

De-mystifying Occupational Health (OH)

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Demystify OH

Aims

- What is Occupational Health?
- Why use OH services?
- Health Surveillance services
- Do you know what to ask and expect from your OH provider?
- How do you know if OH service providers are competent to deliver their services/SEQOHS?
- How to get value for money services, average costs?
- What is an OH health record?
- Changing your OH provider-notifying your employees
- Salus services
- Free to access services



Occupational Health?

“Occupational health is the promotion and maintenance of the highest degree of physical, mental and social well being of workers in all occupations by preventing departures from health, controlling risks and the adaptation of work to people and people to their jobs”

World Health Organisation (WHO)



Why access OH services?

- Improves the health & wellbeing of working population
- Expertise in health & work
- Enhance employee health-physically & mentally
- Increase workforce productivity
- Increase business performance
- Reduce absence costs
- Put effective rehabilitation programmes in place
- OH assists your compliance with legislation
- Reduce organisational risks
- Increase staff retention (saves time effort & costs of recruiting & training)



Societal costs of work related ill health

- Employee- lost income, quality of life for employee and family (57%)
- Employers- Lost productivity, sick pay, employers liability insurance premiums, compensation claims (19%)
- Government/taxpayer-State benefits paid, NHS treatments (24%)

SOM – Occupational Health : the Value proposition



Requirement for Health surveillance

- Health surveillance is a statutory risk based programme of ongoing health checks where workers are exposed to substances or activities that may cause them harm. It aims to identify work related ill health symptoms early to allow employers to know if their existing controls measures are adequately managed.



Health surveillance

- Identify the health hazards at work, e.g. noise, vibration, respiratory & skin irritant/sensitisers
- Identify staff at risk who may be exposed to hazards
- Put measures in place to control the risks, follow hierarchy of controls, try to reduce the risk altogether
- If risk cannot be reduced to a level where it is not harmful to health-introduce a health surveillance programme
- Monitor the results of the health surveillance programme from info from health records & anonymised reports that OH provider issues-address the issues
- If an OH disease is suspected ensure it is confirmed by an OH physician, then RIDDOR applies
- For statutory medicals for Asbestos, Lead, Radiation, Compressed Air-see HSE approved OH Physician



Health Surveillance at a glance

Hazard	Type of Work involved	Surveillance carried out
Noise	Work which regularly exposes the user to noise levels at 85dBA or above	<ul style="list-style-type: none"> • Baseline Audiometry assessment at pre-employment (PEM) • Annual for 2 years • 3 yearly thereafter if no issues arise
Vibration	Work which regularly exposes the user to vibration at or exceeding 2.5 mg/m ² (use HSE calculator)	<ul style="list-style-type: none"> • Baseline (Tier 1) vibration assessment at pre employment • Annual (Tier 2) paper screen up to 3 years if no issues raised progress to ----> • Face to face assessment (Tier 3) with suitably qualified clinician
Respiratory irritant/sensitiser	Potential exposure to known respiratory sensitiser	<ul style="list-style-type: none"> • Baseline respiratory function at Pre employment • 6 weeks post exposure • 12 weeks post exposure • 6 months post exposure
Skin sensitiser/irritant	Potential exposure to known sensitiser	<ul style="list-style-type: none"> • Baseline skin checks at pre employment • Annual assessment



Before you contact OH

- Know your health risks
- Identify the health risks in your organisation
- Know your current control measures for these health hazards
- Know how many people are exposed



When contacting an OH provider

- Ask about their experience relevant to your business
- Obtain references from other organisations the OH provider has worked with
- Ask them about competencies to undertake specific aspects of work- are staff adequately trained?
- For HAVS health surveillance have staff undertaken the FOM course as advised by HSE?



OH Service elements-Know what to ask?

- Adhoc-Item of service, pay for the service per item
- Combination services usually for health surveillance (Audio, Resp, Skin & HAVS)
- Session time of 3.5 hrs/7.5 hrs (mixed clinic), often best value for money
- OH Proposal-Detailed proposed services and how they will be delivered
- OH Contract- Formal agreement usually delivered over a number of weeks & years (52 wks /year or 46 wks /yr) Service level agreements/KPI's
- Services required face to face or remote, video conference?



What do OH service providers need to know?

- OH providers need to know/understand the organisation's unique needs/requirements (legislative and individual)
- For large pieces of work the OH provider should conduct site visit(s) to understand the business needs before preparation of proposed regular work?
- Does the OH provider need access to portable equipment or access to a mobile unit to deliver services?
- The OH provider should request the outcome of risk/Coshh assessments to discuss service requirements in detail?
- How often health surveillance is required as HAVS & Audio change?
- Where do you want the health surveillance conducted? At your site, at OH service providers site, a mixture of both?



Health surveillance approx costs, times

Initial appoint cost	Initial appoint time	Recall appoint cost	Recall appoint time
Audiometry £61	25 mins	Audiometry £48	20 mins
Respiratory £62	25 mins	Respiratory £48	20 mins
HAVS £64	10mins		
Skin £43	10 mins		
Combination Audio, Resp, HAVS Skin £162	70mins	Combination of Audio, Resp, HAVS & Skin £148	65 mins



OH Competency


- OH Physicians should be Members of the Faculty of Occupational Medicine (MFOM)-check the website!
- OH Nurses should be registered with the Nursing Midwifery Council (NMC)
- OH nurses should have a certificate, diploma or degree, ideally be on the specialist part of the register-check the website!
- Consider additional qualifications to complete specific health surveillance- Noise, Vibration, Respiratory- if in doubt ask!
- Occupational Health technicians play a vital role in OH!



Safe Effective Quality Occupational Health Services (SEQOHS)


- Sets the standards of a voluntary accreditation scheme for occupational health providers in UK
- SEQOHS is the formal recognition that an OH service has demonstrated competence to deliver against set standards
- SEQOHS is managed by the Royal College of Physicians of London on behalf of Faculty of OH medicine
- Annual assessment where-by an OH service provider is committing to an on-going annual programme of quality improvement, assessment and maintenance





189 accredited services

[View accredited services](#)



145 services working towards accreditation

[View services](#)

About Accreditation

Find out why your service should become accredited with SEQOHS

[→](#)

Register with SEQOHS

Begin working towards the accreditation standards

[→](#)

Contact us

Contact the RCP's accreditation

[→](#)

SEQOHS Accredited services

SEQOHS accreditation is awarded for five years from the date on the certificate, subject to services demonstrating they have continued to meet the standards at annual renewal assessments.

Service	* Distance from postcode	Certificate date
Salus Occupational Health, Safety & Return to Work Services	3.13	10/07/2018 Accredited since October 2012
Integral OH	9.67	21/11/2018 Accredited since 2013
Health and Work Directorate (NHS Health Scotland)	9.83	28/05/2015
University of Glasgow	11.04	23/08/2018 Accredited since December 2012
Greater Glasgow and Clyde NHS	11.34	22/12/2016
Healthier Business UK Ltd (Accredited as a new starter screening service only)	15.38	30/09/2014
Engage Occupational Health Solutions Limited	16.51	17/11/2015
Sellafield Ltd Occupational Health Department	98.93	09/03/2018

OH Health Records from OH providers

- Employers must receive a health record from their OH provider for all employees under health surveillance, it should be stored securely for a minimum period of 40 yrs (from last date of entry)
- A health record can be electronic or paper copy (same storage period applies, ensure back-up measures in place for electronic storage)
- A health record is a record of the health surveillance that you have identified from your exposures in the workplace via risk assessment process
- A health record can be requested by enforcing body. It is your evidence of compliance for health surveillance
- Health record results will be recorded from OH to the manager in terms of the employee's "fitness to work", "fitness with restrictions" or "unfit to work"
- Health records should never contain clinical information
- Keep health records with any other information connected to exposure e.g. air sampling, noise survey's, biological monitoring
- If company changes hands pass health records to new OH provider & employee (gain consent), if ceases trading-> HSE



This record fulfils the requirements under COSHH and other relevant HSE Legislation for the keeping of a health record by the employer when health surveillance is appropriate.

This record should be retained by the relevant manager or Human Resources department and should be available to employees or visiting inspectorate. Under COSHH, such records should be retained for 40 years.

These records will be completed by competent occupational health staff who will forward a copy each time health surveillance is carried out.

As you are aware employers, have a legal duty of care towards employees, and health surveillance is a legal requirement under specific pieces of legislation (for example COSHH, Noise at Work or Vibrations). Salus can help you to fulfil your legal duties by reminding you when your surveillance is due, however, ultimately the employer has the duty of care to ensure that health surveillance is carried out when due. A due date is outlined on the Salus 14 form.

* This form can be used for recording fitness for FLT medicals.



NAME:				
ADDRESS:				
DATE OF BIRTH:		NATIONAL INS. NO:		
PROSPECTIVE POST:				
POST:				
LOCATION:				
HISTORY OF JOBS REQUIRING HEALTH SURVEILLANCE:		HAZARDS REQUIRING HEALTH SURVEILLANCE		
Date	Type of health surveillance	Conclusion	Recall date	Sign
Comments				
Managers name		Date issued		



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NAME:		John. Smith		
ADDRESS:		Anystreet. Whitburn		
DATE OF BIRTH:		01/01/1999	NATIONAL INS. NO:	SA 26 45 32 Z
PROSPECTIVE POST:				
POST:		Construction operative		
LOCATION:		Construction site		
HISTORY OF JOBS REQUIRING HEALTH SURVEILLANCE:		Welder Fabricator Gen operative construction	HAZARD S REQUIRING HEALTH SURVEILLANCE	Exposed to dust, silica, cement Exposed to <u>Chemicals thinners</u> Exposed to noise
Date	Type of health surveillance	Conclusion	Recall date	Sign
01/02/2019	Respiratory	Refer to OH <u>Physician</u>		RN
Comments Ensure John is not exposed to respiratory sensitisers (Silica & cement dust) until he is reviewed by an OH physician				
Managers name	Mr Manager	Date issued	01/02/2019	
Date	Type of health surveillance	Conclusion	Recall date	Sign
01/02/2019	Audiometry	Fit	01/02/2020	RN



If Health record states- “unfit to continue in work”

- Unfit to continue in work may be temporary advice prior to a OH physician referral
- Ensure employee is informed of decision by a suitably qualified professional- OH Physician-?RIDDER
- Review the current risk assessment for the job role(protect other employees)
- Follow the information on the Health Record, it is your record that the employee has undergone health surveillance
- Follow your health surveillance policy
- Review other employees within the same work areas
- Assign the employee any modified duties indicated on the health record by OH or locate the employee to another location away from exposure until deemed “Fit for work” by OH



Changing your OH provider

- It's the responsibility of the business organisation to inform employee's of a change of OH provider (*passive consent*)
- It's the responsibility of the OH provider to ensure that the records are passed onto the next service provider whilst maintaining employee confidentiality



NHS Lanarkshire

Salus

- Salus are the Occupational Health (OH), Safety & Return to Work department of NHS Lanarkshire (work closely with Scot Gov & DWP to develop our free to access services!)
- Salus operate as a social enterprise where all profit made from providing OH services to our customers is put back into the NHS to improve patient care!
- Salus are Safe Effective Quality Occupational Health Service (SEQOHS) accredited providing quality driven OH, Safety & Return to Work services to our business customers
- **Search register for other providers in your area!**
- Robust Quality systems-Standard Operating Procedure (SOP's) for all our services



Free to access complimentary services

- **Healthy Working Lives** (HWL's) are Scottish Gov funded providing free OH, H&S & wellbeing advice, support & some services . HWL's are a SEQOSH registered NHS provider of telephone, email & web chat services. Funding is available in some HB's to deliver free workplace visits to <250 sized org's. www.healthyworkinglives.com
- Tel: 0800 019 22 11
- **Working Health Services Scotland** (WHSS) is a case management Scottish Gov funded programme delivered throughout Scotland it is a free and confidential specialist health care supportive programme (mainly telephone) for employees of SME's (<250) to support employees to remain in work. Employees can access the programme by self-referral or GP referral via National Advice line: 0800 019 22 11
- **<https://www.healthyworkinglives.scot/workplace-guidance/illness-absence/Pages/employees-with-health-conditions.aspx>**
- **Access to Work – Mental Health** is a Department of Work & Pensions service It aims to assist people living with mental health difficulties have more good days than bad ones, it offers up to 9 months support either telephone or face to face throughout UK. Access is via <https://www.able-futures.co.uk> or telephone 0800 321 3137.



Suggested reading

Suggested steps to take when commissioning an OH service

<https://www.som.org.uk/sites/som.org.uk/files/Suggested-steps-commissioning-OH-service.pdf>

Top tips for purchasing OH services

www.hse.gov.uk/chemicals/workshop/occupational-dermatitis

Example health surveillance pack

<https://www.healthyworkinglives.scot/resources/publications/Documents/health-surveillance-employers-pack.pdf>

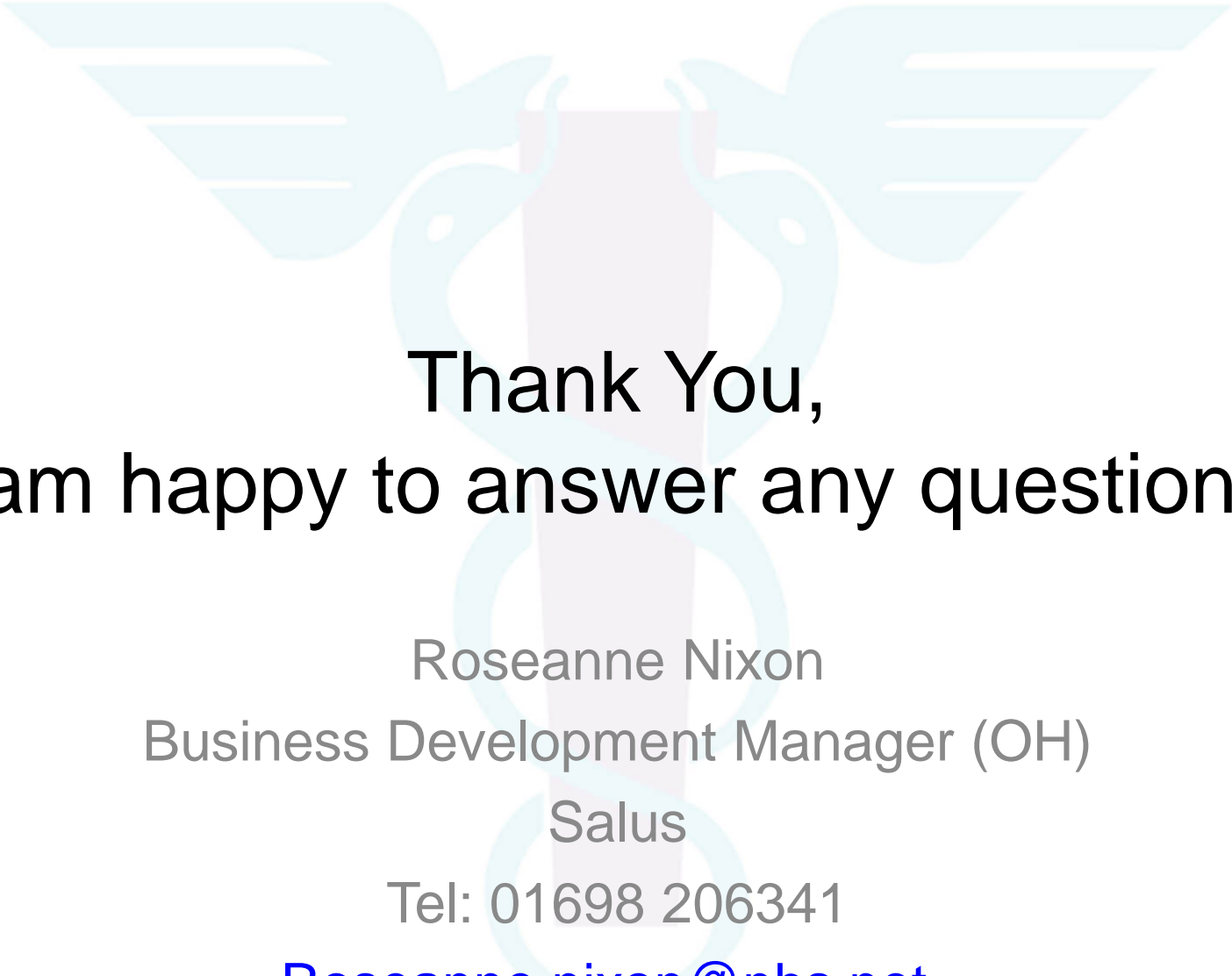
Tips for purchasing Occupational Health Services (HSE NI)

<https://www.hseni.gov.uk/sites/hseni.gov.uk/files/tips-for-purchasing-occupational-health-services-2019.pdf>

Occupational Health: the value proposition Society of Occupational Medicine (SOM)

https://www.som.org.uk/sites/som.org.uk/files/Occupational_health_the_value_proposition.pdf





Thank You,
I am happy to answer any questions.

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