



Hawkeshealth



Making Workplace Health Protection Part of Your Organisation's DNA

Research has shown that healthier employees are more productive, reliable and engaged.

The reality is that investing in employee health and wellbeing has never been more critical to business performance. At Hawkes Health, our advice and services are tailored specifically to the intricacies of your business. We remain focused on helping you to make improved and sustainable differences to your operations.

Services

- Occupational Health Management
- Return To Work Evaluations
- Industry Medicals
- Health Surveillance
- The importance of Proactive Health Surveillance
- Wellbeing and Lifestyle Assessment Programmes
- Pre-Placement Employment Assessments
- Training
- Covid-19 Clinical Services

Occupational Health Management

It can be a complex and challenging time when a member of your team is unable to perform their job due to illness or injury.

The friendly and experienced team at Hawkes health are on hand to offer a comprehensive suite of occupational health services that promote and maintain the highest degree of physical, mental and social wellbeing within your organisations. In addition to practical and easy to implement solutions, our health, safety and occupational hygiene team can also provide assistance with any health and safety legislative compliance.

Return to Work Evaluations

Returning to work after an illness or injury presents a unique set of challenges for both the organisation and the individual.

Whatever the circumstances, Hawkes Health can help your employees get back to work safely, quickly and effectively. Following a manager referral, one of our experienced Nurses or Physicians will get in touch to talk through the various factors that will influence if, how and when your employee returns to work. This will include the impact their health may have on their ability to fulfil their current job role and what adjustments may be necessary to facilitate a safe and comfortable return.

Industry Medicals

Ensuring that staff are fit and ready for a variety of different working environments, your workforce. Hawkes Health has extensive expertise in a wide range of industry-specific medicals including:

- **Oil & Gas UK Offshore Medicals** - this is a requirement for anyone wishing to work offshore.
- **RUK Wind Turbine Medicals** - this is an essential requirement for those working in the renewable energy sector, as the Oil & Gas UK Offshore medicals take no account of risks specific to this particular working environment.
- **ERT Medicals** - this is an assessment to evaluate the fitness of Emergency Response Teams.
- **LGV and PSV Medicals** - this assessment ensures that applicants meet the required standards as set out by the DVLA to drive specialist vehicles.
- **Health and Safety Executive (HSE) Safety Critical Activity Medicals** - these assessments are required when workers will be exposed to environments which could be harmful to health. This includes Ionizing Radiation (IR), Asbestos, and Lead and involves a consultation with a doctor prior to exposure. Further guidance is available on the HSE website regarding working practices involving IR, Asbestos and Lead.
- **Crane Operators Medicals** - Crane operators working offshore are required to hold an OGUK Offshore Certificate - More information regarding 'Safety Critical Workers' is available on the HSE website.
- **Confined Space Medicals** - this assessment confirms an individual's fitness for working in confined spaces and involves a spirometry (lung function test), audiogram (hearing test) and a consultation.
- **Food Handler Medicals** - this assessment is in line with Food Hygiene Regulations and is an essential requirement for anyone involved in food preparation or entering a food-handling environment.
- **Overseas Employment and Visa Medicals** - this assessment is required for anyone who is required to work overseas as part of their job

Health Risk Assessment and Health Surveillance

Promoting good health is key to maintaining a happy and productive workforce, as everyone should have the right to go home safe and well after a shift at work. At Hawkes Health, we offer a range of health surveillance services to assess your operations and advise on what measures are required to help keep you and your employees safe.

Our highly experienced clinical team works in conjunction with our occupational hygienists to deliver statutory surveillance evaluations for exposure to dust, vibration, noise and other hazards. We can also provide specific health surveillance assessments including:

- Audiometric Testing (as part of a hearing conversation)
- Spirometry (respiratory) Testing
- Night Shift Worker Assessments
- Worker Fatigue Risk Assessments
- Visual Screening (under Display Screen Regulations)
- Hand Arm Vibration Assessment
- Biological Monitoring
- Skin Assessments

In addition, we can complete baseline medicals at the start of employment, regular checks at agreed intervals throughout the employee's career and, where appropriate, an exit medical. This ensures that any potential health issues are identified at an early stage.



Wellbeing and Lifestyle Assessment Programmes

Helping staff to adopt healthier lifestyles not only improves performance, attendance and productivity, but makes them feel more valued too. Whether you have a large multi-site operation or are running a small business, we have a range of services to suit all budgets and circumstances.

Our Health Screening programme monitors the general wellbeing of individuals and includes but is not restricted to:

- Height and Weight
- Body Mass Index
- Urine analysis (protein and glucose checks)
- Blood Pressure and Pulse
- Cholesterol checks

We typically carry out these assessments at our main Dundee City Centre clinic but we also can travel to your workplace in order to conduct these on-site if required.

Travel Health

Maintaining the health of employees who are travelling on assignment overseas is paramount. The team at Hawkes Health are on hand to provide the necessary support, including a physical and psychosocial risk assessment, the administration of vaccinations and advice on how best to avoid illness and infection during travel. We can also provide post-travel assessment and support to ensure staff remain in optimal health after they return.

Hawkes Health Leads, other follow.

The importance of implementing a proactive health surveillance strategy across your organisation is vital in detecting ill health at an early stage. It provides you with valuable data to help evaluate potential workplace health risks whilst also enabling employees to raise their concerns regarding their own workplace health. By highlighting any lapses in workplace health protection control measures, the team at Hawkes Health can help you to develop meaningful and specific training and education to ensure everyone remains safe both now and in the future.



Pre-Placement Employment Assessments

Pre-Placement Health Assessments are a useful tool in collecting relevant health information about prospective new employees. They can help assess a candidate's medical capability to do the job for which they have applied. This may include whether there are any Health and Safety or legal reasons

why a candidate may not carry out particular work, whether any reasonable adjustments or auxiliary aids may be required to accommodate any disability or impairment which a candidate has declared.

This can also identify whether any of the duties of the job may adversely affect pre-existing health conditions that the candidate has declared so that steps can be taken to address these risks prior to them starting.

Training

Poor health and wellbeing comes in many guises, which is why equipping your staff with knowledge and information is one of the most effective ways of keeping everyone safe, happy and healthy. Our comprehensive selection of onsite training courses give you the opportunity to embed safe working practices into the very culture of your organisation. Currently, we can offer the following courses:

- Mental Health: Understanding Mental Health (for Managers)
- Mental First Aid
- How to be more resilient
- Bespoke Wellbeing Sessions
- First Aid at Work
- Emergency First Aid

COVID-19 Clinical Services

Hawkes Health provide support against COVID-19 to all types of organisations.

We offer a range of services to assist companies manage transmission risks, including tailored COVID-19 risk assessments, development of business specific protocols, such as COVID-19 self-declaration forms, hygiene and cleaning standards and return to work online/virtual COVID-19 risk management briefings.

COVID-19 Testing Services

Additionally, Hawkes Health offers a complete range of testing and analysis using our UKAS accredited laboratories. Our Occupational Health team undertakes all testing.

Our remote health care team all hold the mandatory certification to undertake testing on vessels, offshore installations, wind farms and other remote locations in the UK and Internationally.

Hawkes Health courier all medical related samples themselves. RT-PCR analysis and other UKAS laboratory processed analysis results are available next day, while Rapid Antigen results are issued within fifteen minutes using our own POC instrumentation.



Hawkeshealth



Get in touch

We are leading specialists in the field of Occupational Health Management and our friendly team is on hand to discuss any training, assessments, medicals or consultations that your organisation requires.

Get in touch with us today by calling +44(0)800 193 6222 or send an email to ohteam@hawkeshealth.com

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