



**medacs**  
HEALTHCARE

*Occupational  
Health Services*





*A professional and  
responsive service*

**Medacs Healthcare is an established SEQOHS accredited Occupational Health provider.**

Experienced across a wide range of different industries, we help businesses to manage and protect the physical and mental health of their employees and maintain productivity.

Our services are delivered by a clinical team of physicians and nurses, registered specialists in Occupational Health (MSCOH, MFOM, OGUK, SCPHN-OH) with the expertise to support all your business needs.

Catering to the needs of small, medium and large companies, as well as individuals looking to self-refer, we can support adhoc requests or provide comprehensive contractual services. Whatever your needs our team will create and implement a plan alongside your HR and management teams to keep your employees in good health and mind.

# Our services

## Core Occupational Health Services

Whether you have a long-term occupational health need or an ad-hoc request, for support with absences, vaccinations or new or returning workers, we can help. Our standard services include:

- Pre-employment screening
- Absence management
- Return to work assessments
- Flu and travel vaccinations
- Health surveillance (HSE)

## Specialist Medical Assessments

Our professional clinical team are qualified to conduct a wide range of specialist medical assessments, including:

- Offshore medicals
- Wind turbine medicals
- Asbestos medicals
- Radiation medicals
- Lead medicals
- Silica medicals
- Audiometry
- Skin assessments
- Hand and Arm Vibration Syndrome (HAVS) level 1-4
- Respiratory assessments, plus many more relating to Control of Substances Hazardous to Health (COSHH)

# Our services Explained



## Pre-employment screening

**Once someone has been offered a position within your organisation we will complete an assessment of their health prior to the commencement of employment.**

An initial questionnaire based interview is completed by our experienced clinical team, who will provide a review of their current health and wellbeing.

Should we identify that a candidate requires some additional support in the workplace, we will provide you with guidance and details on the next steps to take so that you can ensure that they receive any reasonable adjustments to their work environment.

Alternatively, we'll liaise with your HR teams to complete the screening review and provide a certificate or arrange for further assessments which may include a face-to-face meeting.

Assessments can be conducted on-site at your organisation or within one of our local clinics.



A photograph of a modern office interior with glass walls and a vacuum cleaner in the foreground. The image is partially obscured by a blue diagonal line that separates it from the text on the right.

# Absence management

Managing without your key resource can be draining on fellow colleagues and your bottom line. We will support your management teams in making evidence-based decisions when a referral for absence occurs.

You'll receive a prompt response from one of our occupational health professionals, who will make contact with the employee to complete an assessment. This assessment will collect further information regarding the absence to share with the HR teams so that they can make informed decisions on the next course of action.

Whether the referral is relating to short or long-term sickness management, our experienced team of nurses and physicians will provide you with the tried and tested plans you need to build confidence in your management team.

## **Benefits of absence management**

- Cost savings through less absence
- Improved staff morale
- Legal compliance
- Increased profits and productivity
- Reduction in staff turnover
- Improved culture towards sickness absence

## **Ill health retirement**

Ill health retirement, or early retirement due to ill health, is when you leave your job early due to a health condition or sickness. It's a time that can be stressful for both the employee and the employer.

Our professionals will support your HR teams on the process for requesting and completing an early retirement case for an employee which is governed by Pension Plan Rules. We'll also liaise with the relevant legal representatives to provide an evidence-based overview of the employees' health history at work.



# Return to work screening

As and when social distancing restrictions are eased, we can support you to manage returning your staff to workplaces.

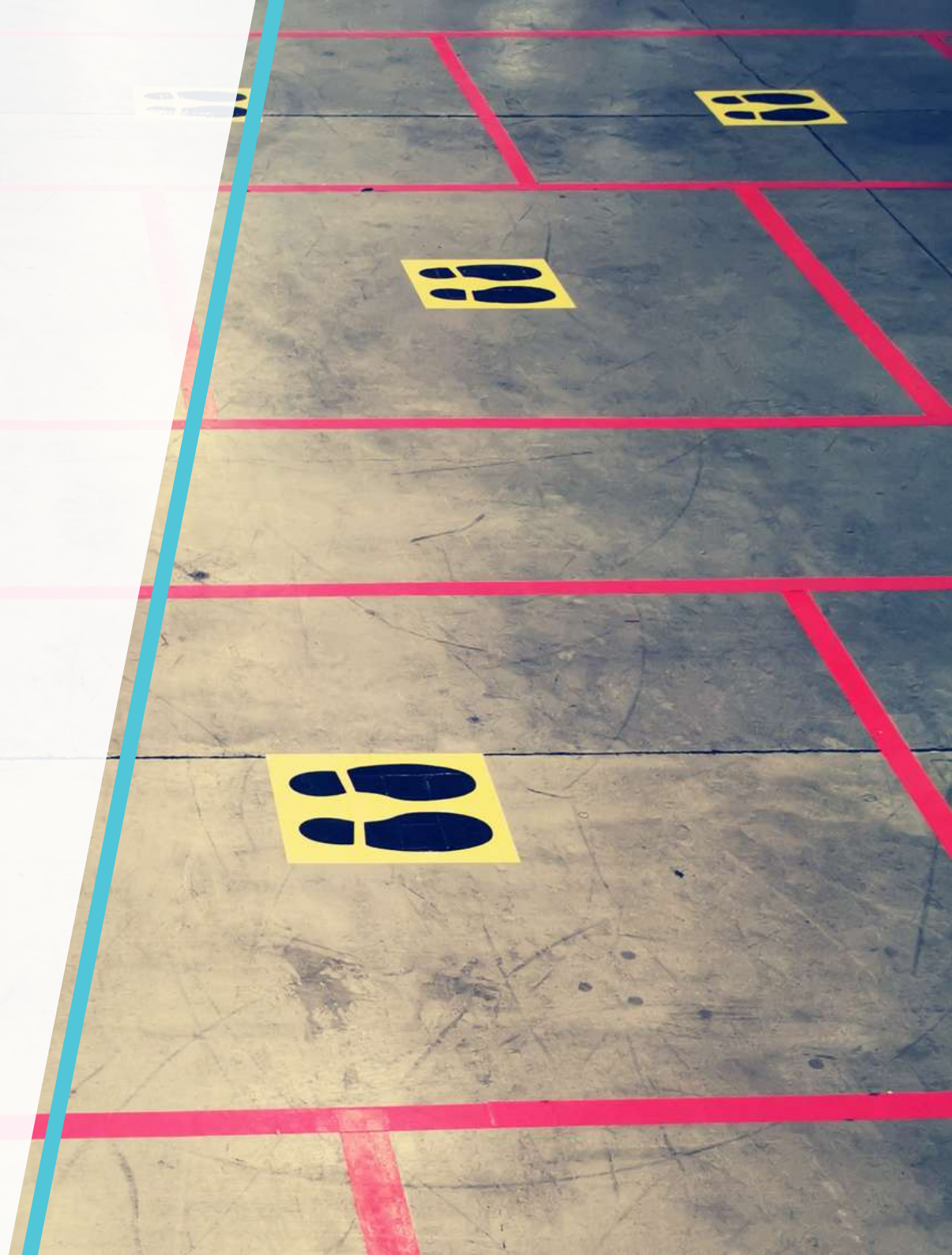
In many cases, risk assessments will be needed to safeguard the physical and mental health of your employees and comply fully with regulatory guidance and employment law.

Our return to work screening services include telephone interviews with your employees to gather key information about their health, wellbeing, and normal working environment.

All potentially hazardous aspects are taken into account, based on their role and personal circumstances, such as the need for close people contact and use of facilities, equipment or travel, as well as their vulnerability based on a range of factors such as their age, prior conditions and mental health.

Our experienced occupational health professionals will then assess their vulnerability based on a risk matrix, and advise your HR teams so they can consider any reasonable practical measures and make informed decisions on the best course of action.

Reporting on the process will include the management information required to show due diligence has been followed in line with guidance from government, industry regulators and employment law.





## *Flu vaccinations*

**Influenza can increase absentee rates within the workplace and put added pressure and potential stress on to non-affected colleagues.**

**Many organisations recognise this and schedule workplace flu jabs as a precaution to any loss of resource throughout the year.**

We can provide flu vaccination clinics for groups of employees, at your premises, or at one of our clinics.

Vaccines are administered by certified and experienced occupational health nurses and half or full-day clinics can be booked, depending on the number of staff you need to vaccinate.

Vaccines are priced competitively, with additional charges for travel to your site.

Research by the International Longevity Centre UK (ILCUK) found that the vaccination helps prevent up to 626,000 cases of influenza per year.

15% of the population get flu every year and are absent for up to three weeks from work with a significant cost and productivity impact.





# Travel health

Our pre and post-travel occupational health services are tailored to our individual client's needs.

Our clinicians are well informed regarding the risks associated with infectious biological agents and overseas travel and are in a position to not only give you advice relating to vaccine preventable diseases, but will offer up to the minute health advice on destinations across the globe, counselling, literature and advice regarding the creation of policies and procedures.

## Vaccinations

As many vaccinations require more than one dose to give effective protection, effective planning is recommended prior to travel. However, we understand that not all visits can be planned for, therefore we can provide fast-track appointments to fit around your organisation.

Vaccinations available:

- Cholera
- Diphtheria, Tetanus and Polio
- Hepatitis A
- Typhoid
- Hepatitis B
- Japanese Encephalitis
- MMR
- Meningitis ACWY
- Rabies
- Tick Borne Encephalitis
- Yellow Fever

Others may be available on request.

## The benefits of travel health:

- Compliance with current legislation
- Reduced risk of sickness absence
- Reduced risk and cost of litigation
- Prevention of disabling illness/disease
- Protection of the health of employees.



# Health surveillance (HSE)

Our team of healthcare professionals will see to it that your organisation remains proficient in maintaining the highest health and safety standards to current workplace legislation.

We will help you to identify any potential risks to employees and will work with health and safety management teams to develop preventative plans and assessments, which can incorporate:

- Asbestos medicals
- Radiation medicals
- Lead medicals
- Silica medicals
- Respiratory assessments
- Skin assessment
- Audiometry
- Hand and Arm Vibration Syndrome (HAVS) level 1-4
- Plus many more assessments relating to Control of Substances Hazardous to Health (COSHH).

## Why is health surveillance important?

- To detect potential risks to employees within a workplace, ensuring that preventable measures are in place
- To better understand the impact within an organisation and communicate the potential risks with employees
- To create a platform where employees can communicate about the effects of the role on their health
- To identify potential irregularities within practice and ensure that the correct control measures are introduced or restored.

You can be assured that our team of nurses and physicians will never take a blanket approach to your organisation. Our ongoing health checks will review independent positions and will provide you with the guidance for effective work-related controls.







## *Safety Critical Medicals*

In-depth medicals designed to ensure those undertaking safety-critical tasks are fit to do so. Typically required for:

- Drivers
- Fork-lift truck operators
- Individuals working at heights
- Individuals working in confined spaces
- Plant operators (crane drivers/mobile machine drivers)

These assessments ensure the medical suitability of individuals to undertake certain types of work and identify any risk of health problems developing as a result.

They also support organisations to protect the health of their employees by ensuring any issues are detected at an early stage.

Standard tests can include:

- Blood pressure & pulse
- Urinalysis
- Non evidential drug test
- Alcohol breathalyser
- Mobility and coordination
- Nervous system
- Mental health
- Vision screening
- Weight, height and body mass
- Medical questionnaire





# Offshore medicals (OGUK)

Organisations working in the oil and gas industry are required to perform employee medicals to ensure an individual's fitness to work in a specialist environment.

The medicals assess the health of your employees and ensures that the environment and the hazardous activities, equipment and substances are not affecting their health or their productivity.

## What does an offshore medical consist of?

Each individual can expect to receive a comprehensive medical including an assessment of their work history and prior health. Within the medical, each person will also receive assessments for:

- Audiometry
- Body mass index
- Urinalysis
- Respiratory
- General health (BP, height & weight)

## Specialist assessment and tests are also available, including:

- Fit to train in water
- Working with food
- Confined spaces or working at height
- Drug and alcohol
- Bloods
- Shoulder measurement
- ERT (emergency response training)
- Wind turbine

Medicals are performed at our clinic or alternatively can be conducted on-site where requested.



**34.3m**

working days lost each year as a result of minor illnesses

-Office of National Statistics

**1.2m people**

who worked in the last year, believe their illness was caused or made worse by their work

- Health & Safety Executive

**£27.8bn**

annual cost to the UK economy for sickness absence

- PWC Report



"Fantastic job in the current climate"

STORK, A Fluor company

medacs

HEALTHCARE

"Always able to guide us with a wide range of service requests, often at late notice"

United Healthcare Global

"Professional and efficient service"

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Borough Council

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