



Sheffield Occupational Health Advisory Service (SOHAS)
Working to Prevent and Alleviate the Effects of Work on Health

Sheffield Occupational Health Advisory Service Annual Report 2018/2019

We would like to thank our staff, Trustees, GPs, stakeholders and funders who helped us to give work and health advice.

What we do

We provide Sheffield's job retention services; If you believe that your work is affecting your health, we can provide you with advice to stay at work or return to work after a period of sickness absence.

We are a preventative service. **65% of people we give advice to are at work, not off sick.** We target people who live and work in the most deprived areas of Sheffield who are vulnerable to the loss of their job. In this year, we provided job retention services for people with mental and physical health issues as well as working carers and cancer patients.

Headline figures

We gave advice to
1800
people during the year,
65%
work for SMEs

60%
of people who we gave advice to, said that they would have lost their job without our support

Every GP surgery referred at least one patient to our services, although we only have advisers in
32%
of GP surgeries

We supported
275
people to get work related benefits that helped them to stay in their job

What are the outcomes of our work?

- **We lower people's stress at work**
- **We reduce people's visits to their GPs**
- **We help improve people's conditions at work**
- **We reduce presenteeism, leaveism and sickness absence at work**

Case study

AB is the sole carer for her husband and combines this with part time work as a care assistant. Her hours and shifts can change on a weekly basis which means it can be difficult to plan effective care for her husband. Her employers were not aware of the extent of her caring responsibilities at the time of her referral to our service.

Intervention

Information was provided about her statutory rights, including the right to request flexible working. Information about the Equality Act 2010 was given, specifically in relation to discrimination. With help from a SOHAS adviser, AB was able to write to her employer to request fixed shifts at work. Her employer was receptive to this and agreed to meet with her to discuss the request further. Prior to the meeting the SOHAS adviser provided further guidance over the phone and suggested introducing a Carers Passport to record any agreements about support that were achieved.

Outcome

AB was able to agree a set pattern of shifts with her employer which enabled her to manage her husband's care much more effectively. Her employer agreed with the suggestion to draft a carers passport and also decided to implement the template across the business to benefit other carers in the workforce.

We gave master classes on health and employment to IAPT and Sheffield Carers Centre

"The adviser is **fantastic at listening and really empathetic**. They really helped me and I'm very grateful for their **ongoing support**. They provided **invaluable advice** not only face to face, but also via email and helped me during a very difficult time with my current employer."

Patient quote

95%
of people who
used our services,
would recommend
us to their work
colleagues

"Our employee was struggling to come back to work after a period of sickness absence. Talking to the SOHAS adviser **was really helpful**, they gave some **practical advice** on the best way to get our employee **back to work and keep them in work**. Clearly we all have 'the employees' best interests at heart."

Employers quote

"It is always a positive experience. Patients give me **lovely feedback** about the help they have had from SOHAS and about the sensitivity with which they are dealt with. **I can't recommend it enough.**"

Clinician quote

80%
of GPs said that their
patients sickness
absence reduced after
being given advice by a
SOHAS adviser

Employers: We carry out non medical Occupational Health assessments that give you practical advice on how to return someone to work after sickness absence, ring us for more information.

How we are run

SOHAS is a charity, No. 1085464. The Board of Trustees are responsible for managing the business of the organisation, safeguarding the charity's assets and managing its funds.

The Board is made up of people who bring a range of experience and skills to help the organisation achieve its objectives. The Trustees, who are volunteers, are elected at the Annual General Meeting.

Contact details

SOHAS, 4th Floor Exchange Brewery, 2 Bridge Street, Sheffield, S3 8NS



0114 275 5760



sohas@sohas.co.uk

If you want to get online advice, go to our website www.sohas.co.uk and use the ask the expert form to tell us what sort of help you need.



**Find us on Facebook
search 'SOHAS'**



**Find us on Twitter,
@SOHASHealth**

Funders

SOHAS received funding from the following organisations:

**MACMILLAN
CANCER SUPPORT**

Sheffield IAPT
working together to improve your wellbeing

A stylized white hand with the index finger pointing up, set against a black background.
**COMMUNITY
FUND**

**Sheffield
City Council**
A stylized illustration of the Sheffield city skyline in black and white, set against a green background.

A logo consisting of several overlapping, colorful triangles in shades of yellow, green, blue, and purple.
carerstrust
Sheffield Carers Centre
action · help · advice