

ADEPT OH

Occupational Health Referral

Employee Information Sheet



What is occupational health?

Occupational Health (OH) is a multidisciplinary specialty which promotes and maintains the health, safety, and wellbeing of people at work. OH clinicians assess how work affects a person's health and how health can affect work and advise on a range of health and work issues including fitness for work, sickness absence, disability, rehabilitation, and ill-health retirement.

OH professionals aim to:

- Assess the impact of work on employee health.
- Ensure employees are physically and emotionally fit for their roles.
- Improve working conditions and environments to enhance safety and health.
- Develop work organisations and cultures that support health and safety.

Why have I been referred to OH?

You may have been referred to Occupational Health for various reasons, including:

- Concern for your wellbeing.
- Short or long-term absence from work.
- To assess your fitness to work after an illness or injury.
- To identify and address potential workplace health and safety issues.
- To provide support for managing long-term medical conditions at work.

Referral usually occurs where there is a concern about your health, performance (where there are health implications) or sickness absence. An OH assessment can help both you and your employer in addressing these concerns and devising a plan for the future.

Your manager or HR advisor should discuss the reason for this referral to OH with you and agree what information can be shared in the referral document.

Why an appointment with OH when I am seeing my General Practitioner (GP)?

While your GP focuses on diagnosing and treating your health conditions, OH advice serves a different purpose:

- OH professionals have specialised knowledge of workplace environments and risks.
- They can provide tailored advice on how your health condition relates to your specific job.
- OH can recommend workplace adjustments to help you perform your duties safely and effectively.
- Unlike GPs, OH specialists can offer detailed reports to your employer about your work capacity and necessary accommodations.

What will Occupational Health do?

Your OH assessment will be conducted by telephone or video assessment with a registered nurse or doctor specialising in Occupational Health. The appointment typically lasts around 30 minutes but may be longer for complex cases.

During your OH appointment, a qualified doctor or nurse will:

- Conduct a thorough assessment of your health in relation to your work.
- Provide advice on managing your health condition in the workplace.
- Discuss workplace adjustments that may be possible.
- Offer guidance on returning to work after an absence.
- Suggest strategies to improve wellbeing at work.
- Prepare a report for your employer with relevant recommendations.

What is written in the report to management?

The OH report to management typically includes:

- A background to your health situation and ongoing plans for treatment.
- An opinion on your fitness to work.
- Recommendations for workplace adjustments or accommodations.
- Advice on the management of health condition in the workplace.
- Guidance on return-to-work plans, where applicable.
- Strategies to support wellbeing at work.

Requesting amendments to the report

After your assessment, you will have the opportunity to review the report before it is sent to your employer. If you believe there are factual inaccuracies or misunderstandings, you can request amendments. The final decision on any changes to the report is the responsibility for the OH professional but the aim is to agree on the content that will help your employer to support you at work.

Confidentiality

Occupational Health services are confidential. Your medical information will not be shared with your employer without your consent. The OH report to management will only include information relevant to your work and any necessary accommodations.

Information kept in your occupational health record is held medically in confidence, just like your GP records. A copy of the privacy notice can be found here:

<https://adeptoh.co.uk/privacy-policy/>

Overall, Occupational Health aims to support both you and your employer in maintaining a healthy and productive work environment.



If you have any questions about the process, please email admin@adeptoh.co.uk