

Example of how occupational healthcare co-operation proceeds



Below is an example of occupational healthcare co-operation and how it can proceed.

1. **Becoming a customer**

The first step is drawing up an occupational healthcare agreement with the service provider and becoming a customer.

2. **Employer contact**

The occupational health nurse contacts the employer by phone or email.

3. **Workplace survey and occupational healthcare action plan**

A workplace survey can be carried out as a workplace visit or phone interview. Based on the survey, an occupational healthcare action plan is drawn up.

4. **Health check-up**

The employee undergoes a health examination. The examination is carried out particularly in the case of an assistant who performs night work.

5. **Support and advice from an occupational health nurse**

The employee can contact their designated occupational health nurse if they face health challenges. Together they can take stock of the situation and find ways to move forward. The occupational health nurse can also provide support in various crisis situations.

Occupational healthcare is bound by an obligation of confidentiality. The employer may, however, receive advice and guidance if there are challenges related to sick leave or if the employer is planning to address a difficult situation.

6. **Assessment of work ability and referrals**

Medical care is not part of occupational healthcare: instead, support for medical issues is available from, e.g. a health clinic. If illness is beginning to pose a work ability challenge, there is reason to contact the occupational health nurse.

The occupational health nurse can guide the employee to an occupational health physician for a work ability assessment. If necessary, an occupational health negotiation can be arranged between the employee, employer and occupational healthcare.

The occupational health physician may also refer the employee for rehabilitation measures.