

## ‘Occupational health: working better’

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## The CIPD

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a voice for  
people  
professionals**

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5,000+ volunteers  
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**Offices in the  
UK, Ireland,  
Middle East  
and Asia**

**All committed  
to championing  
better work and  
working lives**

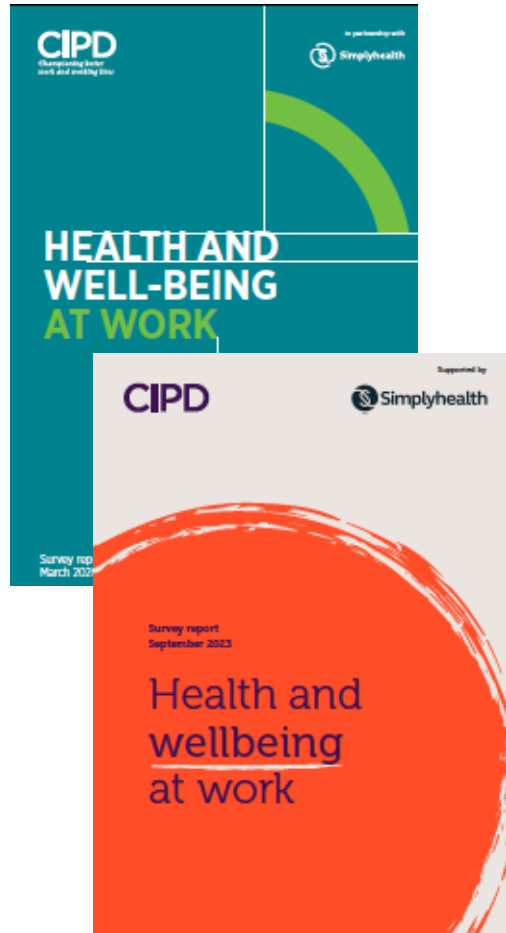
# The value of OH - organisation size matters

CIPD research of HR professionals shows:

- 72% provide OH services for employees rising to 95% in the public sector, mainly outsourced (2020)
- OH involvement is a key approach to manage long-term absence (73%, 2023)
- Offering OH assessments is the top way organisations support people with long COVID (70%, 2022)

The experience, awareness and perceptions of OH in small organisations is very different:

- OH provision increases with size - 92% of large versus 49% of medium and 18% of small employers (DWP 2021)
- The SME market is very diverse
- Our HR consultants work with many small employers and have insight into some of the key challenges and opportunities to grow OH



## ‘Valued but reactive’ - we also need to shift *how* OH is viewed/used

- Majority agree that their OH services are primarily used for referral in cases of long-term sickness (68%)
- Far fewer use OH expertise in a more proactive and preventative way - eg less than 3 in 10 agree that HR & OH work closely at a strategic level to help prevent ill health
- Just 1 in 3 use OH specialists to prevent/mitigate risks to mental health or to develop a mental health policy
- Employers rely on MHFA training & wellbeing champions far more than OH to manage mental health (66% and 50% versus 25%)



‘Working better’ proposals for occupational health - the CIPD’s response

CIPD





# CIPD *Manifesto* for Good Work

# Broken employment and skills system

Technical skills shortages

Falling number of people starting apprenticeships

People leaving employment due to health problems increasing

Growing proportion of working people with work-related stress

Failing labour market enforcement - discrimination left unchecked




# Healthy work


*We're calling for...*



Single Enforcement Body



Occupational health support for employers




Enhanced focus on stress at work by Health & Safety Executive



Reform Statutory Sick Pay




Director of work and health



Improved employment rights for vulnerable



AI and workplace task force



Better government, employer and trade union dialogue



How can we develop closer collaboration between HR and OH to protect and enhance people's health and wellbeing?





**THANK YOU!**