Review related OH & S /HR policies

Review statistics: OH&S /sickness absence

## Gap Analysis - 4 key areas:

1) Management system

2) Health surveillance/screening

3) OH staff

4) OHS

# 4 Stages



## Management system:

- OH policies & procedure; statistics; recording of OH data, monitoring system( recalls)

## Health surveillance:

- Process; OH surveillance, equipment & quality control

## OH staff:

- Competency to practice ( in line with regulatory bodies/ HSE standards)

## OHS :

- Sickness absence management ( Work related )
- Fitness to work assessment / reasonable adjustments
- Rehabilitative services
- OH records - quality control , maintenance & storage

# Overall Finding



## Scores:

0 = Nothing has been done.

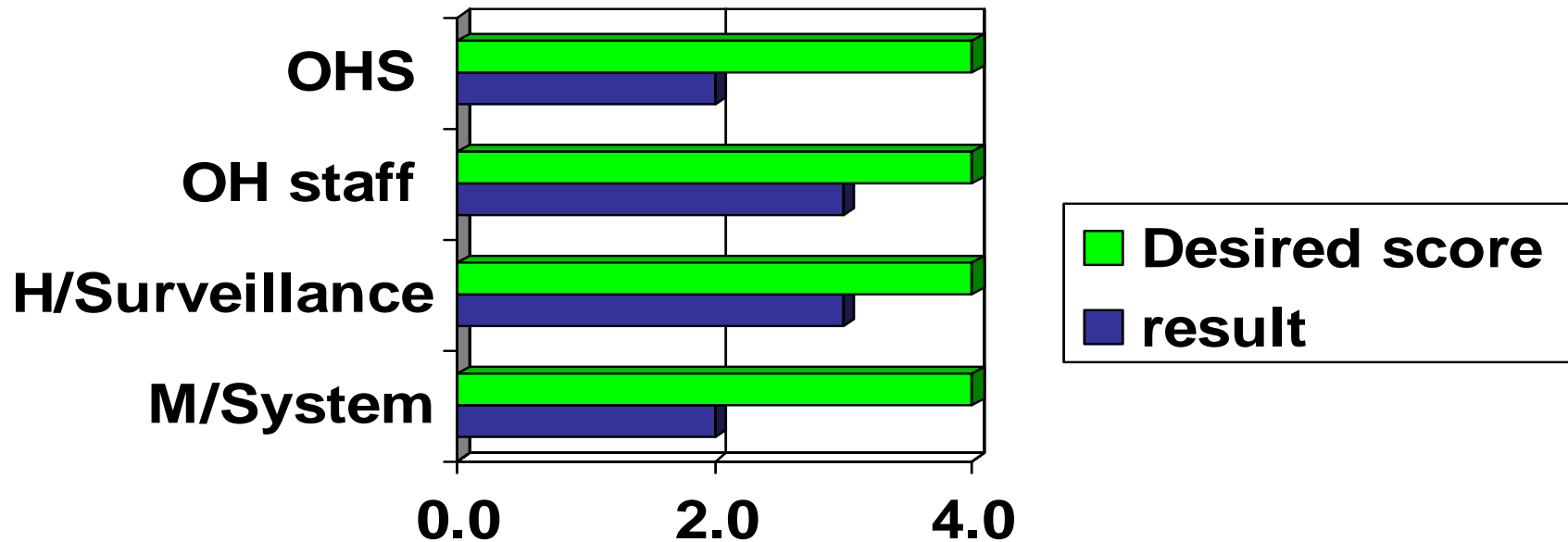
1 = some attempts have been made, but have not been implemented effectively.

2 = systems exist but are not understood or communicated.

3 = incomplete implementation and feedback systems/incomplete evidence of competency.

4 = implemented; effective systems and standards in place with feedback for 6 months.

5 = fully implemented; exceeds required standards.





## Findings – OHS

### Reactive medical services :

- Unqualified OH staff
- Fragmented /poorly coordinated management system & surveillance process

### High level of accident & reportable:

- 2006 – 293 accidents; 40 reportable
- sickness absence rate 14%
- No correlation between OH & S /absence stats



## Findings - OHS

### Lack of system to:

- Identify WR ill health
- Monitor & maintain WR ill health
- Assess fitness to return to work
- Manage short /long term sick

### No rehabilitative services:

- minor/major injuries/ health problems

### Poor communications:

- between manager, H & S, and OH team

# Findings - OHS



## OH records:

- Poor storage and security
- No consistency in recording information
- No quality control system for OH records and screening equipment



# Way Forward

## Considerations for implementing /measuring OHS effectiveness

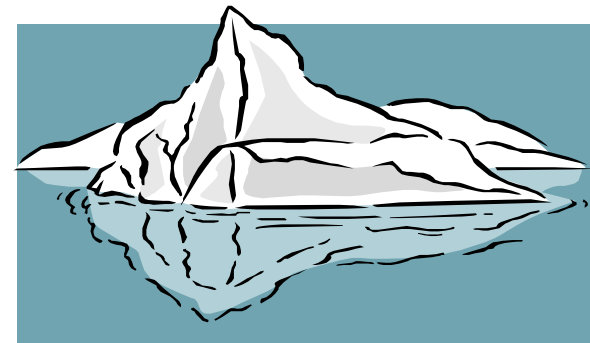
- Put OHS on business agenda
- Introduce measurable OH objectives
- Introduce effective OH management system
- Use tried & tested system to collate OH statistics
- Engage competent OH staff/provider
- Implement quality control & maintenance system:
  - surveillance /screening process & equipment
  - OH records /results



## Cost Benefit for effective OHS

- On-site OHS – For every £1 saving between £1-£3
- Rehab services - 42% reduction of sickness absence (for every £1 saving £4.76)
- Back management - £1 saving between £2- £8

Most programmes – return in investment is £2-£3 for £1 spent





Thank you