



Medwise Nurse-Led Occupational Health Service

The Occupational Health Advisor: (OHA)

This is a nurse who has undergone specialist training and has experience in the healthcare of people in their working environment. The OHA has knowledge and understanding of the affects of health on work and work on health. The OHA is an independent health practitioner, but works with the guidance of the occupational health physician (OHP).

The role of the Occupational Health Advisor:

The OHA provides care for the health and wellbeing of employees in the workplace. The OHA is involved in *prevention and management of work related accident or illness*.

The OHA works with employees who have *non work related health issues* to facilitate them in providing reliable and effective service and ensuring that reasonable accommodation is provided to adapt the workplace to suit their health needs.

The OHA *liaises* with employers, employees, occupational health physicians and other doctors.

The OHA will *issue a report* to the human resource department or health and safety department outlining the occupational implications of an employee's health issues.

The OHA is responsible for *case management* of employees with work related health issues; arranging appointments, coordinating doctor's reports, ensuring access to appropriate treatment and facilitating modified duties to assist recovery and return to work.

The OHA will gather all the relevant information from the treating doctors, employee and employer prior to referral to the occupational health physician. The OHP makes a medical diagnosis and issues instructions and advice to the OHA on how best to manage the case. This ensures *effective use of the OHP time* and proper follow up of OHP recommendations.

The OHA monitors an employee's progress with a *rehabilitation program* to facilitate return to normal duties.

The OHA works with employers to ensure *legal compliance* with health and safety and disability issues.

The OHA takes part in *accident investigation* to assist implementation of appropriate corrective and preventative action.

The OHA will deliver health and safety training in First Aid and manual handling practices.

The OHA provides *health promotion programs* to encourage employees to take steps to ensure a healthy workforce.

The OHA provides *health surveillance* programs e.g. hearing surveillance including audiometry to detect the early signs of work related illness in order to allow prompt effective medical care and remedial workplace action to reduce exposure to hazards.

Medwise nurse-led occupational health services:

Medwise offers a range of OHA led services tailored to suit your business needs. Our services are structured according to standard operating policies to ensure standardization and quality of service.

- Pre-employment health assessment
- Occupational incident assessment
- Assists with accident investigation
- Sickness absence assessment
- Referral for physiotherapy
- Referral for counseling
- Workplace assessment:
- Ergonomic assessment
- VDU screening
- Health surveillance: audiometry, spirometry
- Health promotion program

Legal and Ethical Issues:

Medical information cannot be released to the employer without the employee's written consent. The implications of any health issues for an employee's fitness for work can be outlined to the employer without disclosing medical details concerning the nature of any illness. The OHA will request the employee's written consent before communicating with their treating doctor. All health records are filed in accordance with the requirements of the Data Protection Act. Medwise operates in accordance with the guidelines of Medical Council of Ireland and An Bord Altranais.

Further information:

Please contact the nurse manager, Carol Kennedy for further information on the Medwise nurse-led occupational health services.