

**Specialists in Occupational Health**  
**Keeping your workforce healthy**  
**LUPC framework supplier**



The hard facts:

- The average level of sickness absence per employee in 2013 was 7.6 days\*
- Levels are now rising after a fall during the recession
- Absence rates in general, increase with the size of the organisation
- The average annual cost of absence was £595 per employee (higher in the public sector)\*
- Therefore an organisation with 2000 staff would have direct costs of £1.2M per annum
- Indirect costs of replacement staff, retraining, loss of morale etc. can easily double this figure
- No employer can afford to ignore this business cost
- Integration of absence management policies into the workplace can contribute significantly to cost reduction
- Occupational Health audits can be a valuable tool to review an organisation's present situation and target resources
- Two thirds of private and nearly all public sector organisations use OH services

Patricia Southworth, Robens Centre Director explains "The 'One Size Fits All' approach does not work in Occupational Health. An organisational needs assessment will examine what current approach they adopt to new starter health assessments, how they manage ill health, their health and safety arrangements and crucially where the organisation is culturally in addressing and managing its health needs".

\*Source: Chartered Institute of Personnel and Development (CIPD) Absence Management report 2013

# Maximise the potential of Your Organisation

## Make Your Staff's Health Your Number One Priority

The Robens Centre, a business unit of the University of Surrey, is a specialist provider of Occupational Health Services. Established for over 30 years we offer a wide range of fully managed occupational health services.

We have extensive experience across the Higher Education, Health Care and Commercial sectors and pride ourselves on offering a high quality service, tailored to meet our customers' specific requirements.

Our services include both preventative and reactive Occupational Health support including:-

### Occupational Health

- o Absence management
- o On-line management referrals
- o On-line new start health assessments/screening
- o Well-being/health promotion
- o Health Screening/health surveillance
- o On-site Occupational Health advice
- o Work station assessments
- o Drug and alcohol screening
- o Policy design

### Training Services

- o Managing staff absence
- o Health & Safety legislation and issues in the office
- o Infection Control
- o Manual Handling
- o Risk Assessment
- o Stress Awareness/management

### Travel Health and Vaccination Clinic

- o Travel Advice
- o Vaccinations and Immunisation Information
- o Business "fit to travel" medicals including specialist CONDO and OGUK medicals

The Robens uses the latest web based software, client portals and effective communication tools to ensure managers and employees have access to Occupational Health services when and where they are needed.

You can be assured by our SEQOHS (Safe Effective Quality Occupational Health Services) accreditation of the quality and rigour of our services.

Any concerned employer who has taken a risk management approach to absence will be looking to take appropriate steps now to ensure their company doesn't fall victim to costly staff shortages in the future.

We are urging companies to take a proactive approach to sickness in general.

Our clients include:

- Charities
- Commercial organisations
- Further Education
- Healthcare providers – NHS and private care
- Higher Education
- Public sector

Prompt action from businesses is required to consider, not only the well-being of their staff, but also the financial impact sick leave has on the company and its staff.

Employers can only stand to benefit from a company-wide health audit offered by the Robens Centre.

**Contact us now for a no-obligation discussion about your Occupational Health needs:**

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