

Occupational Health Hazards.

**GOOD
SHAPE**

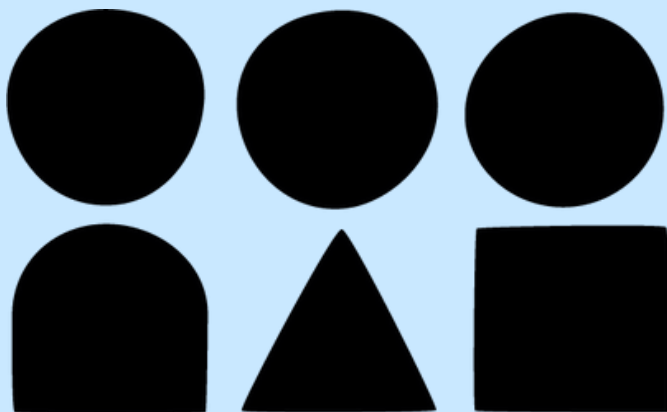


**The Occupational
Health system is
outdated, inefficient
and ineffective.**

So, what's next?

The concept of Occupational Health (OH) has been around since ancient times, having evolved alongside our growing understanding of workplace health risks.

But with the last official regulation being the 1974 Health and Safety at Work Act, the practice is well and truly stuck in the past.



Assessment without solution.

Although the legislation underpinning OH has been amended and extended several times, its practices continue to reflect the intentions of the original 1974 legislation, only aiming to assess people and their fitness to perform a certain role in the workplace.

Where it concludes that the employee cannot perform their role, even with appropriate adjustments, it passes the unresolved health problem back to the employer and employee. It does nothing to support the employee back to health, or help them gain access to services and treatment that will improve their health outcomes.

Workplace risks are just the start.

In recent years, Occupational Health providers have begun to acknowledge that physical illness and injury are just one side of the coin and adapt accordingly – poor mental health has become an increasingly prevalent threat to employee wellbeing, and is often influenced by workplace factors such as toxic working environments, high workloads, and poor communication.

But the major stumbling block which OH providers have yet to overcome is the fact that our health at work is inextricably linked with our wider health and wellbeing. Addressing only the health issues that are directly attributable to work merely scratches the surface of the problem.

Employees expect more.

Nowadays, workers want more from their employer when it comes to wellbeing support. Younger generations in particular have much higher expectations of their employer to play an active role in supporting their health and wellbeing. In today's candidate-driven market, employee brand propositions must be crafted to reflect this in order to attract and retain top talent.

Environmental, social and governance (ESG) standards are also progressively being applied to judge how businesses are run. Although DE&I – a huge part of the ESG agenda – is now a key focus for organisations, the traditional OH model widely overlooks the impact of minority-specific health issues and fails to identify or address patterns.

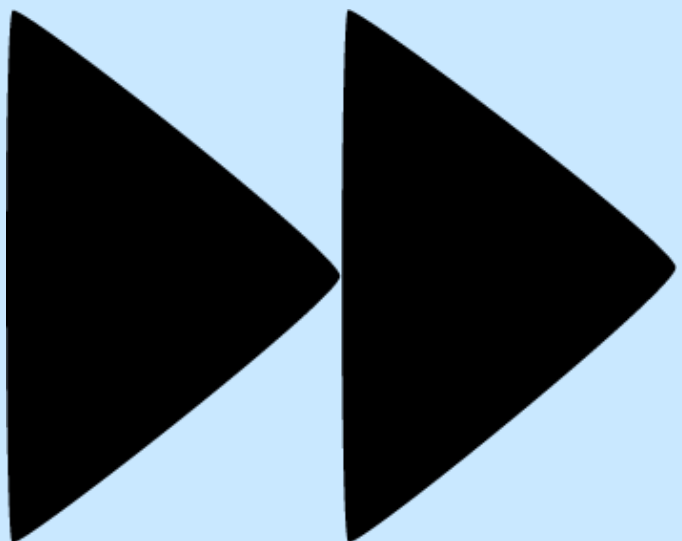
The bottom line.

Post-pandemic, organisations have responded to these changing expectations, with many making significant investment in employee health and wellbeing services. But for a lot of businesses, this spend is coming under increasing scrutiny, having failed to make a measurable difference.

It all comes down to the fact that OH in its current form is no longer fit for purpose. Year on year, organisations are spending significant sums on OH solutions, but are getting little value in return. Worse still, the cost of long-term absence from work, which OH is supposed to address, remains stubbornly high.

Because OH provides so little value, business leaders' focus is on reducing the price they pay for it, assuming that there isn't any alternative. This has led to a 'race to the bottom' for OH providers, with many consolidating their services in line with forced price reductions to gain scale efficiencies in the face of declining margins.

It's time to bring employee health and wellbeing forward to the present day.



A 21st century workplace health and wellbeing solution should...

- 1. Address the health of everyone in the workplace** , not just those whose jobs may expose them to some defined risk.
- 2. Account for external factors** that can have a big impact on wellbeing at work, such as family relations, home environment, and financial wellbeing.
- 3. Aim to be preventative rather than remedial** – helping to identify risk factors in employee health and taking early action through referrals to relevant services, rather than waiting for more serious conditions to develop.
- 4. Focus on reaching a health outcome** – ideally that person returning to work, but if that's not going to be possible, then supporting them out of the business in a compassionate and mutually positive way rather than leaving them in limbo.
- 5. Recognise that not all employers can afford to provide private medical insurance** and instead help employees to get the most out of the NHS, and advise employers on investing in the right health and wellbeing services for their people.
- 6. Be equitable** – ensuring that all employees with similar health conditions receive similar support and treatment, and being capable of demonstrating that processes were followed, and people were treated equally, to avoid employer liability claims.

The GoodShape approach.

For nearly 20 years, we've helped some of the UK's leading private and public organisations to manage absence and improve employee wellbeing. Being distinctly aware of the failings – and potential damage – caused by inefficient OH solutions, we set about trying to remedy this by partnering with healthcare choices experts **Patient Advocate** to provide a unique, comprehensive approach to employee health and wellbeing.

The GoodShape service provides three distinct benefits for your employees:

- 1. Round the clock absence reporting** via our app or phone line, with confidential discussion of symptoms and reasons.
- 2. Clinical guidance** - bookable appointments with registered nurses who are trained to look for underlying conditions or patterns of absence that may indicate more serious issues, and will signpost employees to relevant services.
- 3. On-demand access to wellbeing advice** via our app, including self-care sheets and videos for common health issues, specific recommendations for work adjustments, and personalised care plans to help your people feel better sooner.

Where serious issues are identified, including non-work-related conditions such as cancer or serious mental health, GoodShape passes the employee to Patient Advocate, who support the employee throughout their illness, providing a registered nurse to advise them.

Patient Advocate can identify available appointment slots for scans, tests, and treatment, as well as GP appointments, to expedite care at no cost to the employee.

In partnership with:

Patient Advocate
Informed Healthcare Choices 

The comprehensiveness of our service is mirrored on the employer side. Using a mix of detailed reporting and dashboards, machine learning/AI tools, and expert advice, we provide your HR team with a full picture of health and wellbeing across your workforce.

We remove frustrating data silos, helping you clearly identify the need for, and impact of, different health initiatives. This is essential, not only for workforce planning, but for proactively developing informed health and wellbeing strategies which are targeted to address the specific health issues your employees are experiencing.

Our system reflects your existing policies and procedures, and ensures that they are adhered to at every step – reducing risk and giving you confidence that your people are being treated fairly and consistently, no matter where they are in your organisation.

Our solution does not constitute a P11D benefit, and typically costs less than the average OH and absence management spend. Scan the QR code below to request a free of charge, no obligation assessment of your current employee health, absence, and OH efficiency metrics. Let's get your people, and your business, in good shape.

**Learn more
and book.**



Want to get your people in good shape?

**To find out more about how
GoodShape can help your
organisation, visit our website
or get in touch today.**

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The employee absence, wellbeing
and performance experts.
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