

# Extending our reach - examples

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BOHS President 2021-22

# Extending our reach

1. Working together with the Faculty of Occupational Health Nursing (FOHN)
2. Delving into women's workplace health
  - BOHS Report: 'Uncovering the UK's hidden crisis in women's workplace health' Aug 2023

# 1. FOHN – established in 2017

**Mission** - To promote, preserve and protect the health of the working population, by:



Creating **standards and guidance** for the education and practice of OH nurses **to promote and sustain professional excellence and competency.**



The provision of **services that enhance confidence, competency and credibility** to practice occupational health effectively and safely.



The provision of a **framework and support for professional and regulatory standards.**



The promotion of **national and international research and evidence-based practice** for all concerned.



**Engagement** at a local, national and international level **with all key stakeholders.**

# BOHS AND FOHN – Briefing paper



## BOHS

Workplace Health  
Risk Assessment

v

Individual Health Risk  
Assessment

## FOHN

70 Years of Protecting Worker Health

1953 - 2023



# Collaboration Opportunities

## Education

Liaise to ensure mutual understanding and fosters interprofessional working between FOHN and FOH

## Good Practice Guidance

Generate technical guidance focusing on occupational hygiene that is designed with OH nurses in mind.

## Professional Networking

FOHN and FOH to seek opportunities to develop joint workshops and other opportunities to encourage inter-professional networking

## 2. Women's workplace health



More women are getting ill because of work.



There is evidence that there is significant under-reporting of work-induced illness among women.



Not enough is being done to monitor, measure and report the scale of the problem



Women are carrying more of the burden of occupational disease than men.



Much of this is entirely preventable and would save business, the economy and society a great deal of money.

# Connecting home, work and women's health

The lowest [levels of women's] physical health was observed at high job hours *and* high household hours *and*

also when women felt that they did less than their fair share of household labour.

Thomas et al *Linking Job Work Hours to Women's Physical Health: The Role of Perceived Unfairness and Household Work Hours*



**The paid work that women are doing is being extended into unpaid work, often providing longer periods of continual exposure to the same hazards and risks.**



# Unseen and unsupervised?

**Lower skilled occupations  
dominated by women**

**Work outside normal  
hours without  
supervision**

**Work for Agencies  
who may not assume  
local responsibility  
for their health  
protection**



**Out of  
sight, out  
of mind?**



# Social Care; Hidden in the Home

Limited access to health  
protection advice



# Pregnant workers

**TUC research showed 40% of pregnant workers have not had a H&S risk assessment**

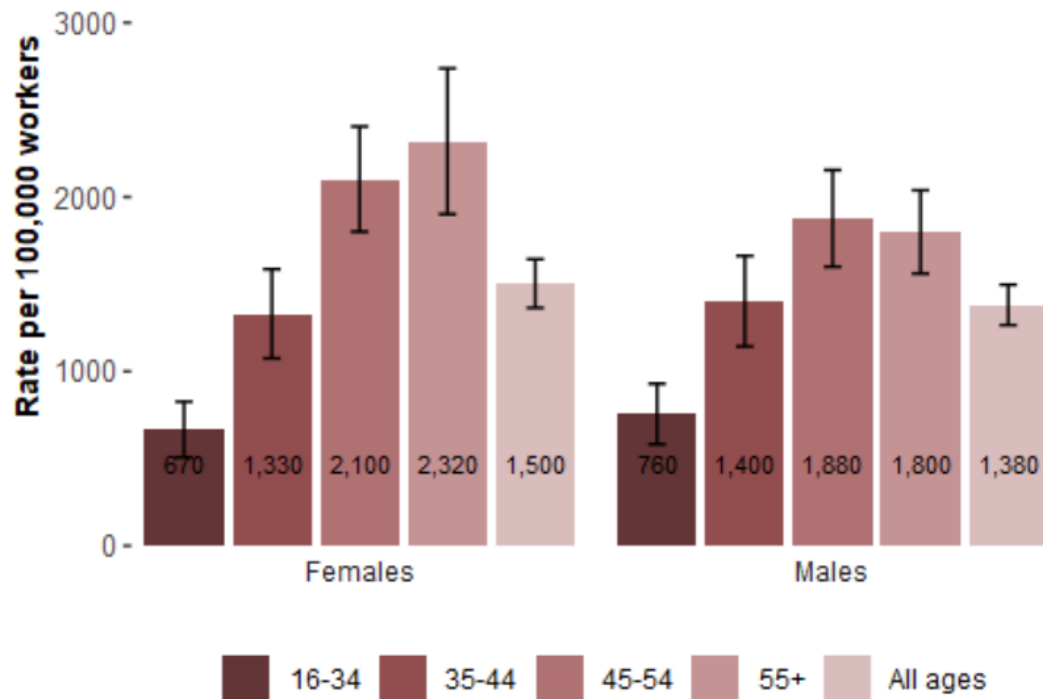
**Of those that did have a H&S risk assessment, 46% said their employer did not take the necessary action to reduce the risks.**



**Work in health and social care require out of hours/ irregular working hours, increasing risk of miscarriage.**

# Women and MSDs

**Figure 5: Estimated prevalence rates of self-reported work-related musculoskeletal disorders in Great Britain, for people working in the last 12 months, by age and gender, averaged 2019/20-2021/22**

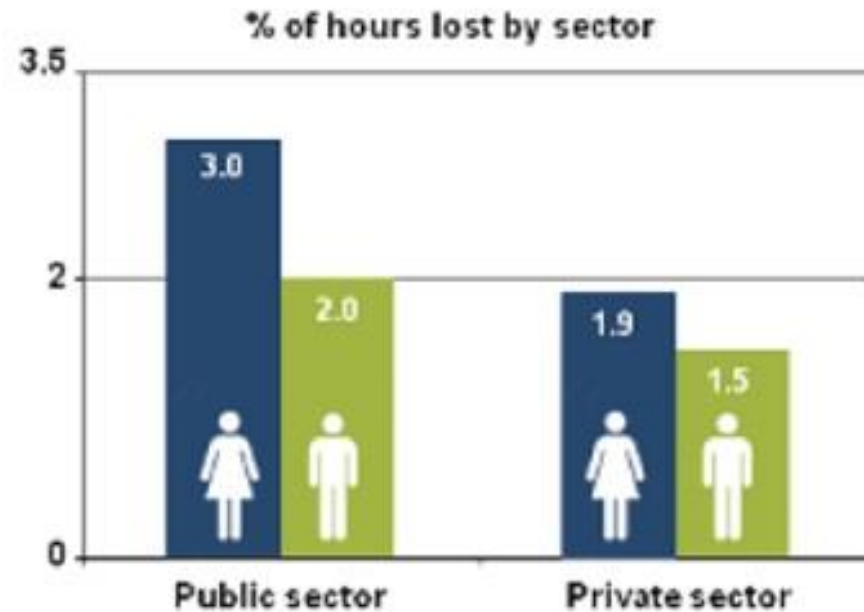


*Source: LFS estimated annual average 2019/20-2021/22  
95% confidence intervals are shown on the chart*

**Work is a major contributory factor to MSD**

**For almost all age groups, women are more likely to suffer from MSDs**

# Investing tax-payers money into women's ill-health



Research by Birkbeck University:

You're the One That I Want! Public Employment and Women's Labor Market Outcomes ([iza.org](https://iza.org/))



# Do [women's] health like [men's] safety?



UK2021-22 **123 fatal** injuries at work  
**over 13,000 deaths** from **ill-health** caused by work

Men tragically are more likely to die from an accident at work than women.

Lessening the focus on workplace health in favour of safety inherently favours the protection of male workers over female workers.

# Women's workplace health matters!

**BOHS call for action to monitor, measure and publish research to report the scale of the problem**



# Thank you for your attention

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70 Years of Protecting Worker Health

1953 - 2023

