



Everyday tastes good™

*BFFF 2017 HS Seminar
Occupational Health
'Cradle to Grave'
Paul Irwin-Rhodes*

Topics

- Greggs Overview
- What is 'Occupational Health'
- Our Historic Approach
- OH Strategy
- Key Focus Areas
- Potential Pitfalls
- Benefits

Greggs Overview

- ~1800 shops
- ~20,000 colleagues
- Internal supply base
- 10 manufacturing sites
 - Daily Fresh bakery products
 - Central savoury production
- 3 Distribution Units
 - Frozen / chilled and ambient distribution
- Internal logistics function
- North East based Head Office



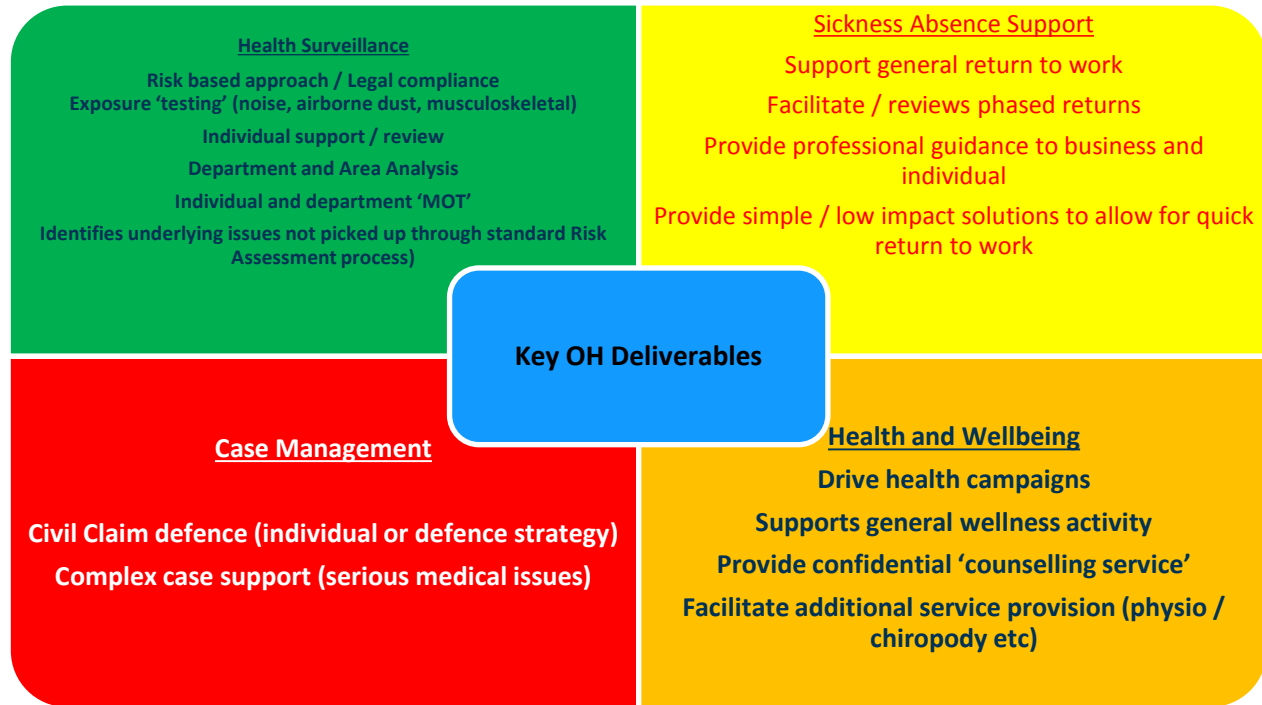
What is Occupational Health – Reminder

- Occupational health teams keep people well at work – physically and mentally.
- keep your employees healthy and safe whilst in work
- Support the management of workplace risks likely to give rise to work-related ill health.
Every year over 170 million days are lost to sickness absence
- Carol Black Review of working age population reported cost to the economy is estimated to be £100bn each year
- Research shows that the longer people are off sick, the less likely they are to make a successful return to work. After six months absence only a 50 %chance of someone making a successful return
- It's a 'quasi-legal 'need of a number of statutory requirements – COSHH, MH, Management Regs, Radiation Regs etc.

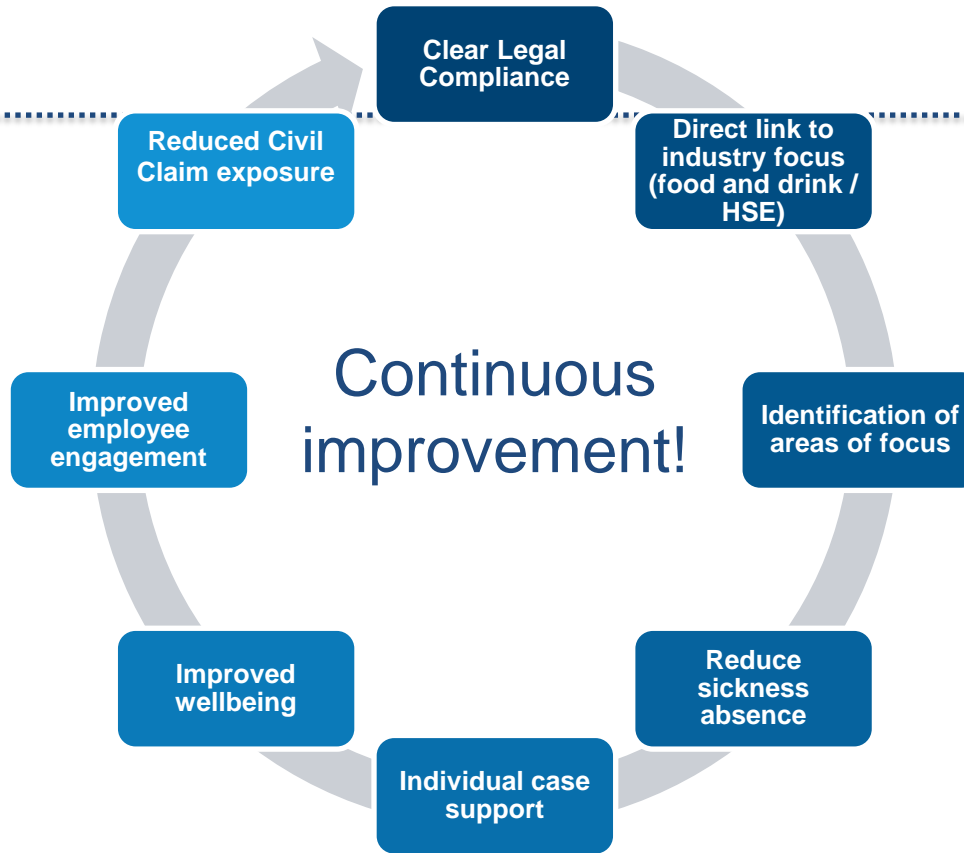
Our OH Strategy

- High Level Support
 - Occupational Health GP – External Role
 - Advises on strategy
 - Supports on complex cases
- Manufacturing / Distribution Sites
 - Occupational Health Practitioner – OH Qualified ‘nurse’ level
 - Lower level ‘technical’ support by OH Technician where required
- Offices / Low Risk Activities
 - Ability to utilise both OHA and OHT (dependant on issues raised)
 - ‘Triage; type approach
- Documentation
 - OH Guidelines – National
 - Risk Matrix (health surveillance)
 - Advice and guidance for other functions
 - Consistent reporting (dept, site, group)
 - HR - Direct reporting line
 - SHE – Indirect reporting line

Our Key Focus Areas



Benefits



Key considerations for OH provision

- Internal OR external – Pro's and cons with both options
- Internal – getting good candidates isn't always easy!
- External – lots of consultancy providers in the market (national and local)
- Make sure you identify your key risks for OH support
- Engagement with Insurance Brokers / Insurers – they may support funding
- Establish strong link with HR team
- Large number of national providers (its consultancy type approach)
- What are your risks – make sure it's a risk based approach
- Link with insurers – they may support OH provision
- Link with HR Departments
- Choose the right level for your risk (Nurse, Technician or blended approach)
- Get a good OH Doctor – Like a good lawyer, you get the benefit when you really need them!

Q and A
