

Independent Medical Services

Occupational Health

Sickness Absence Referrals

What is Occupational Health?

The role of an occupational health service is to assist in the assessment of your fitness for your job, to prevent ill health at work and to assist in the effective management of existing health problems. IMS works closely with employers and individuals to identify health related needs and to provide appropriate advice.

If you are away from work because of either long term or recurrent illness then your Human Resources Department may refer you to IMS for assessment. There are several reasons for requesting an occupational health assessment in this situation:

- in order that management can plan appropriately and offer support in the event of an individual requiring prolonged or recurrent sickness absence
- for advice on limited or restricted work or adjustment that might be required in the workplace to minimise sickness absence
- for advice on retirement from work on medical grounds
- for advice on managing return to work when an employee is returning to work after a prolonged spell of sickness or surgery.

Confidentiality

Ethical guidelines are extremely important and medical information is kept confidential and communication between doctors is only with the patient's informed consent. This means that before we request any information about you from any doctors who are treating you we will explain to you why this information would be helpful and we will seek your permission before proceeding.

Confidential clinical records are kept on all individuals seen by the occupational health team and they are stored securely in our premises. Nobody outside IMS can view these records without your consent.

Our advice to employers contains the minimum of clinical information and is expressed in terms of work that can be safely undertaken, expected absence period(s), workplace adjustments and rehabilitation requirements.