



**JENPEN** Occupational Health Services is run by highly qualified nursing professionals and is supported by other numerous Occupational Health Specialists with extensive experience. Together this provides a balanced, ethical and professional service.

With the manifold demands of legislation and business needs, it is often difficult to evaluate essential services from add-ons. JENPEN is able to provide a complete assessment of your companies Occupational Health and Safety needs. This service can be provided from single day cover to fully tailored employment solutions and annual health surveillance. My initial visit will be to: -

Consultation to assess your requirements and offer impartial advice on services and activities. This can be detailed and specific or more general, depending on your situation. Tailor the assessment to areas you specify. We will not adopt a one-size-fits-all approach. Provide a paper-based assessment from information you provide, or perform a more detailed analysis, following on-site visits and interviews.

You will then receive advice regarding appropriate policies; occupational health screening and appropriate HSE required surveillance activity, other services include sickness and absence activity, prevention and health promotion programmes. First Aid training and Health & Safety education relevant to your workplace The following information below gives a brief overview of the most common work/health related issues requested by employers.

### **Health Surveillance.**

It is important to monitor and risk assess the health of all employees. Most committed employers do this as a matter of course and earn a good reputation for doing so. They also find their Sickness Absence rates are reduced and productivity remains high.

There are certain employment situations with specific health requirements that need to be included in a Health Surveillance programme which is best tailored to suit your business. You may need Hand Arm Vibration Assessments, Forklift Truck Health Assessments, Lung Function or Hearing tests, Workplace Risk Assessments for Pregnant Women or Sight tests for VDU Users and others, there are many more.

### **Pre-Employment Health Screening.**

Many companies use some form of medical assessment for potential employees prior to them starting work. Most employers want to ensure they employ people who are fit and able to do the job, while making sure they meet their legal duties contained within such Acts as the Disability Discrimination Act, Data Protection Act, Working Time Regulations and others specific to their business.

We can provide an ongoing Pre-Employment Health Assessment Scheme tailored to suit your company or if preferred, on an as and when required basis.

### **Sickness Absence Management.**

Sickness Absence is a major cost to small and large businesses alike. Ineffective or unmanaged recurring absence can lead to major long term problems. It is well documented that the longer an employee is off sick the less likely it is that they will return to work.

Your work force is your most precious asset and early intervention is key to successful returns to work.

JENPEN Occupational Health Services will help you manage these absences in order to put right or avoid these long term problems.

### **Vocational Rehabilitation.**

Rehabilitation 'return to work' programmes must be tailor made to have any chance of being successful. To have your back to work as quickly and as healthy as possible, early intervention and sound rehabilitation are essential.

### **Stress Management and Counselling.**

All employers have a legal duty of care to their employees, which includes not only their physical health but also their mental health. Work Related Stress has fast become the most common cause for absence from work and in particular Long Term absence.

Supportive, pro-active Stress Management and if necessary the availability of Counselling can make the difference between being off sick and remaining at work

Display Screen (VDU) Workstation Assessments / DSE Assessor Training

Regulated by the Display Screen Equipment Regulations (1992 revised 2002).All employers have a legal obligation to provide a safe working environment for all employees. This includes all computer Workstation's, Lap tops, CC TV's etc. Musculo-Skeletal Disorders (MSD's) should be an ever-increasing cause for concern for employers because they are causing increased sickness absence and/or poor performance in many companies. Remember MSD's do not discriminate between large and small companies. DSE (VDU) Assessor Training is also available and would enable in-house Workstation Assessments to be carried out, keeping costs down.

### **Health Promotion and Screening.**

Committed companies with pro-active Health Promotion programmes in place have been shown to substantially reduce their Sickness Absence rates. Healthy building blocks are often the cornerstone of content and productive staff who take sick leave only when absolutely necessary.

### **First Aid.**

It is mandatory for the vast majority of employers to implement certain obligations within the First Aid at Work Regulations.

Do you know your First Aid at Work obligations?  
Are you keeping to your First Aid at Work obligations?

### **Ill Health Retirement / Permanent Medical Disablement.**

However much you try to support your employees Health at Work there will inevitably be the occasion when an employee's ill health and resulting sick leave is simply out of your control. In such situations help is at hand. JENPEN may be able to help and support companies with work/health issues either as they arise, as anticipated by Management or on a proactive preventative basis.

For Further information please contact Jeanette Penny direct:

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