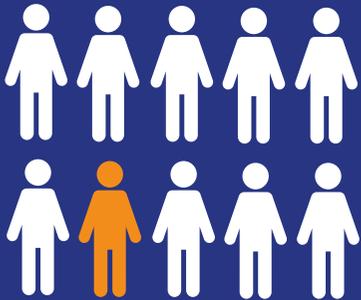


# How can I keep employees affected by the NHS Backlog in work?



**1 in 2 employees**  
affected by NHS delays.



**1 in 10 employees**  
extremely affected by cancelled operations.

## Five ways to help employees manage conditions to stay in work



In the past, if someone needed a knee operation, they would get signed off work by their GP until after they had been treated and had some post-surgery rehabilitation. This was okay when they only had to wait six weeks, but it's unacceptable if it's going to be a year.

### 1 Biopsychosocial Models

Biopsychosocial models don't just look at the biology of pain, but also the psychology and social aspects. Helping employees to focus on what they can do, and the social and mental health benefits of this, to challenge the perception that they should be off work.

### 2 Clinical Assessment and GP Liaison

Where employees cannot work at all, a clinically qualified occupational health professional can use the findings of an assessment to liaise with their GP, or other frontline services. To explain why if they don't get help soon they could risk losing their job.

### 3 Strengthening and Reconditioning

Coaching employees how to use lifestyle management to optimise their condition, such as physiotherapy coaching via an occupational health physiotherapy helpline, is often a very affordable way of enabling them to stay in work.

### 4 Reasonable adjustments

Independent feedback from occupational health on what the employee can and can't do, can also ensure managers know how to make reasonable adjustments to keep them in work. While also removing the need for any awkward conversations.

### 5 Health screening

Help employees deterred from approaching an overburdened NHS avoid preventable diseases, such as cancer, stroke, diabetes and coronary heart disease. Left unchecked these cause costly absence issues but can be detected early with OH blood testing kits.

For further details, contact us and we would be delighted to advise on your requirements:

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