



# Health in Construction Leadership Group Operational Plan 2018 – 2020

## Background to the Health in Construction Leadership Group (HCLG)

The Health in Construction Leadership Group (HCLG) was formed in 2014 after a challenge from HSE's Construction Industry Advisory Committee (ConIAC) for the industry to do more to 'Think Health', and in responding to the influence of 'Construction 2025', the Industry Strategy for Construction.

## The HCLG Vision

The HCLG's overall vision is that by 2025, construction is a leading industry for occupational health, wellbeing and disease prevention.

Its mission is to unite the construction industry in eradicating ill health and disease caused by exposure to health hazards and in promoting and improving positive mental health across the industry.

## Structure of the HCLG

**Executive committee:** sets the overall direction of the Leadership group and HCLG.

**Leadership group:** develops the strategies and is responsible for establishing, supporting and steering the task groups. The Leadership group also provides advice and support to the industry in developing strategies to reduce occupational ill-health and thereby encouraging 'health like safety' in construction. The Leadership group is made up of members who are invited by the Executive committee and comprises contractors, clients, the Health and Safety Executive, professional bodies, trade associations and trade unions.

A list of members of the Executive committee and Leadership group is shown in Appendix 2.

**Partners:** individual representatives of organisations which are committed to the HCLG through active support of HCLG strategy, events, resources and materials and are invited onto the leadership group.

**Members:** individuals or organisations who use the HCLG website, resources and materials to develop their own thinking and support improvement. Members are required to register on the HCLG website and commit to the vision and mission of HCLG.

**Task groups:** Task groups are accountable to the Leadership group and are established to lead the HCLG's approach to what are determined as priority areas. Task groups are made up of representatives from organisations on the Leadership group, the wider HCLG membership and who other industry stakeholders to develop outputs and outcomes as set by the Leadership group.

**Current task groups are:**

- Mental Health
- Design for Health
- Respiratory Disease
- Musculoskeletal Disorders
- Data

**Stakeholders:** those with an interest in the health of workers in construction, including clients, contractors, associations, the supply chain, Government, society, trade bodies, media.

## **HCLG collaborating with industry – overview of the relationships**

HCLG is represented on key industry groups including CILC, SFfC and ConIAC, and is committed to participating in, and supporting the objectives of the workplace health and safety strategy, *'Helping Great Britain Work Well'*.

## **How the HCLG provides added value**

The construction industry has an industrial strategy; it also has the HSE and ConIAC where guidance and standards are developed in partnership with industry. The industry is also abundant with information, knowledge, tools, experience and awareness-raising initiatives regarding ill-health prevention and the promotion of good health and wellbeing.

The industry is, however, inconsistent when it comes to the adoption of good healthy working practice – and the latest health statistics released in January 2017 show that the burden of occupational ill-health continues to rise.

With this in mind, the role of the HCLG, is to act as both a stimulus and a catalyst in helping unify the industry in its approach to worker health protection and the promotion, adoption and implementation of best practice processes and initiatives.

## **Plans and priorities**

There is much to achieve by the overall target date of 2025, so the HCLG will focus on the key areas of promoting good mental health, 'healthy design', the prevention of respiratory disease, the prevention of musculoskeletal disorders, and the provision of quality health data for the industry.

Future priorities will be determined through discussion with industry.

## Targets and Measures of Success

Target	Measures of Success By end 2020, HCLG will have achieved the following:
HCLG provides a transparent governance and leadership structure that encourages open participation and engages influencers from across the construction industry to collaborate to deliver the 2025 strategic health objectives.	HCLG is actively engaging with more than 1000 construction contractors, specialist consultants, trade unions and clients.
Construction industry employers and clients are aware of the contributing factors which cause mental ill-health and are taking action and promote good mental health.	1000 contractors have a mental ill-health prevention programme in place.
Encourage an industry-wide focus on the prevention of respiratory disease.	<p>15 new case studies are published on the HCLG website showing examples of how construction employers (to include clients and contractors of all sizes) have taken action on preventing respiratory ill-health.</p> <p>A minimum of 75% HCLG members are also signed up to a campaign or initiative which is focused on reducing the incidence of respiratory disease. (e.g. BOHS Breathe Freely; IOSH No Time to Lose)</p>
Encourage an industry-wide focus on the prevention of MSDs.	15 case studies are published on the HCLG website showing examples of how construction employers (to include clients and contractors of all sizes) have taken action on preventing MSDs.
Provide freely available guidance to designers and decision makers on when and how to intervene to improve health outcomes for those involved in development and management of built assets.	<p>Cross sector guidance resources are developed through established industry collaborative routes and made available on the HCLG website, to include:</p> <ul style="list-style-type: none"> <li>Guidance on client-designer interactions at the start of projects</li> <li>Top ten health activities for designers</li> <li>The necessary skills, knowledge, attitude, training &amp; experience, (SKATE)development approaches for use by clients and designers to identify measurable attributes for design teams</li> <li>Core learning aims</li> </ul>

<p>Provide the industry with relevant and trustworthy data relating to health in construction.</p>	<p>The data page of <a href="http://www.healthinconstruction.co.uk">www.healthinconstruction.co.uk</a> contains relevant and reliable quality data on health in construction, which allows for benchmarking of progress in reducing the incidence of ill-health in construction.</p> <p>This page receives a minimum of 4000 visits per annum.</p> <p>A minimum of 50 HCLG members are providing annual data on health which is shared with the industry including Associations and SME's.</p>
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### **Resource and funding**

Funding for the HCLG is provided by various members of the Executive Committee and the Leadership group. This will fund activity such as events, research and the maintenance of the website and other communications.

Input is provided largely on a voluntary basis where both individuals and organisations give their time voluntarily to support various initiatives and activities. The HCLG funds a communications support function to develop and deliver a plan for communication and engagement with stakeholders to ensure they remain committed to supporting and also delivering on the HCLG vision within their own organisations, for their own workers.

## **Appendix 1. HCLG membership**

### **Executive committee**

Current members are the founders of HCLG: Clive Johnson (Landsec) Chair HCLG, Heather Bryant, (Balfour Beatty), Peter Crosland (CECA), Gren Tipper (Construction Clients' Leadership Group) Secretariat HCLG, Ian Strudley (HSE), Dylan Roberts (Skanska), Steve Hails (Tideway).

### **Leadership group**

Current members are representatives from the following organisations:

Association for Product Safety, Balfour Beatty, B & CE, Bechtel, BOHS, BuildUK, CECA, CITB, Construction Clients' Leadership Group, Crossrail, HS2, IIRSM, IOSH, Mace, Park Health & Safety, SID, Skanska, Thames Water, Tideway, Unite.