

Occupational Health Services

What Is It?

Occupational Health professionals are trained to help employers to control or even eliminate risks to the health of their employees. The EBS Occupational Health Services have been designed to offer simple and effective solutions to employee health issues, all of which deliver measurable results and are tailored to meet each company's precise needs.

What are the advantages to my organisation?

- **Being Legally Compliant:** Current employment legislation places a number of duties on employers to look after the health and wellbeing of their employees and visitors to their sites. Whether you need advice on Disability Discrimination, Health and Safety, Eye Tests, Employee Medicals and so on, EBS can guide you through the relevant requirements.
- **Reducing Sickness Absence:** Sickness levels cost British firms millions of pounds a year. By adopting a proactive approach to sickness absences, EBS can help you get your employees back to work, and reduce the 'taking a sickie' mentality.
- **Increasing Productivity:** Lost days due to sickness have a direct impact on a company's bottom line, whether through the payment of sick pay or just in lost productivity. EBS' proactive approach can increase the productivity of both those employees who have poor sick records, and their colleagues who feel that their managers are not tackling these issues.
- **Being Seen as a Caring Employer:** Many of the services offered by EBS are preventative actions that can keep your workforce working. Employers who offer such services are seen as more caring, which has positive impacts on motivation and bottom line results.

What Is Included?

1. Sickness Absence Management

A service to advise employers on both short and long term employee absence situations. Areas that will be investigated include:

- Employee's current state of fitness to work.
- Underlying medical explanations for employee's attendance record/behaviour.
- Factors associated with the individual's work that may be contributing to the condition/illness.
- Whether the provisions of the Disability Discrimination Act apply.
- The likelihood of the employee being able to fulfil their full duties and responsibilities in the foreseeable future.
- Ability to estimate when the employee will be able to fulfil the full duties and responsibilities of their job.
- Availability of aids or equipment, or alterations to their work or working environment, that would aid the recovery/enable the employee to fulfil their full duties and responsibilities.
- Recommendations for short-term changes to work to enable a return for a rehabilitation period.

Other reasons for referral for an Occupational Health opinion include:

- Changes in the behaviour of an employee which may include poor time keeping, poor performance, mood swings, aggression, appearing possibly under the influence of alcohol or other substances at work.
- Following an injury (both work or socially related).
- Following a traumatic incident.
- Suspected work related health problems, e.g. Upper Limb Disorder, back pain, Occupational Dermatitis, and so on.

NB: In order for the referral process to be effective, it is important that the correct procedure is followed. This includes consultation with the employee and completion of a formal referral form.

2. Pre-Employment Assessment Service

The purpose of a pre-employment health assessment is to ensure that the candidate/recruit does not have any medical condition which would be significantly worsened by employment, that all medical conditions are assessed to ensure the employer makes the necessary reasonable adjustments to enable employment within the requirements of the Disability Discrimination Act 1995, and that employees are asked to declare their health status which may protect the employer at a future date.

Pre-employment health assessments can either involve the completion of a detailed questionnaire or a face-to-face interview or a combination of the both.

3. Risk Assessment and Management

Advice on risk assessment and the management of risks, such as:

- Display Screen Equipment
- Pregnant workers
- Manual Handling
- Night time workers
- Stress management

4. Occupational Health Policy Templates

If the employer requires any Occupational Health policy or procedure, templates can be supplied for general use, such as absence management, safe use of display screen equipment, and so on.

5. Occupational Health Training

In-house training can be arranged and managed by EBS to ensure that subsequent training is specific to the special needs of the employer as well as being cost effective for them. If appropriate, external trainers with expertise in certain areas would be sourced. Training could include:

- First Aid at Work
- Manual Handling
- Stress management
- Safe use of Display Screen Equipment
- Food hygiene

6. Health Surveillance and Assessments

Where the risk assessments and/or legislation indicate that health surveillance is required, this can be provided by competent practitioners, e.g. audiometry, vision screening, Hand/Arm Vibration (HAV) screening. Health assessments can also be arranged for certain groups, such as fork lift truck drivers or food handlers.

7. Health Promotion Initiatives

Advice and information on initiatives and programmes designed to encourage employees to lead healthier lifestyles can be supplied. Examples include smoking cessation, stress management, healthy eating and skin safety.

What Does It Cost?

The fees are set on an hourly basis, currently £75/hour (for both offsite and onsite).

About EBS Occupational Health Services

EBS Occupational Health is a specialist area of service from EBS Management Resources, a multi-disciplinary provider of business support services to companies with 15 - 100 employees. Service portfolios are provided for the key functions of Human Resources, Occupational Health, Marketing, Sales and General Management. EBS clients cover a wide range of industries and include Dayla, Bucks Net Services, Nottingham Forest Football Club and Red Door Communications.

Prices given above are correct as of 05/06