Occupational Health Overview

Occupational Health is about the effect that work has on an employee's health and making sure that the employee is fit for the work that he or she has to do.

An **employer** has a duty to:

- Protect workers' health against damaging effects of work.
- Investigate effects of work on health.
- Ensure that people are fit for the job they do.
- Assist those with health problems or disabilities to work to their best ability
- keep the workplace safe and healthy
- Where possible, promote and improve the health of the workforce

Occupational Health is about prevention rather than cure, and about rehabilitating workers after illness. There is overwhelming evidence that financially it pays to keep people at work.

How do we put this into practice?

Employers play a key role in managing Occupational Health at work by having the right policies, people and procedures in place

If you haven't got a policy, have a look at our example occupational health policy. **(Appendix 1)**

Getting Started

1. Review your existing systems in place for managing occupational health
2. Have you established and communicated clear aims and objectives?
3. Have you allocated responsibility to key people and set out procedures for dealing with occupational health issues?
4. Have you nominated a senior member of staff to be responsible for the overall management of occupational health?

Use the PABIAC benchmarking questionnaire tool to review what you have in place and start from there.

Ask yourself:

Do you have an occupational health action plan, which identifies the key procedures such as risk assessment, inspection, investigation and training which need to be fitted into your overall business approach?

Make a list:

- What have you got
- What do you think you need
- Why do you need the service
- What service might satisfy your needs

To find out more about choosing a competent occupational health professional see **(Appendix 2)**