



COVID-19 Return to Work Webinar

Introduction

Malcolm Shiels

MSc CFIOSH FaPS

Chair IOSH Construction Group

Director Head of CDM, Summers-Inman Ltd

Keith Hole

CFIOSH FIIRSM EurOSHM PIEMA DipNebosh HNDip(N'bria) BII

Vice Chair IOSH Construction Group

IOSH Council Member

Director and Thought Leader TSM UK



The Intelligent Client Role in COVID-19

Returning to Work

With input from

- MaSa (Saudi Arabia)
- NACOSH (Barbados)
- Gatwick Airport (UK)
- Southern Water (UK)



Organisational responses to Covid-19

Skeleton Staff, Volunteers and Shift Workers.

Challenges Globally

- Different Cultures
 - UK is very much a local employer with construction workers based in the UK.
 - Staff furloughed with 80% pay supported by Government
 - Barbados has been more delivery than safety focused, a culture shift has been required to address COVID-19.
 - Focus on site safety to be shifted to engage, educate, explain, encourage rather than enforcement
 - Saudi Arabia has had to put in measures to protect peripatetic front-line workers.
 - 100% salary for all staff
 - Personal risk assessments for essential workers

Returning to a new normal

Transition people back to the workplace?

Are you asking the right questions?

- Issuing a COVID-19 Handbook to contractors to ensure consistent standards on projects.
- Request key strategic and tactical questions to be answered by contractors.
- Ensuring suitable cash flow and engagement to sustain small business.
 - How would the loss of specialist contractors affect your project?
- **Set up a working group**
 - Key agenda items
 - Project plan
 - Wellbeing
 - Cash flow
 - Death in service
 - Morale
 - New normal
- **Having the right people in the room**
 - Have the right team to deliver your re-awakening of projects.

OSH professionals

Bringing people back safely and productively

1. Conduct a thorough site inspection and update the site plan and construction plan
2. Review/update travel routes and set down areas
3. Plan ahead to identify, risk assess and set further controls where needed
4. Carry out statutory/routine inspections
5. Conduct a full cleanse/sanitisation
6. Communicate with all stakeholders/employees/subcontractors
7. Check that safety critical staff are sufficient for the numbers returning
8. Re-induct everyone to ensure social distancing rules are clear and enforced
9. Check employee and subcontractor qualifications
10. Revisit your programme

Collaborating with HR professionals

People, Culture and Training

Are staff fit to return to work

- Dealing with asymptomatic high-risk staff in construction
 - Male population
 - More likely to smoke and have unhealthy diets
 - High blood pressure and diabetes
 - Aging workforce
- Ensuring training is still completed while staff are not working
 - E-learning
 - Webinars
 - Communicating with staff not at work
 - Focus on site safety to be shifted to engage, educate, explain, encourage rather than enforcement
- Mental Health
 - How has working in isolation changed office wellbeing
 - Have staff lost friends or family to COVID-19
 - Could you see an increase in agoraphobia

OSH Leading the way

Doing what we are best at!

