

BPIf

OCCUPATIONAL HEALTH

ARE YOU TAKING A GAMBLE?



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ARE YOU TAKING A GAMBLE ON YOUR STAFF'S HEALTH?

Did you know that a failure to meet health and safety regulations in the workplace comes with the risk of unlimited fines and 6 months imprisonment if found guilty in a Magistrates Court? Should the case be serious enough to go to Crown Court, conviction could lead to you receiving an unlimited fine or maximum 2 years prison sentence, and that's before any personal compensation claim is made.

Regardless of legislation, promoting and maintaining good health policies and practices in your workplace can set you apart from your competition as it helps recruit and retain the best staff, reduce sickness levels and improve productivity – and more importantly – profitability.

To help members, a range of Occupational Health Services are available exclusively from BPIF Consultancy Services and can be delivered at your premises or in fully equipped mobile screening units, as well as free advice.

A wide range of one-off or ongoing individual assessments and consultations are available including an exclusive Employee Wellness Scheme.

SERVICES AVAILABLE

- Site Health Needs Assessment
- Employee Wellness Scheme (EWS)
- Drug & Alcohol Screening
- Health Surveillance
 - Hearing Tests
 - Skin Checks
 - Lung Function Tests
- Health Screening
 - Urine
 - Blood
- Medical Assessment Reporting & Sickness Absence Management
 - Telephone Health Assessments
 - Face to Face Health Assessments
 - Counselling
 - Physiotherapy

SITE HEALTH NEEDS ASSESSMENTS

In order to establish if your business requires any occupational health support it is recommended that you undergo an onsite health needs assessment.

This will enable the development of a robust occupational health system which not only meets legislative requirements but also meets your staff's needs in the most cost effective way.

Cost: £595 per day

EMPLOYEE WELLNESS SCHEME

An exclusive Employee Wellness Scheme (EWS) has been designed by the BPIF to provide cost-effective confidential support on a wide range of work, family and personal issues.

This includes but is not limited to support on the following issues:

- Work-life balance
- Daily living
- Personal performance and time management
- Stress, anxiety and depression
- Psychological and emotional issues
- Marital, family and relationship difficulties
- Bereavement and loss
- Childcare and parenting challenges
- Elderly and disability care
- Debt counselling and budget management
- Traumatic incidents or life changing events
- Health and wellbeing information

Your employees can call a freephone number and immediately speak with a trained service representative who will help them to determine the best course of action to resolve their issue.

Regular statistical reporting management information is available for group sizes over 100.

There are 4 levels of the BPIF EWS all of which are available 24 hours a day, 365 days a year, online and on the telephone to answer your employees' questions immediately or to refer them to the most appropriate adviser, counsellor or source of information.

Employee Wellness Scheme Benefits

	LEVEL 1	LEVEL 2	LEVEL 3	LEVEL 4
Triage telephone counselling	✓	✓	✓	✓
Formal telephone counselling (up to 4 sessions)		✓		
Formal telephone counselling (up to 6 sessions)			✓	
Formal telephone counselling (up to 8 sessions)				✓
Face to face counselling (up to 4 sessions)		✓		
Face to face counselling (up to 6 sessions)			✓	
Face to face counselling (up to 8 sessions)				✓
Management consultation support	✓	✓	✓	✓
Telephone legal advice*	✓	✓	✓	✓
Telephone financial advice	✓	✓	✓	✓
Telephone debt counselling	✓	✓	✓	✓
Telephone trauma support	✓	✓	✓	✓
Online cognitive behavioural therapy (CBT) including 5 telephone support sessions		✓	✓	✓
Face to face CBT (up to 8 sessions)				✓

*Telephone legal advice is provided by Legal Assistance Direct. Legal Assistance Direct is a trading name of Darbys Solicitors LLP. Darbys Solicitors LLP is authorised and regulated by the Solicitors Regulation Authority. (SRA ID Number: 448914).

EWS Pricing Structure

		Number of Employees							
Level		10-19	20-50	51-100	101-150	151-200	201-250	251-500	501+
Price per Employee	1	£20.75	£18.75	£16.75	£12.75	£10.75	£8.75	£6.75	POA
	2	£33.50	£31.50	£25.50	£21.50	£17.50	£13.50	£9.50	POA
	3	£34.25	£32.25	£26.25	£22.25	£18.25	£14.25	£10.25	POA
	4	£36.05	£34.25	£28.25	£24.25	£20.25	£16.25	£12.25	POA

DRUG & ALCOHOL SCREENING

A drug and alcohol policy is an essential tool which protects employees and the employer with regard to drug and alcohol abuse. Alcohol is estimated to cause 3-5% of all absences from work and costs employers around £1.8 billion every year. It is therefore essential to identify a possible problem before it seriously affects your company.

Discreet and efficient drug and alcohol screening can be arranged on a 24/7 basis with a 2 hour call out if required. In order to participate in the scheme a member will be required to sign a drug and alcohol contract.

Cost: Management fee of £300 per annum paid in advance plus a call out fee per employee.

Number of Employees							
Level	1	2	3	4-10	11-20	21-30	31+
Unscheduled	£360	£240	£170	£120	£100	£90	POA
Scheduled	£200	£160	£140	£110	£100	£90	POA

HEALTH SURVEILLANCE & SCREENING

The following services are available at a fixed cost of £595 per day. Members are able to select a combination of Health Surveillance and Screening services to suit their needs. The cost will be subject to the number of employees and services selected based on the day rate.

Hearing Tests

Hearing tests are a requirement of the Noise at Work Regulations Act 2005 and the Control of Substances Hazardous to Health Regulations (COSHH) 2002 (as amended) to reduce the risk of hearing damage. Employees working in environments with noise levels over 80dB should wear hearing protection or appropriate personal protection equipment (PPE).

A BPIF audiometry test checks hearing frequencies at different levels and can identify deafness, loss of hearing and certain brain tumours. This can be conducted in a quiet room (<65dB) for up to 21 employees or on a mobile unit for 56+ employees and takes around 20 minutes. Audiograms must be compared to the last test in order to establish any deterioration.

Skin Checks

Employees who regularly handle skin sensitisers or irritants such as oils, powders, solvents and adhesives are at risk from skin problems including but not limited to dermatitis, dry skin, psoriasis and eczema. COSHH Regulations 2002 (as amended) requires employers to protect their employees from potential harm and regulate compliance with PPE.

A BPIF physical skin examination and questionnaire takes only 10 minutes and can be conducted on up to 40 employees a day. This should be conducted annually or more frequently if problems arise.

Lung Function Tests

Respiratory illnesses such as work related asthma, silicosis and chronic obstructive airways disease are all potential health risks for those working with dusts, isocyanates, vapours, sprays and silica. COSHH Regulations 2002 (as amended) outlines these hazards and the importance to assess and reduce exposure.

A BPIF lung function test helps to diagnose various lung conditions and also includes a detailed questionnaire and measurement of lung capacity and forced volumes. This takes around 10 minutes per person and can be conducted on up to 40 employees a day. Tests should be scheduled annually or more frequently if problems arise.

Urine Screening

BPIF urine sample testing can identify arsenic poisoning and other illnesses arising from exposure to metals, solvents, styrenes, chemicals and contaminants. As a consideration of COSHH Regulations 2002 (as amended) these risks should be identified and minimised and a simple 5-10 minute urine sample is an easy way to assess such hazards whilst simultaneously testing for diabetes and infections.

Blood Screening

A BPIF blood test can detect Weil's, Lyme Disease, lead and other metal poisoning arising from exposure to lead, sewage, paints and metals. By adhering to COSHH Regulations 2002 (as amended) and identifying any potential risks to health these illnesses can be avoided.

A 15 minute blood sample test includes obtainment of employee consent and extraction of blood from the arm and should be conducted if there are concerns about exposure levels and to compare with previous results to assess any change.

MEDICAL ASSESSMENT REPORTING & SICKNESS ABSENCE MANAGEMENT

Assessment reporting services help to facilitate a prompt return to work or early identification of potential sickness absence. In all cases these services include a full written report from a physician or nurse depending on the particular case.

Telephone Health Assessments

Where appropriate, health assessments can be carried out over the phone. This can be a prompt and cost effective way to assess health.

Cost: £120 per assessment

Face to Face Health Assessments

Sometimes it is necessary to meet an employee when carrying out a health assessment. The clinician in attendance would be an occupational health physician or a nurse, dependant on the case concerned.

Cost: £175 for a nurse / £300-£350 dependant on the physician

Counselling

Counselling can be a very effective way of helping an employee to deal with issues in their life and returning to work.

Cost: £70 per employee (minimum of 6)

Physiotherapy

When utilised in a proactive way physiotherapy can be the solution to numerous musculoskeletal issues prior to absence, thus improving the health of an employee and retaining the workforce. Such a service can be provided in the workplace where ergonomic advice can be provided in relation to specific tasks.

Cost: £60 per employee

GETTING STARTED

Contact Phil Pateman, BPIF Consultancy Services Director, to register your interest. A BPIF Occupational Health Consultant will then contact you to discuss your needs.

A contract of engagement detailing services and costs* will be submitted to you for approval. Once signed and returned with your initial payment in place your Occupational Health Service Plan will commence.

*All costs quoted are exclusive of VAT

TO GET STARTED PLEASE CONTACT

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