yourfreshhealth
solution for the workplace

forge health

part of

LEICESTERSHIRE
FIRE and RESCUE SERVICE

contents

04 **forge** health

06 **proactive** and **preventative**

09 how **can** we **help** you?

11 how **do** we **help** you?

16 services **provided** by **forge health**

18 how to **contact** occupational health unit

forge health

A quality Occupational Health provider solely owned by Leicestershire Fire and Rescue Service, delivering Workplace Health and Wellbeing services to the Business Community in Leicestershire and beyond.

The dedicated team of Occupational Health professionals include Consultant OH Physicians, Specialist Nurse Practitioners, clinic assistants, counsellors, Physiotherapist, and a professionally qualified fitness adviser. The service delivery is supported by a dedicated team of administrators who provide an efficient and personal point of contact for all enquiries.

Forge Health offers a flexible approach to its delivery of Occupational Health services to its clients. We are able to individually tailor a specialist occupational health package to meet the diverse needs of the modern business.

You may need the whole spectrum of Workplace Health and Wellbeing Services from pro-active pre-employment health assessment and evaluation of Health Risk to recovery and rehabilitation. Alternatively you may only be requiring individual employee health services to meet your legislative needs and that of the HSE. You will have peace of mind knowing that we are here and able to undertake annual surveillance on one employee or hundreds, or to give you specialist health advice to help you manage your ill or injured employee with a speedy recovery, rehabilitation and return to work.

These aims have stimulated businesses to consider how to improve the health of workers. Forge Health can support you by offering a range of proactive services for employees that will improve employee health and wellbeing with health risk analysis, moniting and lifestyle advice. We will provide data that will assist you to identify gaps and put solutions in place that will ultimately improve efficiency and productivity.

the **Government aims** for employers to **provide** a **safe** and healthy workplace to discourage workers going on long term disability benefits

proactive and preventative

What services do we provide?

Pre-employment Health Assessments.

Varying formats assess the potential impact of health on work and identify any health factors that may have implications, requiring adaptations or adjustments to the working environment in cases where the Disability Discrimination Act (DDA) may be applicable.

Pre-employment assessments may also identify a potential health risk from pre existing exposure to workplace hazards thus providing useful baseline data preventing future health problems.

Job-specific Health Surveillance

Many roles require specialist surveillance to be undertaken on a regular basis. This ensures that control measures are in place and are effective preventing exposure to workplace health hazards. Thus negating the health risk of the employee and potential litigation claims on employers.

Risk assessments will identify those workers at risk of exposure. Good employment practice will ensure regular monitoring of employees. Health monitoring and review can be undertaken and a recall system set up for our clients. Appropriate management information is provided regularly that ensures the employer is able to confidently manage their employees' health.

Occupational Vaccinations

Vaccinations may be required following workplace risk assessment. We carry out a full range of work specific vaccination depending on need. We are able to administer vaccinations to the individual at the OH Unit or at the client's workplace if there are reasonable numbers requiring vaccination.

Biological Monitoring

A range of biological testing is offered including blood tests, urine testing, breath tests and hazard specific investigations. If you wish to request tests that are not on our service list I am sure we will be able to provide.

a healthy
workforce
is good for
your business
yourfreshhealth
solution for the workplace

how **can** we **help** you?

Our series of health risk analysis involves individual assessments of determinants of health such as cholesterol levels, blood pressure, blood sugar levels, waist measurements, body fat measurement and many others. These provide us with the detail to give informed health risk advice to an employee. By collating the health data collected we are able to provide the employer with corporate health information without breaching individual confidentiality to assist the employer towards improving wellbeing at work improving workforce health which leads to reduced sickness absence.

Sickness Absence

Forge Health offers advice and support in the management of the ill and injured employee. It is well recognised that early intervention and pro-active management of a sick employee reduces the time lost and the knock on economic effect to the business.

we **can** tailor
a **service** to
your individual
requirements

how **do** we **help** you?

Case Management

By offering individual consultations with the appropriate professional either specialist nurse practitioner or occupational health physician, we provide a structured referral process. Following the consultation you will receive a written report within five working days. The report will contain advice and recommendations that will assist you with managing your employee. Appointments for consultations are normally offered within five to ten working days. If required in this increasingly litigious working environment, we are also able to provide a comprehensive case management service. Complex cases with multi factorial health issues may require more involved work with the referring manager or human resources. This may involve discussions and guidance or attendance at meetings with human resources, managers, employees, workplace or job assessments including a physical and health capability review or functional assessment.

Remote Case Management

This type of consultation and review process is undertaken by telephone thus reducing long distance lost travel time. Occasionally physical medical assessments or treatment may be required. The physician or nurse will then access an appropriate specialist in the locality to undertake the assessment and provide the required detail to conclude the case.

Ill Health Retirement and Pension Certification Services

We provide independent consultations in accordance with the rules of various company pension schemes, whether Local Authority or Private Sector. A specialist Consultant physician will provide an independent review and professional opinion as to the eligibility of the employee to access the pension scheme. Provision of the appropriate certification as required will follow the consultation, in accordance with the request.

Recovery and Rehabilitation

The emphasis on reducing sickness absence and improving worker retention increases the need to provide early access to investigations, treatment and rehabilitation. We have an excellent network of additional specialist services that enable us to expedite investigations and treatment.

We have specially negotiated rates for MRI scans and other referrals that ensures we can assist you in returning your ill or injured employee to work as soon as possible. This avoids costly delays that may impact on their long term employability as non-productive employees are a drain on resources.

Workplace Assessments

A key element of return to work involves workplace assessment. We are able to assess workstations and environments and offer informed advice to assist the employer when considering reasonable adjustments or adaptations that may be required to help to support an employee back into the workplace. This may require the employee to follow a phased or restricted return to work programme to assist them to achieve their maximum working potential whilst they may not be fully fit.

Occupational Health Helpline

Experience has shown that many work health related problems for the employer can be resolved by accessing our telephone helpline. Our experienced practitioners offer informed, impartial advice which may negate the need for a formal referral. The helpline when utilised enables the manager to take a more proactive approach to health issues often by taking advice before the issues escalate.

Accessing GP or Specialist Reports

Sometimes it is necessary to obtain a report from the individual's GP or hospital specialist. These are usually only obtained if we need to confirm current treatment regimes or are requesting hospital investigations and consultation reports to update our clinical assessment. Verification of an employee's medication may be required or confirmation of clinical interventions planned by the hospital specialist or GP. The GP is not asked for an opinion on fitness for work as many do not have an interest in the workplace or the individual's occupation. To ensure communication with the GP

who is the individual's primary carer, all correspondence with specialists and referral for investigation and treatment are copied, with the individual's consent to the GP.

Quality Standards and Governance.

All of the professional team at Forge Health comply with their appropriate Regulatory Bodies. The Physicians meet General Medical Council standards for continuing practice, registering annually with proven evidence of registration. Annual evidence is produced of their medical indemnity provision.

The nursing team are registered by the Nursing and Midwifery Council and adhere to the registration renewal process. They are members of the Royal College of Nursing that provides their professional indemnity.

Continuing professional development as required by the regulatory bodies is provided regularly by Forge Health and additionally sourced by the individuals themselves. All employees undergo annual appraisals and have personal development plans.

commit to
good health
at work
yourfreshhealth
solution for the workplace

services **provided** by forge health

Pre-employment paper screening

Pre-employment health assessment

Surveillance and Screening includes:

Blood pressure

Weight, waist and Body Mass Index (BMI)

Urinalysis

Drug testing

Alcohol testing

Vision, Colour vision,

Hearing (audiometry)

Lung function (spirometry)

Hand arm vibration

Skin assessments

Blood tests for screening and biological hazards

Night worker assessments

PCV,LGV,HGV, Vocational drivers, Fork lift truck drivers

On site delivery if required

ingredients for workplace **health**

a splash of health

Health Risk assessments for cardiac, diabetic and lifestyle factors

Heart Health assessment, Road to Health screen, computer analysis and report

Health risk assessment-Cholesterol, diabetes,waist, blood pressure measurement

Fitness assessments-Computerised Body fat analysis, aerobic fitness measurement, cholesterol and blood pressure testing

Healthy lifestyle and nutrition presentations and workshops

Executive Health Screens

Psychological Wellbeing

Stress management awareness and guidance for managers

Stress recognition and awareness for supervisors

Counselling for individuals

Physical Rehabilitation

Physiotherapy assessment and therapy intervention

Physical fitness consultation weight management

Services tailored to individual requirements

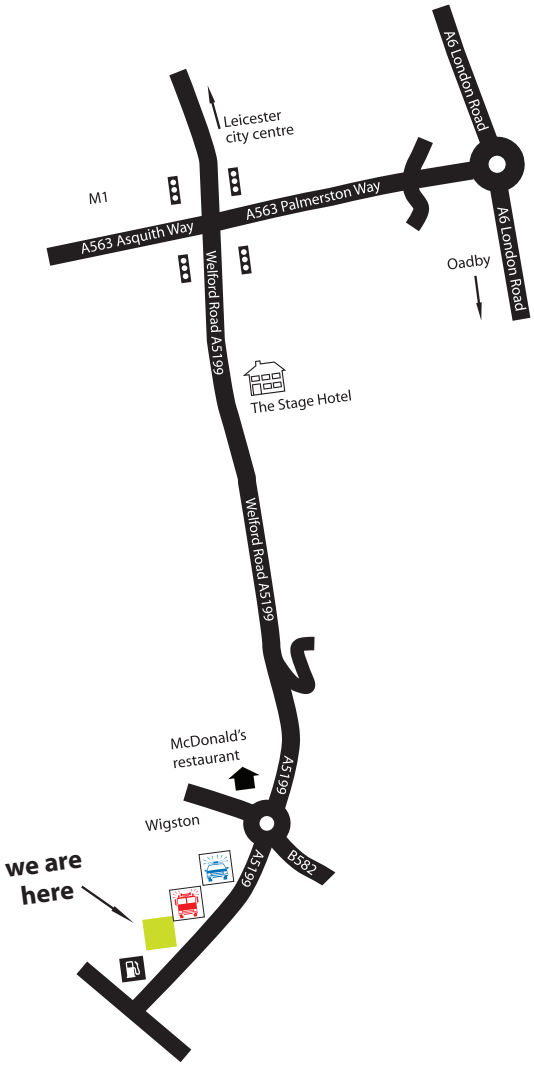
our **quality commitment** to you

Forge Health is committed to ongoing personal development and training which it provides internally and by external providers. All service delivery is regularly monitored and audited to the appropriate procedures and standards.

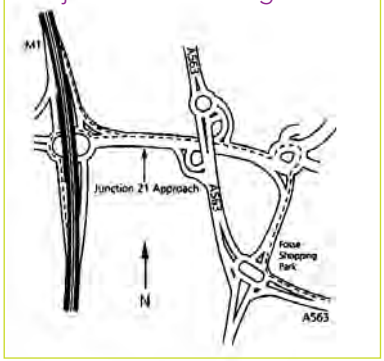
Equality impact assessments are undertaken on any new policies implemented by Forge Health. Forge Health operates within the Leicestershire Fire and Rescue employee policies on Equality and Diversity.

A quality service delivery is maintained by ensuring our customers are positively encouraged to feedback any comments by completing questionnaires with all reports we issue through regular meetings and telephone discussions.

how to find us



junction 21 enlargement



Located on the A5199 Leicester to Northampton Road (Bull Head Street) in Wigston. The unit is attached to Wigston Fire and Rescue Station, which is situated between Wigston Police Station and a petrol station.

Leave the M1 at junction 21, taking Leicester's outer ring road, the A563 (signposted South and East). Follow the road for 1 mile. Go straight across a roundabout and the unit is approximately 800 metres on the right hand side of the road.

Forge House, Bull Head Street, Wigston, Leicestershire LE18 1PB
T: 0116 220 3232 **F:** 0116 220 3230 **E:** info@forgehealthleics.com
www.forgehealthleics.com

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