PREVENTING OCCUPATIONAL SKIN DISORDERS:
SKIN CARE BEST PRACTICE

This whitepaper puts occupational skin disorders (OSDs) in the spotlight, highlighting the prevailing issues facing workers and industry. With contributions from leading industry experts, and workers who have been affected by an OSD, the whitepaper showcases the seriousness of the issue, and offers guidance on how employers can take control through a preventative skin care programme, incorporating a new best practice standard.
Affecting 40% of workers at some point in their career¹, occupational skin disorders (OSDs) are amongst the most significant health and safety issues facing industry leaders across the world. Despite this, industry culture in the UK is such that incidents often go unreported and the threat remains largely unchallenged.

With major cost and productivity implications for businesses, as well as ramifications for employee wellbeing, family relationships and capacity for work, the threat of OSDs to industry and the workforce is widely underestimated.

It does not have to be this way. The onset of OSDs can, in many cases, be entirely prevented, or the extent of damage mitigated, simply by adopting the right skin care regime. We know that the use of appropriate pre-work and after-work hand creams can have a significant impact on the prevention of OSDs – yet compliance is low.

Red, sore, dry, cracked and/or blistered skin on workers’ hands is often perceived to be a routine and acceptable side effect of manual work. Over time, this has contributed to a culture of misplaced tolerance of the painful and limiting conditions, meaning that many incidents have gone, and continue to go, unreported and untreated.

Not only has this culture of tolerance contributed to the prevalence of the damaging conditions, but a lack of advice on prevention and treatment has compounded the problem. Until now, there has been no formal guidance on how to promote and reinforce healthy skin practices within the workplace, leaving managers and workers to adopt an ad-hoc approach.

The 3-Moments of Skin Care is a new universal best practice standard, which has been strategically developed to address this lack of guidance. Focused on addressing behaviour change, it is based on comprehensive research from an expert panel of international dermatologists and heralds a breakthrough in the fight against OSDs.

¹ https://hseinternational.co.uk/occupational-skin-disorders-osds/

Dr John English
Dermatologist, NHS Nottingham, UK

The aim of the 3-Moments of Skin Care is to help occupational health and safety professionals, as well as the wider workforce, understand, address and improve skin care behaviour compliance. The ultimate objective is to reduce the incidence of occupational skin disorders and change workplace culture so that it is no longer deemed acceptable for workers to have to tolerate painful skin conditions.

This whitepaper will help anyone responsible for the health, safety and wellbeing of a workforce to easily identify, understand and prevent the issues presented by OSDs, and put in place a simple, yet effective, programme to promote and monitor skin care best practice on an ongoing basis.

There’s no better time than now to make a change.

About Dr John English
Dr John English is a dermatologist based at the Nottingham NHS Treatment Centre. He is one of the international panel of authors who wrote ‘The 3-Moments of Skin Care’ whitepaper which was published in 2016. http://www.3momentsofskincare.org/

John was also a member British Association of Dermatology and the editor of The British Journal of Dermatology from 2007 to 2010.
Every day, more than 1 in 10 workers suffer from dermatitis — sore and inflamed skin on the hands — which can make routine manual tasks a challenge.

Dermatitis is just one of a number of occupational skin disorders (OSDs) which collectively pose a threat to health, safety and efficiency in the workplace, as well as to the mental, physical and social wellbeing of the individuals affected.

OSDs are the second most common work-related health problem in Europe. In 2015-16, an estimated 18,000 UK workers who had worked in the previous 12 months had skin problems which they believed were caused, or made worse by their work. Up to 40% of industrial workers will suffer a skin issue at some point in their working life, but as cases often go unreported, it’s thought that the scale of the problem is underestimated by up to 10-50 times.

The frequency with which these painful conditions are seen in the workplace can mean that for many workers, the perceived culture is to accept it as part and parcel of their work, so when it happens to them, rather than report it or seek help, they simply try and ignore the problem and battle on.

If left untreated, OSDs may be chronically relapsing and can have major implications for an individual’s social life, home life and working capacity, with employers feeling the ramifications both in terms of workforce wellbeing, as well as productivity and the bottom line.

The figures make it clear that whilst occupational skin disorders often go unreported, the costs of these widespread painful conditions are too significant to ignore.

“Estimated to cost the EU €600m (in excess of £500m) each year, OSDs result in around 3 million lost working days...and force many workers to change jobs.”

**SKIN CONDITION FACTS**

- **Everyday, more than 1 in 10 industrial workers suffer from dermatitis**
- **Up to 40% of industrial workers will suffer a skin issue at some point in their working life**
- **It is thought that the scale of the problem is underestimated by up to 10-50 times**
THE PREVAILING ISSUES
WITHIN THE INDUSTRIAL WORKFORCE

For employees suffering from an OSD, skin conditions can have physical, financial and social consequences, whilst the impact on mental wellbeing means that workers can often suffer from anxiety, depression, social isolation, low self-esteem and embarrassment.

Sore, cracked fingers and hands, along with other symptoms of painful OSDs, can restrict hand mobility and the ability to carry out everyday workplace activities, such as gripping tools or operating machinery. Simple tasks around the home, such as making a cup of tea, opening jars, and even turning taps can become an impossible or stressful challenge, putting strain on social and family relationships.

Suffering with a skin issue presents employees with a common dilemma – whether to take time off work to recover, and potentially suffer the associated loss of income or earnings, or to try to ignore the signs and carry on, potentially exacerbating the long-term impact of the condition.

In some significant cases, or if left untreated, living with an OSD may ultimately necessitate a change of career – with implications not only for financial stability, but also for mental health and morale.

For employers, the financial burden is clear, with costs potentially arising from reduced performance and productivity, sick pay, overtime and temporary staff (to cover the role of the absent employee). Additionally, there may be recruitment and training costs (in the event of the employee leaving the business).

Research suggests that on average, each reported case of dermatitis costs an employer £6,0009, whilst the average cost of each case of an unreported hand health problem costs an employer £2,0009 &10. There’s also the risk of negative publicity that can threaten a business’s reputation, and, in worst case scenarios – costly compensation claims.

SKIN CONDITION FACTS

| On average, each reported case of dermatitis costs an employer | £6,0009 |
| On average, each unreported case of worker with hand health problems costs an employer | £2,000 per year9 &10 |

I have seen skin disorders where your hands crack and it can be demoralising. It involves time off work and a subsequent loss of earnings, which is likely to affect the family.... It was so severe that workers were unable to use a knife and fork properly, or be able to make a cup of tea. All of these things can affect (someone’s) mental state.

Geoff
Print Worker
Deb “Speaking Out” project, 2017

---

9 Journal of Environmental Medicine
9 Diepgen T.L. et al; Contact Dermatitis 2013; 69: 88-106
10 Thyssen J.P. et al; Contact Dermatitis 2010; 75-87
In the early stages, it can be difficult to identify occupational skin disorders, which can range from contact dermatitis (redness, dryness, itching, swelling, cracking, blistering, flaking and bleeding), to eczema, skin infections and in worst cases, cancer.

**Spotting the early signs**

1. Dry skin around fingers
2. Cracks around finger nails
3. Patches of dry skin starting to emerge

Whilst prevention is better than cure, early identification and treatment is important. If workers mention or complain of rough, dry hands, cracked or sore skin, it is important to consider that this is likely to be the early signs of a skin disorder, and appropriate action may need to be taken, such as initiating an appropriate skin care regime, and, where appropriate, seeking medical help.

**WHAT CAUSES OCCUPATIONAL SKIN DISORDERS?**

It’s not just industrial processes that can harm manual workers’ hands. Contaminants and conditions that can be harmful to skin include:

- Water based detergents, liquids and chemicals
- UVA and UVB sun rays
- UVC rays from arc welding
- Cold conditions indoors or outdoors
- Mechanical oils, greases, solvents and cutting fluids
- Resins, adhesives, paints and sealants
- Dust, powders and airborne substances
- Abrasion from tools, components, and materials handled
- Sweating from wearing PPE such as gloves and safety footwear
- Wet work – prolonged or repeated contact of hands with water

These images show how the skin is constructed to provide a protective barrier to the body, but also how this structure can be eroded and lead to skin health issues.

**HEALTHY SKIN**

Healthy skin acts as a guard to prevent damaging substances penetrating the skin.

**HEALTHY SKIN – IMPACT OF CONTAMINATION**

Contact with hazardous substances, repeated exposure to irritants and harsh cleansing can break down the skin’s protective layer, allowing contaminants, bacteria and viruses to penetrate the skin.

**VERY DRY SKIN**

Without protective or restorative creams, the cells delaminate and damage occurs, which can lead to dermatitis and other skin disorders.
Gloves are often perceived as the way to prevent damaged hands and skin, and form part of the standard Personal Protective Equipment (PPE) issued to manual workers. To some extent, gloves (provided they are the right gloves for the task or type of contaminant involved) are part of the solution in the battle against OSDs.

However, it’s clear from the evidence that even where the right type of gloves are provided, they are often far from the magic solution. Non-compliance is a major issue, whilst complications of wearing gloves can mean existing conditions may be exacerbated, and the need for additional measures such as protection creams are often overlooked.

In short, the majority of workers are unaware of the detrimental effects of wearing gloves.

As a general rule, Personal Protective Equipment (PPE) use and compliance is now embedded within industrial working culture and health and safety policy. Workers will wear hard hats, eye-protection and work-at-height harnesses as part and parcel of their daily routine, but studies have shown that compliance for wearing gloves – the traditional form of hand protection – is notably low. In fact, just 28% report wearing gloves whilst at work and 70% of those suffering a hand injury were not wearing gloves.

Amongst the various theories lies the very practical reality that dexterity issues mean that employees sometimes remove gloves for close or intricate work, or when using touch screens and computers. As soon as they do, they are exposing their skin to allergens and irritants – negating the value of the gloves provided.

Gloves can cause sweating and can trap dirt and contaminants close to the skin – potentially fostering the growth of bacteria, whilst some studies have also shown skin barrier damage due to occlusion from prolonged glove use in combination with using soaps and detergents.

**CHALLENGES FOR GLOVE WEARERS**

Although an important safeguard, gloves can also contribute towards skin conditions. People who regularly wear gloves in the workplace reported these issues:

<table>
<thead>
<tr>
<th>% for which the issue was noticeable</th>
</tr>
</thead>
<tbody>
<tr>
<td>perspiration inside the glove</td>
</tr>
<tr>
<td>feel uncomfortable</td>
</tr>
<tr>
<td>damage to skin / cracked hands</td>
</tr>
<tr>
<td>foul odour</td>
</tr>
<tr>
<td>allergic reaction to gloves</td>
</tr>
</tbody>
</table>

---

11 & 12 Occupational Health and Safety Administration (OSHA)
13 “Effect of glove occlusion on the skin barrier”, Tiedemann et al.
14 Independent study commissioned by Deb Group - 2013
THE IMPACT OF OSDs
ON WORKERS AND THE INDUSTRY

EXPERT VIEWS FROM THE INDUSTRY

Industry leaders, health and safety experts, dermatologists, professionals within the skin care industry and workers on the front line share their views and experiences of occupational skin disorders, setting out the extent of the issue and making recommendations for change.

"Healthy skin and good skin care compliance are both fundamental to the health, safety and wellbeing of the UK workforce – regardless of sector or occupation. Absences, sick leave and the inability to perform work duties affect individuals, employers and industry as a whole.

The current rate of occupational skin disorders is at an unacceptable level. Industry leaders and safety and health managers need to take action to reverse the trend and protect future generations. We all have a responsibility to ensure that workers’ hands stay safe, and that their skin is not compromised or damaged by the work that they do.

As the major independent voice of the British safety industry, the BSIF encourages anyone responsible for workplace safety and health to continually reassess their workplace skin care procedures. The simple and effective 3-Moments of Skin Care initiative provides a truly constructive basis for re-evaluating existing skin care behaviour in the workplace."
Let’s start by being honest, within industry, hand cleansing is not on the top of everybody’s agenda. The main reason for this is that the use of skin care products is at the bottom of the hierarchy of controls. Many safety professionals and business leaders will prefer to manage the risk through risk assessment. This means a focus on eliminating the hazard or the substitution of skin sensitising substances, and rightly so. A perception remains that if all else fails, there is still PPE and hand protection. This is compounded by some facilities management contracts that provide only a cleanser and are ignorant of the requirements of protection and restorative products.

This philosophy can be flawed on a number of levels;

» Not all risks can be eliminated or substituted
» It is not always appropriate to apply the hierarchy of controls eg. maintenance
» PPE is not always appropriate
» PPE may have the potential to cause OSDs
» A facilities management centred approach often ignores the provision of products external to wash rooms

Some organisations, that think they have addressed the above, often overlook the importance of managing behaviour. Education is only part of the employee engagement process. Ensuring we have the right products in the right place is key as not everybody goes to the wash room before starting work. Line Leaders must lead by example and continually demonstrate the importance of skin care products, undertake regular skin inspections and reinforce the use of protection and restorative creams. Effective measurement of product use gives valuable information to Line Leaders on compliance.

The challenge is to embed a self-sustaining process where employees embrace skin care management because they want to do it, not because they are told to do it.
The impact of OSDs

On workers and the industry

There is a duty of care on employers in the UK, not only to provide PPE and preventative skin care routines, but also to ensure that the measures are being used. Yet our own data shows clear room for improvement in relation to this employer-employee duty of care. For example, our records show that for many workplaces, the amount of conditioning cream being used is far less than any guideline would recommend.

To ensure positive behaviour change in the industrial sector, more action needs to be taken and evidence shows that this is achieved through a combination of best practice aligned to measurement, education and feedback.

This is where the 3-Moments of Skin Care comes in – a clear and simple skin care guideline which is easy to understand and that workers can routinely follow. We want to create workplaces where skin health is a priority, where there are repeated reminders of the straightforward actions that can improve the chances of having long-term healthy skin. Colour-coded smart dispensers and workplace communications with clear messaging reinforce this approach, and the metrics and feedback designed specifically for the 3-Moments help empower and embed the change.
THE IMPACT OF OSDs
ON WORKERS AND THE INDUSTRY

PERSONAL VIEWS FROM THE WORKERS

The impact of OSDs on families and home life is stark, as told by workers featured on the Deb Speaking Out project:

General wear and tear of handling everything... with brickwork, they’ve got quite rough textures, so it tends to cut your hands up. When your hands are sore and cracked you can’t grip as tight for a start, because the tighter you grip tends to be when the most pain comes. If you’ve not looked after your hands you just dread the day.

It was so severe that they couldn’t grip. Not being able to make a cup of tea. Not being able to use a knife and fork properly.... All these things affect the mental state of someone.

Creams are always available on sites, generally, in the welfare room. Not many people use them as a mandatory sort of thing. It’s more of an afterthought. It’s not until later on in life that you find out these things can be pretty detrimental, so finding out at a younger age is massively important.

If you’ve got infections on your hands you can’t give a baby a dummy.

WHY OSDs CANNOT BE IGNORED

<table>
<thead>
<tr>
<th>The average cost of each case of reported dermatitis</th>
<th>Estimated to cost the EU €600M each year, OSDs result in around 3 MILLION lost working days in the EU each year</th>
<th>18,000 the number of UK workers who reported skin problems, which they believed were caused by, or made worse by their work</th>
<th>80% OF STAFF with dermatitis suffer impairment to their grip whilst at work</th>
</tr>
</thead>
</table>

© 2015/2016 HSE Labour Force Survey
© Department of Occupational and Environmental Health St Michael’s Hospital
**TAKING CONTROL**

**THROUGH PREVENTION**

Poor skin conditions don’t have to be part of everyday working life. By taking a proactive approach to skin health, such as a skin care regime integrating hand creams with appropriate cleansers, and through educating workers, it is possible to mitigate against and prevent occupational skin disorders before they become a problem.

Given the prevalence of the drastically underestimated problem, together with the severity of the consequences of OSDs, there needs to be wholesale change in approach and attitude towards skin health in the workplace, with a shift from reactive measures, to proactive steps to prevent OSDs occurring at all.

By putting workers’ skin at the heart of health and safety culture, and by making skin health as much a priority as hard hats and other PPE, with a clear, simple and effective preventative system, organisations will see a reduction in the onset of OSDs, potentially establishing their workplace as an OSD-free zone.

Inspired by the World Health Organisation’s successful ‘My 5 Moments of Hand Hygiene’ model for improving skin hygiene in healthcare environments, the 3-Moments of Skin Care guideline is the work of an expert panel of eight international dermatologists who combined personal clinical experience with a comprehensive analysis of 75 published occupational skin care studies. Its aim is two-fold: to drive behaviour change and implementation of skin care best practice (through a simple and practical skin care routine that workers can easily adopt), as well as to provide an effective basis for promoting and monitoring skin care compliance in any workplace.

The expert authors made proposals for widespread behaviour change, including:

- Acknowledgement of the topic [of OSDs] by the organisations, especially the senior management;
- Practical education, communication and training measures;
- Consideration of product availability and location aligned to the triggers for skin cream use, with clear labelling;
- Accurate monitoring of compliance;
- Regular feedback of compliance back to the intervention population.

Importantly, the authors proposed three moments for skin cream application to prevent irritant contact dermatitis in the workplace:

1. **Moment BEFORE** starting work
2. **Moment DURING WORK** after washing hands
3. **Moment AFTER** finishing work

**DOWNLOAD THE PUBLICATION:**
3momentsofskincare.org

---

**TAKING CONTROL**

THROUGH PREVENTION

**3 MOMENTS of skin care**

**IMPLEMENTING THE 3-MOMENTS OF SKIN CARE**

**BEFORE WORK**

Before work, skin protection creams should be applied. These are specially formulated to provide a layer to protect the cell wall. They can reduce direct contact with specific types of physical contaminants, help retain natural lipids and moisture in the skin, improve comfort and skin strength, and make the skin quicker and easier to clean. Some specialist creams can help prevent exposed skin from getting dry under cold working conditions, whilst other products have been formulated to strengthen the skin under gloves.

**DURING WORK** – after washing

Following contamination or during work breaks, hands should be washed with an appropriate hand cleanser or soap to remove all dirt and harmful contaminants from the skin, and then followed with the application of the correct protection or restore cream, specific to skin type.

**AFTER WORK**

After work, restorative products should be applied to moisturise, nourish and condition the skin, to improve its strength and prevent it from becoming dry or damaged. Regular use of restorative creams helps maintain the skin in a healthy condition. In the colder winter months, when the skin loses moisture and is more prone to becoming dry and sore, it is even more important to replenish skin with restorative creams.

**FOR FURTHER INFORMATION AND RESOURCES VISIT:**

3momentsofskincare.org

---

**FOREWORD**

**THE PREVAILING ISSUES WITHIN THE INDUSTRIAL WORKFORCE**

**HOW TO SPOT OCCUPATIONAL SKIN DISORDERS (OSDs)**

**THE CHALLENGES WITH GLOVES & WHY THEY AREN’T THE MAGIC SOLUTION**

**THE IMPACT OF OSDs ON WORKERS AND THE INDUSTRY**

**TAKING CONTROL THROUGH PREVENTION**

**THE SOLUTION**

MAKING SKIN HEALTH A PRIORITY FOR ALL WITH DEBSAFE™

**CONCLUSION**
As with any health condition, prevention is always better than cure, and adopting a good skin health routine can help prevent the onset of occupational skin disorders.

As acknowledged in the 3-Moments research\(^1\), regular skin cream application is widely acknowledged to be an effective prevention strategy against occupational contact dermatitis, but compliance rates remain low.

The reality is that skin care best practice is not yet firmly embedded within workplace culture – unfortunately it remains a low priority. However, the action is to drive behaviour change and alter workers’ perceptions so that healthy skin care routines become the norm rather than the exception.

As behaviour change is best achieved through a clearly defined goal-setting strategy, the 3-Moments of Skin Care adopts a simple, strategic process (identifying three specific moments at which specific actions are required). This approach offers employees an easy-to-remember routine, whilst giving employers and workforce managers a universal standard and effective model, with supplementary tools to educate, promote and monitor good skin care practice.

Fostering a culture and working environment where skin health is deemed (and perceived) to be a priority is critical. The DebSafe\(^*\) Skin Care Programme helps workplace managers achieve this by encouraging the adoption and integration of skin care best practice via three key elements:

- **ESSENTIAL PRODUCTS**
  - Having the right products in the right place at the right time, so that workers can use whichever hand cream or cleanser is appropriate for their individual skin type and the work involved, is a vital factor in the fight against OSDs.

- **ESSENTIAL INFORMATION**

- **TRAINING**

Having the right products in the right place at the right time, so that workers can use whichever hand cream or cleanser is appropriate for their individual skin type and the work involved, is a vital factor in the fight against OSDs.

A major issue in skin care compliance is ensuring that the appropriate products are available and accessible to workers where and when they are required. As such, the provision of skin care must take into account normal workflows and worker behaviour. **Products need to be accessible, appropriately labelled, well stocked** [and refilled on demand], and in the line of sight for maximum effect.

Key location areas for skin creams include changing rooms, at the entrance to work areas, in rest areas and canteens, in washrooms and dedicated hand washing points, as well as at the work point – including mobile working areas, such as vans and work cabins.

It is recommended that workers are involved in deciding where products should be located to optimise compliance.

Skin care provision should be tailored to meet the needs of the workforce, with individual skin types appropriately catered for. For example, whilst universal after-work creams may be available in a dispenser, workers with particularly dry or sensitive skin may have their own specific cream in a tube.

---

THE SOLUTION

MAKING SKIN HEALTH A PRIORITY FOR ALL WITH DEBSAFE™

Deb provides a comprehensive range of specialist industrial skin care products to meet all occupational needs, working environments and preferences, carefully formulated using specially selected skin safe ingredients.

The range features four categories:

**STEP 1: PROTECT**

A range of pre-work creams to help protect the skin against a wide variety of workplace contaminants and working conditions.

**STEP 2: CLEANSE**

An extensive range of hand cleansers to enable the appropriate product to be used for any working environment.

**STEP 3: SANITISE**

Specialist hand sanitisers that can be used without water to quickly and easily kill a broad spectrum of germs and leave hands hygienically clean.

**STEP 4: RESTORE**

A range of after-work creams, specially formulated to nourish and moisturise all skin types and skin conditions from normal through to very dry and stressed skin.

Pre-installation surveys from the Deb team of experts help establish skin care needs and ensure that the appropriate Deb Stoko® products and dispensing systems are selected and installed where appropriate. A post-installation audit helps ensure complete customer satisfaction with the programme installed. Annual audits provide a maintenance check of the dispensers, review the products in use, and introduce any new products and education that can provide additional benefits for the customer.
THE SOLUTION

MAKING SKIN HEALTH A PRIORITY FOR ALL WITH DEBSAFE™

VITAL INFORMATION SERVICES
meaningful information for actionable feedback

DebSafe™ Vital Information services incorporate Skin Condition Evaluations and a Compliance Information Service. Implementation of these two unique services allows essential information to be gathered on the condition of workers’ hands and skin care compliance specific to each department, site, or organisation as a whole.

SKIN CONDITION EVALUATIONS

One-to-one staff Skin Condition Evaluations are 5-10 minute assessments to measure skin hydration, elasticity, sebum (natural waterproofing of the skin) and desquamation (skin peeling). They allow staff to receive individual feedback on their skin health, as well as advice on product usage or referral where appropriate. In addition, the organisation receives a full feedback report (anonymised data) with an overall measurement of the Skin Health Risk Factor of the organisation or site.

COMPLIANCE INFORMATION SERVICE

In addition, DebSafe™ enables product usage to be measured and assessed against the 3-Moments best practice standard to establish skin care compliance and reinforce positive change in the workplace.

Smart dispensers not only dispense the optimum amount of product per event, but also electronically monitor and transmit product usage data to a dedicated server. The unique software compares actual usage data against best practice benchmarks to create accurate, reliable compliance rates – which are automatically communicated via the secure, online DebSafe™ Dashboard.

This rounded approach enables meaningful communication with workers and allows managers to ensure that DebSafe™ is creating a positive change in behaviour and improving skin health in the workplace.
THE SOLUTION

MAKING SKIN HEALTH A PRIORITY FOR ALL WITH DEBSAFE™

TRAINING

- Worker training tools (including videos and presentations, designed to help workers learn about the importance of looking after their hands)
- Worker prompt materials (simple, visual prompts including posters and signs to remind workers to follow skin care best practice)

SUPPORTING BEHAVIOUR CHANGE THROUGH TRAINING

The DebSafe™ suite of training and education tools includes:

- Training
  - Lasting improvement in skin care behaviour

THE SOLUTION

MAKING SKIN HEALTH A PRIORITY FOR ALL WITH DEBSAFE™

DEBSAFE™ BENEFITS

- Can be tailored for any workplace
- Raises skin care standards
- Improves skin health
- Reduces risk of OSDs
- Increases efficiency
- Reduces costs

INTEGRATING DEBSAFE™ INTO YOUR HEALTH & SAFETY PLAN

DebSafe™ recommends a 4-Stage Behaviour Change Process as a simple workflow to help managers nurture and embed behaviour change in any workplace. By promoting an initial full-site survey, and by working with both the leadership team and the wider workforce, the process is easily tailored to each individual workplace and business.

1. DEFINE
   - Set up your Skin Health team
   - Carry-out full site survey
   - Conduct baseline Skin Condition Evaluation

2. IMPLEMENT
   - Install Essential Products & prompt materials
   - Educate and train workers and managers
   - Install Vital Information network and dashboard

3. COMMUNICATE
   - Establish your communication process
   - Share Skin Care Compliance results with everyone
   - Engage in 2-way feedback

4. EMBED
   - Regularly review facilities and refresh prompt materials
   - Repeat Skin Condition Evaluation every 6 months
   - Integrate into your Health & Safety Plan
The need for change in perceptions of, and attitudes towards managing occupational skin disorders is clear.

No longer is it tenable for any organisation to apply a reactive, treat-the-symptom approach. The only valid or meaningful approach to workplace skin health is one of clear and determined prevention; the adoption of a simple routine that, when embedded into workplace culture, will create a sustainable shift in behaviour and a marked reduction in OSD occurrence.

In presenting a new universal standard in occupational skin care best practice, the 3-Moments of Skin Care marks a major breakthrough in terms of our practical understanding of how to overcome OSDs.

Whilst the statistics demonstrating the current extent of the problem give cause for concern, adoption of the 3-Moments standard makes it possible to reverse the trend of OSDs.

Together with the insight and guidance set out in this whitepaper, I believe that the 3-Moments standard will form the catalyst for change in terms of perceptions, attitudes and behaviour in relation to occupational skin health and skin care compliance.

The DebSafe™ programme is the perfect platform for organisations to take control and bring it to life. I encourage industry leaders, as well as all occupational health and safety professionals to use this guidance and seize the opportunity presented by DebSafe™ to adopt the changes necessary to make skin care compliance and healthy skin a priority in the workplace.