



After the Occupational Health Assessment (OHA) - what happens next?

What does my employee receive?

Once they have completed the OHA the results will be explained to them, along with any advice regarding hazards and risks they may be exposed to. After they have been shown the test results, they will be asked to sign a form indicating that they have attended.

If there are any immediate recommendations arising from the assessment, they'll be communicated to your employee on the day of the OHA.

How can I help my employee?

You should ensure that, if applicable, the recommendations made by occupational health are acted upon, implemented and managed. If you are uncertain about what is required of you, contact your occupational health provider.

You should liaise with your occupational health provider, company representatives and your employee to ensure a healthy and safe working environment is maintained by implementing and managing the relevant recommendations / restrictions.

What level of detail do I receive?

After each OHA has taken place, usually in the following 5 – 10 working days you will receive a receipt of a Fitness Certificate, confirming the fitness recommendations made during the assessment.

You will not have access to your employees' OHA records. All health records will be retained by the Occupational Health provider. Confidentiality will be maintained at all stages of the Occupational Health Process.

An outcome summary showing the details of their attendance and the health assessments carried out will be returned to your company, to show that the relevant tests have been undertaken. This information does not include test results.

If recommendations are given (e.g. the issue of new ear defenders) this will be indicated on the form so that you can act on these recommendations.

Will another assessment be needed?

The assessment is valid for three years. However if a referral, or another appointment is required, this will be indicated on the Fitness Certificate.

Take advantage of the JIB Benefits Scheme

Via the JIB Benefits Scheme, your operatives have private medical insurance available to them. This includes 'Direct Access Services', which provides access to a number of specialist Bupa teams they can call to receive support and treatment, usually without the need for a GP referral. The Direct Access Services can be used if they have concerns about any of the following issues:

- **Problems with muscles, bones or joints**
- **Are worried about cancer symptoms**
- **Problems with cataracts**

For mental health concerns they can call the Employee Assistance Programme which is free to use, completely confidential and open 24 hours a day, 7 days a week and they will be referred for treatment if needed. This helpline is also available for other areas of concern including difficulties at work, stress, bereavement and money management.

Useful Telephone Numbers:

Private Medical Insurance and Direct Access Services:
0345 606 0802

Employee Assistance
Helpline: **0800 269 616**

Visit www.jib.org.uk/benefits-scheme

for details on what's available to your operatives via the JIB Benefits Scheme