



Driving is the single most dangerous activity employers ask employees to do

The inquiry into the Glasgow refuse truck crash which killed six people in 2014 heard that the driver was unconscious when his lorry veered out of control.

The driver's health was central to the inquiry and the incident raises important issues for businesses employing drivers. According to the Occupational Road Safety Alliance (ORSA), 25-33% of all road traffic accidents involve employees working at the time.

The Health and Safety Executive (HSE) has published a 'Driving at Work' guideline (HSE INDG382 REV1*) which clearly states the health and safety law that applies to on-the-road work activities, as to all work activities. Therefore employers need to effectively manage the risks to the health and safety of employees affected by the work activities within a health and safety system.

The Chartered Institute of Personnel and Development (CIPD) published an article in 2016** which explores what employers can do to minimise the risks to drivers; and these measures are expanded on in various RoSPA publications. These publications encourage employers to look at the impact employee illnesses may have on

driving safety (either long-term or temporary illness) as well as addressing issues such as eyesight, pregnancy, stress, and the impact they may have.

Occupational Health (OH) Professionals are well placed to work with employers to help them manage the risks to drivers as part of their health and safety arrangements.

In particular, OH can assist with medical checks at the recruitment stage and conduct regular health assessments/health surveillance. Another way for OH to assess a person's fitness following illness or injury absence is to advise on their capacity to drive safely during their rehabilitation back into work. For instance, changes to their work pattern or restrictions may need to be considered. Drivers with disabilities or who become pregnant will need special consideration during the risk assessment process. This OH assistance will give companies greater control and certainty that employees are fit to drive.

'Employers need to effectively manage the risks to the health and safety of employees affected by the work activities.'

* HSE Driving at work guideline: <https://www.google.com/url?q=https://www.rospace.com/rospaweb/docs/advice-services/road-safety/employers/work-own-vehicles.pdf&sa=U&ved=0ahUKEwiRz-voiPLVAhUsBMAKHauvBmoQFggEMAA&client=internal-uds-cse&usg=AFQjCNFV7p5BxyMgUml0dE45PsC0Pho8tA>

** CIPD article: <http://www2.cipd.co.uk/pm/peoplemanagement/b/weblog/archive/2016/03/29/glasgow-bin-lorry-enquiry-raises-issues-about-driver-safety-in-employment.aspx>



About Us

We work with employers to provide support and practical guidance regarding effective management of sickness absence and other relevant employee health issues.

Our services aim to help you:

- ▶ avoid costly claims by ensuring you meet your legal and statutory responsibilities
- ▶ comply with Health and Safety and Disability legislation
- ▶ reduce the costs to your business of staff sickness absence
- ▶ prevent and remove health risks arising in the workplace
- ▶ achieve maximum staff productivity by reducing absences due to ill-health
- ▶ improve the overall health and wellbeing of your workforce
- ▶ increase your staff retention and productivity
- ▶ effectively manage employees who are off sick (especially long-term cases) and develop individual return-to-work strategies
- ▶ introduce cost-effective and proactive health promotion campaigns
- ▶ address complex stress and mental health cases.

'Assess a person's fitness following illness or injury to advise on their capacity to drive safely.'

Contact Details

To discuss your specific requirements and obtain a quote please contact:



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