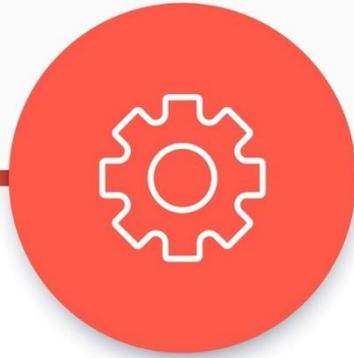


## SOM TOOLKIT

The Society of Occupational Medicine; in association with the CIPD, Business in the Community, MIND and ACAS, have created a [comprehensive toolkit](#) to support those looking to plan for returning to the workplace after the COVID-19 lockdown.

We recommend following the link above to access this detailed support kit that will help your business:

- Reassure your workforce that their health, and safety, is a key priority
- Create a return to work framework strategy based on your workforce
- Communicate with your workforce about the steps you are taking
- Conduct risk judgements of the workplace
- Support those with existing health conditions



## RETURN TO WORK PLANNING ADVICE

We can support your return to work plans, offering bespoke assistance based on your business needs and the specific health barriers you need to address to make work safe for the workforce to return.

Our Occupational Health Advisers and Physicians are on hand to work with you on:

- Analysis of your infection risk control measures
- Guidance on procedures for managing vulnerable workers
- Creating plans to support those tackling their mental health
- Advice on the impact to health of alternative working practices due to control measures

# EMPLOYEE PROTECTION REFERRAL



Some individuals with specific health conditions may need additional support as part of your return to work plans. This can be for:

- those with pre-existing medical conditions that make them more vulnerable to infection
- anyone who has conditions that may be impacted by alternative working practices needed to make the workplace safe.
- workers who have had confirmed or suspected COVID-19 infection.

Managers can refer such cases through our web portal to seek specific advice and support. Our clinical team can conduct telephone and video consultations to explore the details and provide a clear and informative report that helps guide you on how best to manage the workers' health in the workplace.

# VULNERABLE STATUS ASSESSMENT



Understanding the health status of each member of your workforce can provide valuable support to your return to work plans as it allows:

- Identification of a status per worker allowing more accurate team planning
- GDPR compliance through avoidance of requesting, processing and storing medical information
- A trigger to make an employee protection referral, to gain specific support and guidance on how best to manage the case

The identification process is conducted through digital questionnaire screening, conducted through our web portal.

