

What can the UK learn from other countries?

The [DWP's 2021 report](#) on the International Comparison of 12 Occupational Health Systems and Provisions

Type A	Type B
Mandate OH provisions and services through a single act e.g. France/ Germany OH services are mandatory for all private and public sector organisations therefore more than 90% of employees have access to OH, funded by employers	More fragmented legislation around work and health which creates more variety in coverage e.g. UK

What are the levers?

- Regulation
- Insurance
- [Taxation](#)
- Market forces
- Centers for work and health- translate research into practice

Removing disincentives

- [Corporate wellbeing](#) space
- Complexity of the provider landscape

Contrasting case studies

US	Japan
<ul style="list-style-type: none">• low regulation• strong market forces with employers providing healthcare insurance for majority of the population• aligned incentives• self insured <p>e.g. H-E-B, a Texas-based retailer that employs a workforce of 85 000, where health promotion is carried out through work with financial bonuses to those that remain well or take action to improve health following the results of screening.</p>	<ul style="list-style-type: none">• high regulation• Industrial Safety and Health Act of 1972• SMEs can apply to government for grants for OH services• workforce has upskilled in OH, driven by regulation• workplaces support with general health promotion• OH used to navigate fit notes