



fasset  
occupational health and wellbeing

Seeing the  
bigger picture

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# Fasset Occupational Health and Wellbeing

Early preventative intervention could help your business offset absence costs

## ABOUT OCCUPATIONAL HEALTH

Occupational Health is a branch of medicine specialising in health in the workplace, protecting both employers and employees through a promotion of physical and mental wellbeing, risk and absence management; and advisory services.

Many organisations recognise the importance of a proactive occupational health programme encompassing preventative action and health promotion; and have seen commercial benefits as a direct result of their investments.

Under the Health and Safety at Work Act 1974 and related legislation, employers are required to protect the health, safety and welfare of their employees. Promoting physical and mental health can make a significant difference to your commercial success by decreasing days lost to sickness, administering absence policies and following legislation to negate legal claims.

## FASSET OCCUPATIONAL HEALTH

Fasset Occupational Health and Wellbeing is a professional service supported by qualified professionals who will work in partnership with your human resource and management teams to deliver results.

The service benefits are two-fold, assisting employers in managing absence situations and secondly supporting employees through medical assessment, monitoring and recommendation.

If you want to reduce the cost of sickness to your business, mitigate situations and proactively encourage and nurture staff wellbeing, choose Fasset as your provider.

## Reasons to consider Occupational Health for your business...

- 1** Two-fifths of organisations reported an increase in stress and mental health in 2013
- 2** Two-thirds of private sector organisations and almost all of the public sector use occupational health in their absence management approach
- 3** On average an employee will be absent for 7 days each year; at an average cost of £600 per employee

# Our Services Include:

## MEDICAL SERVICES

Fasset run an on-site 'drop in' clinic providing a self referral service including face-to-face, telephone and email health advice/ administering treatment including blood pressure monitoring, treating minor wounds and flu jabs.

## HEALTH SURVEILLANCE

Knowing that an employee is fit to carry out their job is essential for any business. As such, Fasset conducts new starter assessments to give you assurance. This identifies those employees who may potentially be exposed to health risks by the work they do, where there is a statutory requirement for health surveillance (e.g. under The Control of Substances Hazardous to Health Regulations (2002) or components of the Physical Agents legislation structure, for example those relating to noise or vibration), or where:

*"As a consequence of exposure to health risks in the workplace there is a health effect which can be detected at an early stage such as to take remedial action to control further exposure/risk and avoid future harm arising to the individual."*

From a health and safety perspective it gives a valuable insight into how your control measures are working and enables you to take swift action to remedy potential problems. Whether your employees are working at heights, night workers or drivers, we can tailor a health surveillance programme to suit your needs.

## ABSENCE

Have you ever calculated how much absence costs your business each year?

Fasset Occupational Health and Wellbeing can work with you to reduce absence levels in your business through a tailored sickness absence management programme. We can work with stakeholders to evaluate factors that may contribute to an employees' return to work and offer clear advice as to a way forward whether that be reasonable adjustments, redeployment/dismissal on grounds of ill-health.

Our team will provide guidance for sickness absence policy and acceptable behaviour in the workplace. This service could prove invaluable for tribunals and offer enhanced employer protection through record keeping, administration and data analysis.

## GENERAL WELLBEING

Health assessments are becoming a popular benefit to employers. They spot potential health issues before they become health problems. The assessments are undertaken by a qualified professional in the workplace using FITECH software to deliver high quality evaluations including a personalised detailed report backed up with advice and guidance to help employees maintain a healthy lifestyle, including stress management and nutrition.

There is a lot of evidence to support proactive health assessments as a means to engage employees, prompting them to take action and accountability of their own health status. More and more employers are taking part in health campaigns aimed at promoting healthy living through exercise and diet choices and offering health assessments.

The 2013 Chartered Institute of Personnel and Development Survey found that from a sample of 618 employers, 41% of organisations report they have a wellbeing strategy and 28% of organisations provide health screening.

Health assessments can highlight individuals at moderate to severe risk, with the aim of referring them for treatment before they become a casualty. The workplace also provides a captive audience and participants can be empowered to take charge of their own health with moral support from their colleagues.

Fasset can also provide a company-wide profile on the overall health status of your workforce.

## RESOURCES AND TRAINING

Let us help you extend your commitment to your workforce with additional support resources.

Fasset Occupational Health and Wellbeing operates a clinic and first aid support. This will depend upon your location and business requirements. We can arrange staff training, for example first aid in the workplace. Our staff include registered nurses and OH specialists who have access to a library of resources and can assist in arranging health and wellbeing campaigns.

FASSET Occupational Health and Wellbeing is a national service provider currently providing occupational health to over 1,600 employees; plus common area first aid and advisory services at 4 major multi-tenanted business park locations in the UK.

## contact us:



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## Other Fasset Services:

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