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Hosted by



British Occupational
Hygiene Society

The business case for investing in workplace respiratory health

**Mary Cameron (Conference Committee,
BOHS Board Member, Occ Hygienist at
Hygiene Partners)**



The business case for investing in workplace respiratory health

Mary Cameron BSc LFOH CertOH COC - Control
Senior Occupational Hygienist





Whose business case is this?

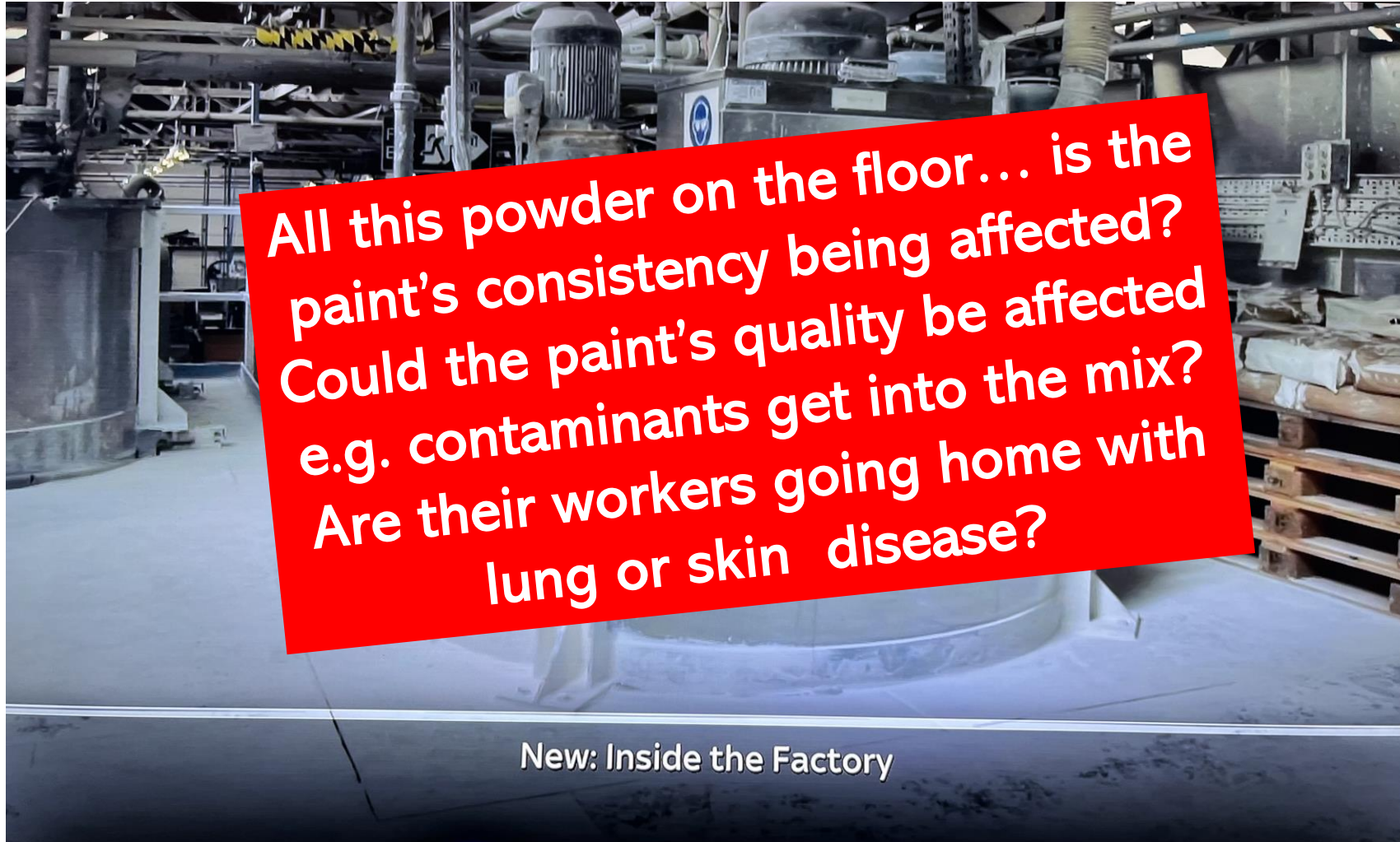
We all have a part to play in reducing ill health in the workplace. All of us will benefit.



The incentives



“Look how clean we are” = selling point





An inability to manage contaminants in the workplace is an inability to manage



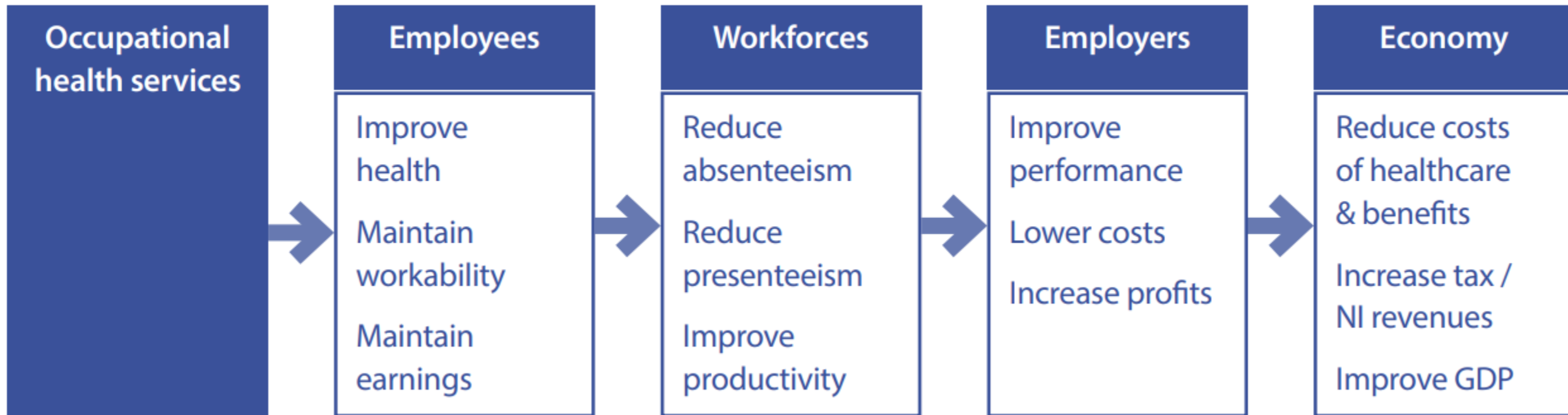
Good morals ... sells!





“Occupational Health: The Value Proposition”

Table 1: Key benefits provided by occupational health services





The problem

Occupational lung disease

Typically, 2-4% of cases of self-reported work-related illness are reported as “breathing or lung problems”. This general category is likely to include a wide range of illnesses: some caused by, and others aggravated by work; some that can occur rapidly following exposure to respiratory hazards, and others that take many years to develop.

In 2022/23, an estimated 38,000 (95% confidence interval 22,000 to 55,000) workers in Great Britain were suffering from a work-related breathing or lung problem (either new or long-standing).

Work-related ill health

All illness

In 2022/23, an estimated 1.8 million workers in Great Britain were suffering from an illness which they believed was caused or made worse by work (either new or long-standing), equivalent to a rate of 5,250 per 100,000 workers (5.2%).

Working days lost

In 2022/23, an estimated 35.2 million working days were lost due to work-related illness and non-fatal workplace injuries in Great Britain; 31.5 million days due to work-related illness and 3.7 million days due to workplace injury. This is equivalent to 1.31 working days lost per worker over the year.



The cost of the problem

Total Costs to Britain were around **£20.7bn** in 2021/22

£13.1bn
Ill-health
(equivalent to
unit cost of
£19,300
per case)



£7.7bn
Injury
(equivalent to
unit cost of
£12,200
per case)

Source: HSE Costs to Britain model²

The total costs of workplace self-reported injuries and ill health in 2021/22 was **£20.7 billion**. Ill health causes the biggest proportion of total costs at around 63% (£13.1 billion), with injury resulting in around 37% of total costs (£7.7 billion).

The real human cost





The real human cost

MEET TERRY, A FORMER STONE MASON FROM LIVERPOOL.
TERRY IS 57 AND IS MARRIED TO CHRISTINE,
THEY HAVE 2 CHILDREN AND 3 GRANDDAUGHTERS.

TERRY WAS DIAGNOSED WITH SILICOSIS
IN 2011 AGED 51





Economically, what's the worst thing that could happen on your site?



Prohibition notice



Challenges

A company may struggle to implement workplace health and hygiene programmes because of

- financial constraints and reluctance to invest in staff health



Challenges

A company may struggle to implement workplace health and hygiene programmes because of

- financial constraints and reluctance to invest in staff health
- difficulty of access to occ health services

Solution

- greater support for businesses in evaluating the economic benefit of occ health and hygiene interventions
- investment in the training of doctors and nurses specialising in occ health
- investment in the training of occ hygienists and LEV professionals.



Challenges

A company may struggle to implement workplace health and hygiene programmes because of

- financial constraints and reluctance to invest in staff health
- difficulty of access to occ health services
- an unsupportive organisational structure and ineffective communication along the company's management levels

Solution

- involving upper management more directly with the workers
- improving communication on all levels



Challenges

A company may struggle to implement workplace health and hygiene programmes because of

- financial constraints and reluctance to invest in staff health
- difficulty of access to occ health services
- an unsupportive organisational structure and ineffective communication along the company's management levels
- a workplace culture that takes a reactive approach, rather than a preventative approach, to staff health



Solution

- greater support for businesses in workplace health interventions
- designing control solutions from the get-go

Challenges

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- lack of being creative and innovative with resources

Solution

- seek competent professional advice
- speak to others in your industry



Challenges

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- lack of being creative and innovative with resources
- lack of cost benefit analysis for implementing the right controls

Solution

- education about long latency respiratory diseases
- understanding the financial, moral and legal benefits
- understanding acute effects



Challenges

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- making it “all about productivity” risking burnout and resulting in high absenteeism, staff turnover and lowered customer service



Challenges

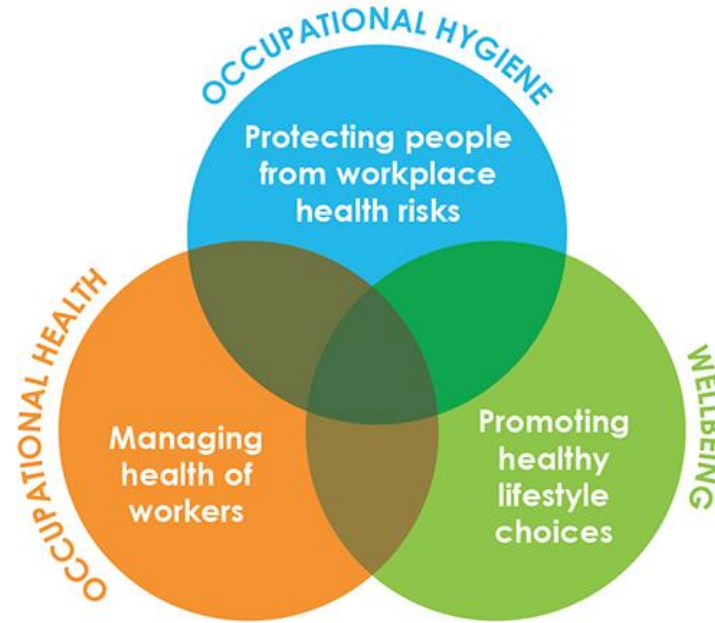
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- making it “all about productivity” risking burnout and resulting in high absenteeism, staff turnover and lowered customer service
- COSHH isn't just about chemicals





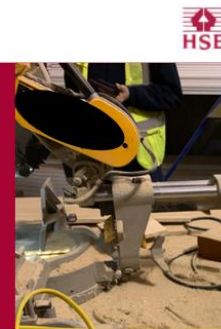
We all have a part to play



Lack of dust control

Saw used without any dust control puts workers' long-term health at risk.

Know the risks.





Getting help



Buyer's Guide for Obtaining Occupational Hygiene Services

www.bohs.org

Version 2 | September 2021

BOHS Directory of Occupational Hygiene Services

Health related Legislation
Indoor Air Quality
Ionising Radiation
Legionella
Local Exhaust Ventilation Design
Local Exhaust Ventilation – routine testing.
Lighting level survey
Non-ionising radiation

Search by company name

(Any) ▼

find

Please enter your search criteria to view results

PSA Register

Search the Register

Search by First Name

Search by Last Name

Search by Expertise Levels

(Any)
Qualified Occupational Hygienist
Occupational Hygiene Technician
Associated Professional
Qualified Occupational Hygienist (Provisional)
LEV Specialist
(Any) ▼

find

Please enter your search criteria to view results





Getting help



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(Any) ▼

Please enter your search criteria to view results



Building qualifications



P600 Foundation Course:

**Methods for Testing the
Performance of Local
Exhaust Ventilation
Systems**

P601 Proficiency Qualification:

**Thorough Examination and
Testing of Local Exhaust
Ventilation Systems**

P604 Proficiency Qualification:

**Performance Evaluation,
Commissioning and
Management of Local Exhaust
Ventilation Systems**

P602 Proficiency Qualification:

**Basic Design Principles of
Local Exhaust Ventilation
Systems**

P603 Proficiency Qualification:

**Control of Hazardous
Substances - Personal
Protective Equipment**

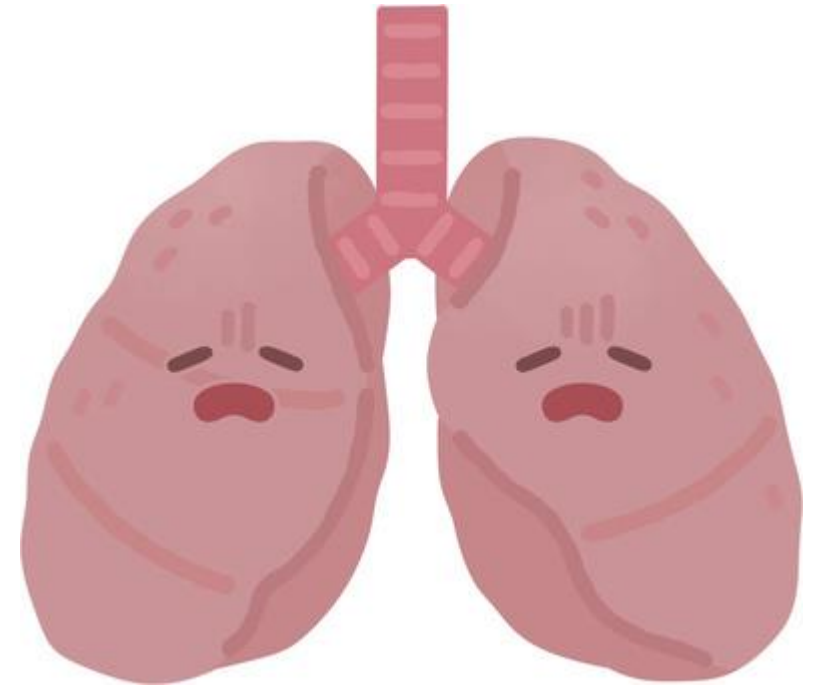


What needs to be done

Continue our discussions on raising the competency of those offering occupational hygiene and LEV services

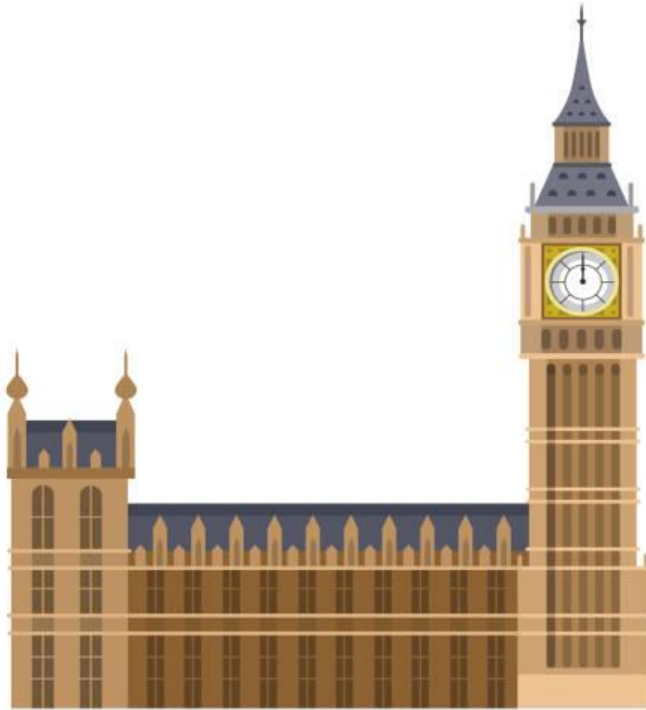


Incompetent occupational hygiene and LEV work results in ill workers





What needs to be done



- **Incentivise businesses to improve the health of the workforce**
- **Upskill HR professionals with support from Occupational Health specialists**
- **Establish a national Health and Work Standard**
- **Standardise and regulate data on workforce health**
- **Ensure fair pay and guaranteed occupational sick pay**

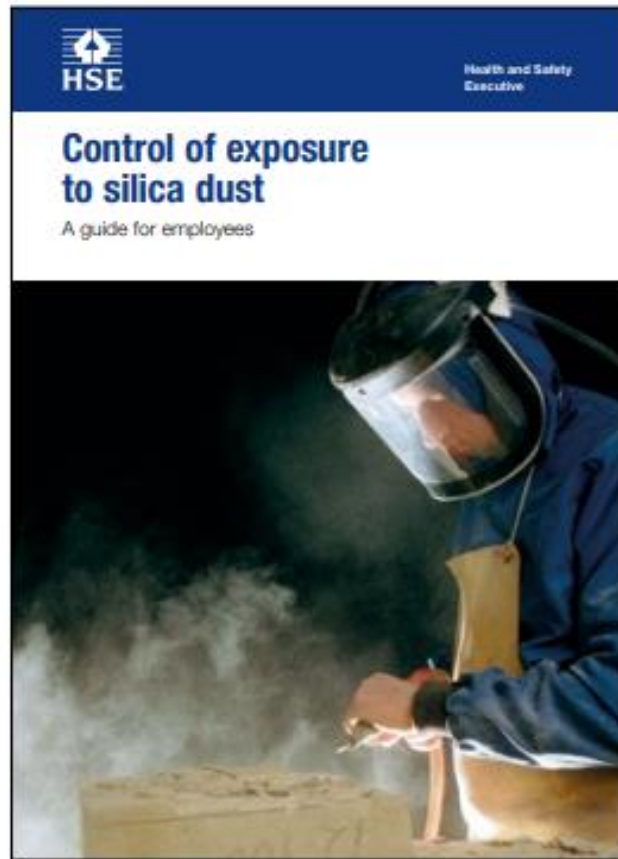


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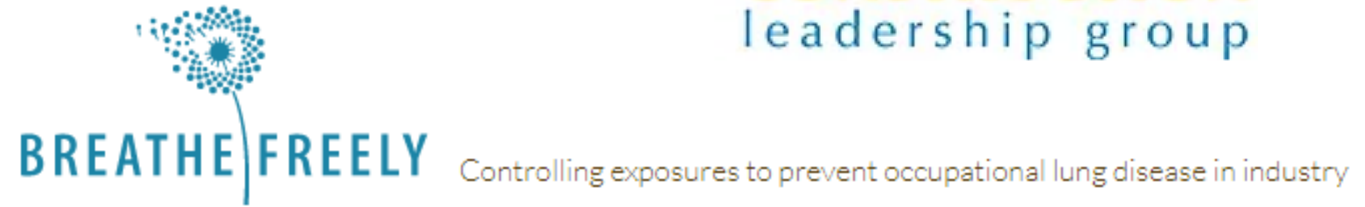




Resources



health in
CONSTRUCTION
leadership group



www.breathefreely.org.uk



www.workright.campaign.gov.uk/campaigns/construction-dust/

Welding Fume Control Selector Tool

This web-tool is designed to complement the information on the Breathe Freely in Manufacturing webpages. It provides guidance on welding fume control for common welding tasks. A panel of experts from industry, consultancies, academia and the HSE formed a working group to create this web-tool in order to inform managers and supervisors of welders about the best welding fume controls available to protect their health.

This web-tool is not a substitute for a full and properly conducted risk assessment and any recommendations should be considered carefully together with the circumstances of the individual job and work location.

The Control and Management sheets that accompany each recommendation may suggest more suitable alternatives in some cases, as well as containing advice regarding proper use and training on any suggested equipment.

[Launch the tool](#)



Welding: Guidance on Exposure to Manganese Hazards and Controls

Welding processes generate emissions of very fine particles known as welding fume.

The fume is made up of lots of different kinds of substances, most of which are hazardous to your health. One common component of the fume is manganese, which has been shown to cause adverse effects to the nervous system. The arc welding process also generates gases such as carbon monoxide and ozone. Different processes generate differing amounts of fume, e.g. tungsten inert gas (TIG) welding produces less fume than manual metal arc (MMA) welding. Welders can be exposed to the fume from the welding operation unless suitable controls are put in place, such as local exhaust ventilation (LEV) or respiratory protection.



Image courtesy of TWI



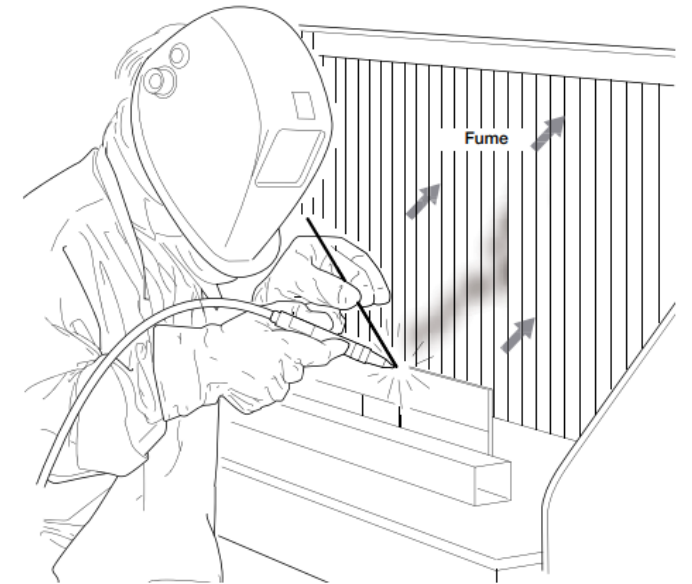
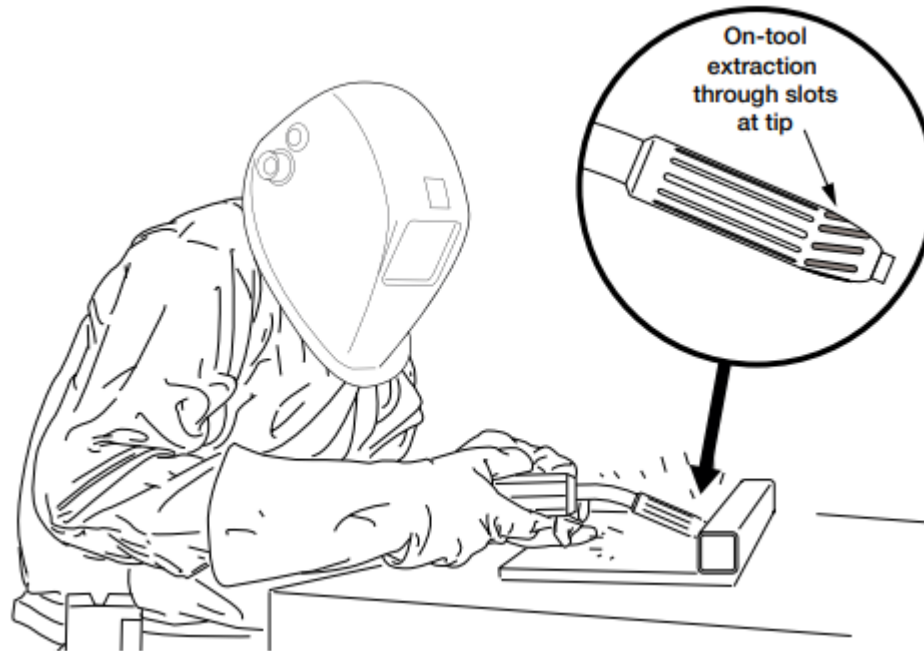
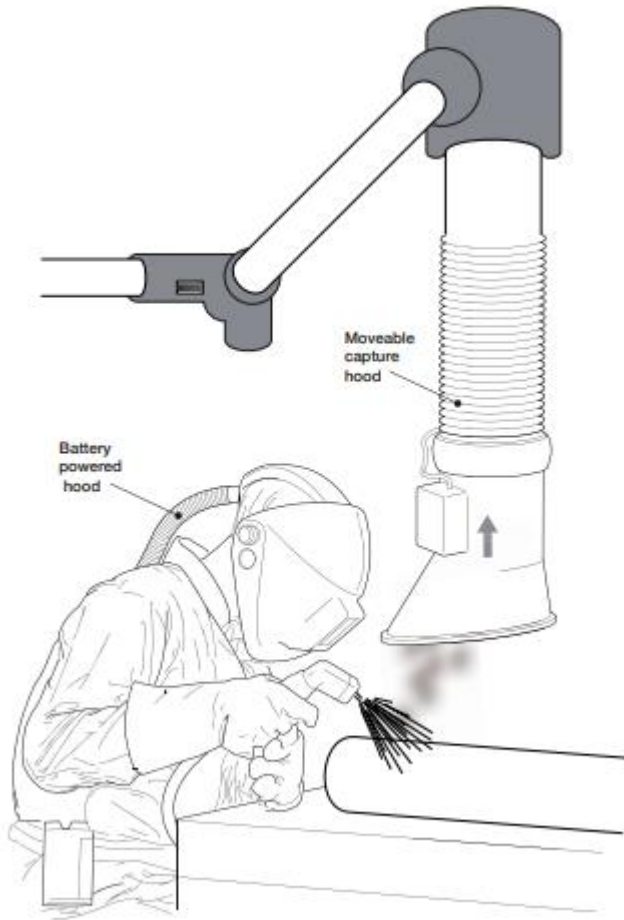
WL3

COSHH essentials for
welding, hot work and allied
processes

Welding fume control

Control approach 1 General ventilation

Control approach 2 LEV and RPE

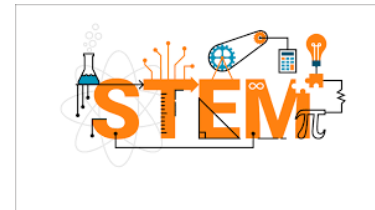




Building the next generation

How do we get people into occ health, hygiene and LEV?

- **Help break down stereotypes** e.g. engineering is not a male profession and nursing is not a female profession.
- **Create flexibility in the job role** e.g. to accommodate child care responsibilities.
- **Recruit in places where we can find good candidates**
 - STEM graduates
 - Occupational hygienists with an interest especially in LEV
 - Professionals in related fields such as stack emissions, building services, engineering or other technical roles.





Keeping these professionals

How do we retain these professionals?

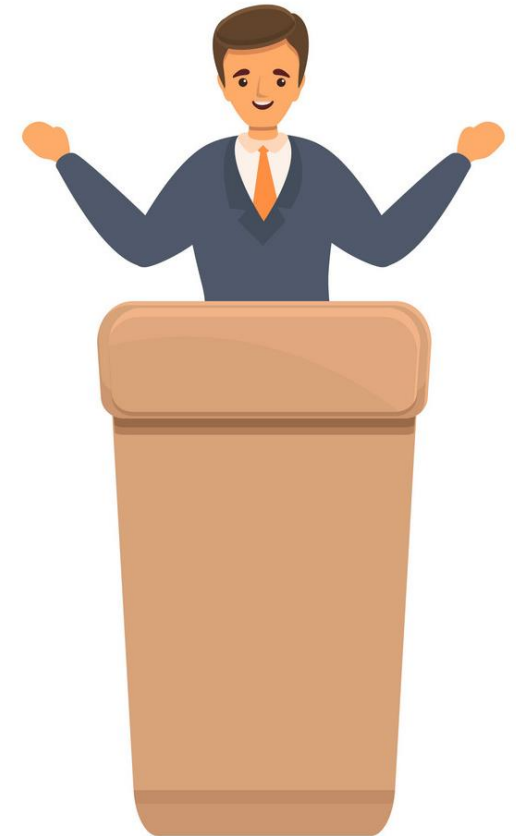
- Understanding their qualities and reaching out to them
- Regular check ins and reviewing how to improve their role
- Including them in more stages of the company's structure
- Developing a stepping ladder for their career path
- Create more networking and learning opportunities



Working together to spread the message



We're in it together



Business opportunities await your early action!



*Risk mitigation is achievable,
affordable and realistic*





Keep it going!

What motivates us to protect the worker's health:

- Legal – to comply with health and safety laws and regulations
- Moral – it is the right / ethical / socially responsible thing to do
- Financial – to reduce costs or add value to the business



