



## Ensuring Legal Compliance

Occupational health services ensure legal compliance by providing expert advice to employers on their responsibilities under the Health and Safety at Work Act 1974, conducting health surveillance to monitor for work-related ill health, and maintaining accurate, confidential health records in accordance with data protection laws.

We can also help employers develop health policies, implement control measures, and train staff to manage risks effectively, thereby fulfilling their duty of care to employees.

### **Health Surveillance:**

This is a legal requirement if specific health risks exist. We systematically monitor employees' health for early signs of work-related illness, ensuring compliance with legal duties.

### **Record Management:**

OH services ensure that health surveillance and other health-related records are kept securely and confidentially, as required by the UK GDPR and Data Protection Act 2018.

### **Policy Development:**

We can assist in creating clear occupational health policies that set standards and expectations for workplace health and safety, ensuring these meet legal frameworks.

**Risk Assessment Support:**

While employers must conduct the risk assessments, we can provide advice on appropriate health surveillance based on identified risks, clarifying the legal requirement to do so.