

<b>Project Title</b>	Best Practice/Information/Advice/Support
<b>Programme Of Work</b>	Support - Programme 5
<b>Industry Group</b>	Education
<b>Objective</b>	To provide the appropriate information, advice and support to assist the promotion of good physical and mental health within Napier.
<b>Description</b>	<p>The University is spread over 11 sites with over 11,000 students and 1700 employees. The health promotion group consists of both staff and student representation and is a sub-group of the Health and Safety Committee. Membership included representatives from Sport and Recreation, Health and Life Sciences, Personnel, Health and Safety, Occupational Health, Catering, Design and Media Arts/Trade Unions and the Students Association. They meet every two months and communicate through various channels including E-mail and a newsletter that goes out to all employees. Occupational Health Service (OHS). The OHS is available to all staff. Information about the service is given at induction and is available on the bulletin boards. Employee Assistance Programme (EAP). Care First an EAP counselling service is available to all staff and close relatives. It is accessible by a free phone number. Sport and Recreation. Staff can use the facilities available, this includes access to fitness classes, personal fitness programmes, coaching in a variety of sports and remedial massage. Complementary Therapy. Registered practitioners are available as well as appointments at supervised student clinics. Health and Safety Department. Study days are held regularly, topics covered include – Health and Safety Legislation, Fire Risk assessment, Moving and Handling and Neuromuscular Approach to Ergonomic Principle. All staff are encouraged to attend these training sessions. Policy. Policy awareness – all policies are available on the intranet and also posted on the bulletin boards. All staff have access to the intranet. There is a computerised sickness/absence management system in place and early intervention is encouraged. This may be by the use on 'in-house' services, the employee assist scheme or referral to the OHS. Health Checks. This included health surveillance under the COSHH regulations, eye screening as recommended by the DSE regulations. Well person screening is also available on request. Training for Staff. A half day basic CPR session is offered to all staff as well as a 4-day workplace First Aid course for relevant staff. IOSH Managing Safely (4 day course) Working safely (1 day course) DSE assessors courses Risk Assessors Course. Special Needs and Disability Committee. This group deal with any access issues and also makes staff aware of issues around working with colleagues and students who have disabilities.</p>
<b>Project Cost</b>	£1,000 - £10,000
<b>Project Start Date</b>	01-01-2000
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	Napier University has been awarded the SHAW Gold, Healthy Choices Award and IIP.
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<b>Partners</b>	Chest, Heart and Stroke, Scotland, ASH, Deconess Health Promotion Library and Resource Centre, Edinburgh, Mid Calder Post Office

<b>Project Title</b>	Survey of the Use of Occupational Health Support
<b>Programme Of Work</b>	Knowledge - Programme 3
<b>Industry Group</b>	Non-specific
<b>Objective</b>	The Occupational Health Advisory Committee's (OHAC) report focuses on ways of making Occupational Health (OH) support more easily accessible to small and medium sized enterprises (SMEs). The programme aims to increase the proportion of employers using OH support by 10% by 2003. This survey will provide a baseline against which the achievement of the target of 10% can be measured.
<b>Description</b>	- Relevant OHAC Recommendation no 30. The survey involves: - A total of 9000 companies will be contacted by telephone; - 1000 from each of nine industrial sectors; - 6750 SMEs and 2250 larger organisations; - 50 face-to-face follow up interviews; - contracted to Institute of Occupational Medicine (IOM), Edinburgh.
<b>Project Cost</b>	£100,000 - £500,000
<b>Project Start Date</b>	01-03-2001
<b>Project End Date</b>	01-01-2002
<b>Achievements</b>	The research report was published on 20 June 2002. Copies of the report, CRR 445/2002, ISBN 0-7176-2394-7, price £20, can be ordered online at <a href="http://www.hsebooks.co.uk">www.hsebooks.co.uk</a> , or are available from HSE Books, PO Box 1999, Suffolk, CO10 2WA, tel: 01787-881165. The report is also available on HSE's website at <a href="http://www.hse.gov.uk">www.hse.gov.uk</a>
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<b>Partners</b>	IOM

<b>Project Title</b>	Occupational Health Integration
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Telecommunications
<b>Objective</b>	To integrate the strategy and objectives of the Occupational Health function into the Environmental Health & Safety (EHS) strategy for the business. To provide the infrastructure to enable the Occupational Health Advisor (OHA) to achieve her objectives in a timely cost effective and efficient manner.
<b>Description</b>	A twelve month plan was developed which encapsulated all requirements of the OH programme to support the business needs. This plan set the objectives by quarter. The main objectives were: 1. To introduce health promotion events on a bi monthly basis which reflects the needs of our staff, as identified by a voluntary questionnaire. 2. To incorporate OH specific training events for all shop floor staff as part of our "safety break" training programme. 3. To provide regular OH information updates on the EHS notice boards and the departmental website. 4. To incorporate an OH section into the EHS induction hour which is given to all staff, and to provide OH information for visiting contractors via a contractor safety video. 5. To provide bi monthly first aid updates to all first aiders. 6. A ten minute slot is given to the OHA at all Health and Safety meetings, thus allowing the OHA to provide relevant information to all safety representatives. 7. To provide regular blood pressure checks for all staff who regularly attend a Doctors surgery.
<b>Project Cost</b>	£1,000 - £10,000
<b>Project Start Date</b>	02-01-1998
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	1. Staff no longer had to book time off to see their doctor for blood pressure checks saving £50 per hour. 2. First aiders are able to maintain their skill levels, and are able to practice in areas that they may feel weak in. 3. Our accident rates have reduced despite a doubling in the number of staff onsite. 4. Awareness of the function of the OH service has increased, and the OHA is seen as an integral part of the EHS team. 5. We have been certified to and have maintained certification to OHSAS 18001. 6. By 2003 occupational health cover had increased to 4 days a week. 7. Achieved a ROSPA Gold award for occupational safety for 2002/03.
<b>Source of Funding</b>	Internal
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<b>Project Title</b>	Occupational Health Matters in GP Distance Learning Programme
<b>Programme Of Work</b>	Skills - Programme 4
<b>Industry Group</b>	Non-specific
<b>Objective</b>	1. To improve and extend occupational health knowledge and skills of General Practitioners (GPs), practice managers or practice nurses through the distance learning programme. 2. To apply that learning in practice.
<b>Description</b>	The programme will: 1. Introduce the basics of occupational medicine and common Occupational Health (OH) problems; 2. Describe basic OH terminology; 3. Help develop an understanding of the roles and responsibilities of the primary health care team in relation to providing OH care to patients; 4. Understand the role of OH services; 5. Recognise the effects of health on work, and effects of work on health; 6. Help patients and staff to return to work safely and effectively; 7. Improve the occupational healthcare of own workplace.
<b>Project Cost</b>	£50,000 - £100,000
<b>Project Start Date</b>	01-10-1998
<b>Project End Date</b>	01-10-2000
<b>Achievements</b>	- published and launched October 2000 - the book on which the programme is based, Occupational Health Matters in General Practice, is available from Radcliffe Medical Press Ltd, 01235 528 820. This book can also be used as a reference book. - The course has been accredited for 40 hours PGEA by UK National Panel - So far 44 GPs are registered on the programme - A large number have bought the book but not registered on the programme. Information, such as guidance etc, will be reviewed and updated as appropriate. The impact of the programme will be assessed after it has been running about 2 years.
<b>Source of Funding</b>	All partners
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<b>Partners</b>	Faculty of Occupational Medicine (FOM) Society of Occupational Medicine (SOM) Royal College of General Practitioners (RCGP) University of Manchester Staffordshire University

<b>Project Title</b>	Produce an occupational health guidance document for safety practitioners.
<b>Programme Of Work</b>	Skills - Programme 4
<b>Industry Group</b>	Non-specific
<b>Objective</b>	To encourage safety practitioners to play a more active role in occupational health within their level of competence.
<b>Description</b>	The Institution of Occupational Safety and Health (IOSH) has produced an occupational health guidance document "Professionals in Partnership". It encourages safety practitioners to become more involved in occupational health issues and to engage with other professionals in the occupational health field, learning and sharing best practice. It also encourages practitioners to participate and register in the Securing Health Together initiative.
<b>Project Cost</b>	£1,000 - £10,000
<b>Project Start Date</b>	01-10-2001
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	The production of a document that is widely acknowledged by most occupational health practitioner organisations as being of value. Initial print run of 5,000 copies currently being distributed free of charge to safety practitioners upon request. Design and distribution (with document) of a questionnaire to establish a baseline for the recipient safety practitioners' involvement in occupational health. This has been followed up with a second questionnaire to gauge the impact of the guidance. 113 people (4.5% of sample) responded. 98% found the document helpful or very helpful. 80.5% felt the guidance gave them useful sources of information. 58% felt it had raised their awareness of occupational health. 98 examples of actual improvements/interventions were cited and this could be said to justify the relatively modest cost of producing the guidance.
<b>Source of Funding</b>	Internal
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<b>Partners</b>	IOSH takes full responsibility for the content of the guidance it has produced, and is pleased that the following organisations have reviewed the guidance and formally expressed their support: Association of Occupational Health Nursing Practitioners (AOHNP) British Institute of Occupational Hygienists (BIOH) British Occupational Hygiene Society (BOHS) The Ergonomics Society (ES) Health and Safety Executive – Securing Health Together Team Society of Occupational Medicine (SOM)

<b>Project Title</b>	Lothian Occupational Health Project - The Way Forward
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Non-specific
<b>Objective</b>	1. To investigate the effectiveness of a primary care-based occupational health project in improving health through the establishment and evaluation of a two year pilot – to work within primary care teams to improve the identification and treatment of work-related ill health within primary care and to evaluate to what extent the work of the project meets this objective. 2. Provide a strategy to both consolidate the health centre as a focus for OH advice and by extension to small and medium enterprises.
<b>Description</b>	A paper called 'New Occupational Health' is available (the article was published in the journal 'Occupational Health' who may have copyright. As the author I am willing to allow Securing Health Together to use all or part of the article as appropriate) which describes the potential for practice nurses and other community staff to act as gatekeepers for a community OH service together with an OH nurse/advisor at locality level who would have an additional role in relation to SMEs in the locality. The cost is based on salaries of 3 OHN practitioners plus administration costs. 1. Frances Baker and John Mooney, the project's two OHAs, work from five surgeries/health centres, interviewing patients about their work and providing information, advice and support to both patients and GPs. 2. Work history is taken and together the patient and OH advisor talk through what hazards they might be exposed to at work and possible connections between work and existing or past health problems. 3. In two years the project has seen over 3,500 patients and one in four were suffering from work-related ill health of some kind: - workload as a cause of stress was reported by around 40% resulting in irritability, sleep disturbance and increased incidences of headaches; - back problems were reported by 29% and other muscles and joint problems were reported by 24%. - 75% of those seen report no access to oh services at work and half work for SMEs.
<b>Project Cost</b>	£100,000 - £500,000
<b>Project Start Date</b>	01-08-1995
<b>Project End Date</b>	31-03-1998
<b>Achievements</b>	The final report is available from the Health Education Board for Scotland. The following is evaluation taken from the interim evaluation completed in September 1997: 1. The project appears to have become well established in each of the GP practices; 2. Many of the GPs felt that the project was beginning to affect their own practice in relation to OH; 3. The project has resulted in an increase in referrals from GPs to the Consultant in Occupational Medicine in Edinburgh and all referrals related to the project have been seen by him as appropriate; 4. Of the sample of 55 patients questioned, 8 had actually taken some action to improve their conditions at work or to change their own behaviour in relation to work. As this was not a statistical study we have to be cautious about extrapolating from its results. However this indicates that somewhere between 7 and 14% of patients with work related ill health or being exposed to work hazards probably took preventative action as a result of the project's intervention.
<b>Source of Funding</b>	Health Education Board for Scotland (HEBS) and administration support from Lothian Health
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<b>Project Title</b>	Health Monitoring in Expro
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Metal and Minerals
<b>Objective</b>	1. To improve employees overall health and performance. 2. To predict and respond to problems.
<b>Description</b>	1. The principle conditions related to work continue to be musculoskeletal problems (primary upper limb disorders) and stress - a new computer-based training package for workstation assessment and awareness has been rolled out to complement the existing DSE assessment structure; 2. Stress is monitored by building mental health screening questionnaires into all routine medical examinations and through systematic reviews. Facilities are in place for early intervention and management. 3. Provide the 'Inner Quality Management' (IQM) course delivered by Hunter Kane which provides a set of personal tools for mutual support and personal coping skills. 4. A revised system for conducting medical examinations to UKOOA standards is now fully in place, with Medics undertaking the tests offshore. This increases their effectiveness and involvement in health management, while proving convenient and cost effective for the users. 5. In 2000 general health promotion was addressed through a series of quarterly targeted campaigns, and a health fair, bringing examples of best practice in control of health risks from both inside and outside the company.
<b>Project Cost</b>	£10,000 - £50,000
<b>Project Start Date</b>	01-01-1998
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	1. The most recent total for the Total Recordable Occupational Illness Frequency (TROIF), a measure of both Shell Expro and Contract workforce health performance, has shown a further reduction following the trend seen since the introduction of the indicator in 1995. 2. Levels of the General Health Questionnaire (GHQ) are lower than in the general population. 3. IQM course has resulted in a measurable decline in 'caseness' scores. 4. Sickness absence from all causes has also shown a small reduction against a background of very low rates when compared to national statistics. 5. Continue to hold Scotland's Health at Work (SHAW) Gold Award.
<b>Source of Funding</b>	Internal
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<b>Project Title</b>	Occupational Health Management Programme
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Consumer Services
<b>Objective</b>	Mission statement: Occupational health is a comprehensive quality service available to ensure staff are in a job and working environment for which they are physically and mentally suited and which protects and promotes their health.
<b>Description</b>	The occupational health programme is divided into: 1. Education – courses and seminars on health issues for example health at work, moving & handling, stress management etc; 2. Health Supervision – for example pre-employment medical and screening, work related ill health screening, return to work screening following absence etc; 3. Counselling 4. Environmental Control 5. Immunisation and venepuncture The specific health risks to the organisation have been identified on risk assessment within each area. These include: stress; muscle, joint and strain injuries; transmission of blood borne viruses; infections and diseases; ageing workers; exposure to substances hazardous to health; personal risk factors; environmental causes of ill health. Putting as much education and information into the programme helps raise awareness of the precautions and awareness employees need to have to enable them to work as healthily and safely as possible. The risk assessment process provides a useful 'tool' for staff to work from and with, thus sharing with temporary, agency and new starters information that formerly might have been taken for granted. Operating an 'open door' policy and providing daily clinics helps the O.H. team to keep abreast of what is going on in the organisation and enables the team to respond promptly to areas of concern e.g. outbreak of infection, distress, accident and environmental problems.
<b>Project Cost</b>	£100,000 - £500,000
<b>Project Start Date</b>	01-01-1995
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	1. Winner of RoSPA's Astor Trophy 2001 for excellence in occupational health. 2. Reduction in absence from work. 3. Achieved a change in culture and management style by convincing management to support people returning to work on modified duties. The previous belief was that workers should not return until they were 100% fit (showing no indication of backpain) as no allowance was made for them.
<b>Source of Funding</b>	Internal
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<b>Project Title</b>	Health at Work in Tyne & Wear
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Occupational Health Professionals
<b>Objective</b>	To improve the general health of employees and their families and to promote compliance with existing occupational health legislation.
<b>Description</b>	1. Working through the three stage fully assessed health at work award scheme developed by an appointed health promotion co-ordinator: - the first stage is producing a sustainable framework so that health at work can be promoted - the second stage is to build & establish this framework in consultation with employees - the third stage is to become a self-funded health at work scheme that includes being mentors for other companies. 2. Particularly interested in targetting SMEs however larger businesses are also targetted. 3. Award supported by regular seminars, workshops and health professional visits. 4. Forty-six organisations of varying backgrounds and sizes participating.
<b>Project Cost</b>	£50,000 - £100,000
<b>Project Start Date</b>	01-10-1999
<b>Project End Date</b>	31-03-2002
<b>Achievements</b>	1. Full evaluation of the project was carried out by Sunderland University 12 months into the award scheme and this established value of the project as high. One of the conclusions was that there were considerable benefits to the companies and more and more were taking on projects and consulting with their workforce. 2. Two funded projects completed: Back Awareness in Tyne & Wear and A Fair Chance at Work 3. Projects are long-term and formal evaluation will be repeated over time.
<b>Source of Funding</b>	HAZ, HAD, local industry support
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<b>Partners</b>	NE Chamber of Commerce Engineering Employers Federation CBI Northern Region, HSE Cities of Sunderland & Newcastle TUC, Business in the Community Health Promotion Offices Nissan & Co-op

<b>Project Title</b>	Employee Wellbeing Programme
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Offshore
<b>Objective</b>	To provide a healthy working environment in which staff can make health and health promotion a priority and part of their working lives.
<b>Description</b>	1. Appointed a project leader/focal point. 2. Involve all staff regularly - promotion and training is provided monthly on themes such as stress control, healthy eating and exercise etc. 3. Support from Scotland's Health at Work (SHAW).
<b>Project Cost</b>	Less than £1,000
<b>Project Start Date</b>	01-01-2001
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	1. Better working relationships, higher morale and greater productivity - verbal responses are showing that the programme is working and staff are being continually asked what they think of the programme. 2. Fitter, healthier staff with low sickness/absence rates - sickness absence was quite low to begin with and has not been measured across the company due to the small number of employees. Since the project commenced however, specific health problems have decreased and disappeared entirely from one employee in particular. New initiatives such as 'fresh fruit weeks' continue to be introduced.
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<b>Partners</b>	SHAW

<b>Project Title</b>	The Introduction of an Occupational Health Service
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Occupational Health Professionals
<b>Objective</b>	To promote and improve the health, safety and well-being of the Council's employees and to increase the number of people adopting healthy lifestyles which include increasing the number of people (professionals, volunteers and the community) accessing appropriate training.
<b>Description</b>	To develop and implement an occupational health strategy concerned with linking the effects of work on health and that of health on work. The oh services are contracted to the Local Authority.
<b>Project Cost</b>	£50,000 - £100,000
<b>Project Start Date</b>	05-02-2001
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	The occupational health service is now well established within the council and has been extended to provide an in-house physiotherapy clinic 1.5 days a week and a counselling service once a fortnight.
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<b>Partners</b>	AHS (Associated Health Specialists)

<b>Project Title</b>	Workwell
<b>Programme Of Work</b>	Support - Programme 5
<b>Industry Group</b>	Non-specific
<b>Objective</b>	To improve the way in which small and medium enterprises (SMEs) in Sandwell manage health in the workplace.
<b>Description</b>	<p>The Workwell Project is a multi-disciplinary project, which is funded through the Health Action Zone (HAZ). It's aim is to improve the health of Sandwell's working population by forming lasting partnerships with SMEs through the use of intermediaries, notably the local Business Link and other specialist advocates. 1. Data continues to be collected to establish the extent of reported occupational ill health in the Borough. 2. A Project has now extended into the Primary Care Sector. The aim of this work is to work in primary care to increase the access to occupational health advice for patients. Pilot work is being conducted to gather local data regarding the extent of occupational ill health, which is presenting at both general practitioners surgeries and NHS Direct. Additionally a small study is underway to establish the perceived knowledge and competence primary care staff have in dealing with occupational health issues as they present. 3. A planned programme of occupational health awareness is being piloted via a local Council managed Construction Skills Training Unit. The aim of this intervention is to increase the awareness of occupational health hazards of trainees before they enter the industry. The effectiveness of the intervention is being evaluated at an institution of higher education. The intervention was highlighted as 'good practice' in the statutory inspection carried out recently by the Training Standards Council. 4. A planned programme of specific health and safety training is being piloted for the voluntary and community sectors. The timetable of training has been planned to be consistent with the themes outlined by the stakeholders in their quality forum. 5. Back in Work Project successfully completed in March 2001. Now being formally evaluated with the other 19 Back in Work Projects. The project approach combining both physical and psychosocial assessment and rehabilitation has now been integrated into the mainstream services in Sandwell. 6. The project works with the primary care development teams to facilitate health promotion events in local businesses and industrial estates. 7. The Workwell project is linked to another project, which offers occupational health services to the general practitioners, dentists and their staff.</p>
<b>Project Cost</b>	£100,000 - £500,000
<b>Project Start Date</b>	01-05-2000
<b>Project End Date</b>	01-05-2002
<b>Achievements</b>	<p>1. We have undertaken health assessments of thirty companies in the Borough. The project has facilitated post assessment changes in these workplaces. Examples include training, health surveillance, environmental monitoring, and health promotion. We are currently in the process of evaluating the impact of the intervention. 2. The Project as a whole evaluated using theory of change/logical framework. This is being externally evaluated by Staffs University.</p>
<b>Source of Funding</b>	£50K joint funding from HSE for Back in Work scheme
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<b>Partners</b>	Business Link, Sandwell Health Authority, Sandwell Metropolitan Borough Council, Sandwell Healthcare NHS Trust

<b>Project Title</b>	Small and medium businesses and NHS Plus
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Occupational Health Professionals
<b>Objective</b>	To provide small and medium businesses with an occupational health service
<b>Description</b>	Nottingham Occupational Health (NOH) have provided small and medium businesses with an occupational health service for 20 years. The frequency of occupational health input is based on the needs of the organisation. These may include: - annual visits to undertake health surveillance in garages for respiratory sensitisers, or a foundry for lead levels; - weekly visits to a bakery which needs advice on manual handling, hearing protection or respiratory surveillance for flour dust; - in some cases a named nurse is required on site for a set number of days a week.
<b>Project Cost</b>	£10,000 - £50,000
<b>Project Start Date</b>	01-01-1995
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	NOH recognises that the expense of in-house occupational health provision may deter some firms from having a service and for these NHS Plus is a cost effective way of obtaining a service from an experienced team who have the appropriate knowledge, resources and equipment. The charging policy at NOH is flexible and may be based on a per capita amount, on the type of screening required, or as a comprehensive service. NHS Plus enables businesses to have access to the broad expertise of the whole OH team wherever this service is provided. Best estimate of costs is £40,000 and includes planning and winning approval from NHS Trust; getting occupational team on board; making changes to ways of working and being flexible to suit customer needs; devising strategy for handling additional customers; purchase of additional medical equipment and IT systems.
<b>Source of Funding</b>	
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<b>Project Title</b>	The Evaluation of Occupational Health Advice in Primary Health Care
<b>Programme Of Work</b>	Support - Programme 5
<b>Industry Group</b>	Non-specific
<b>Objective</b>	To evaluate Occupational Health Projects (OHPs) as they currently exist and investigate if provision of advice concerning workplace hazards to individuals in the primary care setting results in improvements in their working environment.
<b>Description</b>	Relevant OHAC Recommendation no 21. The project will examine how much change in the working environment was achieved from advice given by OHPs. It will also examine the consequent benefits to the individual and others, and where appropriate, why change could not be achieved. The project will analyse around 100 pairs of intervention and control patients from the two OHPs in Sheffield and Newham. The project will also investigate detailed case studies through focus groups of patients reporting significant workplace improvements and of patients without workplace improvements to identify barriers to change within companies.
<b>Project Cost</b>	£100,000 - £500,000
<b>Project Start Date</b>	01-09-2000
<b>Project End Date</b>	01-12-2003
<b>Achievements</b>	Progress to date: The data collection and focus groups are up and running. The report will be ready at the end of 2003.
<b>Source of Funding</b>	HSE
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<b>Partners</b>	University of Central England Healthworks Newham Sheffield OHP

<b>Project Title</b>	Scotland's Health at Work
<b>Programme Of Work</b>	Continuous Improvement - Programme 2
<b>Industry Group</b>	Other
<b>Objective</b>	The aim of Scotland's Health at Work is to encourage and support workplaces to make the active promotion of good health an integral part of Scottish culture.
<b>Description</b>	Scotland's Health at Work provides workplaces of all sizes with a framework to address the social, environmental and organisational issues that affect employees. Workplaces are supported through this process through a network of health promotion advisers located within each of the 15 Scottish NHS areas. The efforts of workplaces are rewarded at three levels, bronze, silver and gold, depending on the achievement of set criteria that includes: communicating health information in a variety of ways; protecting employees from the effects of passive smoking; encouraging healthy lifestyles; developing policy relating to Drugs and Alcohol; dealing with stress; and involvement with improving health within their local communities.
<b>Project Cost</b>	More Than £500,000
<b>Project Start Date</b>	01-09-1996
<b>Project End Date</b>	Ongoing
<b>Achievements</b>	As at July 2003 over 1000 workplaces employing in excess of 26% of the Scottish workforce are registered on the scheme with approximately 600 awards granted.
<b>Source of Funding</b>	NHSScotland and Sponsorship
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<b>Partners</b>	NHS Health Scotland STUC Scottish NHS Boards Federation of Small Businesses Health and Safety Executive