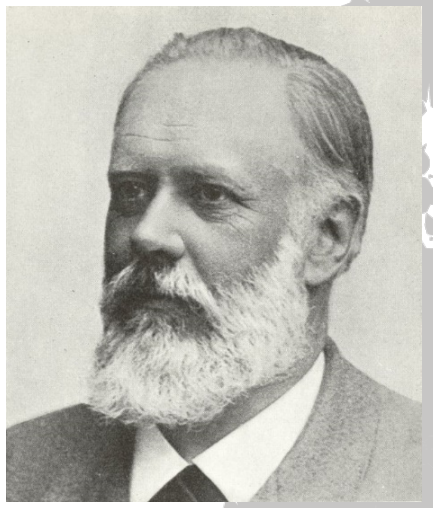
SKANSKA

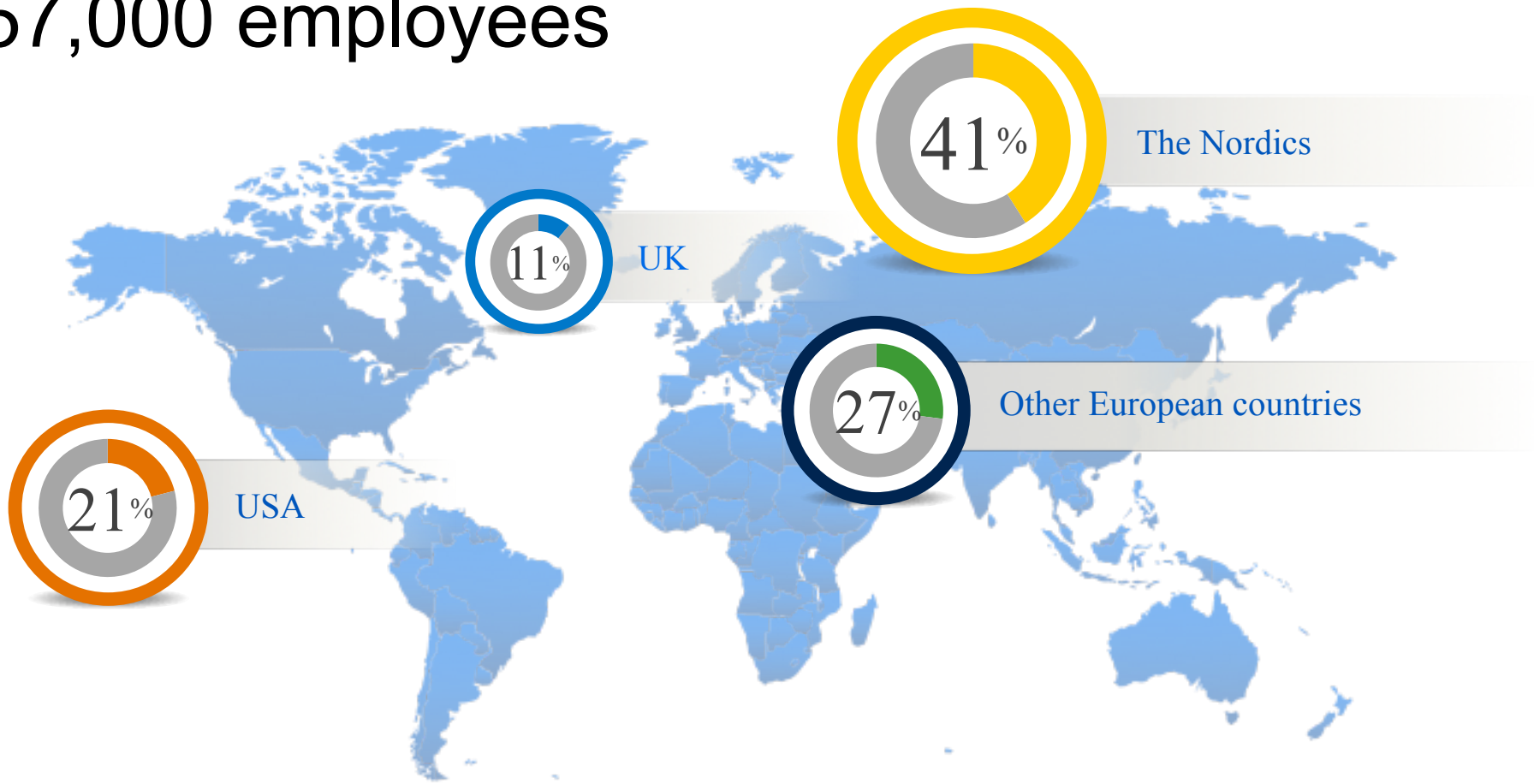
Introducing Skanska UK – our approach to rehabilitation and adjustments

Tricia O'Neill, RGN MSc MBA (Dist.)
Head of Occupational Health and Wellbeing
Presentation for VRA, 5th June, 2017

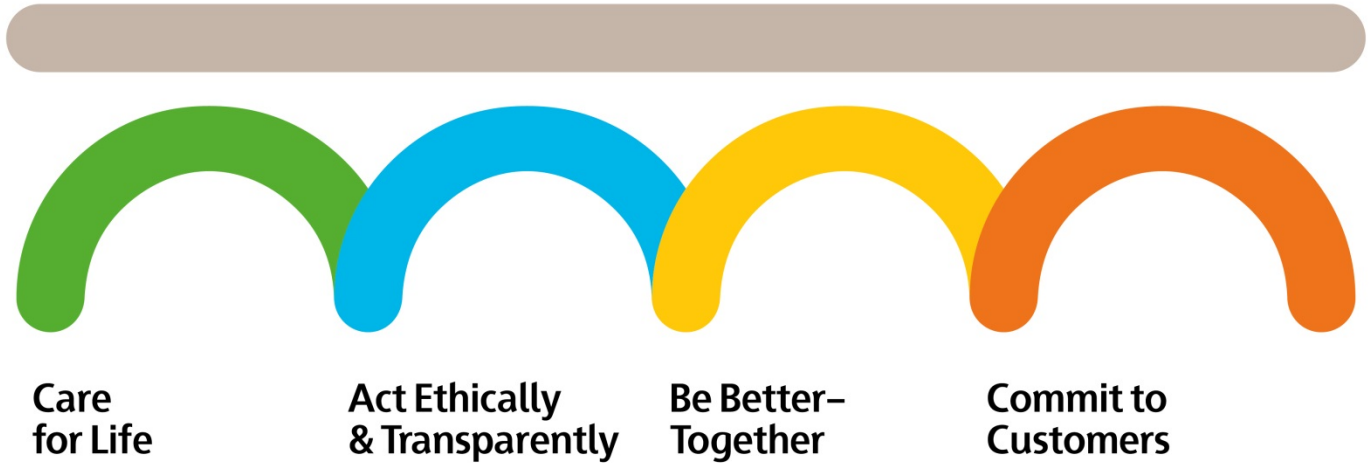
We’ve been around since 1887



57,000 employees

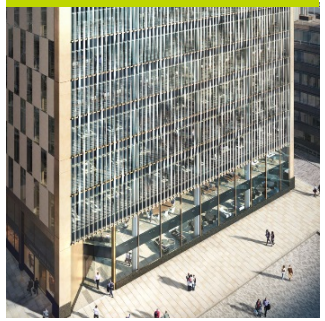


Skanska Values



UK sectors

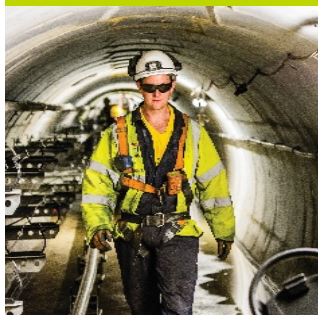
Commercial



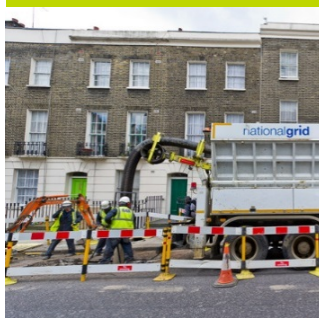
Defence

Education

Energy



Gas

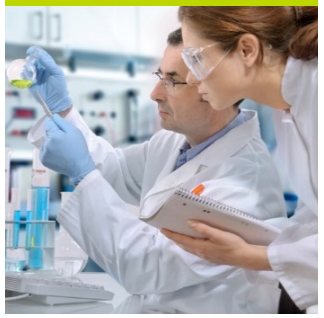


Healthcare

Highways

Mixed use

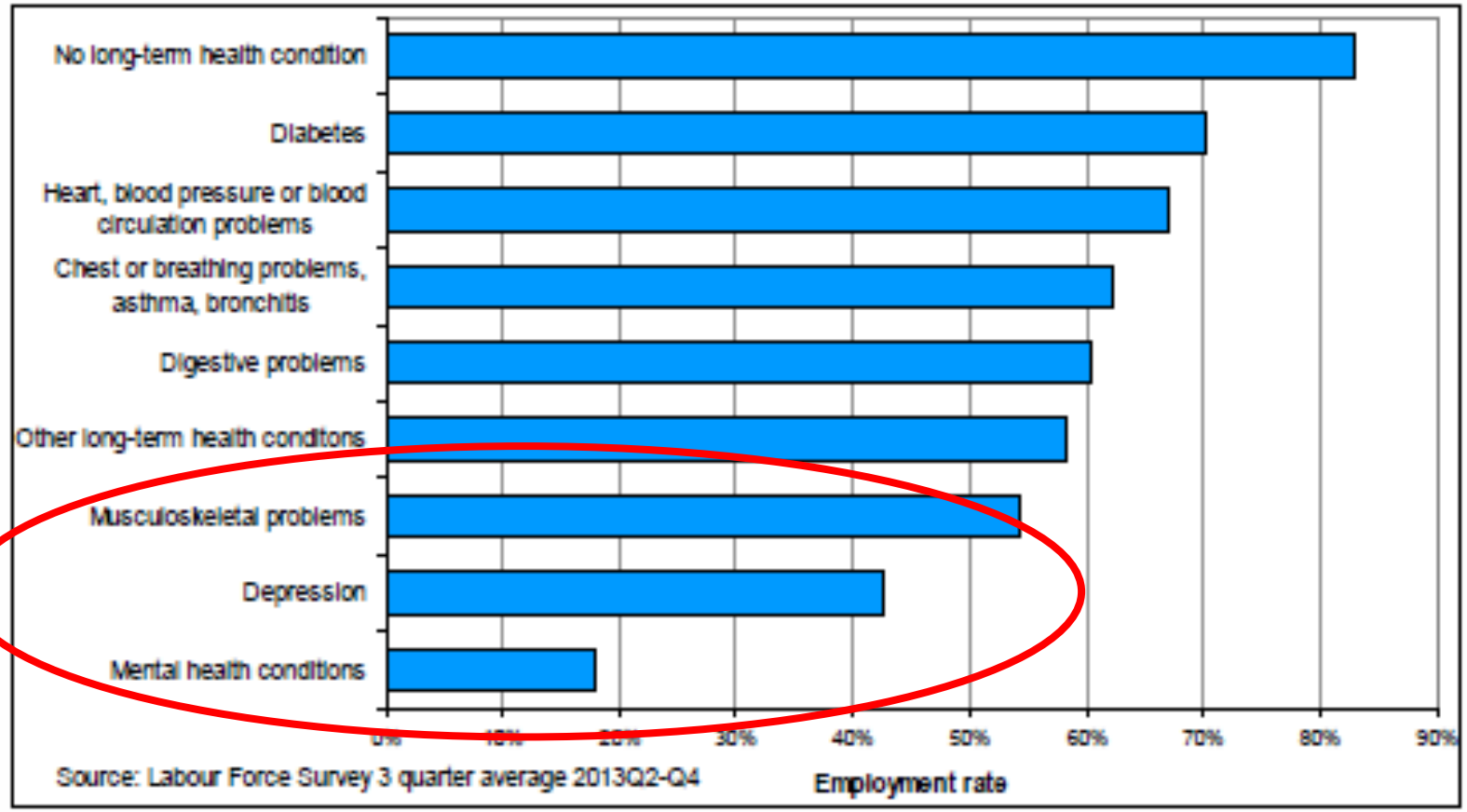
Pharmaceutical /Technological



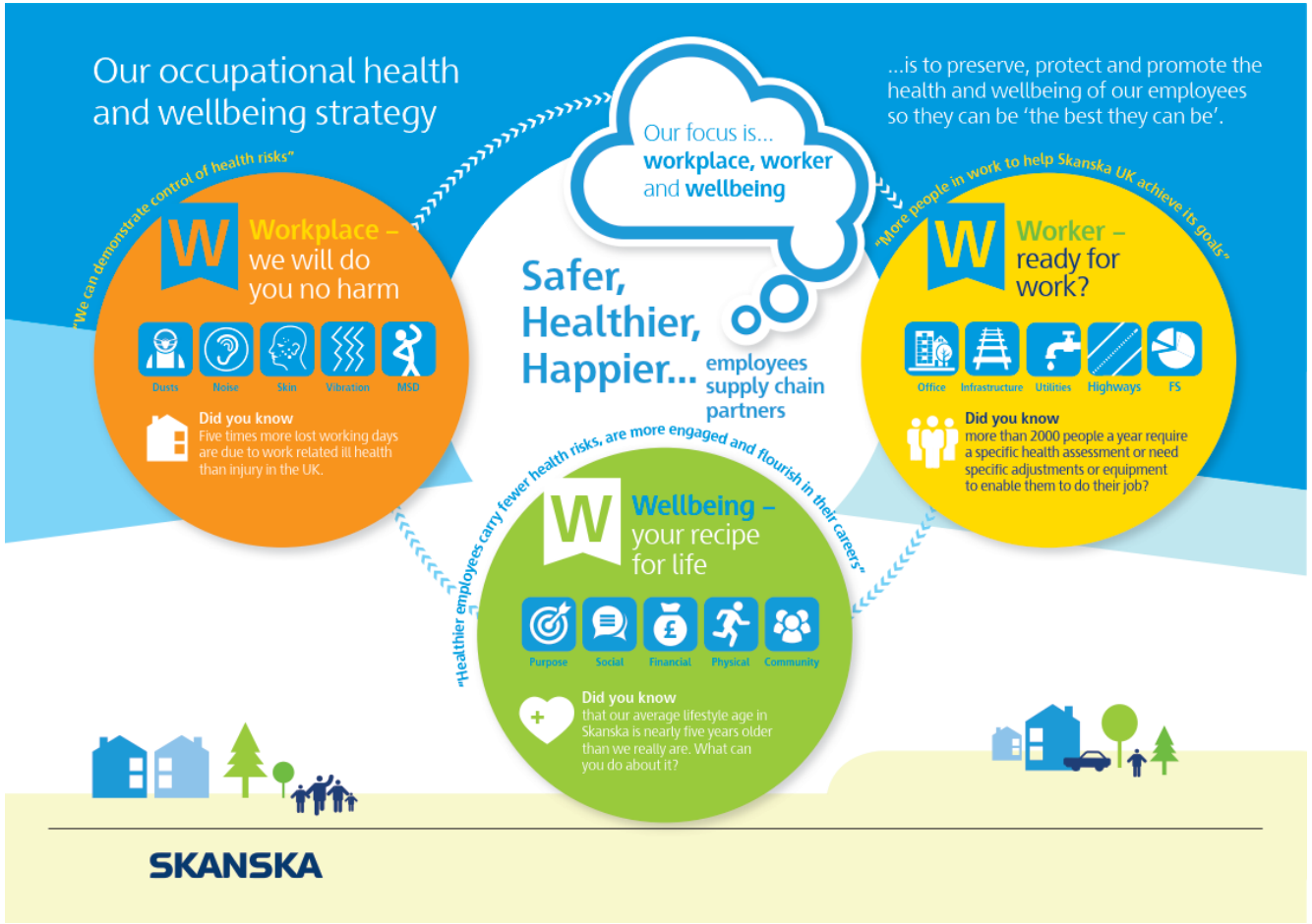
Rail

Water

Construction sector is the 3rd most vulnerable sector where workers leave before state pension age – sales and 'elementary' work are top 2 sectors



Skanska investment in health and wellbeing



- Leadership
- Capability
- Resource
- Employee voice

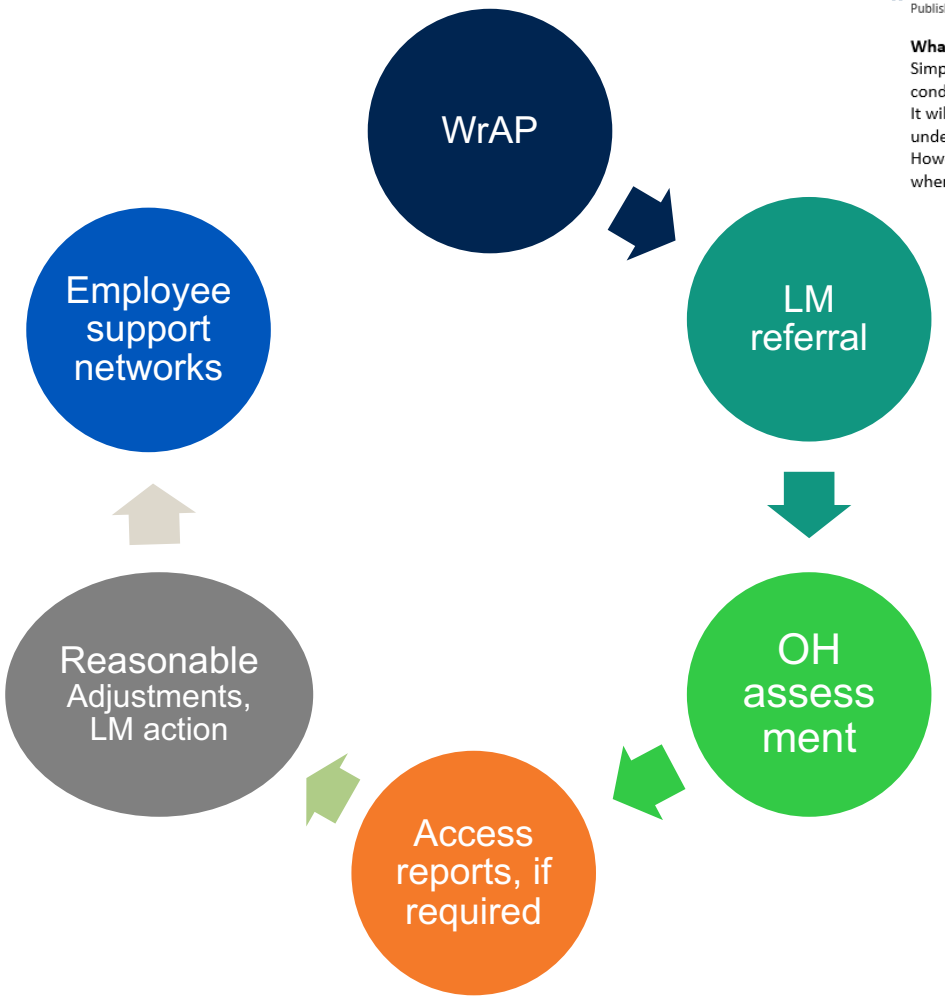
Our approach to “rehabilitation” and adjustments

So what is our approach?

ZURICH

Skanska employee networks

Disability and care network



SKANSKA
WORKPLACE ACTION PLAN (WRAP)
Version 1.0
Publish Date: 22-May-17

What is a workplace action plan?
Simply put it is a tool to help you have a conversation with your manager about your health condition and to let them know what support would help you do your job well.
It will also help your manager be prepared for any 'bad' days so will give you confidence that we understand you might need extra support.
However, sometimes it's just not possible to put in place everything for all sorts of reasons but where we can we will.

SEQOHS ACCREDITED

Skanska employee networks

Mental health and wellbeing

Mental Health Ambassador network journey

Construction workers increased risk

Making the connection …about mental health

2015 May — Mental Wellbeing policy

October — First concept meeting

2016 February — Time to Change commitment

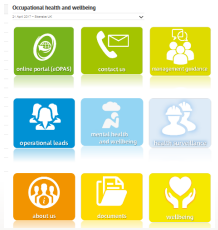
May — First cohort of MHA trained in 'Lite'

May — First tea and talk event

September — 1st IFE stand up on mental health

October — February, May and October designated events

October — Mental Health & Wellbeing page



December — Mental Health Ambassador story and video

December — Number of MHA's at end of 2016

Making the connection about mental health

2017 January

Upskilling for line managers

February

Integral to D&I agenda

March

MHA Quartely calls

Join Skype Meeting

April

Shortlisted for MH strategy

ceca
Infrastructure Horizons

May

New Suicide Awareness training launched

mind
for better mental health

May

SKANSKA
WORK IMPACT ASSESSMENT – GUIDANCE AND FORM FOR EMPLOYEE
Version 1.0
Publish Date: 17-May-17

Introduced the work impact assessment – work stress

Making the connection newsletter

Making the connections newsletter issues #1

employee benefits

Shortlisted for MH strategy

Gregor Craig, new CEO makes MH a key focus

Skanska employee networks
Mental health and wellbeing

More than 200 MH Ambassadors

- So, what are we missing from a VR perspective?

Any questions?