



Occupational Health and Wellbeing

Our confidential and flexible occupational health and wellbeing services are delivered by fully qualified, knowledgeable and experienced Occupational Health Physicians and Nurses.

We have a proven track record and extensive experience of working with schools, including academies, irrespective of their governance arrangements, across Nottinghamshire.

Our experts in the relationship between health and employment are able to provide joined up support with our professional team of experienced HR Business Partners and Health and Safety Advisors to ensure your school receives the best possible support in our work with you.

This will enable you to reduce sickness absence and the associated costs and manage sickness more effectively creating a healthier, more productive working environment and a more engaged and motivated workforce. It will also increase staff retention rates and reduce turnover which disrupts the provision of education to children; resulting in savings in time and money in the recruitment and training of new staff.

All advice and guidance provided is consistent with legal, procedural and other requirements which further reduce the risk of successful claims.

What we offer

- A comprehensive, prompt and confidential occupational health and wellbeing service delivered by expert health professionals with full professional indemnity cover.
- Medical referral process for advice and support on employee health issues, disability issues, health and safety and legal compliance.
- Pre-employment medical screening.

- Advice and support with the management of performance and capability issues linked to ill health.

Our pledge

We will provide professional, high quality, occupational health and wellbeing services that are flexible and responsive and offer excellent value for money. We will respond to your telephone calls within one working day; to emails within one working day where possible; and to written enquiries within five working days.

www.nottinghamshire.gov.uk/schoolsportal

- Advice and support on the management of stress cases.
- A full range of health surveillance activities including Hepatitis vaccinations.
- Access to an Independent Employee Assistance Programme which can provide:
 - Professional staff counselling provided by experienced and qualified practitioners to British Association for Counselling and Psychotherapy (BACP) standards, delivered countywide.
 - A Critical Incident Counselling Response delivered onsite to a group of affected employees.
 - Mediation between employees to provide a positive and workable outcome to workplace conflict.
- Advice on ill health retirement and provision of an independent Physician where necessary.
- Access to physiotherapy service where prompt treatment is advised by a GP or Occupational Health and GP waiting list is more than seven days.
- Delivery of bespoke wellbeing events at your school e.g. confidential staff health checks.



Helen Hayward or Shannon Robertson
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 Email: occhealth@nottscg.gov.uk

Benefits to your school

- ▶ Reduced disruption to the provision of children's education.
- ▶ Access to a range of professional occupational health and wellbeing advice and guidance from an organisation which understands your workplace and who you can trust.
- ▶ Improved employee health and wellbeing.
- ▶ More effective employee appointments and reduced recruitment costs through effective pre-employment screening.
- ▶ Improved sickness rates and more effective management of absence reducing sick pay and cover costs.
- ▶ Reduced staff turnover ensuring retention of key knowledge, skills and experience and reducing recruitment and training costs.
- ▶ Improved staff morale and motivation and increased productivity.
- ▶ More effective management of risk including risk of disability discrimination and health and safety claims.
- ▶ Legislative compliance reducing the risk of prosecution with associated costs and reputational risks.

Further information

We are contactable by telephone and email between 8.30am-5pm, Monday to Thursday, and 8.30am-4.30pm on Friday.