



Occupational Health Surveillance Process

INTRODUCTIONS

INTRODUCTIONS



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AIM

To outline the occupational health surveillance process, the role of our Occupational Health Technicians and supporting OH roles and how our service is delivered to the client.

- 1. HSE AND REGULATIONS**
 - The role of the Health and Safety Executive (HSE)
 - HASAWA 1974 and the 'Six Pack' regulations
- 2. THE OCCUPATIONAL HEALTH PROCESS**
 - Screening v Health surveillance v Safety Critical
 - Confidentiality and Data Protection
- 3. OCCUPATIONAL HEALTH PROFESSIONAL ROLES**
 - The Occupational Technician role
 - Supporting occupational health roles
- 4. SERVICE DELIVERY**
 - Mobile Medical Unit and equipment
 - Client Liaison and our Client Portal

INTRODUCTIONS



- Clarity is a national provider of occupational health services based in Stockport - established in 2003.
- Our success has been built on delivering proactive solutions through strong partnership relations.
- 50 employees, including qualified medical professionals plus a network of supporting specialists.
- 28 Mobile Medical Units (MMUs) covering the whole of the UK.
- Accredited by the Safe, Effective, Quality Occupational Health Service (**SEQOHS**) and **ISO 9001/45001**.

THE OCCUPATIONAL HEALTH PROCESS

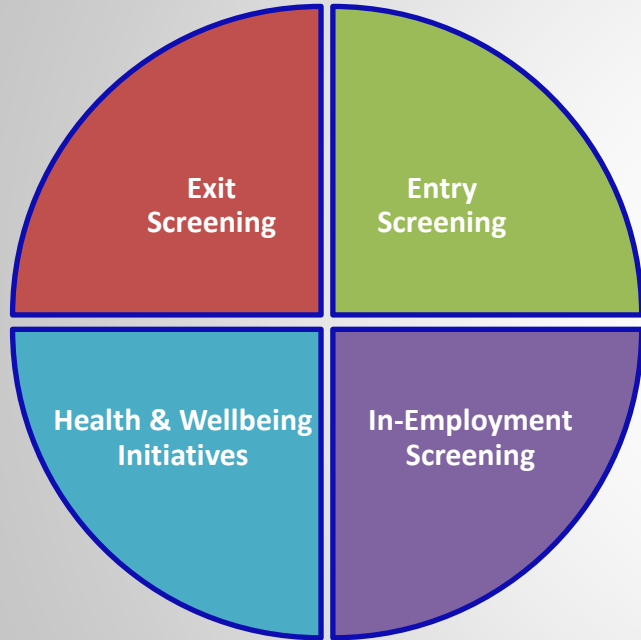


Clarity Occupational Health cover the provision of the following services:

- Post offer/pre-employment medicals.
- Health surveillance.
- Case management referrals.
- Health promotion and wellbeing initiatives.
- Management training and staff/operative toolbox talks.
- Vaccinations and drug and alcohol testing.
- Needs assessment related to work related risks.

THE OCCUPATIONAL HEALTH PROCESS

The Clarity Model



Clarity's approach to Occupational Health

- To provide our customers with **guidance and support** in four key areas.
- To provide a **needs assessment** in relation to the work that they complete.
- To provide **accurate, on-time** and quality information.
- To help them meet their **legal responsibilities** for the health, safety and wellbeing of their employees.

HSE AND REGULATIONS

THE HSE AND REGULATIONS

The History of Health and Safety at Work



The role of the HSE

- As a regulator, their aim is to prevent workplace death, injury and ill health.
- Provide advice, information and guidance, raising awareness and carrying out targeted inspections and investigations.
- Work with other regulators.
- Take enforcement action to prevent harm and hold those who break the law to account.

THE HSE AND REGULATIONS

The History of Health and Safety at Work



Health and Safety at Work Act 1974

Anyone entering these premises
must comply with regulations
covered by the above act.

Legal Requirements

Health and Safety at Work Act 1974.

- The 'Six Pack' regulations.
- The Control of Substances Hazardous to Health Regulations 2002
- The Control of Noise AT Work Regulations 2005.
- The Control of vibration at Work Regulations 2005.

THE HEALTH AND SAFETY AT WORK ACT

The History of Health and Safety at Work



Key Developments

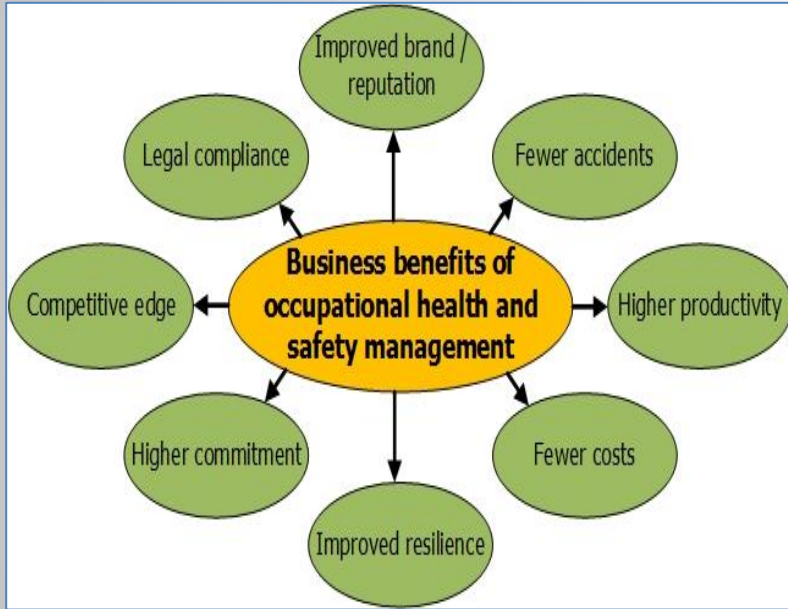
The 'Six Pack' regulations:

- Workplace (Health, Safety and Welfare) Regulations 1992
- Manual Handling Operations Regulations 1992
- The Health and Safety (Display Screen Equipment) Regulations 1992
- Provision and Use of Work Equipment Regulations 1992
- Personal Protective Equipment at Work Regulations 1992
- The Management of Health and Safety at Work Regulations 1992

THE OCCUPATIONAL HEALTH PROCESS

THE OCCUPATIONAL HEALTH PROCESS

The Importance of Occupational Health

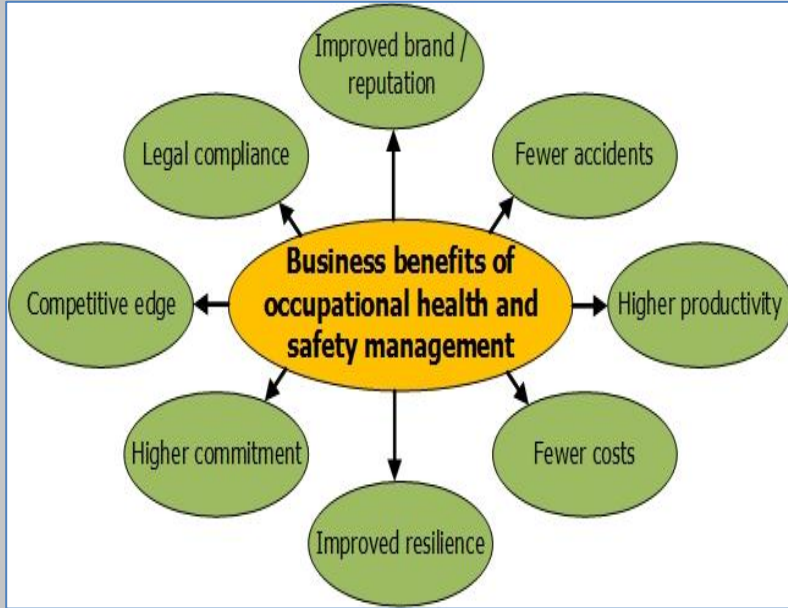


What is occupational health?

- Occupational health is a specialist branch of medicine
- It focuses on the physical and mental wellbeing of employees in the workplace.
- The aim of occupational health is to prevent work-related illness and injury by:
 - Encouraging safe working practices.
 - Employee education.
 - **Monitoring the health of the workforce.**
 - Providing reactive support.

THE OCCUPATIONAL HEALTH PROCESS

The Importance of Occupational Health



Benefits to the Employer

- Improved brand and reputation
- Fewer accidents
- Higher productivity
- Fewer costs
- Improved resilience
- Higher commitment
- Competitive edge
- Legal compliance

THE OCCUPATIONAL HEALTH PROCESS

The Importance of Occupational Health



Benefits to the Employee

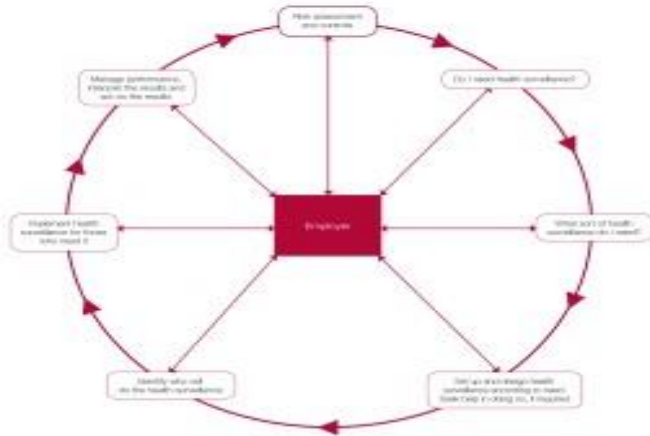
- Protect and promote good health.
- Help prevent work-related illnesses and injuries.
- Manage return to work after illness.
- Maintain earnings by remaining at work.
- Can extend working life.
- Maintain quality of life and improved sense of general wellbeing.

THE OCCUPATIONAL HEALTH PROCESS

The Health Surveillance Cycle

The health surveillance cycle

The diagram below provides an overview of the health surveillance cycle. The employer has a central role in every aspect with involvement from employees to ensure effective implementation.



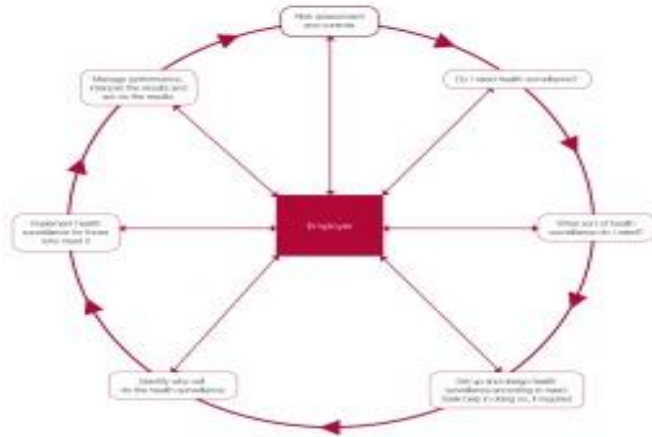
- Risk Assessment and Controls.
- Do I need health surveillance?
- What sort of health surveillance do I need?
- Design health surveillance according to need.
- Identify who will do the health surveillance.
- Implement surveillance for those who need it.
- Interpret and act on the results.

THE OCCUPATIONAL HEALTH PROCESS

The Health Surveillance Assessment

The health surveillance cycle

The diagram below provides an overview of the health surveillance cycle. The employer has a central role in every aspect with involvement from employees to ensure effective implementation.



Health/safety critical surveillance is a preventive strategy to improve workers safety and health. It includes:

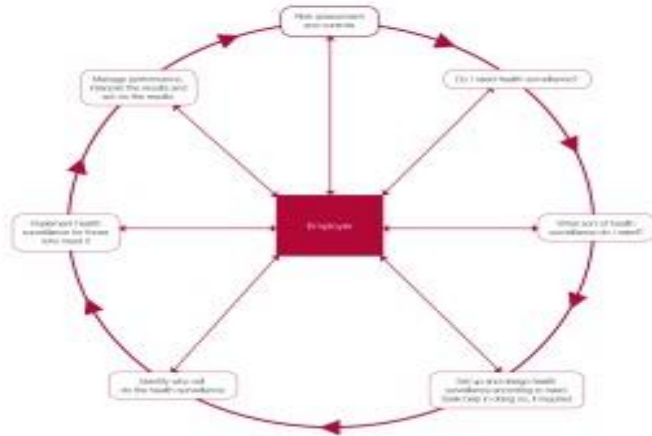
- **Blood pressure.**
- Vision.
- Audiometry.
- Hand Arm Vibration.
- Urinalysis.
- Skin.
- Spirometry.

THE OCCUPATIONAL HEALTH PROCESS

Confidentiality and Data Protection

The health surveillance cycle

The diagram below provides an overview of the health surveillance cycle. The employer has a central role in every aspect with involvement from employees to ensure effective implementation.



Health Surveillance Results

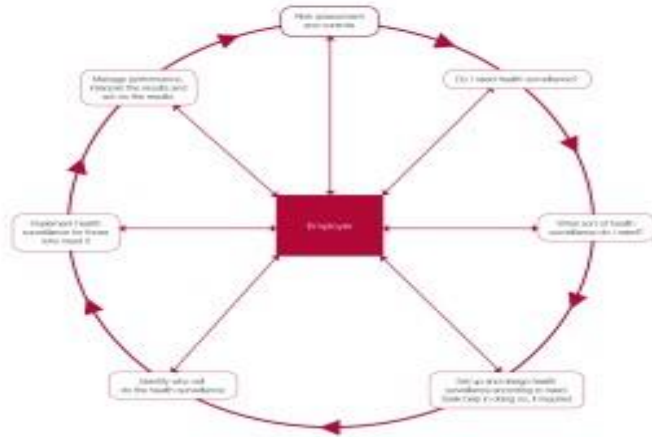
- Individuals assessed as Suitable, Unsuitable or Suitable with Restrictions.
- Could be referred to GP if assessed as Unsuitable or Suitable with Restrictions.
- Will be provided with a letter to hand to GP who will assess prior to any restriction being lifted.
- It is important to make an appointment with GP as soon as possible.

THE OCCUPATIONAL HEALTH PROCESS

Confidentiality and Data Protection

The health surveillance cycle

The diagram below provides an overview of the health surveillance cycle. The employer has a central role in every aspect with involvement from employees to ensure effective implementation.



Health Surveillance Results

- The service is medically **confidential**.
- The medical **records** are securely stored in line with **data** protection legislation and only accessible to **occupational health (OH)** staff.
- Any information obtained by the occupational health professional is strictly **confidential** to OH.
- Management **will not** be provided with the **details** of your assessment, other than the overall result.

THE OCCUPATIONAL HEALTH PROCESS

SCREENING

Screening

- A range of checks or tests
- Carried out across an apparently healthy population
- In order to identify risk factors or early stages of disease but do not yet have symptoms.

SURVEILLANCE

Surveillance

- Systematic, regular and appropriate procedures
- Aimed to detect the adverse effect caused by work related hazard
- On an exposed (or potentially exposed) working population.

SAFETY CRITICAL MEDICAL

Safety Critical Medical

- Systematic, regular and appropriate procedures
- Aimed at assessing an individuals fitness to conduct set tasks or activities
- On individuals conducting safety critical tasks to ensure they are at low risk of sudden incapacitation

THE OCCUPATIONAL HEALTH PROCESS

Health Surveillance versus Safety Critical Medicals

	Health Surveillance	Safety Critical Medical
Purpose	Monitor the effects of work on health	Assess an individuals fitness to conduct set tasks or activities
Why?	HSE guidance to ensure that business complies with legal duties and protect the workforce	Ensure that individuals conducting safety critical tasks, are at low risk of sudden incapacitation
Examples	Audiology (Control of Noise at work Regs) HAVS (Control of Vibration at Work Regs) Spirometry & Skin (COSHH)	Fork Lift Truck Medical Working at Heights Working in confined spaces
Frequency?	As laid out in specific regulations, can vary depending upon risk and individual	Dependant upon risk assessment. No legal definition. Some organisations, such a CBH set their own standards.
Common Areas it applies	Bakeries Forestry Workers Hair dressers	Forestry Workers Fork Lift Truck Drivers Off Shore Oil Workers Railside Workers

THE OCCUPATIONAL HEALTH PROCESS

Health Surveillance versus Safety Critical Medicals



The difficulties distinguishing between the two:

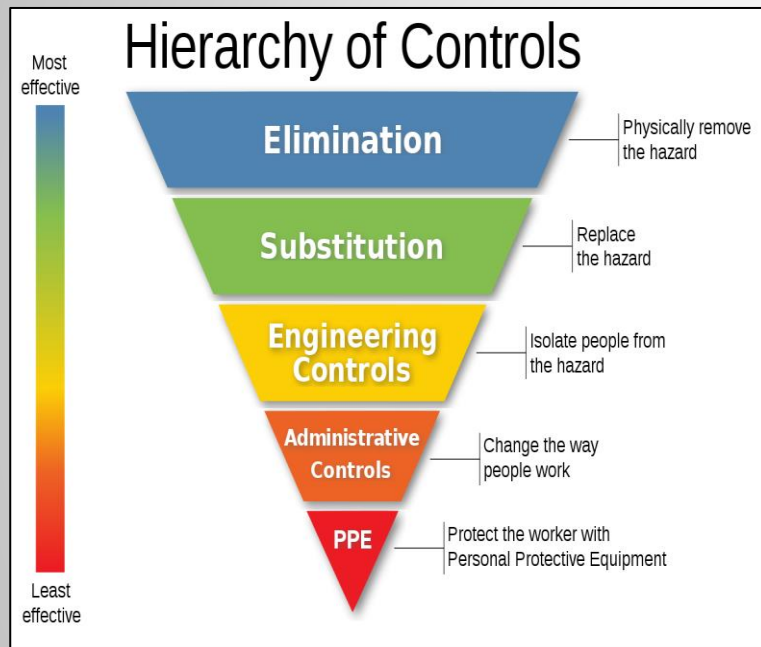
- A Safety Critical Medical is likely to involve elements that could constitute Health Surveillance e.g. audiometry
- Safety Critical Medical looks at an individual's health and the effect it will have on their work.
- Health surveillance looks at the effects of work on the individual's health.

Who has to make the distinction?

- Health and Safety Teams
- Through appropriate risk assessments

THE OCCUPATIONAL HEALTH PROCESS

Health Surveillance - Where does it sit in the Hierarchy of Controls?



- Hierarchy of Controls
 - Elimination
 - Substitution
 - Engineering Controls
 - Administrative Controls
 - PPE
- Health surveillance is not a control measure, it checks that the controls, in place to protect the worker, are effective and working.
- This enables us to provide data and information to help inform the client.

OCCUPATIONAL HEALTH ROLES

THE OCCUPATIONAL HEALTH PROFESSIONAL ROLE



The Importance of the Occupational Health Technician (OHT)

- Occupational health professionals make a real difference to the health of workers.
- The **OHT** is a key part of a multidisciplinary OH team.
- The OHT must provide accurate written, electronic and verbal reports, observing confidentiality always.
- It involves working on one's own initiative (with direct contact with an OHA) but never giving advice.
- It includes site visits and travel.
- Supported by a network of **Occupational Health Advisors (OHA)** and clinical professionals and specialists.

THE OCCUPATIONAL HEALTH PROFESSIONAL ROLE



The Importance of the OHA role

- **Health leadership** – helping organisations to understand the health needs of their working population and then translating this into a targeted strategy and plan, with appropriate resources.
- **Health risk management** – assessing, controlling and monitoring health risks inherent in the workplace.
- **Fitness for work** – advising on the impact of ill health and the physical and mental capacity on an individual's fitness for work or tasks.
- **Wellbeing** – promoting good health by advising on common health conditions, helping individuals make healthy lifestyle choices and building resilience.

THE OCCUPATIONAL HEALTH PROFESSIONAL ROLE



OHT/OHA Job Description

There are four key sections

- Principle Accountability/Main Functions
- Key Performance Indicators
- Responsibilities
- Authority Level

SERVICE DELIVERY

SERVICE DELIVERY

Mobile Medical Unit



Mobile Medical Unit and Equipment

- Our Mobile Medical Units (MMU) offer flexibility and space to carry out effective health screening in a range of locations.
- All MMUs are fully equipped with the following:
 - Sound booth and a manual screening audiometer with a headset and PR button
 - Vision screener and Snellen chart
 - Spirometer
 - Height Measure and Scales
 - Comfortable seating area with desk to undertake blood pressure monitoring
 - Fully installed air conditioning unit and heating

SERVICE DELIVERY

Mobile Medical Unit – Inside View



Mobile Medical Unit and Equipment

- Regular fixed visit
- Ad-hoc services.
- Our onsite provision integrates seamlessly into our client facilities.
- This extends their internal departments to develop an occupational health provision offering a full range of services.

SERVICE DELIVERY

Occupational Health Software System



COHORT System

- Cohort is a cloud-based system used by occupational health providers to record medical and clinical data.
- Assessment dates are added to employee records and a recall date is set which indicates when the employee is next due to be seen.
- All information relating to surveillance, medical interventions and case management is managed through this system.

SERVICE DELIVERY

Occupational Health Software System



COHORT System and Client Interface

- We have a **Client Portal**, which provides the client with their own client login area.
- This enables them to access their employees information on our system for recording results.
- It can provide them with Occupational Health trend information, user guides, videos and key company documents.

SUMMARY



- The Health and Safety at Work Act has helped the UK to have the **safest workplaces** in the world.
- Many companies still do not treat these **important regulations** as importantly as they should and we help them understand their **obligations**.
- We remind employers and employees the **benefits that will help them** take advantage of the health surveillance and other services they receive.
- All information is totally **confidential** and, as an OH provider, Clarity Occupational Health, is **regularly audited** against **strict standards**.

QUESTIONS AND ANSWERS