



Protecting Against Claims

Occupational health protects against claims by promoting a culture of health and safety, ensuring legal compliance, and providing informed guidance for managing employee health and absence. Our services include risk assessments, implementing health surveillance programs, offering pre-employment and ongoing health assessments, providing advice on reasonable adjustments, and maintaining detailed, confidential records of health data to support fair and documented decision-making.

For Employees:

Health Surveillance:

Regular health checks and surveillance programs identify potential health issues early, allowing for interventions that prevent escalation and protect against the development of more serious conditions or long-term ill health.

Health Promotion:

Services can support employees in adopting healthier lifestyles, reducing overall health risks and potential absence.

Early Intervention:

Occupational health can help employees return to work sooner by offering practical, personalized advice on managing health conditions and implementing necessary workplace adjustments.

For the Employer:

Legal Compliance and Duty of Care:

Occupational health helps ensure compliance with health and safety legislation, such as the Health and Safety at Work Act 1974, and meets the duty of care owed to employees, according to Croner-i and Sprintlaw UK.

Informed Decision-Making:

Assessments provide clear, clinical advice to managers and HR, supporting fair and consistent decisions regarding absence, reasonable adjustments, and return-to-work plans, which can prevent claims of unfair treatment or discrimination.

Reduced Risk:

By managing health risks and preventing workplace accidents and illnesses, occupational health significantly lowers the likelihood of claims related to personal injury or occupational disease.

Risk Management:

Services can perform risk assessments, advise on required safety equipment, and implement training to control hazards and reduce the potential for accidents.

Documentation and Record Keeping:

Maintaining proper, confidential health records provides essential documentation to support decisions and demonstrates that the employer has fulfilled its legal obligations.