



Abbott

Occupational Health Services

AN INSIGHT INTO PROVIDING HEALTH SERVICES IN THE WORKPLACE.

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Abbott

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- Have worked in OH for over 10 years registered to the Nursing Midwifery Council.
- Qualified nurse with a secondary qualification in Occupational Health.
- Worked in various market sectors including corporate, construction, railway and industrial.



Healthcare Connections Overview

- Healthcare Connections is a subsidiary of Abbott Diagnostics, a world leader in Healthcare diagnostics, near patient care, testing and toxicology.
- Healthcare Connections is a leading partner of choice for Occupational Health & Wellbeing Services across the UK, with a strong presence within the rail and construction industries
- Abbott Toxicology is Healthcare Connections sister business in the UK and is a leading provider of drug and alcohol testing services across the globe.
 - Four UKAS ISO 17025 accredited laboratories
 - Over 10 million drug tests per annum
 - UK's largest and fully employed national collection network
 - Carrying out over 60% of UK & Ireland workplace testing
- Healthcare Connections and Toxicology combined have:
 - Over 5,000 customers including the Police, Home Office, construction, utilities and rail companies
- Robust corporate governance to deliver high value, complex health services contracts

Our diverse customer base

Excellent customer longevity

Viridor

SKANSKA



Freightliner.



Expert Clinical Governance and Best Practice

- Experts within the rail and construction industries.
- Robust clinical audit, including observational assessments
- Continual Assessment of health needs versus business need to ensure value add for each product
- Focused health interventions, including health surveillance matrix, early intervention for case management and appropriate health and wellbeing strategy
- Effective data gathering, analysis and reporting to show ROI

Healthcare Connections Overview

- Head office Loughton and Abingdon.
- Administrative teams including bookings and results which are based in Loughton
- Services provided by a network consisting of a Director, Clinical Officer, OH Physicians, OH Clinical Team Leads, OH Nurses and Technicians.
- Provide support from 18 Medical centres nationally. We are currently looking at the expansion of a number of clinics in the country.
- We provide a number of mobile services onsite at a number of different client sites.

National Coverage and Resourcing

Nationwide Service

- UK-wide Network – medical rooms
- At your locations ('onsite')
- Mobile units

Customer Focus

- Strategic locations
- Scalable facility model
- Flexible / last minute bookings
- Cost effective service
- In depth industry knowledge
- Ever expanding medical room network



What do we do?

- We provide a number of different health services at our centre's and remotely.
- Majority of clinics are run by a number of health professionals in a lone working capacity.
- We have the centre's around the country providing a range of medical services.
- We are part of Toxicology so we also undertake a range of toxicology assessments including urine Drug and alcohol tests.

The need for Occupational Health.

- Unlike most other European countries, there is no statutory requirement for employers to provide blanket access to occupational health services in the UK although there are specific regulations
- The regulation relates to safety medicals and health surveillance.
- Also there is an obligation for a company that have more than a 100 employees.
- Can be useful to encourage better health amongst the work force.
- HSE Regulation.

HSE Legislation

As an employer, you must protect your employees and others from getting hurt or ill through work.

If you don't: a regulator such as the Health and Safety Executive or local authority may take action against you under [criminal law](#) the person affected may make a claim for compensation against you under [civil law](#)

Neither the Health and Safety Executive nor local authorities enforce civil law or set the rules for the conduct of civil cases.

The Services we Provide:

Medicals:

- PTS Rail
- London Underground
- Train Driver/Train Movement
- Safety Critical workers
- Confined Space
- Working at Heights
- Crane Operator
- Wind Turbine workers
- Vocational Drivers
- Airside Drivers
- General Fitness to work



Health Surveillance

- Undertaking a number a number off different assessments to assess if employees health is being impacted by their work endowment.
- In line with the HSE guideless, risk assessments are undertaken by the health safety teams to highlight what particular risks there are in that particular environment.
- The main areas that we cover are Hearing, Respiratory, Hand Arm Vibration and Skin Surveillance.
- These areas should be assessed annually if appropriate.

Health Surveillance

- Health surveillance is a system of ongoing health checks. These health checks may be required by law for employees who are exposed to noise or vibration, ionising radiation, solvents, fumes, dusts, biological agents and other substances hazardous to health, or work in compressed air.
- Your risk assessment should be used to identify any need for health surveillance. You should not use health surveillance as a substitute for undertaking a risk assessment or using effective controls.
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The Key Points to Health Surveillance

Improving Health

Enabling employees to raise concerns about how work affects their health.
Highlighting lapses in workplace control measures, therefore providing invaluable feedback to the risk assessment

Risk Assessment

Providing an opportunity to reinforce training and education of employees (e.g. on the impact of health effects and the use of protective equipment)

Detecting ill-health effects at an early stage, so employers can introduce better controls to prevent them getting worse.

Providing data to help employers

Health Surveillance – Assessments Undertaken.



**Lung
Function**



**Hearing
Tests**



**Skin
Surveillance**



**Hand Arm
Vibration**

Spirometry

- Testing the candidates lung function
- Identifying any possible signs of Occupational Health related disease.
- Using a particular lung function machine.
- Any concerns identifies we would ask them to see their GPs for further review.



Audiometry

- Testing candidates Hearing.
- Identifying any hearing issues.
- Using the HSE categorisation system to identify problems.
- Advising appropriate results.



Skin Surveillance

- Looking at Skin.
- Identifying any possible conditions such as dermatitis.
- Advising repeat reviews if needed.
- Asking the appropriate history.
- Effective follow up advice.



Hand Arm Vibration

- To identify Hand arm vibration disease.
- Using a tier system for assessment.
- Has huge legal implications for employers.
- To stop the progression of the disease.
- Advise appropriate adjustments when needed.



HAVS – A closer look

To identify any vibration-related disease at an early stage – the EAV is not a safe level.

To help prevent disease progression and disability

To check the effectiveness of the employer's control measures

Employees likely to be regularly exposed above EAV

Employees occasionally exposed above EAV where the risk assessment identifies that the frequency and severity may pose a risk to health

Employees who have a diagnosis of HAVS even if exposed below EAV

A Tiered Approach

What is the Tiered approach?

- Introduces new screening tier that may help employer keep costs down
- Matches level of investigation to what is known about health status
- Specialised nurses and doctors are a limited resource

The Tiers

- Tier 1: Pre-exposure baseline
- Tier 2 : Annual screening
 - Questionnaire
- Tier 3: Clinical assessment
 - Undertaken by qualified . To identify symptoms of HAVS.
- Tier 4: Formal diagnosis
 - If symptoms are identified in 3 , Occupational health Physician to diagnose if appropriate.
- Tier 5:Optional standardised tests
 - Unusual.

Safety Medicals Based on Legislation

The vast majority of medicals carried out in the OH industry are based on legislation and law.

The types of medical:

- Railway Medicals
 - Train Operator/ Train Movement
- Safety Critical Medicals
- Working At Height
- Crane Operator
- Confined Spaces

Results for Safety Medicals:

We base our results on standards that have been set out in the legislation.

If someone does not meet the standard for a particular medical, then we need to gain further information from their GP or a specialist.

We issue certificates with appropriate advice, including adjustments.

We may need the candidate to be assessed by OH physician.

Main reasons that candidates may not meet a standard.

- Blood Pressure :
 - White Coat Syndrome?
- Vision:
 - Will need to see their optician
- Hearing :
 - Safety standards are different to HSE standards.
- Spirometry :
 - Can have non work related conditions.

Case management

- Undertaking OH assessment when asked to by a companies HR department or the candidates line management.
- We would only book appointments once we have received a management referral.
- We can undertake the assessment by telephone or face to face. This would usually depend on the referral.
- Undertaken by trained nurses only.
- A written report is issued with the employees/ candidates consent.

Case Management – Reasons For Management referral



Mental Health

Recurrent absences

MSK and Mobility

Any over self declared condition.

Any health issue that is impacting on their ability to undertake their substantive role.


Always ask specific questions if needed.

Case Management: Key Points

- Always refer within your company policy.
- Be clear when writing referrals.
- Do not be scared to ask the difficult questions.
- Good referrals will give you tangible reports from the clinician's so you can manage you employees effectively.



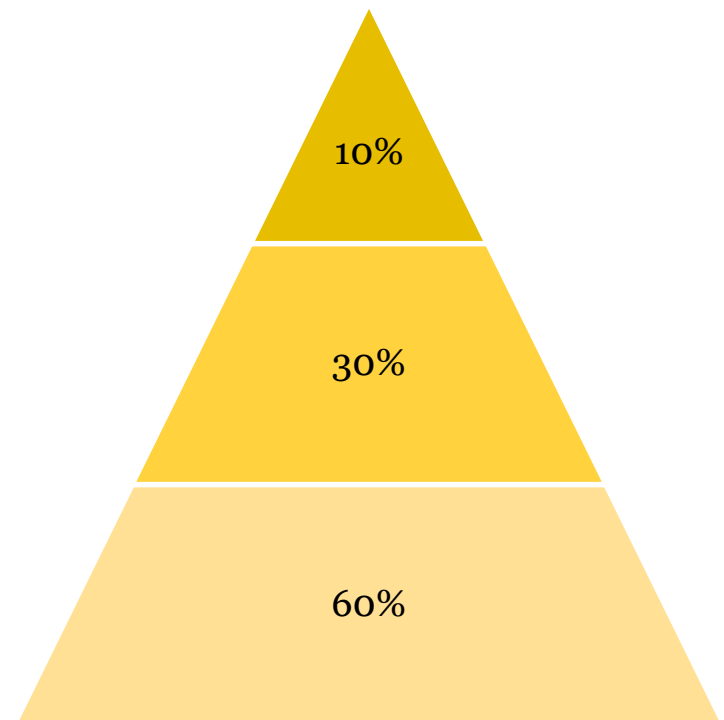
Wellbeing Services



Employee Engagement
Innovative Wellbeing Solutions
Targeted Interventions Based on
Trended MI and Analysis

Wellbeing Services

- Support/develop a Health and Wellbeing Strategy – CSR.
- Monthly campaigns designed with you to engage and promote specific topics.
- Onsite health clinics, toolbox talks, health checks and fairs.



Alere is now Abbott

The Leading Drug and Alcohol Testing Company



Over 30 years experience in drug and alcohol testing



Own UK based, accredited laboratories: oral fluid, hair and urine



More than 10 million drug and alcohol tests annually



Depth of knowledge and experience



Utilising cutting-edge technology and methods



Extensive UK and international collection network

Control Measures

REHABILITATION AND FOLLOW UP:

This type of testing aids an employer in supporting the employee through their rehabilitation

PRE-EMPLOYMENT TESTING:

Identify a high risk individual before they begin working

WITH CAUSE TESTING:

Reasonable grounds to suspect impairment by drugs or alcohol

- Obvious signs of mental and physical impairment
- Recognition by line managers or colleagues of symptoms affecting work performance
- The discovery of items in the employee's possession that could indicate drug misuse

FOR CAUSE TESTING:

Testing occurs after an accident or incident in the workplace to determine if drugs or alcohol may have contributed to the cause

RANDOM:

Regular unannounced testing

Drug Testing Process

DRUG TESTING PROCESS TYPICALLY DIVIDED INTO TWO PARTS:

- Screening
- Confirmation

Screening tests can be performed at point of collection or in the laboratory



Drug Testing - Sample Types



URINE

ORAL
FLUID

HAIR

BREATH
(ALCOHOL)

SELECTION OF SAMPLE TYPE DETERMINED BY:

- The reason for test and the environment
- Availability of facilities
- Window of drug detection required

A positive test result
does not signify
impairment

Drug and Alcohol Policy

THE POLICY MUST BE ROBUST AND STAND UP TO LEGAL CHALLENGE

- Companies expectations in the regulations and responsibilities
- Define employees responsibilities
- What the Company will be providing in terms of communication, education and training. For example management and staff awareness training, staff education.
- Control measures: Pre-employment, random or for cause testing
- The consequences of breaching the policy – positive tests, refusals
- What support is available to the employee



The average
tribunal award for
unfair dismissal

£16,543

...with the
highest award
reaching

**£1.7
MILLION**

Questions





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