

# Santé au Travail UK

**Dr Sammy  
ROY,**

**BSc(Hons), MBBS(Lon),  
MRCP(Lon), MFOM,  
MFTM(Glasg)**

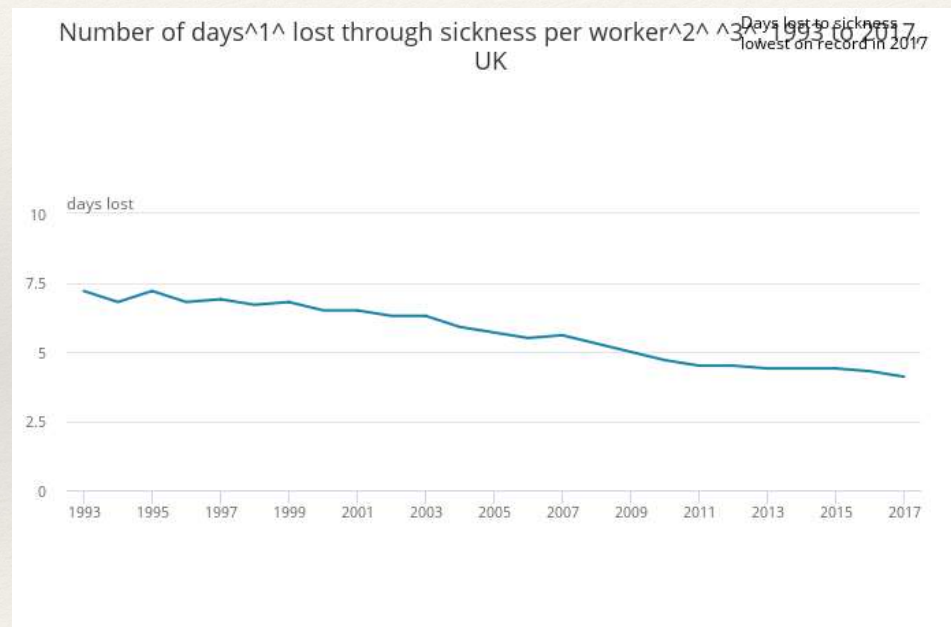
**SAN T BTP**



# Plan

- ❖ Formation
- ❖ Le système de santé en UK
- ❖ Santé au travail en UK
- ❖ Point de Vigilance / Objectifs partagés
- ❖ Les Différences

# Gestion d'Absence





# Santé au Travail Formation

- ❖ Diplome
- ❖ Associé
- ❖ Member of Faculty of Occupational Medicine
- ❖ Fellow of Faculty of Occupational Medicine
- ❖ DPC - Appraisals - Revalidation



# Une Journée Type

- ❖ 12 visites - reprise/prereprise/visite a la demande
- ❖ 45 minutes
- ❖ Redaction des rapport en réponse des questions d'employeur

# Questions Habituelles pour Une Personne

Is there an underlying medical reason for the attendance record?

Is there an underlying medical reason affecting the employee's performance at work?

What are the timescales for recovery and resumption to work?

Is there likely to be any residual impairment on resuming work?

What is the likelihood of the employee being able to give regular and effective performance at work?

Please advise on any work restrictions, adjustments or redeployment.

Should the Equality Act 2010 be applicable, is there any advice you would give to comply?

Is the employee permanently unfit for current role? If so would redeployment to an alternative role be recommended? If not fit for alternative role, would assessment for ill health retirement be recommended if a pension scheme is available to the employee

Is the employee fit to attend a capability or disciplinary meeting?



# OH Processus - triage

- ❖ Visite d'embauche
- ❖ Visite Périodique
- ❖ Visite de Reprise/Visite de pre reprise / Visite à la demande
- ❖ L'avis du médecin du travail

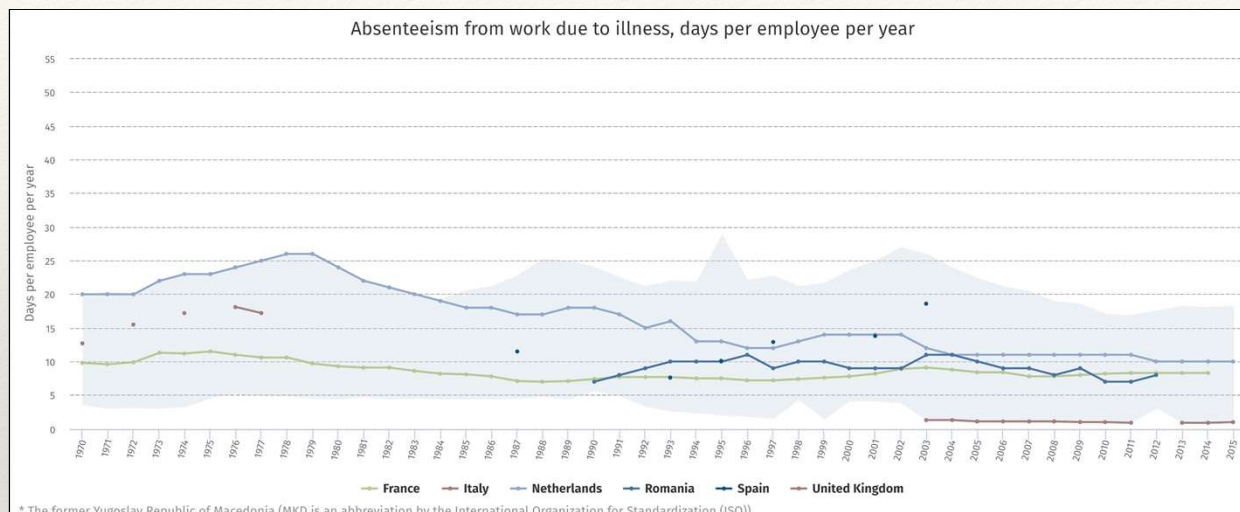
# Les Différences

- ❖ Chacun a sa part de vérité
- ❖ Difficultés de licencier / changer poste - perte de droits
- ❖ Problèmes psychologiques MP ou accident au travail
- ❖ Workload - périodiques - triage

# Conclusion

- ❖ ?Pas d'Objectif Partagé de Gestion d'Absence
- ❖ ?Pas de vision en plus de Code Travail
  
- ❖ CHSCT
- ❖ Plus de conscience sociale

## WHO - European Health Information Gateway



[https://gateway.euro.who.int/en/indicators/hfa\\_411-2700-absenteeism-from-work-due-to-illness-days-per-employee-per-year/visualizations/#id=19398&tab=graph](https://gateway.euro.who.int/en/indicators/hfa_411-2700-absenteeism-from-work-due-to-illness-days-per-employee-per-year/visualizations/#id=19398&tab=graph)

# Legale Trame

- ❖ Responsabilité d'employeur ,
- ❖ HSE Act - HSE - RIDDOR - COSHH
- ❖ Equality Discrimination
- ❖ Data Protection and Consent