

Newsletter



July 2017

Special points of interest:-

Autism

The Royal College of General practitioners has published a toolkit to help understand and support people with autism. Click [here](#) for more information.

Sleep and accident risk

Having slept less than 4 hours in the previous 24 hours results in 11.5 times the risk of an accident reports the US Department of Transport.

The future of Occupational Health Physicians

36% of OHPs are under the age of 50 (GMC). In other specialities it is 63%. This means 64% are 50 or over and will retire within the next 10 to 15 years. At the moment there are about 400 specialist OHPs covering the entire UK. Many of them (estimated about 20-25%) are from the EU and surveys by the British Medical Association showed more than 40% of European Doctors planning to leave the UK. Without significant training this would mean a significant decline of OHPs to about just over 100 in 15 years.



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UK Sickness Absence currently costs the State and Employers £23.5 billion a year!



A recent publication by The Institute for Public Policy Research revealed Government efforts to reduce the number of people on sickness benefits has failed. Since 2015 government spending for sickness benefits has spiralled up by £1.7 billion with expectation of a further rise to £2.4 billion by 2020. People with mental health conditions make up an increasing proportion of those on sickness benefits rising from a third to half in the last 20 years. Employers are spending £9 billion a year on sick pay and the state spends £14.5 billion on Employment and Support allowance alone.

The report also revealed many employers are not taking responsibility to pay Statutory Sick Pay. Thus denying employees their rights as well as costing the state up to £143 million a year.

To read the full report click [here](#).

Mental Health Management Training / Neurodiversity



Aim: To equip Managers with skills to recognise signs of mental health problems and effectively respond; Managers need to be clear about their role and responsibilities, they need to know what is expected from key parties (Manager, HR, OH, Employee)

Content of training:

- Common mental health problems (anxiety, depression, stress, breakdown, bipolar, personality disorder, hallucinations, perfectionist, OCD)
- Neurodiversity (autism, dyslexia, dyspraxia, ADHD)
- Skill based stress management training, relaxation training, how to pass it on to staff
- Communication skills, how to engage in active listening, discussing issues of sensitive nature, how to de-escalate difficult situations
- How to respond to concerns and assessing the risk
- Referral options, signposting pathways (EAP, OH, local mental health service, drug and alcohol support groups)
- Managing sickness absence and performance, RTW
- Self-care strategies for managers

Please click [here](#) to contact us for further information.