

Health and Wellbeing in construction strategy checklist

Thank you for downloading our free checklist. This is a sample of questions from our gap analysis exercise but following this framework will enable you to have a holistic approach to Occupational Health, Occupational Hygiene and Wellbeing. For support completing this contact Jennie@constructionhealth.co.uk

Strategic Element	Question	Comments
Prevention	Do you have design responsibilities? (Temp and permanent works?) Are the people responsible for design, do they understand health risks and how to eliminate/minimise?	
	Does your management system have processes and procedures for health risks? COSHH, HAVS, Noise, Manual handling, stress etc? Do you set standards for your supply chain?	
	Are physical and psychosocial health risks identified in RAMS with appropriate control measures? Do you have a stress risk assessment?	
	Does your assurance programme evaluate health risk management? E.g. audits inspections?	
	Do you undertake personal exposure monitoring and health surveillance to determine if your controls are adequate?	
Basic Health Needs	Do you offer fair rates of pay? Do you benchmark your rates of pay against other organisations?	
	Do your staff regularly work long hours? Do you have shifts that involve weekend/nights? Do you offer flexible working?	
	Do you have site/office/welfare facilities that enable people to take adequate breaks from work? Have access to water and quality food?	
	Do your workers have job security? Are they given adequate notice to move to new projects?	
Organisational Enablers	Do the vision and values of the company demonstrate that it cares for its people?	
	Do you have a health and wellbeing strategy?	
	Do your leaders role model good wellbeing?	
	Do you adopt the thriving at work standards or the 6 commitments for mental health at work ?	
	Do you have a diversity & inclusion programme?	
	Do you have policies and procedures that promote good wellbeing? E.g. flexible working? Carers policy?	
Support Health Needs	Do you have access to support services? E.g. EAP, Occupational Health, private medical insurance, counselling	
	Are your line managers trained and confident in supporting their teams health needs and promoting good wellbeing?	
	Do you have employee led support services? e.g. Mental health first aiders, employee networks.	
Added value activities	Do you have a programme of engagement events for site and office that promote and educate staff on wellbeing?	
	Do you have employee benefits that support wellbeing? E.g. cycle to work	