

## Provision of Occupation Health Services

### Provision of Occupation Health Services – Services funded by the Primary Care Contractor

This section outlines what primary care services contract holders are responsible for funding as part of their employer responsibilities to their staff. These services include:

- Occupational Health pre-employment screening/clearance: Occupational Health assessments as required for all staff working in their organisation, as required.
- Virology testing, vaccination for blood borne viruses (BBVs) and immunisation: Available to all staff who are not already immunised, and includes Hepatitis B, Varicella, Tuberculosis (BCG), Diphtheria, Pertussis and Tetanus, Measles Mumps and Rubella.
- Enhanced/other Occupational Health assessments: This may include a range of different Occupational Health assessments or support needed for all staff including:
  - Assist in the appropriate placement of people at work, taking into account their physical and mental health, and prevent ill health arising as a result of work done or the conditions in which work is done
  - Enhancing staff performance and morale through reducing risks at work which lead to ill health, staff absence and accidents
  - Protect the public from any adverse consequences arising as a result of ill health or infected primary care staff
  - Review prolonged/recurrent sickness absence and support return to work after sickness absence or following an accident
  - Advice on ill health retirement
  - Periodic health assessment for example: radiation, COSHH regulations or where risk assessment has indicated that this is required
  - advice on onward referral to other services that could support staff e.g., counselling.

### Provision of specific Occupation Health Services – applicants to join the National Performers List

Performers seeking to apply to join the National Performers List (NPL) **will need to self-fund for the following Occupational Health services:** pre-employment screening, virology testing, vaccination for BBVs and immunisation.

### **Provision of specific Occupational Health Services – funded by the Commissioner**

**For ALL primary care staff** (general practice, community pharmacy, dentistry & optometry): Management of staff on exposure to and working with BBVs: this includes specialist support for the management of staff who have a BBV, and urgent and longer term advice to all staff working in primary care settings (including trainees) on exposure to potential BBV e.g., following needle stick injury. Post exposure risk assessments, blood testing, and post-exposure prophylaxis (PEP) treatments are included. Mainstream NHS services are responsible for ongoing treatment if BBV contracted (e.g., anti-retroviral medication).

**For Performers already on the National Performers List:** Occupational Health services funded by the commissioner include: virology testing, vaccination for BBVs and immunisation.

For Performers who are under review or investigation by Responsible Officer /Medical Director: Any OH referrals made by Responsible Officer/Medical Director in respect of formal proceeding as part of the National Performers List.

Summary of ‘who pays’ for what Occupational Health services

	Management of staff on exposure to and working with blood borne viruses	Virology testing, vaccination for Blood Borne Virus and immunisation	OH pre-employment screening/clearance	Enhanced/other OH assessments
Commissioner pays for:	All staff working in primary care	All Performers registered on NPL	Nothing	Referrals related to NPL investigations
Primary Care organisation pays for:	Nothing	All (other) staff working for their organisation	All staff joining their organisation	All staff working for their organisation
Performer (NPL) pays for:	Nothing	As required for their NPL application	As required for their NPL application	If not affiliated with organisation e.g. locums