



THE TYBURN
PRIVATE MEDICAL PRACTICE

INDEPENDENT
OCCUPATIONAL
HEALTH SERVICES



FIRSTLY

THANK YOU

FOR CONSIDERING US

Small and medium sized businesses make up 58% of total employment in the UK. Occupational health services can play an important role in helping to maintain workplace health and well-being no matter the size of a business. Long and short term sickness absence can have a substantial impact on a business, although there is often no easy access to human resources or occupational health services. This tends to lead to a fire-fighting approach to health problems at work, which can perpetuate underlying issues.

It is well known that occupational health should be tailored to fit the business that it serves and it can be hard to find this form of bespoke service. At The Tyburn we are able to offer you a Company Medical Officer for your business. This will be a single point of contact for your management team, who will be able to provide all forms of medical advice for your workplace. This continuity is vital to fully understanding the day-to-day running of your business.

Dr Adam Hazell

Director and Clinical Lead



THE TYBURN

The Tyburn is situated in Marylebone, in the heart of London's world renowned medical district on Upper Wimpole Street. The building is attached to the London Heart Centre and has facilities to undertake a full range of medical investigations, if required. This includes sight and hearing tests, lung function testing, stress testing and non invasive heart scans.

DR ADAM HAZELL

Dr Hazell is an experienced general practitioner who also holds the Faculty of Occupational Medicine Diploma in Occupational Medicine. In addition he has post-graduate qualifications in Geriatric Medicine, Sports and Exercise Medicine, Obstetrics and Gynaecology.

He has provided occupational health advice to many businesses including the health sector, particularly through nursing and residential homes. He is often asked to support in staff well-being events and preventative health strategies. He has a vast experience in pre-employment medicals including the mining sector and is also part of a panel of doctors that is able to decide on fitness to work at sea on international cruise ships.



ABSENCE MANAGEMENT



The total cost of workplace ill health in 2017/18 was £9.8 billion in the UK

Many companies have problems with sickness absence amongst their staff. This is not only financially draining, but also impacts on the morale and productivity of other members of the team. There is a heavy reliance on an employee's GP to provide occupational advice through the Fitness for Work Note. Unfortunately, most general practitioners do not have training in occupational medicine and the advice can be sparse or difficult to apply, often leading to unnecessary extensions to periods of sickness absence. These fit notes are only advisory and an employer is entitled to an alternative opinion.

Dr Hazell can be appointed as your personal company medical officer to help reduce rates of absenteeism. He will be able to give advice on when a referral to occupational health is required and ways to monitor, prevent and manage sickness absence. In many cases this will assist the employee in a faster and safer return to work by recommending adjustments or modifying duties. The Tyburn offers face-to-face, telephone or video consultations when making an assessment.

Referrals could not be easier, with an online form on our website. Once completed, we will organise the whole process and quickly deliver a detailed report with clear, actionable recommendations that are tailored to your company.

WHAT ELSE WE OFFER



HEALTH SCREENING

We are able to provide health screening to employees as part of a preventative medicine and well-being package.

We have extensive experience in health screening and routinely offer wellman and wellwomen medicals. These can be tailored to your needs, depending on the type of health screening required. We are able to offer testing for all major illnesses under one roof, including all non-invasive heart and lung investigations. Each employee, will be provided with an individualised, confidential medical report.



WORK PLACE ASSESSMENTS

Occasionally we will need to visit and assess an employee at their place of work.

This is usually to provide a risk assessment of a specific safety critical duty or working environment. We are able to identify health risks and make appropriate suggestions and modifications if they are required. It is always worthwhile involving somebody trained in risk assessment, particularly if this is for a safety critical job role or duty.



FLU AND TRAVEL VACCINATIONS

We are able to provide travel vaccines and annual flu vaccinations to staff members.

It is possible to arrange for us to come to your work place to vaccinate staff members against influenza on an annual basis. Dr Hazell has provided this service as part of a corporate package to a number of central London businesses and foreign embassies.



THE EQUALITY ACT 2010

The Equality Act 2010 is a law that was passed to protect employment rights of those with specific disabilities.

The Act places an obligation on businesses to make reasonable adjustments for disabled people. It is unlawful to treat an employee less favourably compared to a non-protected employee, if they have a disability.

There is an obligation as an employer to seek independent competent advice to support these employees in the workplace. The Tyburn is able to advise if an employee is likely to have a medical condition protected by this law and how to make reasonable and practicable recommendations.



PRE-EMPLOYMENT MEDICALS

In most situations, pre-employment medicals should only be performed once a job offer has already been made to avoid discriminating against those with disabilities.

At the later stages of the recruitment process though, it can be wise to involve an independent assessment of whether an employee has any health condition that will affect their ability to carry out the role for which they have been recruited and if reasonable adjustments need to be considered.



DRUG AND ALCOHOL TESTING

Drug and Alcohol testing is carried out to determine whether an employee has or hasn't consumed alcohol or is taking recreational drugs.

We provide 6 and 10 part drug and alcohol testing and ensure that a company has an appropriate drug and alcohol policy in place.



COVID-19 OCCUPATIONAL HEALTH SERVICES

CLARITY AND SUPPORT

Dr Hazell has a considerable knowledge regarding COVID-19, having worked for 6 months at an NHS COVID-19 escalation clinic in West London. He has also provided advice and helped risk assess nursing home staff to assist their safe return to work.

With fast-changing and often conflicting rules during the current COVID-19 crisis, Dr Hazell can offer practical support and advice on how to safely repopulate work sites whilst abiding by government regulations.

At The Tyburn we are able to assist with a number of specific areas that The Health and Safety Executive (HSE) have suggested employers address to help make the work-place COVID secure.

KEY CHALLENGES

- Risk assessing the working environment.
- Risk assessing and supporting those that are vulnerable or extremely vulnerable, including BAME members of staff.
- Continuance or reversal of home working or furloughed members of staff.
- Cleaning, hygiene, hand-washing and social distancing policies.
- Discussions and reassurance for employees regarding work safety.
- Significant ongoing mental health issues associated with the pandemic
- The ongoing issues surrounding Long COVID-19



MINIMAL DISRUPTION

Alongside awareness of symptoms, COVID-19 testing is a key method for identifying members of your workforce that have a current infection and The Tyburn can offer testing for both the virus and antibodies.

Due to the COVID pandemic, we are very flexible on the type of assessment we offer workers. Our practice management system is now fully integrated to allow video consultations, often negating the need of coming into practice for a face-to-face review.

If it is essential that an employee is required to be seen in person, you can be rest assured that we have taken every effort to ensure that our premises are COVID-secure and all staff will be wearing appropriate PPE.

LONG COVID-19

The NHS now recognises Long COVID as a medical condition that can leave sufferers with months of debilitating symptoms. Early reports in October are suggesting that up to 60,000 people in the UK have been suffering for over 3 months. With clinical experience in this field, Dr Hazell is already helping those with Long COVID to return to work. The key to success is to explore both the physical and psychological aspects of the illness, placed in the context of an individual's home and work life.

CONTACT US



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