

A productive workforce with

**Low sickness & Low absences**

**IS achievable!**



Kernow Occupational Health  
Workplace Health & Wellbeing

A properly planned and managed Occupational Health strategy is an investment that could rejuvenate and strengthen your main asset.....

*your workforce*

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**Kernow Occupational Health** is a local independent provider of specialist workplace health and wellbeing services and supports businesses to develop and maintain an effective occupational health system.

It was founded by Lorna Richards, a qualified Registered Nurse and experienced Occupational Health Specialist Practitioner who undertakes the delivery of all the services offered.

## What is occupational health?

Occupational Health is a specialist branch of medicine, focusing on health in the workplace and the physical and mental well-being of employees.

## Why are Occupational Health services needed?

Employers hold a legal responsibility to ensure their workforce do not suffer ill effects from their employment or specific tasks that their employees may carry out as part of their job and to ensure they do not become unwell or have an existing medical condition made worse because of this work.

## What's in it for you?

Organisations that work with Occupational Health Specialists improve current and future health and success of their enterprise by strengthening the wellbeing of employees and designing interventions to protect and improve health, helping to reduce absence levels, increase the productivity of staff through wellness and motivation, and act proactively on reducing sickness absence.

## *How can Kernow Occupational Health help you?*

It is generally recognised that workplace absence can be lowered by identifying common hazards and reducing or removing them, monitoring absence, recognising frequent trends and carrying out workplace surveys to detect sources of ill health. Occupational Health specialists can assist by suggesting interventions to address residual risks and any identified absence trends.

The potential benefits of engaging **Kernow Occupational Health** services include:

- Assisting employers in their legal obligations relating to their workers' health
- Potential for earlier return to work from absence
- Possibility of greater engagement and motivation of employees as they feel more valued
- Opportunities to achieve less disruption as the result of employees being absent
- Reduced overall costs to the organisation
- The service is local, independent, reliable, friendly and affordable
- Services are delivered via a mixture of remote (telephone/video call) and in person consultations
- I come to you reducing the time an employee is away from their work to attend an appointment

*The aim is to provide a **dependable, professional, high quality service, designed to meet individual business needs...***

I take the time to listen and will discuss how services can be tailored to your individual requirements and answer any questions you may have. With this approach I offer a personal response and an impartial solution designed to meet your business or organisations needs. A friendly and approachable style helps employers and their employees gain a much clearer understanding of occupational health.

**Kernow Occupational Health** can advise businesses on strategies which could assist in driving down and reducing the risk of work related causes of ill-health, making your workplace a safer and healthier environment, and facilitate quicker and safe return to work for employees who have been absent through illness or accidents.

I also offer advice on approaches to achieve your obligations as an employer under the applicable statutory Health & Safety legislations relevant to your business and its operations.

## *Health Assessments for New Employees*

Do you routinely assess the health of your newly recruited employees at the point of them starting?

Do you have a reliable system in place for asking them the right type of questions about their health?

Would you fully understand the responses they give, and any implications associated with existing health conditions should these be declared?

Do you have knowledge of health conditions which could be made worse by the tasks undertaken or certain workplace environmental factors?

Do you understand your responsibilities as an employer and the legal principles relating to disability under The Equality Act 2010?

**Kernow Occupational Health** offers initial health questionnaire-based screening assessment for new employees and those who are changing their role within the business. Should any notable health conditions or health issues be declared, a more in-depth assessment will be undertaken as appropriate. In either case, an outcome on the individuals fitness for the role is provided to the employer, including advice regarding applicability of the Equality Act, where applicable.

# *Health Assessments for Existing Employees*



Employees can develop health conditions after their employment commences, and there may be a legal duty that now comes in to play for them to be excluded from undertaking specific roles or tasks.

Their functional capacity may have altered, they may have sustained an injury which prevents certain movements and these could have an impact on their ability to continue to undertake their current role.

The Equality Act (2010) may now apply and you have a legal responsibility to ensure whether any restrictions to tasks or reasonable adjustments may now be required and, if so, that these are fairly considered.

Some health conditions which develop may be reportable by law under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013.

# Health Surveillance Screening & Fit for Work Assessments



Health Surveillance is the term given to regular ongoing monitoring for potential health implications identified through the risk assessment process with regards to specific tasks employees may carry out as part of their job.

At risk groups include (but are not limited to) those exposed to Radiation, Lead, Asbestos, Noise, Biological Agents, Vibration or anything which falls under the Control of Substances Hazardous to Health (COSHH) 2002 regulations. For specific processes where the identified hazards cannot be fully eliminated, health surveillance is required.

Health surveillance screening assessments can assist in the early identification of possible health issues and enables prompt remedial action to be taken, and also offers a means of monitoring the effectiveness of existing control measures.

Fitness for Work assessments are required for certain job roles and tasks, for example working at height or in confined spaces.



# Health Surveillance Screening & Fit for Work Assessments Offered



- Audiometry (Hearing)
- DSE/Workstation Assessment
- Driving and Operating Fork Lifts and MEWP
- Hand-Arm Vibration Syndrome (HAVS) at Tiers 1, 2, & 3
- Skin Surveillance
- Respiratory Screening
- Urine Isocyanate or Chromate Tests\* {\*Laboratory Fees Apply}
- Vision Screening
  
- Working in Confined Spaces
- Working at Height

*Please Note: Assessments specific to the construction industry requirements are not undertaken*

# Sickness Absence Management & Advice



Although a majority of sickness absences may be due to minor ailments, absence of any kind can potentially result in a significant impact on a business; regardless of how big or small an enterprise is.

**Kernow Occupational Health** can provide you with support in the following ways...

- Review of absences and identifying trends
- Assessment of current health status and ability to perform role
- Liaise with other professional/medical practitioners (e.g. GP, Specialists, Consultants)
- Provision of advisory reports to management
- Advise on, facilitate and support return to work planning and rehabilitation
- Guidance on short and long term adjustments and restrictions
- Guidance on ergonomic issues
- Advice on the disability criteria under the Equality Act 2010

# Vision Mission & Values



## Vision

To provide a high quality, affordable, cost effective Occupational Health service which minimalises absence, ensures a safe working environment and maximises employees health and fitness.

## Mission

To assist businesses and organisations to protect the health of their workforce and reduce sickness absence days per employee, through a proactive approach to health promotion, health assessment and supporting employees to return and remain in work.

## Values

Provide you and your workforce with a completely confidential, reliable and professional service, and assist you to reduce risk, deal with problems quickly and in a timely manner, and actively promote a healthy lifestyle for all concerned.

Managing the health and wellbeing of your employees can be challenging, but your employees are your main business asset and are vital to productivity and profitability!