

Occupational Health - UK - April 2016

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“Health and wellbeing in the workplace is of major importance to individuals, businesses and society in general. The workplace is where people in employment spend half of their waking hours, and the workplace community is one to which most adults belong.”
– Lewis Cone, B2B Analyst

This report looks at the following areas:

- What are the key determinants driving the occupational health industry?
- Was the industry affected by the financial crisis and the slow recovery? If so, how has it developed and changed since?
- How have government schemes influenced market demand and supply?
- How has the provision of occupational health services changed over recent times?
- What are the key issues the industry needs to address to expand its service?
- What does the future hold for occupational health services?

This report covers the UK occupational health market. Occupational health is defined as healthcare provision provided in the workplace, and includes both specific health and safety care, and broader issues of health, fitness and preventative health care, often referred to as wellness. There remains much debate and confusion over the precise definition of occupational healthcare, and the boundaries of the sector remain vague. According to the joint International Labour Organisation/World Health Organisation Committee on Occupational Health, occupational healthcare is aimed at the following:

“The promotion and maintenance of the highest degree of physical, mental and social wellbeing of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; and the placing and maintenance of the worker in an occupational environment adapted to his/her physiological and psychological capabilities.”

The Health and Safety Executive (HSE) suggests “ *The term ‘occupational health’ conveys different things to different people. For some, it means simply the prevention and treatment of illness that is directly related to work, in which health education has no place. Others will emphasise fitness for work issues separately from health and safety. However the impact of any sickness absence on SMEs and their employees does not brook such fine distinctions. In those terms, it is of little importance whether the sickness is the result of an accident at work, long-term exposure to risk, or the conflicting demands of home and work. Only a holistic approach can make a difference to health inequalities.* ”

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DID YOU KNOW?

This report is part of a series of reports, produced to provide you with a more holistic view of this market

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Government plans to conduct a public sector sickness absence review

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Market Trends

Key points

- Public and private sector attitudinal differences to OH still remain
- Outsourced OH services still preferred over in-house provision
- Absenteeism still a problem in the workplace
- Work/life balance under increasing pressure
- Group risk schemes becoming more popular with employers
- Initiatives launched to gain better insight of UK employee health
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Changes to SEQOHS standards could help accredited members win business

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Technology advancements will affect OH trends, through types of ill-health and service provision alike
OH professionals need more focused-based and suitable training to meet specific employee demands

Further Sources and Contacts

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