



21019

Creation of an Occupational Health and Wellbeing (OHWB) Learning Centre at 'The Park'

Tarmac **1** **2** **3** **4** **5** **6**



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DESCRIPTION

In February 2020, Tarmac opened its National Skills & Safety Park. This is a dedicated learning facility that has been set up as part of an operational site. New operators are able to gain hands-on practical experience and training relating to the different areas of Tarmac's business.

The site is home to Tarmac's operational inductions, the professional operator development programme and training in both technical skills and behavioural safety.

In the UK, there has been a year-on-year increase in reported cases of work-related ill health and stress cases, these now significantly outweigh the number of non-fatal injuries reported. Tarmac recognised that increasing the education and awareness of its employees about occupational health and wellbeing, would make an important contribution in achieving good health and safety management within its business.

Therefore, the Park includes a dedicated building to focus on educating employees in occupational health and wellbeing. The facility is built into 6 health zones. Learners move between the zones to gain knowledge and experience associated with these areas. The zones are

- 1. Sight**
- 2. Hearing**
- 3. Inhalation**
- 4. Body**
- 5. Wellbeing**
- 6. 'Saving Steve'**

The sight, hearing, inhalation and body sections educate the employees on the how damage can occur through exposure to different types of materials (including silica and dust), chemicals, noise and vibration. Additionally, different types of control measures are explored including available personal protection.

The wellbeing zone introduces a series of Tarmac produced webinars and podcasts that cover the importance of supporting colleagues through conversations using the principles of 'start the conversation'. This gets people thinking and talking about mental health. The webinars feature conversations with colleagues about their experiences with some of the issues being discussed, such as mental health, physical health, and drug and alcohol misuse.

The sixth zone, 'Saving Steve', is a uniquely created, virtual reality, interactive simulation game. The game is based on a fictional mineral products employee named Steve. His choices when carrying out tasks at work have resulted in him being confined to a wheelchair and being dependent on oxygen to breathe. The simulation shows Steve carrying out various tasks during his career. The game asks the learner about the choices Steve should make and the outcomes of those choices on his wellbeing. The learner is scored on the choices made and recognises the impact of the decisions made. The aim of the game is to get Steve to be fit and healthy at his 60th birthday party.

The ultimate goals of the occupational health module, which was created by the learning and development team at Tarmac, are detailed below.

- Awareness of the common occupational health hazards on Tarmac sites and identify how they can and should be managed
- Reinforcement of the risk assessment process and learn how to prevent accidents, injuries and ill health
- Gain a better understanding of the Health and Safety at Work Act, other health and safety legislation and the responsibilities placed upon us
- Introduction to mental health awareness, key facts and the importance of managing this effectively.

The module is delivered to employees at the National Skills & Safety Park and across the whole business. The National Skills & Safety Park has a target of engaging 3000 employees in occupational and mental health over the next 2 years. COVID 19 restrictions have led to some modules being delivered on-line.

Tarmac has recognised the importance of having an inclusive learning environment and have identified employees who require additional support. This area is able to provide learners, particularly those with special educational needs and disabilities, with additional support adjusted to their needs.

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BENEFITS

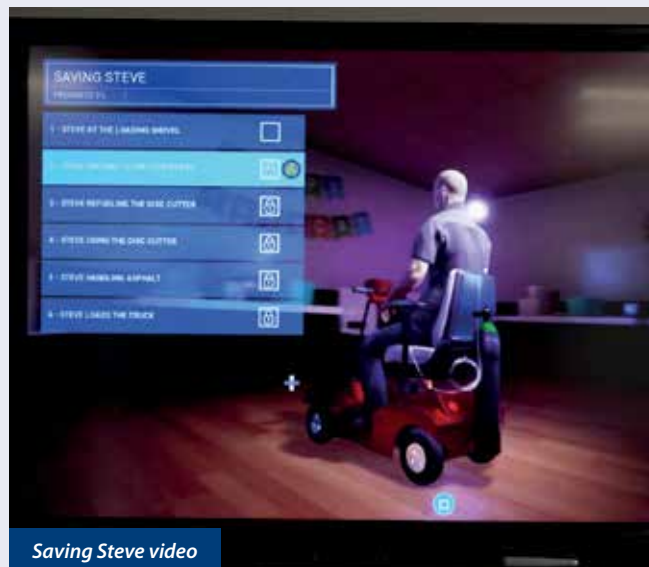
- To date, 850 employees have received occupational health training
- 1200 employees have attended “start the conversation” workshops
- Virtual classrooms delivery is interactive and impactful
- Delivery of training is consistent but supports the learning needs of employees
- Supports the roll out of Mates in Mind “manage the conversation” line managers
- Supports the roll out of mental health first aiders across Tarmac
- Significantly increased awareness in occupational health and wellbeing
- Increased openness about mental health issues across Tarmac
- Employees more willing to request support
- Dedicated facility to provide training and develop technical skills
- Helps employees adopt safe behaviours
- Greater awareness of health hazards and protection/control measures
- A safer environment for all.

TRANSFERABILITY AND DEVELOPMENT

- The approach of increasing education in health and wellbeing and making this available to all employees is transferable to the industry and other sectors
- This approach has adopted more inclusive learning practices and has helped to provide additional support to employees with SEND. Virtual reality simulation and gamification is also transferable. The use of virtual reality and gamification for learning has significant benefits, providing an immersive experience and in a safe environment. The simulation is planned to be demonstrated at Hillhead
- Tarmac has the motto 'Work Safe, Home Safe'. Through its training programme, it is seeking to transfer safe behaviours to the home environment as well as at work.



Body zone



Saving Steve video



The sight zone