SKIN CANCER AND OUTDOOR WORKERS

A presentation for the Image of Construction Conference 21/09/2017 Aston University
Skin cancer is the UK's most common and fastest rising cancer. Melanoma, the deadliest form of the disease, is now one of the biggest cancer killers in 15-34 year-olds.

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**SKIN CANCER FACTS: A CASE FOR SUN PROTECTION IN THE WORKPLACE**

- Melanoma, the deadliest form of the disease is now one of the biggest cancer killers in 15-34 year olds
- 7 people currently die each day as a result of skin cancer in the UK
- Skin cancer kills more people in the UK than Australia
- Skin cancer is the UK’s Most common and fastest rising cancer
- Experts estimate that by 2024 melanoma will become the most common form of all major cancers
UVR is a known carcinogen to humans
Damage from UVR is accumulative and irreparable
Over-exposure to UVR is the cause of over 86% of all skin cancer cases
UVR cannot be seen or felt
UVR is not related to temperature and can pass through cloud
UVR can bounce off reflective surfaces such as metal, concrete, water and snow
The sun emits 3 types of ultraviolet (UV) light/radiation: UVA, UVB and UVC.

UVC radiation is blocked by the ozone layer whilst UVA and UVB both reach the earth’s surface and penetrate our skin.

UVB rays are burning rays and the primary cause of sunburns and contribute to skin cancer.

UVA rays are able to penetrate deeper into the dermis or the base layer of the skin and also contribute to skin burning, skin cancer and wrinkling / premature aging.

Both UVA and UVB rays suppress the immune system, which helps protect against the developments and spread of skin cancer.

HOW UVR DAMAGES OUR SKIN
The top layer of our skin is made up of 3 different types of cells, skin cancer types are named after these cells:

**Basal Cell Carcinoma**
- The most common type
- Grows over months / years
- May damage other cells if left untreated

**Squamous Cell Carcinoma**
- Less common, grows faster
- May spread to other parts of the body
- Can be fatal if untreated

**Melanoma (including Nodular Melanoma)**
- Least common but the most dangerous / fatal
- Can spread to form new cancers elsewhere in the body
Outdoor workers are more than twice as likely to develop skin cancer due to the extended periods of time spent outdoors.

A recent study by IOSH with combined findings by Imperial College into work-related non-melanoma skin cancer nationwide, revealed that as many as five people a day on average in the UK are being diagnosed with a form of skin cancer contracted at work.

In addition research conducted by The University of Nottingham into work attitudes towards sun safety in the construction sector, revealed that two thirds of construction workers who are outside for an average of nearly seven hours a day thought they were either not at risk or were unsure.
Skin cancer can be an employment related disease resulting from repeated and long-term exposure to UV, a known carcinogen. Skin cancer therefore fits within the national health and safety priority action area of preventing occupational disease more effectively.

**Employers therefore have a duty of care to:**

- Educate their employees about the health implications of the sun, the importance of appropriately protecting their skin and regularly checking their skin for signs of change
- To ensure the provision of appropriate protection from the sun
- To implement a robust Sun Safe policy that is reviewed annually
The Health and Safety at Work Act makes it clear that there is a legal duty on every employer to ensure, as far as reasonably practical, the health of their employees.

It also says that employers must provide “information, instruction, training and supervision” to ensure their safety.

The Management of Health and Work Regulations also require the employer to conduct a suitable assessment of the risks to the health of their workforce - that includes the risks from UV radiation.

The law also says that an employer has to remove any risk, or if that is not possible look at other ways of preventing or reducing exposure, including, as a last result protective equipment.

Where protective equipment is required this must be supplied free.

Source: TUC, Skin cancer and outdoor workers - Guidance for safety representatives.
Industries should take note and be warned by skin cancer judgments in Australia where verdicts are highlighting the importance of sun safety in the workplace. Outdoor workers from various industries who have developed skin cancer as a result of over exposure to UVR have been awarded significant damages, establishing that skin cancer can be a serious occupational injury. These rulings are extremely significant, putting sun protection on the agenda with other well known occupational health and safety issues.
There are considerable benefits and cost savings associated with the provision of sun protection and appropriate education:

• Fewer absence days caused by the associated conditions of sunburn
• A healthier and better-informed workforce
• Reduced risk to employees of the UK’s most common cancer,
• Due Diligence – by providing a healthy workplace environment, employers can protect themselves from claims and litigation
Sun Safe Workplaces is a national accreditation scheme developed by skin cancer charity ‘Skcin’ with the key objective of preventing skin cancer through education.

The 4-step, on-line accreditation provides employers of outdoor workers with the tools and resources to:

- Develop a suitable and effective Sun Safe policy
- Implement and assess effective control measures
- Engage their employees in sun safety and skin cancer prevention and early detection advice
- Fulfill their duty of care
The Sun Safe Workplaces scheme provides employers of outdoor workers with comprehensive free resources to help them in every area of completing their accreditation.

Our ‘Guide for Employers’ provides information, guidance and advice on the following subjects:

- Skin cancer facts & legal obligations
- Solar UV Radiation facts and the UV index
- Protecting your workers
- Risk assessment, engineering and administrative controls
- Personal protective equipment and clothing
- Training employees to work safely in the sun
- A workplace sun protection policy
- Monitoring programme effectiveness
- Health surveillance and skin cancer
Periodic assessment of the solar UVR exposure risk to all employees used to identify:

- Employees who have a high risk of exposure to solar UVR
- Situations or work systems where high exposure to solar UVR occurs

Resources to assist you:
To assist you we have made available a sample risk assessment document that you can download and use as required. In addition employers should refer to their ‘Sun Safety and Outdoor Workers – An Employers Guide’ for further support and useful tips.

On-line step verification:
- Upload a copy of the risk assessment
- Submit feedback on how useful you have found the resources made available to you so far
STEP TWO: IMPLEMENTING SUN PROTECTION CONTROL MEASURES

A comprehensive sun protection program should include the introduction of sun protective measures in line with occupational hazard controls including: engineering controls, administrative controls, and personal protective equipment and clothing.

Resources to assist you:
Refer to your ‘Employers Guide’ for definitions, advice and guidance when implementing various sun protection control measures (p13-19)

Step verification
Upload a written copy of the sun protection measures you have or intend to implement.
The provision of information, instruction, training and supervision for employees

In order to complete this step, Sun Safe Workplaces have made available comprehensive resources that will assist you in the provision of the necessary information to your employees.

In addition to the above your organisation must be responsible for informing, advising and/or instructing employees on the following:

- The sun protection measures you have or intend to put into place
- When, how and why these will be implemented
- The necessary training if required
- How they will be supervised and monitored
- How your organisation will deal with non-compliance

STEP THREE: TRAINING EMPLOYEES ABOUT UV, THE EARLY DETECTION OF SKIN CANCER AND HOW TO WORK SAFELY IN THE SUN
STEP THREE: EDUCATIONAL RESOURCES

Power Point Presentation to employees which covers:
- Introduction to the Sun Safe Workplaces Accreditation Scheme
- The facts and health effects of solar ultraviolet radiation
- Skin cancer: the facts
- How to prevent skin cancer
- Key early detection messages

Printed Literature / Fact Sheets:
(to be provided to each employee in printed format for retention)
- Skin cancer and outdoor workers - Information for employees
- Skin cancer and outdoor workers - Sun safety fact sheet
- Skin cancer and outdoor workers - How to check your skin

Step verification
- Upload a copy of the material used to inform employees of the sun protection measures your organisation has implemented
- Upload a photo of the Power Point presentation to employees in process
- Provide feedback as to how employees have responded to the information in general
STEP FOUR: SUN PROTECTION POLICY

Documentation of the program, including control measures in a written policy.

A sun protection policy should include the following key elements:
- description of the hazard and key reasons for the policy
- details of sun protection control measures to action
- details of education and training requirements
- an outline of who is responsible for implementation & monitoring
- procedures for managing non-compliance
- details of review processes

Resources to assist you:
- Sample sun protection policy that you can use as a guide
- Refer to your Employers Guide for additional tips

Step verification:
- Upload a copy of your sun protection policy
- Provide feedback on how useful the resources have been
COMPLETION AND ACCREDITATION

Once all four steps have been completed on-line and verified your organisation will automatically be issued with an official Sun Safe Workplace Accreditation Certificate which can be downloaded and displayed as desired.

Your organisation will also be given a copy of the We are an official Sun Safe Workplace' logo for use on literature and websites as required.
Sun Safe Workplaces is an annual Accreditation scheme, it is therefore necessary to supply us with a copy of your annual reviews in which you must show evidence of monitoring your program effectiveness. This process will help you determine the effectiveness of the control measures that you have implemented and identify changes that may further reduce exposure.

**Resources to assist you:**

- You will automatically be notified of your commitment to provide us with this update in order to retain your accreditation
- Again this process must be verified via your on-line login
- Refer to your ‘Employers Guide’ for monitoring & review tips for success
• Over 150 employers across the UK have signed up to the scheme so far as companies both large and small recognise that UV exposure for outdoor workers is an important health and safety issue

• Thousands of outdoor workers have been advised on sun safety and skin cancer prevention as well as how to check their skin for change and what to look out for

• It remains the only scheme and comprehensive resource of its kind in the UK - dedicated to preventing Skin Cancer
Companies can be proud of their achievement!

BY TAKING PART IN THE SCHEME AND COMPLETING YOUR ACCREDITATION...

- Be confident they have fulfilled their duty of care
- Reduce the risk of the UK’s most common cancer to their workers
- Show their commitment/care to their employees
- Help protect themselves from claims and litigation

Sun Safe Workplaces remains the only initiative of its kind. Taking part is a commitment, not a simple pledge or a quick tick in a box.

It’s about fulfilling a duty of care to employees that is thorough and robust enough to make the required change to reduce the soaring rates of skin cancer in the UK and ultimately - save lives.
• The fundamental belief that ‘It won’t happen to me” is common place
• Males in particular tend to take a ‘Macho’ approach and don’t bother to cover up, use sunscreen or wear a hat
• Skin cancer does not discriminate when it comes to age
• The facts are compelling…

Here’s just a few of the many young people who have recently lost their lives to melanoma and Skcin are incredibly proud to be working with loved one’s to raise awareness in their memory....
COLIN BLOOMFIELD
BBC RADIO DERBY PRESENTER AND COMMENTATOR

DIED 2015 | AGE 33
JONRAY SANCHEZ-IGLESIAS
MICHIMIN-STARRED CHEF

DIED 2016 | AGE 32
IT’S TIME TO GET SERIOUS ABOUT SKIN CANCER
IT’S TIME TO GET WITH THE PROGRAMME
sunsafeworkplaces.co.uk

Together we can make a difference and save lives.