



Occupational Health Policy



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1) Introduction

The Management of Health and Safety at Work Regulations, and other regulations relating to certain specific health hazards, require employers to provide health surveillance to any employees whose health is likely to be affected by work activities.

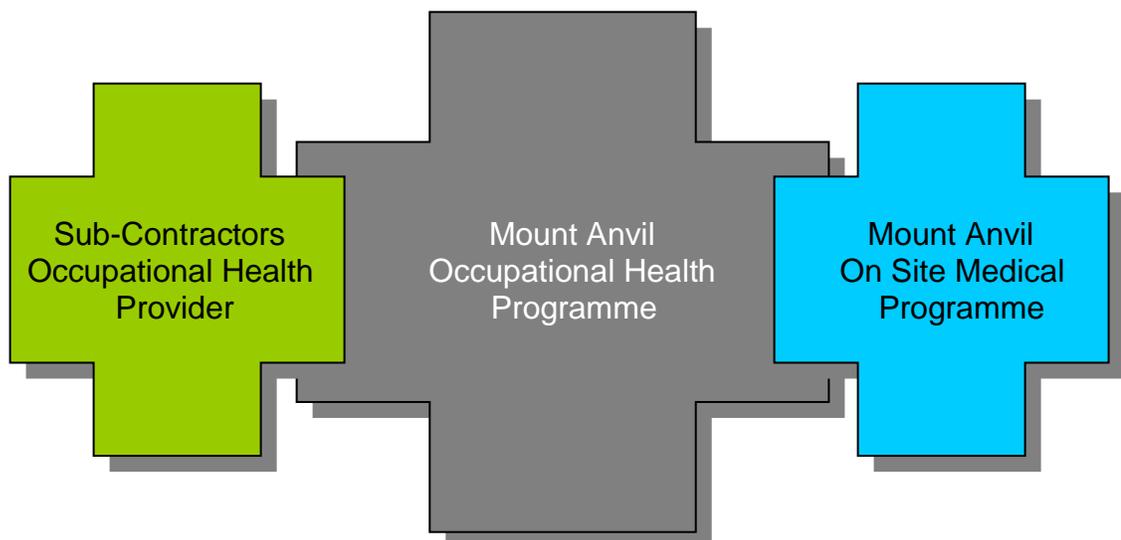
These guidelines set out good practice in the practicalities of meeting these legal requirements, and offer guidance on the management issues that are likely to arise as a consequence across Mount Anvil.

Mount Anvil will seek to exceed industry standards for the provision of specialist occupational support services working with sub-contractors and their occupational health providers.

Mount Anvil has formulated this policy to ensure that their employees and those of sub-contractors are properly educated on the risks to their health whilst working in the construction industry and they are protected from further damage to their health.

The sub-contractors will be responsible to ensure their safety critical workers are provided with relevant health assessments for their key 'at risk' groups of workers as defined in the Mount Anvil Sub-Contractors Health, Safety and Environment Standard that is issued with every new contract.

Mount Anvil will provide a medical provision roaming around all sites to complement the current site team and assisting with improving awareness around occupational hazards. This will also include complimentary health checks on all staff groups including those of sub-contractors.





2) Occupational Health Policy Statement

Mount Anvil's Occupational Health Policy Statement are both reviewed and approved by our Chief Executive on a yearly basis.

The statement can be found in Appendix III on page 30 of this policy.



3) Roles and Responsibilities

Health and Safety Director: to ensure the implementation of Mount Anvil's Occupational Health Policy and to liaise with insurers in case of an occupational health claim.

Paramedic: The Mount Anvil Paramedic will ensure that all staff that request a health check receive one in a timely manner. The Paramedic will refer an employee directly to a General Practitioner or will signpost them to an appropriate health care professional if the need arises as a result of the health check. If it is more appropriate the Paramedic will refer to the sub-contractors nominated person. To respond to any medical emergencies should they arise whilst on site.

Site / Project Manager / Health and Safety Coach: To act as a Responsible Person in the Occupational Health processes to ensure that all Mount Anvil's sub-contractors have completed the Occupational Health Pre-placement Form and that all the sub-contractors safety critical workers as defined in the sub-contractors standards have a valid 'fitness to work statement'. They will carry out regular checks during their weekly inspections to ensure that the occupational health requirements are implemented and operatives are not exposed to potential hazards that will develop ill health. Report any occupational health illness identified using the RIVO Safeguard system.

Delegated Persons: To ensure during inductions on site for all new operatives, that all Mount Anvil's sub-contractors have completed the Occupational Health Pre-Placement Form and that all the sub-contractors safety critical workers as defined in the sub-contractors standards have a valid 'fitness to work statement'.

Sub-contractors: It is their responsibility to confirm to Mount Anvil's Health and Safety Director the attendance of the employee to the Occupational Health or Health Surveillance appointment. Also, the sub-contractor will provide an outcome statement from the Occupational Health Provider to an individual's functionality, ability and fitness for specific work, with any advised restrictions.

Sub-contractors nominated person: It is their responsibility to liaise with their companies Occupational Health Provider to organise Health Surveillance Checks if referred by the Mount Anvil Paramedic and ensure Safety Critical Medicals are carried out for their own employees and a fitness to work certificate is provided to Mount Anvil on the day of an operatives induction.

Operatives: The operative does not have to undertake any test or answer medical questions, but in this case the sub-contractor will inform Mount Anvil of this fact and a fitness to work certificate will not be provided by the Occupational Health Provider.



4) Definitions

Responsible Person: Mount Anvil's responsible person on site is the Site / Project Manager and / or the Health and Safety Coach. The Responsible Person will be required to confidentially archive all Occupational Health Pre-placement Forms and fitness to work statements forms at the end of a project.

Safety Critical Workers (or roles): those involving activities where, because of risks to the individuals concerned or to others, the employees need to have full, unimpaired control of their physical and/or mental capabilities. Refer to page 10 for a full list of workers deemed safety critical.

Safety critical workers must not be under 18 years of age.

Health Surveillance: The process of monitoring the health of employees exposed to specific health risks during the course of their work.

Operative: An individual employed either directly or indirectly by Mount Anvil's sub-contractors.



5) Mount Anvil Occupational Health Strategy

Our provision focuses primarily on identifying and managing those individuals who are at greatest risk of occupational ill health on Mount Anvil's construction sites as referenced in OH-RE-30.3 on RIVO Safeguard. As such, it concerns itself with the assessment / referral of at-risk workers for evidence of ill health, raising awareness of occupational risks to these workers and the proper management of any identified ill health.

The management will include the calculation of the total number of days lost due to all sickness and/or injury absence for each Mount Anvil site which is logged on RIVO Safeguard.

The successful implementation of arrangements to manage occupational health will, to a large extent, depend upon the participation of the workforce. The workforce often associates management interest in ill health with redundancy and restricted employment. To overcome this barrier, every effort must be made to encourage effective worker engagement, involvement and consultation. This will involve the proactive management on all Mount Anvil sites by Responsible Persons and the Mount Anvil Paramedic.

Mount Anvil also recognises its responsibility to ensure evidence supporting the occupational health and welfare of applicable contractors' operatives, that are routinely exposed to certain occupational health risks as part of their normal work activities, is obtained from each contracted organisation, that is then reviewed (as necessary) for adequacy and is then retained for future reference.

The management of health risks on site remains the foundation upon which a good occupational health policy depends. Wherever possible and practical the following actions should be taken:

- Give priority to the elimination / reduction of substances, materials and activities which could give rise to health risks, this process should take place as early in design as possible.
- Where elimination is not possible, manage the use of hazardous substances, materials and activities so that risks to health are controlled.
- Ensure appropriate occupational health checks of safety critical workers where their existing health conditions could affect their own and/or other worker's safety are carried out by the sub-contractors Occupational Health Provider.
- Carry out appropriate health surveillance where risks remain.



- Actively manage any cases of ill health that arise from work and make arrangements via the sub-contractor for the rehabilitation of anyone whose health has been affected.

Mount Anvil's strategy involves:

- Health surveillance being undertaken on all Mount Anvil's sub-contractor's operatives, with contractors having to provide evidence that they have an up to date health surveillance programme in place.
- All safety critical workers, both direct operatives and contractors' operatives, having to attend medicals as required to ensure they are fit for their role.
- Management of occupational health and health surveillance for members of staff directly employed by Mount Anvil.



6) Occupational Health - Sub-Contractors

Send out enquiry with Mount Anvil Occupational Health requirements

The enquiry sent out to contractors will contain Mount Anvil's Occupational Health requirements. The requirements detail what Mount Anvil expects from its contractors regarding Occupational Health in the 'Sub-contractors Health, Safety and Environment standards'. It explains to the contractor that they must confirm, on headed paper, that it undertakes up to date health surveillance (if it does) for all its workers and that all the operatives it will supply for the project are fit for their particular role.

For convenience, Mount Anvil has produced a template letter which is available in Appendix I of this Occupational Health Policy.

Pre-order Meeting

The surveyor/project manager/assurance director will check to see if the contractor has returned the confirmation letter. Contractors will again be made aware of Mount Anvil's requirements if the confirmation letter has not been received.

Has the contractor returned confirmation?

If the contractor has previously returned the confirmation letter, an order can be placed. If/when the contractor returns the confirmation letter to the Estimator/Surveyor, they in turn will email the letter to Supply Chain Manager and the database will be updated and the confirmation letter will be attached to the contractor's records.

Consider alternative Contractor?

Where the contractor does not undertake health surveillance, the surveyor/estimator will consider using an alternative contractor. Where this is possible the enquiry will again be sent out with Mount Anvil's occupational health requirements and the process will start again.

Where an alternative contractor is not practical, the Health & Safety department, project team and director will provide advice and guidance with regards to proceeding with the order with that contractor.

If an order is to be placed with the contractor, a director or the managing director will be required to sign off the decision to use the contractor and a copy of the sign off should be retained on file and scanned into the Mount Anvil N:Safety Drive.



6.1) Safety Critical Workers

Safety critical workers are defined as workers 'where the ill health of an individual may compromise their ability to undertake a task', defined as safety critical there by posing a significant risk to the health and safety of others.

It is important that any candidate for a safety critical role is assessed individually bearing in mind the industry in which the person works and the needs of the employer. For example an operator whose duties include moving explosive or highly toxic materials may require a more stringent assessment than one who is moving less hazardous materials. Directional hearing ability may be important in some industries and audiometry may have to be considered an essential part of the assessment. The other duties the person concerned is expected to carry out are also important.

The roles/activities identified as safety critical by Mount Anvil can be found in the 'Sub-contractors Health, Safety and Environment standards.

A list can be found below:

- Any operator of a crane.
- Any operator of mechanised plant where the operation of such plant poses a significant risk to others due to site restrictions or external factors if the operator becomes incapacitated in any way.
- Anyone working at height where there is no proprietary edge protection in place, for example scaffolders or anyone working on a harness or running line or man-safe system.
- Anyone working in a confined space.
- Anyone working on isolated live electrical power (HV or LV) or any live services, cabling works, switch gear, mains gas, electrics or water.
- Any safety critical roles detailed by clients, for example, London Underground or National Rail, will have a specific guidance but if not, then any track side works for guided transport vehicle works are safety critical.
- Any works on or over water or working within cofferdams or the like.
- Any works with substances leading to serious health implications as per COSHH assessment or relevant legislation, for example working with asbestos or lead.
- Any works involving welding equipment or similar.
- Anyone undertaking structural demolition.
- Anyone working with unexploded ordnance (UXO)
- Others identified from risk assessments



For safety critical workers, Mount Anvil's strategy is for operatives to undertake a medical at the following intervals:

- For staff under 40 at least once every three years
- For staff 40-49 years of age every 2 years
- For staff 50 years or over annually

Staff should have fitness reassessed in between periodic assessments if there:

- Are any health concerns
- Is any long term sickness absence
- Has been an accident involving plant
- Has been any recent surgery

Sub-contractors may have more stringent policies than this, if so their policy must be followed.



6.2) Safety Critical Workers Assessment

Safety critical medicals are arranged by the sub-contractors for their operatives that are identified as being in a safety critical role/activity. Disability is not a bar, but operatives must be assessed individually. An important aspect of assessment is how capable the individual will be in an emergency.

The Occupational Health Provider carries out an assessment consisting of, as a minimum:

- Height, weight and calculation of BMI
- Pulse
- Blood pressure
- Urinalysis
- Vision screening
- Colour vision
- Hearing
- Peak flow

Should the need arise for safety critical workers to take either prescribed or over the counter medicines, the individual must discuss the side effects of these medicines with the GP or Pharmacist. For example, some medication, as listed below, can cause drowsiness:

- Anti-convulsants (used to treat epilepsy and seizures)
- Anti-depressants
- Anti-emetics (used to treat nausea)
- Anti-histamines or other allergy medications (Pollen, etc)
- Sedatives or tranquilizers

If necessary, operatives taking medicines or other drugs liable to interfere with their ability to drive should be excluded from safety critical duties until the medication is no longer needed.

Sub-contractor to arrange for their operatives to attend a fitness to work assessment as required

The sub-contractor must arrange for any of their operatives, who will be safety critical workers or undertaking safety critical roles, to attend a safety critical medical before starting on site (if they do not already have a valid up to date fitness to work assessment).



The sub-contractor must provide for each safety critical worker, a letter (fit note), on company headed paper, verifying they have had a safety critical medical and are fit to undertake their particular role on that project.

Communicate ONLY fitness for work status to Mount Anvil

The sub-contractors Occupational Health Provider will only communicate fitness for work, whether the operative remains fit to do their usual job, whether alterations to current working arrangements are required or whether s/he should be assigned to other duties, perhaps under closer surveillance.

This feedback must be factual and not reveal any clinical details. Clinical details should only be disclosed when a real benefit of doing so has been identified and this must always be with the operative's consent.

Inform Mount Anvil's responsible or delegated person of fitness to work status

The sub-contractor's Occupational Health Provider will issue the operative a fitness to work certificate after the fitness to work assessment. A copy of the fitness to work certificate will be given to the responsible or delegated person at the site induction.

If the operative has not been passed fit to work by the Occupational Health Provider or does not provide a valid fit note, they cannot start work on site.

Record fitness to work certificates

The Mount Anvil Paramedic logs the fitness to work certificate status in the 'Fitness to Work Register', OH-FM-30.8 maintained on the RIVO Safeguard system in the Occupational Health folder, section 30. This will allow all Mount Anvil site teams to access this information if required. The register also contains details of the name of the sub-contractor and the expiry date of the fitness to work certificate. Where applicable any control measures that must be implemented for the benefit of the operative are communicated to the sub-contractor's nominated person.

Operative to start work on site

Once the fitness to work certificate has been received and all necessary arrangements have been implemented, where applicable, the operative can start working on site.

Self checks must be carried out by the operative who should communicate any signs or symptoms of ill health to the Mount Anvil Paramedic, responsible person or sub-contractor on site.



6.3) Site Induction

During the induction, operatives will receive information on current occupational health campaigns by one of Mount Anvil's managers. This information includes:

- Aim of Mount Anvil's on site medical programme.
- How employees can raise health and safety issues.
- Benefits to the operatives in taking part.
- The process, including referral procedures.
- Information given to Mount Anvil and what happens with the results
- Confidentiality.

To assist with delivering this information, Mount Anvil has developed a standard set of toolbox talks and other promotional materials to improve the understanding of occupational health risks by the workforce.

Complete Safety Critical Declaration Form

At the induction the responsible or delegated person must ensure all sections of the Occupational Health Pre-placement Form, OH-FM-30.2, is fully completed.

Section A identifies the workers that are classed as safety critical by identifying the hazards.

Section B is concerned with identifying the hazards that the operative comes into contact during the course of their work.

Section C identifies the areas that an operative has already come into contact prior to working on a Mount Anvil site. This identifies the workers that are most at risk to occupational ill health during the course of their work on a Mount Anvil site. The legal obligations owed by employers under the Management Regulations relate to those employees identified by the risk assessment process as being at risk of ill health.

Section D identifies any past or current medical conditions.

For Mount Anvil that means those who are likely to come into contact with, or be affected by, noise, vibration, manual handling, stress, respiratory diseases, leptospirosis, legionella, ionising radiation, mercury poisoning, blood-borne viruses in the workplace, avian influenza or have contact with chemicals harmful to the skin, asbestos and working with lead.

Mount Anvil insists that risks to the health of operatives is minimised through due consideration to methodology and design at the earliest stages of any given project.



The Occupational Health Pre-placement Form is designed to provide a simple indicator of those workers who are deemed to be working in a safety critical role or may be at risk of an occupational ill health problem.

The guidance in the sub-contractors health, safety and environment standards indicates the occupations that identifies those operatives that are at risk or deemed safety critical workers and are potentially at risk to occupational ill health whilst working on Mount Anvil sites. It is based around key construction trades which allow an easy identification of at risk workers.

Special attention must be given to operatives affected by asbestos, lead or working with compressed air and those roles identified in the guidance stated above.

The operative must complete ALL sections of the form and sign the declaration at the end of the form.

Review the details of the Occupational Health Pre-placement Form

A responsible or delegated person, as defined on page 10, reviews the form to allow an appropriate decision on management of fitness for work. The objective of the analysis of results is to determine those who believe they may be a safety critical worker or display symptoms of ill health.

Submit the Occupational Health Pre-placement Form

Whenever the operative responds “YES” to any of the questions in section A on the form, the responsible or delegated person must confirm with the operative that they have understood the question and it has been correctly answered. If they have, they must ensure the operative has a fitness to work certificate provided by their employer prior to allowing them to work on site.

If an operative has answered “YES” to any of the questions in section B they must be referred for an assessment with the Mount Anvil Paramedic unless the “YES” refers to a condition which is under control through medication – in this situation an assessment is not necessary. If in doubt, a phone call will be made to the Mount Anvil Paramedic who will review the case and make the decision. Where the Paramedic requires further information, they will have a phone appointment with the operative. However, no fit for work decisions will be made via a phone call.

The operative must not carry out any site activities that could exacerbate their current medical condition until the Paramedic or sub-contractors OHP verifies his/her fitness for work.



Keep records of the Occupational Health Pre-placement Form in a secure file on site

All completed forms must be kept on site in a lockable file. These records must be easily retrievable and available if requested. At the end of a project, all forms that had been held on site must be archived, confidentially, by the Mount Anvil responsible or delegated person in accordance with Mount Anvil's archiving procedure. They will be stored in the restricted access Mount Anvil Occupational Health folder, number 30.

Good record keeping will be invaluable in demonstrating to the Health and Safety Executive and our insurers that basic assessment and surveillance is being conducted and will also help in defence of claims and negotiation of competitive premiums. For some work related ill health, employers have a legal duty to keep records of surveillance: Asbestos, Lead, etc.

A simple record of all those who have completed the form will be kept in line with the guidance in this document as per current legislation, even after employment with Mount Anvil has ceased.



6.4) Arrange occupational health surveillance check for operative

Mount Anvil's strategy is currently targeting the following ill health affects associated with construction:

- Hand Arm Vibration Syndrome (HAVS)
- Noise Induced Hearing Loss (NIHL),
- Dermatological conditions
- Muscular Skeletal Disorders (MSDs)
- Stress Management
- Respiratory diseases
- Legionella
- Leptospirosis

The sub-contractors Occupational Health Provider will contact the sub-contractor's nominated person and request an appointment for a Health Surveillance Check on an operative if they deem it is necessary due to the nature of the operative's work.

Medical surveillance, especially under the Control of Lead at Work Regulations, the Ionising Radiations Regulations and the COSHH Regulations, can lead to a doctor declaring an operative unfit to work with the hazard concerned. In this case the sub-contractor will seek to provide suitable other work, or suspend the operative from work until the doctor certifies the operative's fitness for work.



6.5) Health Checks

Request appointment for health check or advice

Any operative can request an onsite health check or an appointment for advice via email or text to the Mount Anvil Paramedic. Advice will not be given by the Paramedic via email or text without having first assessed the operative.

Confirm and book date for health check

The Paramedic will reply with a suitable date and time. The operative must confirm this appointment with the Paramedic.

The health check consists of:

- Height
- Weight
- BMI
- Pulse Oximetry
- Pulse
- Blood Pressure
- Cholesterol
- Glucose
- Peak Flow
- Lung Age (optional)

Attend the appointment

The operative must attend the appointment when it has been confirmed by both parties. If the operative is unable to attend for any reason, they must notify the Paramedic at least 24 hours prior.

Recording the health check

The Paramedic will record all clinical observations and the operative will be given a copy for their records. Advice may be given and in some cases a referral to a General Practitioner, other health care professional or their employers Occupational Health Provider. The Paramedic will retain the original form and securely file it in the medical room on site.

Health check records

The Paramedic will retain the original health check form and file it in one of the secure cabinets available in the medical room on one of the construction sites.



Referral

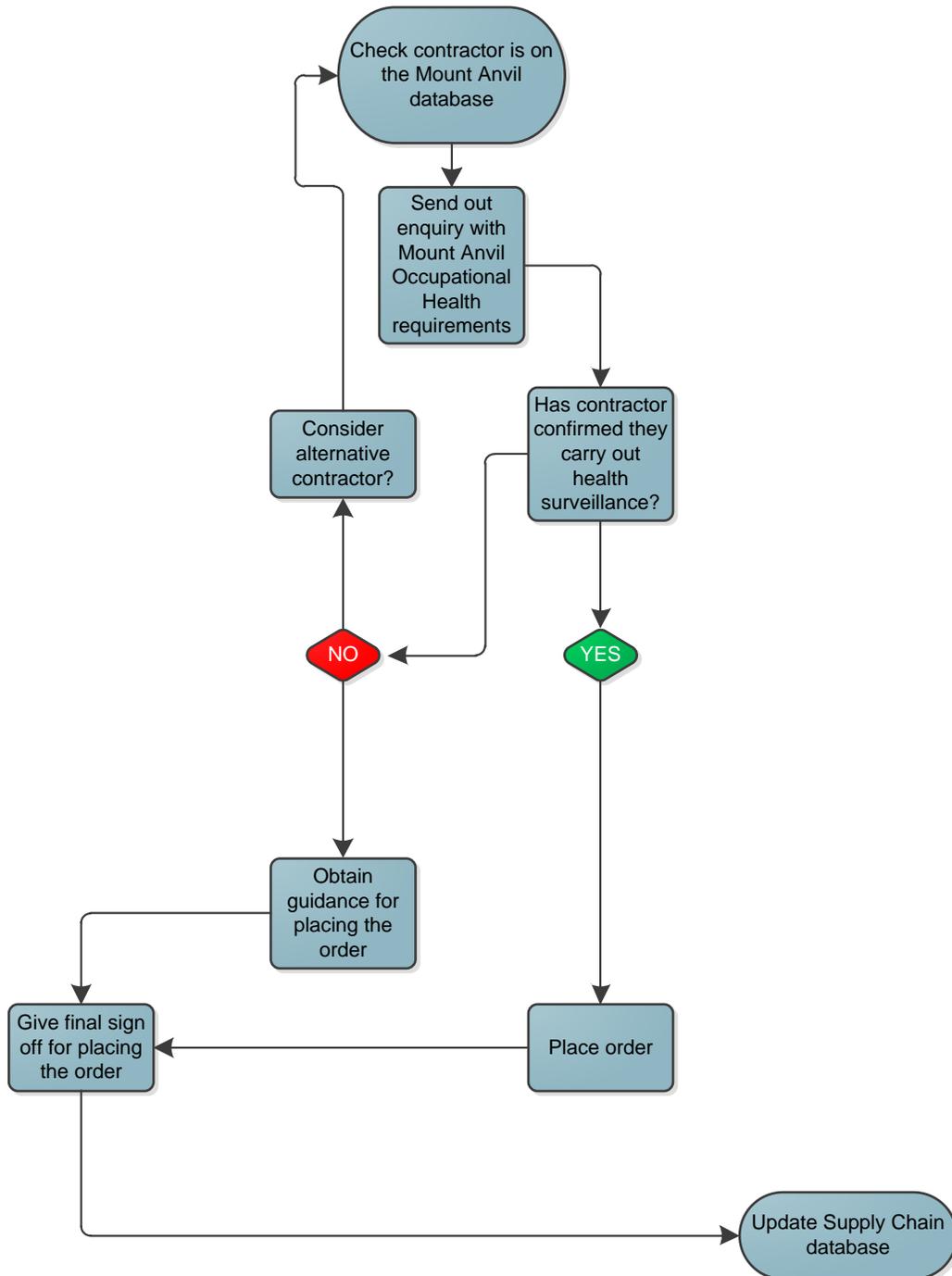
If a referral is made to a General Practitioner, other health care professional or their employers Occupational Health Provider, then it is strongly advised that an appointment is made by the operative following the advice from the Mount Anvil Paramedic and a copy of the health check form is taken with the employee to the appointment.

6.6) Health surveillance management overview for Sub-Contractors employees

Chief Executive

Estimator / Surveyor

Supply Chain Department





6.7) Health Records

The Sub-contractors Occupational Health Provider will keep health records; this is important because they provide the sub-contractor with:

- An historical record of jobs involving exposure to substances or processes requiring health surveillance
- A record of the outcome of previous health surveillance procedures (in terms of fitness for work, restrictions required etc.)
- Information for Health and Safety Executive Inspectors to show the sub-contractor is conducting health surveillance in a responsible way.
- Proof of pre-existing health conditions for employees who have recently joined the company, yet have been in the industry previously and may have been exposed by another employer to health risks.
- Evidence to defend claims for damages relating to lack of management control of work place hazards.

Due to the delayed on-set of much work related ill health, records should be kept for a long period of time and will be retained by the sub-contractors Occupational Health Provider as per legislation.

Should an employee or an individual previously employed by the sub-contractor request records in relation to their health surveillance, The Occupational Health Provider has a duty to supply those records. The employee or ex employee has a right under the Data Protection Act to information collected about them by the company.



7) Occupational Health – Mount Anvil employees

Mount Anvil employees are able to partake in the company private health scheme which is managed by PruHealth. The employee completes a PruHealth form and the employee gets added to the group membership database.

Employees that have opted for membership of the PruHealth healthcare scheme are able to access a 24/7, 365 days a year private health advice line. The number is 0845 279 8856 and the employee can speak directly to a General Practitioner.

7.1) Health Checks

All Mount Anvil site staff are actively encouraged to undertake a health check with the Mount Anvil Paramedic. This can be done at a time convenient to them when the Paramedic is on site, subject to availability.

There is also a quarterly service where office based staff can book a confidential appointment to see the Mount Anvil Paramedic for a health check.

The Paramedic sends out an email informing staff of the date and location of the next health check and who to contact should they wish to receive one – staff can then book appointments via email or text.

Request appointment for health check or advice

Any member of staff can request a health check or an appointment for advice via email or text to the Mount Anvil Paramedic. Advice will not be given by the Paramedic via email or text without having first assessed the operative.

Confirm and book date for health check

The Paramedic will reply with a suitable date and time. The member of staff must confirm this appointment with the Paramedic.

The health check consists of:

- Height
- Weight
- BMI
- Pulse Oximetry
- Pulse
- Blood Pressure
- Cholesterol
- Glucose



- Peak Flow
- Lung Age (optional)

Attend the appointment

The member of staff must attend the appointment when it has been confirmed by both parties. If the member of staff is unable to attend for any reason, they must notify the Paramedic at least 24 hours prior.

Recording the health check

The Paramedic will record all clinical observations and the member of staff will be given a copy for their records. Advice may be given and in some cases a referral to a General Practitioner or other health care professional.

Health records

The Paramedic will retain the original health check form and file it in one of the secure cabinets available in the medical room on one of the construction sites.

Referral

If a referral is made to a General Practitioner or other health care professional, then it is strongly advised that an appointment is made by the member of staff following the advice from the Mount Anvil Paramedic and a copy of the health check form is taken with the employee to the appointment.



8) Working with Insurers

Where there are grounds to believe that an individual may be suffering from a work related illness, it is important to make sure that Mount Anvil's Health and Safety Director is informed so that insurers can be properly briefed.

Our insurers may be able to assist in facilitating effective treatment or rehabilitation and will advise us on potential future liabilities.

If you are aware of an individual who is intending to make a claim against the company it is imperative that you let Mount Anvil's Health and Safety Director know as soon as you become aware.

Our insurers stipulate immediate notification of any potential or likely claims.

It is important to understand that once Mount Anvil becomes aware of a work related ill health condition, the company holds a higher duty of care toward that worker, and must take every possible step to prevent any deterioration in the individual's condition.



9) Appendices



Appendix I Sample letter for contractors - health surveillance programme (OH-TM-30.9)



[Date]

Mount Anvil
140 Aldersgate Street
London
EC1A 4HY

Re: Mount Anvil Occupational Health Programme

We hereby confirm that we carry out up to date health surveillance for all our workers and we confirm that all individuals working for us on Mount Anvil projects are fit to carry out the roles they are employed to undertake.

We will advise Mount Anvil of any relevant health or medical changes to our workers once they have commenced on site and we will provide any information required for emergency services.

We confirm that all safety critical workers will undergo a safety critical medical examination and a fitness to work certificate will be provided by us before or at the project induction or in any event prior to commencement of any safety critical works.

Yours faithfully
on behalf of [Company Name]

[Authorised Signatory]



Appendix II
Example letter ("fitness to work certificate") from
supplier to Mount Anvil to
confirm safety critical worker fitness (OH-TM-30.10)



[Date]

[Project Manager]

[Mount Anvil]

[Address 1]

[Address 2]

[Address 3]

[Postcode]

Re: [Name of Project] - Safety critical worker "fitness to work certificate"

We hereby confirm that [Name and Date of Birth of Worker] has undergone a safety critical medical examination and is fit to carry out the role he/she is employed to undertake, namely [description of the safety critical works].

We also confirm that we will renew this "fitness to work certificate" upon expiry or should the need arise due to a change in the health or circumstances of the individual.

Yours faithfully

on behalf of [Company Name]

[Authorised Signatory]



Appendix III
Occupational Health Policy Statement (OH-PL-30.1)



Occupational Health Policy Statement

Mount Anvil have committed to the following occupational health management arrangements for their own direct employees and those of their sub-contractor's employees covered by the scope of the occupational health strategy policy and in line with HSG61 and the Health and Safety at Work Act.

Elimination and Reduction of Health Risks

Mount Anvil will require substitution of smaller products or adoption of mechanical handling techniques for certain building materials as specified in the policy.

Mount Anvil has developed a risk assessment scheme for the assessment of risk from noise and vibration from construction plant and materials.

Mount Anvil insist that risk to the health of operatives is minimised through due consideration to methodology and design at the earliest stages of any given project.

Health Surveillance

As a minimum, health surveillance checks and fitness to work assessments are carried out by sub-contractors Occupational Health Providers. This allows identification of any workers that may be at risk of ill health due to their occupation.

Health checks are provided for all Mount Anvil employees utilising the in-company Paramedic or the external provider recommended by the Mount Anvil health insurance partner, Lloyds Pharmacy. Where necessary, referrals are made to other health care professionals / services.

All sub-contractors will have to supply Mount Anvil with a letter of confirmation that they have a health surveillance programme in place.

Mount Anvil record the total number of days lost due to sickness / injury absence for all staff including those of the sub-contractors.

Provision of Training and Information

Mount Anvil and their sub-contractors will maintain a standard set of toolbox talks and other promotional materials to improve the understanding of health risks by all workers. The toolbox talks will be delivered on a regular basis on all Mount Anvil projects.

Killian Hurley
Chief Executive