

# St Augustine's Medical Practice

## Occupational Health Services

### What is occupational health?

Occupational health is about the effect of work on health and about making sure that workers are fit for the work that they do.

As an employer your duty is to:

- protect workers' health against damaging effects of work;
- ensure that people are fit for the jobs that they are doing;
- investigate effects of work on health;
- help people with health problems or disabilities to work under conditions which are best for them;
- make the workplace safer and healthier;
- use the workplace as an opportunity to promote health and improve the health of the workforce.

It's about prevention rather than cure, and about rehabilitating workers after illness.

### Why is health and safety so important?

The risk of serious or fatal injury is higher in small businesses in the UK, and lost time after workplace accidents and illness can be a disaster. If you employ four people, the loss of a worker means losing 25% of your workforce. You can replace staff, but replacing skill and experience is often difficult and time consuming.

The financial costs involved can be substantial and can cause significant problems for smaller businesses. As well as the cost of any sick pay there are costs for replacement workers and possible loss of business. Workers can be off for long periods.

**You have a legal duty to protect your workers' health and safety.**

Avoiding your legal duty will cost your business time and money in litigation and even prosecution.

### The benefits of introducing occupational health services to the workplace

You may not be aware of your responsibilities, and may not have the time or the expertise to address them effectively. Bringing in occupational health services to your workplace will give you access to competent professional specialist advice which will help to protect the health of your workforce and protect you against litigation and even prosecution.

Occupational health can provide opinions on:

- Who is fit to work in your work environment;
- When and how workers recovering from illness can safely return to work and when ill health retirement is appropriate.
- Meeting the new requirements of the Disability Discrimination Act.
- Screening for occupational diseases

Many people experience periods of stress, and this may affect their performance at work. Occupational health can advise on how to deal with this, and provide counselling services to those affected, and to those who feel themselves spiralling down into stress related illness.

Access to an occupational health service gives employees an opportunity to discuss worries about their medical problems, and sometimes to offload feelings about difficulties they may be facing at work. Employees appreciate this provision. It adds to their sense of being valued by the company and having a greater degree of control over their own working lives.

Unless there are major problems in your organisation, you should not need a vast amount of help to get on top of your health and safety responsibilities. Thereafter you may want a smaller number of regular services such as pre-employment screening or health surveillance, or you may want to refer workers for a medical opinion as and when required. The service will be tailored to your requirements giving you control over the costs. It may well save you other costs at a later stage.

# St Augustine's Medical Practice

## What services do we offer at St Augustine's?

We aim to tailor our services to meet the needs of different organisations. These are provided by a strong multidisciplinary team of experienced practitioners, led by Mr. John Moon (Practice Manager) and Dr Robin Davidson MB MRCGP DOccMed

### **Occupational Health Needs Assessment**

Pre employment assessment & screening

### **Health Surveillance (health checks)**

### **Immunisation**

Needlestick injury management

Travel

### **Procedures**

Audiometry

Vision Screening

Lung Function Testing

Drug & alcohol Testing

### **Medical advice for**

Sickness absence management

Return to work

Rehabilitation

Disability

Ill Health Retirement

Musculo-skeletal problems

Counselling/Stress management

### **Other services**

Insurance medicals

Industrial Injury Assessments

Ergonomic Advice (Contracted out)

Life style screening / advice & Health Promotion

