

STEP 1: Arrange Your Appointment

As an employer in RBKC, you are eligible for a limited **FREE** offer of:

- Health and Safety workplace advice and training.
- Sickness Management advice.

Give your details to our **Fit For Work** team member who will facilitate your appointment **NOW**.

STEP 2: Identify Your Needs

If you have employees who are currently trying to cope with health problems, we can, with their consent, quickly assess their needs to help them return to work. We offer a dedicated case manager who will:

- Work with your employee on a 1:1 basis and support them throughout their return to work journey.



- Refer employees to treatments such as physiotherapy, osteopathy, counselling, exercise programmes and acupuncture.
- Assist with issues such as debt and housing that are often related to sickness.
- Provide tailored impartial advice and solutions such as a phased return to work plan and recommendations for workplace adaptations.

Fit For Work schemes all over the country are helping businesses to deliver a better service through having a stronger and healthier team, strengthening businesses and ultimately increasing productivity.

STEP 3: Access Your Support

Small to medium sized businesses all over Kensington and Chelsea are using the **Fit For Work** service to improve the health and wellbeing support for their employees and to strengthen their business.

Employers are being encouraged by the Government to consider workplace health and the **Fit For Work** service can help you to address health and wellbeing in your business.* The advice and support you receive is tailored to your individual business needs and requirements.

We can support you to provide improved health and safety, and sickness management measures and provide you with support for any employee you have sick or struggling to stay at work for a range of health reasons.

So if you haven't got round to improving health and safety procedures, have an employee who could benefit from **FFW** support, or feel you would benefit from impartial advice on how to approach sickness in the workplace, then sign up for your **FREE** appointment now!

*Public Health white paper 'Healthy Lives – Healthy People' Department of Health Nov 2010.

STEP 4: Reap Your Reward

By signing up to your appointment with the **Fit For Work** service you are taking a vital step in strengthening your business. Through improving the health and wellbeing of your employees you will be able to provide an even better service for your customers:

1. Support for your employees is proven to lower absenteeism and enhance business reputation as a quality employer.
2. Improved employee morale enables your business to provide a better service to customers.
3. Avoid the associated costs of sickness including sickness pay, loss of productivity and recruitment.

Ultimately you can increase productivity through happier staff!

Your simple steps to a healthier business...



STEP 1: Arrange Your Appointment

Give your details to our **Fit For Work** team member who will facilitate your appointment today for workplace health and safety and sickness management advice.

STEP 2: Identify Your Needs

Consider whether you have any employees in your business who would benefit from 1:1 support and access to a range of services tailored to help them to return to work.

STEP 3: Access Your Support

Use your local **Fit For Work** service to help you address health and wellbeing in your workplace.

STEP 4: Reap Your Reward

Happier and healthier staff will benefit your business and help you to deliver a better service!



Read how other businesses in your area have taken advantage of the **FREE Fit For Work** service to benefit their employees and their business:

BUSINESS 1: Presentee employee health support in the workplace

Employee 1 had been competent and confident delivering high profile events in a high pressure, busy office environment, but recently had been suffering from increased stress and anxiety due to high workload and a difficult relationship with her unsupportive line manager. While at work she had been experiencing upper limb pains and headaches and had suffered a panic attack resulting in her taking time off work.

The **Fit For Work** service was able to provide impartial support and advice for both the employee and the employer, resulting in a plan for phased return to work. The assigned **FFW** case manager quickly referred the employee to counselling, physiotherapy and acupuncture and closely monitored her progress throughout the treatment process. After arranging meetings with her senior managers, a supported phased return to work plan was implemented. The employee remained in work on a different project more suited to her skill set, which ultimately improved her happiness at work. The speed of the referral process was seen as vital to her quick recovery and ability to contribute efficiently at work once more. The impartial advice the employer received was central in helping to find the best solution for both parties.

Four days after the referral was received by the **Fit For Work** service, a case manager was able to refer the employee for physiotherapy to address the back pain he was suffering. They also provided counselling for the stress he was experiencing at the time and referred him to an independent debt advice service to help him manage his financial worries due to absence from work. The employer greatly appreciated the case manager performing a workplace assessment, which helped to inform the employee's graduated phased return to work agreed by all relevant parties. The employee felt **FFW** helped him to return to work sooner than he would have been able to alone.

BUSINESS 2: Absentee employee health support in the workplace

Employee 2 works in the service industry in a job that requires a large amount of lifting and carrying heavy weights. He was suffering with increased lower back pain, which was particularly difficult to cope with at work. He slipped at work, exacerbating the back pain he was suffering. Consequently he was absent from work for 2 weeks.

Speak to us TODAY to arrange an appointment to access free impartial advice on health and safety, sickness management in the workplace and a range of health and other services tailored to help employees return to work as quickly as possible.