



**USE OF AN ON-LINE PRE-EMPLOYMENT
HEALTH QUESTIONNAIRE AND SOFTWARE
TECHNOLOGY TO PROMOTE GOOD
OCCUPATIONAL HEALTH PRACTICE IN THE
NHS**

JOHN HARRISON

CLINICAL DIRECTOR OH

**PROFESSOR CLINICAL ORGANISATIONAL
DEVELOPMENT**



OVERVIEW

- WHY DO PRE-EMPLOYMENT HEALTH SCREENING?
- EMPLOYEE PATHWAY
- USE OF IT IN OCCUPATIONAL HEALTH
 - C.O.H.O.R.T.
 - ON-LINE QUESTIONNAIRE

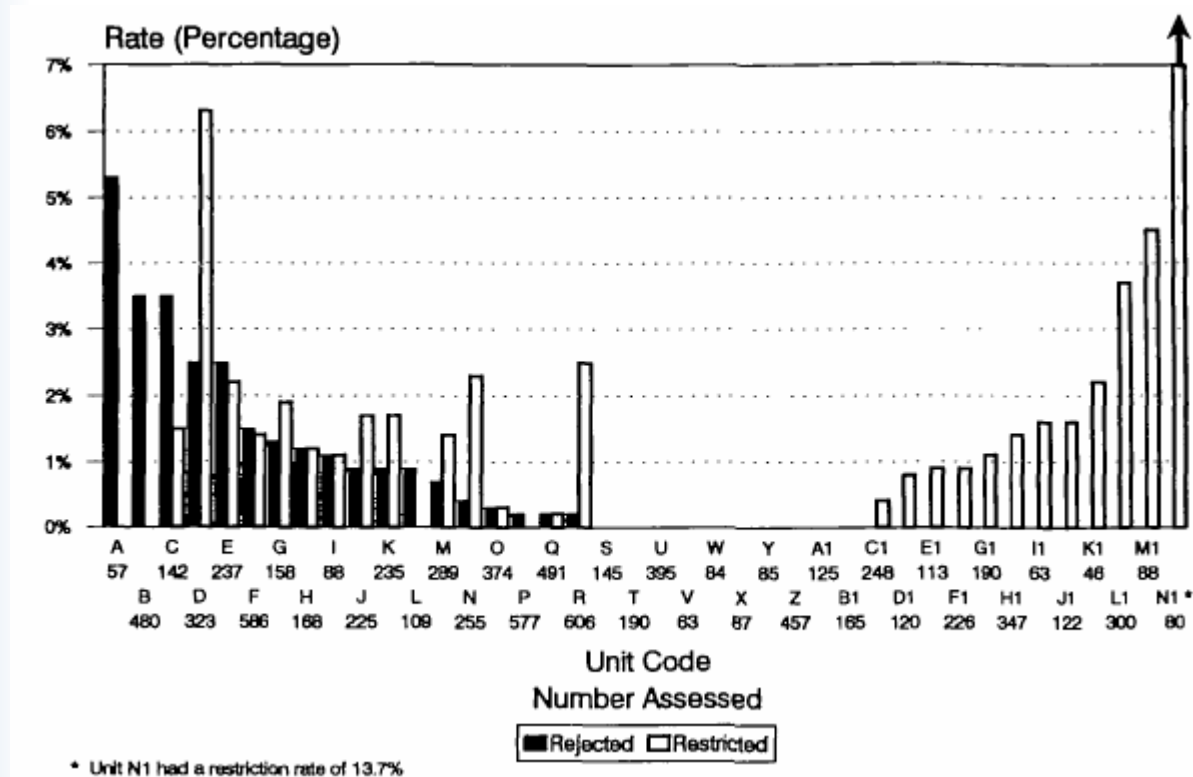


PRE-EMPLOYMENT SCREENING

- STATUTORY SCREENING
 - LEAD, ASBESTOS, IONISING RADIATIONS
 - NIGHT WORKERS, DSE
 - C.O.S.H.H. – BASED SCREENING
 - RESPIRATORY SENSITISERS, ALLERGY
 - CLOTHIER (?)
- CONTROL OF INFECTION
- DRUG AND ALCOHOL



OH ASSESSMENTS IN THE NHS



WHITAKER S, AW T-C. OCC.MED.
1995;45:75-80



NHS GUIDANCE

NHS bodies are required to obtain an OH questionnaire completed by the applicant prior to making an unconditional offer of employment

A suitable and sufficient OH and risk assessment must be undertaken before a person employed by an NHS body transfers to a new position involving a significant change of duties to ensure that the person is capable of carrying out the work proposed. Account is to be taken of any current or previous illnesses and the duties imposed by the Disability Discrimination Act 1995

QUOTED IN DUNN L. "FIT FOR THE JOB?" – OCCUPATIONAL HEALTH. 2005

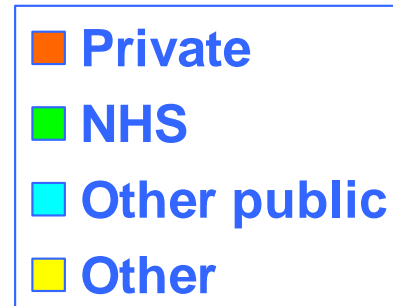
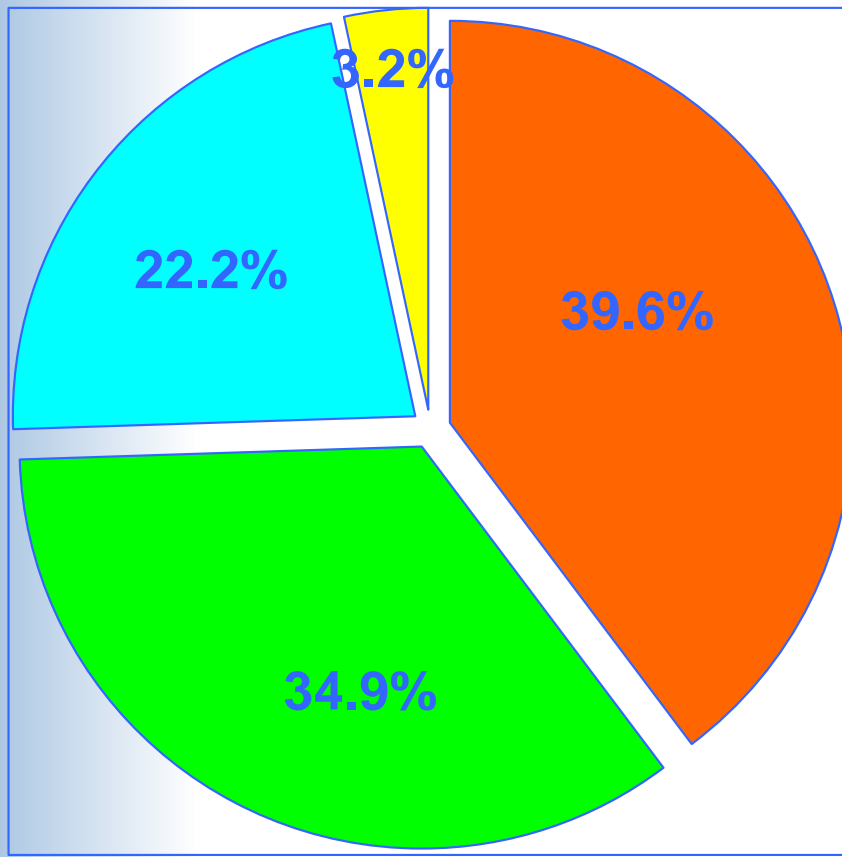


Pre-employment screening

Dr John Ballard, Editor,
Occupational Health [At Work]



Employers' business

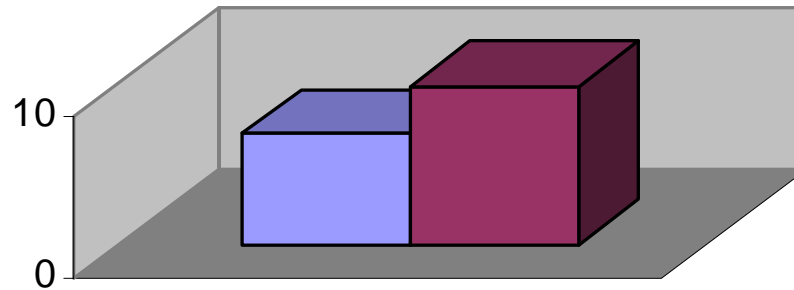


Main purposes of the questionnaire

1	To assess ability to undertake duties of post	91%
2	To identify where individual might need adjustments to work or work environment	81%
3	To advise managers on fitness for work	73%
4	To provide a baseline health record	64%
5	To identify if might be covered by DDA	64%
6	To provide health advice to individual	36%
7	To exclude people who are unfit	35%
8	To advise managers on likely attendance	26%
9	To assess suitability for the pension fund	11%

Question 19

ACCEPT CLEARANCE BY ANOTHER TRUST



YES

NO



APPRECIATIVE INQUIRY

FOUR-STAGE PROCESS

DISCOVER: The identification of organisational processes that work well.

DREAM: The envisioning of processes that would work well in the future.

DESIGN: Planning and prioritising processes that would work well.

DESTINY (or DELIVER): The implementation (execution) of the proposed design.



DREAMS

Create common/standard criteria

(minimum standards)

Better use of IT

Share

Common Policies

Create a model ~ use Nationwide

Trusts (Chief Executive Officer and Executives) need to buy into a standard process.

Have a kite mark (explicit)



DREAMS

Common questionnaire

Share records → transfer when employee moves to another NHS → including IT.

Be paperless

One regional centre for Pre-employment assessments

Placement assessments for each Trust

Central database and central log in



PRE-EMPLOYMENT ASSESSMENT

- ⇒ STANDARDS, OUTPUT DATA, AUDIT
- ⇒ TOOLKIT
- ⇒ ON-LINE QUESTIONNAIRE

RISK-BASED ASSESSMENTS

- ⇒ PARTNERSHIP WITH H&S, IC, MANAGERS, HR
- ⇒ HEALTH SURVEILLANCE
- ⇒ TRAINING

ABSENCE MANAGEMENT

- ⇒ MANAGER TOOLKIT
- ⇒ STANDARDS, OUTPUT DATA, AUDIT
- ⇒ ON-LINE REFERRAL FORM (eHR)

WELLNESS INDEX

- ⇒ METRICS TO BENCHMARK PERFORMANCE

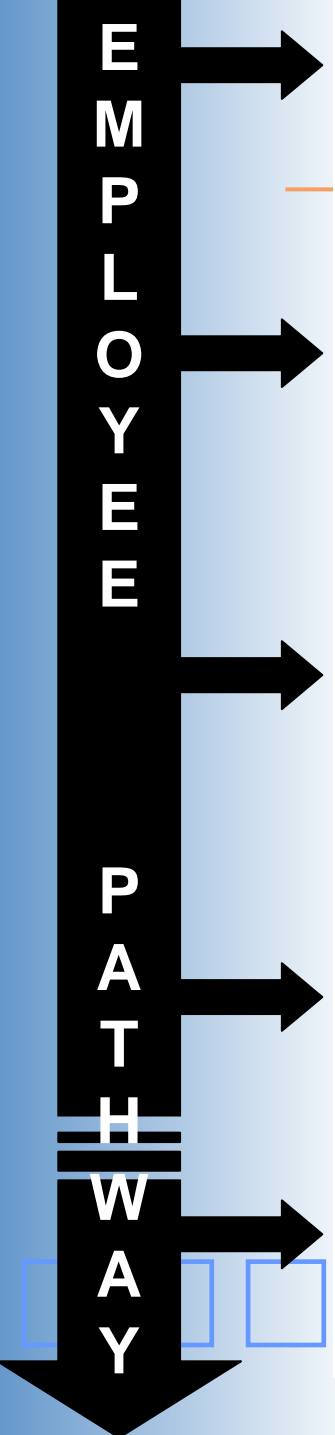
ILL HEALTH RETIREMENT

- ⇒ COORDINATE INFORMATION FOR PENSION APPLICATION

EMPLOYEE

PATHWAY

WAY



TRANSFORMING OH SERVICE DELIVERY USING IT

- ADDING VALUE
- PUTTING THE PATIENT / CLIENT FIRST
- COLLABORATION
- INNOVATION
- CLINICAL GOVERNANCE



ADDING VALUE

- PROVIDE INFORMATION ON:
 - OUTCOME OF CONSULTATIONS
 - PERFORMANCE AGAINST STANDARDS
 - CLEAR INFORMATION ABOUT SERVICE USAGE
 - TRENDS IN HEALTH / ILL HEALTH
- SOFTWARE GENERATED REPORTS
 - (MICROSOFT QUERY)



CLIENT FIRST

- HHNT CORE VALUES
- CRITERIA FOR USING SOFTWARE:
 - WILL IT IMPROVE CLINICAL CARE?
 - WILL IMPROVE THE “PATIENT” EXPERIENCE?
 - WILL IT BENEFIT THE ORGANISATION?



The Hammersmith Hospitals **NHS**

Occupational Health
Charing Cross and
Ravenscourt Park Hospitals
Golding House, Charing Cross
Hospital, Fulham Palace Road
London W6 8RF
Tel 020 8846 1134/ Ext 1134
Fax 020 8846 1160

NHS Trust

Occupational Health
Hammersmith Hospital and
Queen Charlotte's Hospital
Du Cane Road
London W12 0HS
Tel 020 8383 3063/ Ext 33063
Fax 020 8383 3395

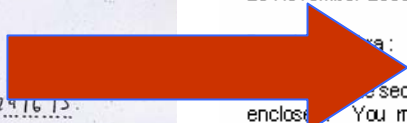
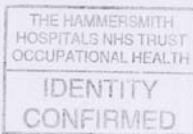
Name.....

Confidential Number: OHD. 54972.

Title..... Senior House Officer

Department..... Cardiology

Hospital..... Charing Cross



Please see section 1, 2, & 3 below for the result of your blood test on 29/6/06

1. **Hepatitis B:**
 - a. You have sufficient immunity to hepatitis B. Your levels are...21.8...miu/ml, you should have a booster in five years
 - b. You have low immunity to hepatitis B and should arrange an appointment with Occupational Health for a booster NOW.
 - c. You have not developed a satisfactory level of immunity -
 - i. Please arrange an appointment with an OH Advisor to discuss the hepatitis B policy
 - ii. Please arrange an appointment to commence a second course of immunisation
 - d. You are surface antigen negative -
 - i. You must attend the OH Department for another blood test in 6 months if working in high risk jobs
 - ii. You need to start a course of hepatitis B vaccination, please ring for an appointment
 - iii. As you have started the hep B course, make sure you keep all your appointments
 - iv. You have been cleared to start work
 - e. This indicates that you have had a previous infection with hepatitis B virus from which you have made a complete recovery and are now immune to further infection from this virus.
2. **Chicken Pox (Varicella Zoster Virus/VZV):**
 - a. You are immune to chicken pox
 - b. You are not immune to chicken pox. Please make an appointment with Occupational Health for a Varilrix vaccination.
3. **Rubella:**
 - a. You have immunity to rubella
 - b. You do not have immunity to rubella. Please make an appointment with Occupational Health for a MMR vaccination.

Appointments may be made by telephoning the appropriate Occupational Health Dept.

Signed.....
Occupational Health Nursing Advisor

Date..... 8/7/06

REMEMBER THAT WHATEVER YOUR HEPATITIS B STATUS, ALL "SHARPS INCIDENTS" SHOULD BE REPORTED AND THE CORRECT PROCEDURE FOLLOWED. PLEASE RETAIN THIS LETTER FOR YOUR RECORDS AND FUTURE REFERENCE.



Occupational Health Service
Charing Cross Hospital
Fulham Palace Road
London W6 8RF
Tel: 020 8846 1134
Fax: 020 8846 1160

The Hammersmith Hospitals **NHS**
NHS Trust

PRIVATE AND CONFIDENTIAL

Addressee Only

Mr Zzebra Zzebra
123 Anywhere Road
Anywhere
AW12 3AS

20 November 2006

Confidential Staff Number: 0000021809 Date of Birth 01/01/1950

Sections below for the results of your recent blood test and your laboratory report is enclosed. You must keep both these documents safe as they may be required for future employers. Copies may be requested although this may incur a small charge.

Hepatitis B

This was an Identity Validated Sample according to Department of Health Guidelines
Your levels are > 100miu/ml and you have good immunity against hepatitis B. Your next booster is due
You are surface antigen negative.

Hepatitis C

This was an Identity Validated Sample according to Department of Health Guidelines
You are hepatitis C antibody negative

Chicken Pox (Varicella Zoster/VZV)

You are immune to chicken pox infection

Measles

You are immune to measles infection

Rubella

You are immune to rubella infection

These tests form part of the Trust's Infection Control and Health and Safety Policies. Your Directorate and Line manager will be advised if you fail to comply with screening or immunisation requirements for your post and restrictions may need to be imposed upon your work practices. If you are susceptible to infection as identified above and you have contact with someone with that infection, you must report this to Occupational Health immediately.

Yours sincerely

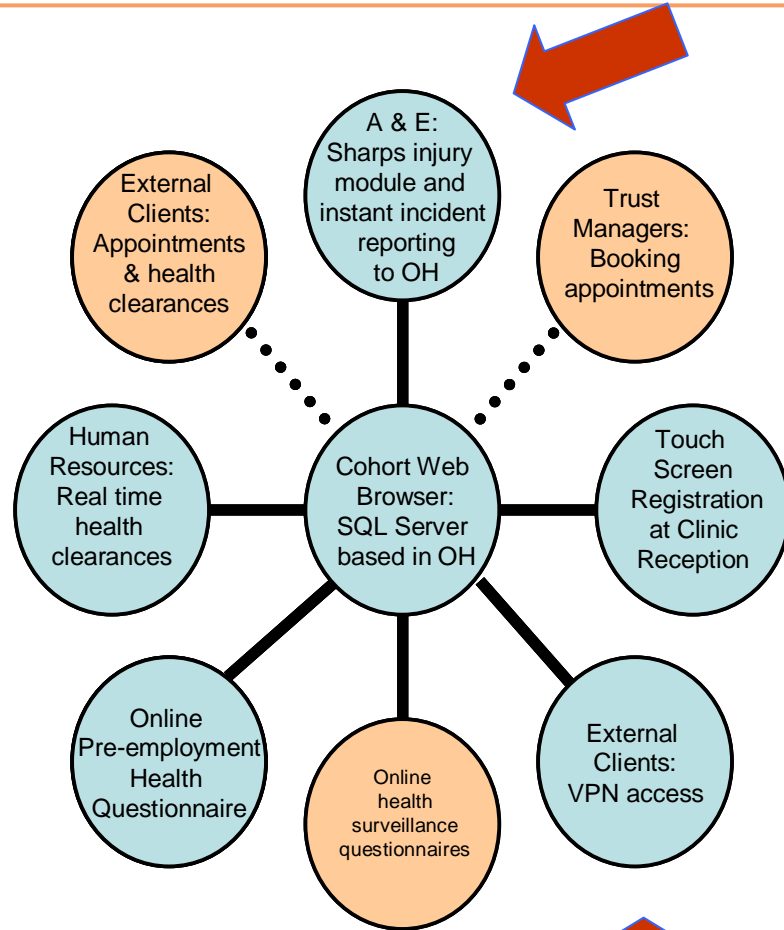
OCCUPATIONAL HEALTH SERVICE

COLLABORATION

ACCIDENT & EMERGENCY

HUMAN RESOURCES

EXTERNAL CONTRACTS



INNOVATION

Occupational health - Hammersmith Hospitals NHS Trust Intranet - Microsoft Internet Explorer provided by Hammersmith Hospitals

File Edit View Favorites Tools Help

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Address http://stellent/occupationalhealth/manager_services/index.htm Go Links



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The Hammersmith Hospitals **NHS**
NHS Trust

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Home > Manager services



Work is important for people. It is the best way to achieve economic independence, prosperity and personal fulfillment; it also helps reduce health and social inequalities. Changing demographics means having more people in work is increasingly important for communities and our economy making the health and wellbeing of working-age people of high importance to our future.

Every week around 1 million people report sick. 3,000 of these will remain off at 6 months and 2,400 will not work again in the next 5 years. After 2 years on Incapacity Benefit, an individual is more likely to retire or die than return to work. If we are to reduce absence and prevent people becoming dependent upon benefit, we must help people to remain in work when they have health problems, and facilitate their return to work following illness or injury.

The workplace also provides an environment where we can provide people with the support and encouragement to take responsibility for improving their own health. Success will depend on all those who, in any way, contribute to the health and well-being of working-age people working together.

(Dr Bill Gunnyeon, Chief Medical Adviser, Department for Work and Pensions Source: The Health and Work Handbook 2006)

Occupational Health exists to support managers and employees to help minimise the impact of employee health upon work and the impact of work on the health of employees. We aim to do this throughout the employee pathway; from the employee's decision to join to the Trust, during their working life with the organisation, through to their decision to leave.

This site will provide policies, procedures and guidance to help support you in your management decisions regarding the health, safety and well-being of your employees
Use our Unwell at Work guide to help inform your decisions

Pre-employment
All NHS staff have to be health screened before employment to ensure their medical suitability for

Done Local intranet

Start

14:51

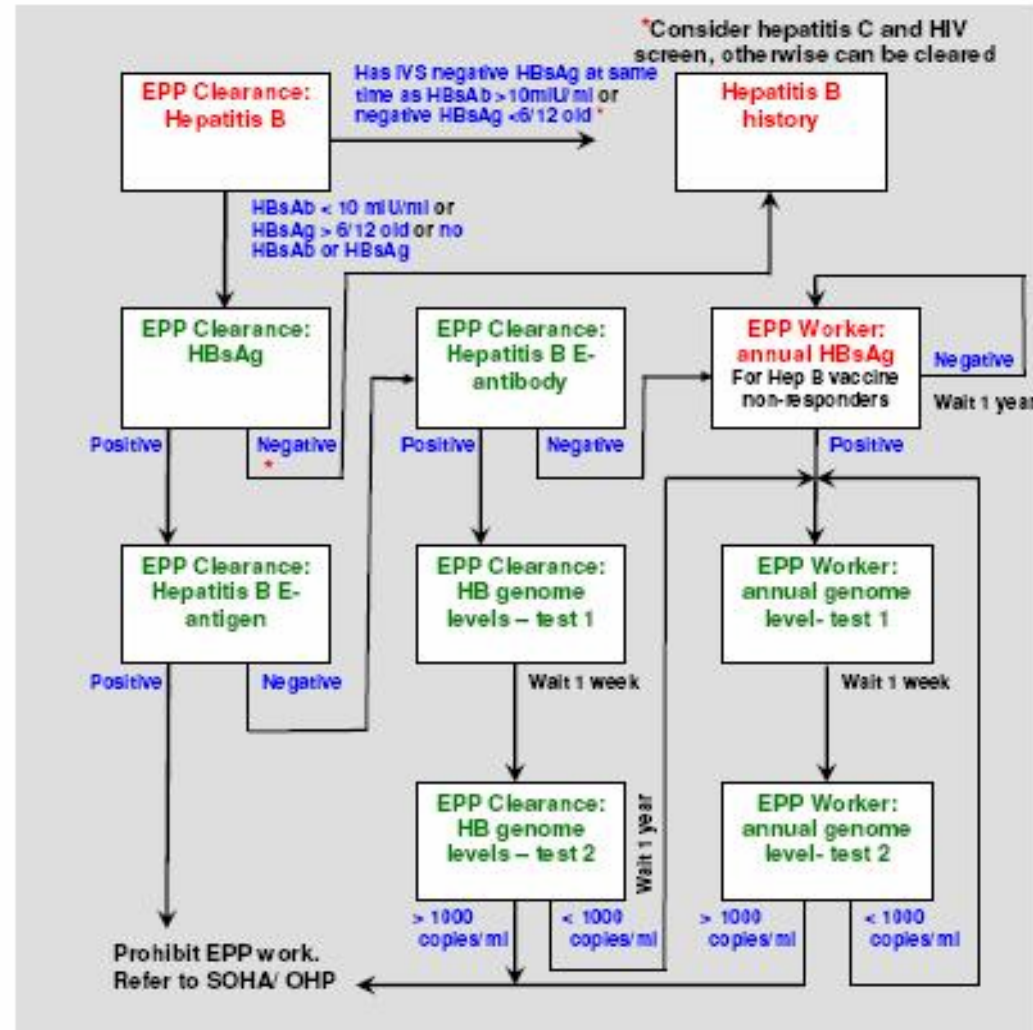
CLINICAL GOVERNANCE

- CLINICALLY FOCUSSED QUALITY ASSURANCE
- SET AND APPLY STANDARDS
- FOLLOW PROTOCOLS & PROCEDURES
- AUDIT OUTCOMES
- TRAINING
- COST EFFECTIVENESS



EPP clearance: Hepatitis B Flowchart

**FLOW CHART
DESCRIBING THE
ASSESSMENT OF
HEALTHCARE
WORKERS
CARRYING OUT
EXPOSURE PRONE
INVASIVE
PROCEDURES FOR
HEPATITIS B STATUS**



Key:

Items in Red = OHA to select this from Imms list where assessment indicates

Items in Blue = Result Choices

Items in Green = Next OHA Action (automatically generated by Cohort)



**COME TO OUR
DEMONSTRATION**

**THANK
YOU**