



## Case management 2 - physical wellbeing in the workplace

### Who is this course for:

This one-day course is suitable for all delegates (OH, HR & safety) who are interested in gaining a better understanding of **physical health conditions and wellbeing in the workplace**. It will provide underpinning knowledge of the common health conditions that may affect performance and/or attendance at work and potential support required in the workplace either through best practice or reasonable adjustments under the Equality Act. Typical conditions that may be covered include:

- diabetes (both diet and insulin controlled)
- asthma and COPD
- migraine and headache
- women's health
- HIV
- irritable bowel syndrome, crohns and colitis
- epilepsy and seizures
- multiple sclerosis
- general aches and pains, upper limbs disorders and osteo and rheumatoid arthritis
- angina, heart attack, stroke and circulatory problems
- sensory problems including vision and hearing
- cancer
- mobility problems

It aims to provide information to enable practitioners to reflect on their personal level of competency in this area and gain new knowledge or a reassuring update. This may help practitioners proactively influence workers, teams and organisations from strategic level down to include personal and team risk assessment, manager training and tailored health education activities for example.

This provision offers a rich learning environment by including multidisciplinary delegates. It may highlight the differing expectations of the OH, safety & HR advisor, the employer & line manager as well those of the employee.

### Trainers:

The training team are experienced occupational health practitioners with training and management experience who have worked in a variety of workplaces placing differing demands on physical ability including emergency services, military, safeguarding, higher risk and safety critical work including horse racing, aviation, utilities, logistics and warehousing, heavy manufacturing, construction, retail, food & drink production, local government, NHS, social care, education & service sectors.

### Why attend:

In relation to attendance the employer's focus is often on the worker's self or fit-note reported 'label' whereas a more helpful approach is identifying what elements of their substantive job role that they can or cannot do and why; barriers to return to work as well as what can be done differently to enable performance and attendance.

Consideration also needs to be given to the potential impact on end service or processes or other people as applicable. The risk assessment process tool enables the application of a principle-based



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approach which can also be beneficial in providing evidence of positive employment relations, H&S and Equality Act requirements including communication, identification and implementation of reasonable adjustments and capability over time.

### Clinical practice:

- History taking what is essential and what is nice to have
- Functional assessment
- Fitness for work, the risk assessment process and recommendations
- Benefits of OH referral and / or to other allied health professionals
- Worker and manager education

***Note: This workshop covers physical wellbeing only. The 'case management - mental wellbeing in the workplace' is a complimentary workshop, which may be of interest and usually runs on consecutive days.***

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