

OCCUPATIONAL HEALTH SOLUTIONS



**MidHudson
Regional Hospital**

Westchester Medical Center Health Network



How We Can Help Your Organization

When the health and well-being of employees is considered and taken care of, they feel valued and important. When substance abusers are screened from your workforce, employees are safer. This promotes better productivity as well as less tardiness and absences. Overall, your business is able to run more smoothly with increased efficiency.

The Work Place can help your company achieve this by offering services that allow you to:

- Hire and maintain a drug-free workforce
- Hire and maintain workers that have demonstrated the ability to safely perform the physical duties of the job
- Screen employees for disease and test their immunization status
- Screen employees for dangerous health problems and direct those with danger signs to appropriate healthcare professionals
- Comply with state and federal regulations and avoid costly fines
- Address performance issues and personal problems that interfere with productivity



About Occupational Health Solutions

The Work Place offers a multitude of health testing options that are available at our offices or at the job-site. Our offerings include:

- Physical exams
- Respirator medical evaluations and fit testing
- Pulmonary function testing
- Vision screening
- Resting cardiogram
- Fitness for duty evaluations
- Drug and alcohol screening programs
- Audiometric testing
- Blood and urine screening, including: blood chemistries, CBC, urinalysis, infectious disease screens, cancer screens, heavy metals screens, and more
- Work-related vaccinations and titers
- Job demands assessments and functional capacity evaluations
- OSHA Bloodborne Pathogens Training
- OSHA Respirator Training
- Supervisory Substance Abuse Recognition Training
- 24/7 critical event management programs
- Employee Assistance Program



Custom Solutions

The Work Place offers flexibility in building programs that fit your organization's needs and budget. Whether physical exams customized for your various job descriptions or a simple drug test or disease screen or titer, you get just what you need for each employee.

The Work Place collaborates with organizations to minimize the risks faced in day to day business operations. Services are designed to protect your workers and minimize your liabilities.

Physical Exams

Pre-placement physical exams serve as an important form of "business insurance" giving a snapshot of the potential employee's ability to perform the essential tasks of the job as well as providing baseline test results. Periodic exams serve to monitor your employees' health.

Physical exams can be affordably customized according to job descriptions, budget and the regulations your organization must adhere to.

- Pre-placement
- Executive
- Annual / periodic
- Fitness for duty
- Return to work
- School and sports participation
- DOT 19-A driver physicals
- Police officer
- Firefighter
- Respirator clearance
- HAZMAT

Job Demands Assessments and Functional Capacity Evaluations are used to determine an individual's ability to safely perform the essential physical demands of specific jobs. This can increase productivity and minimize injuries and the employer's cost of compensation.

Department of Transportation (DOT) physicals are performed by our nationally certified medical examiners.

Consultation Evaluations

Fitness for duty, return to work and second opinion evaluations are important tools in helping employers make informed decisions about the ability of an employee to safely continue in their job or return to work following an absence. Objective opinions based on in-depth evaluation of the employee's health and medical, psychosocial and work history provides both employee and employer with the information needed to make informed decisions.



Drug and Alcohol Testing

Your organization has the right to protect its reputation in the community and an obligation to maintain a safe, healthy, and efficient working environment for your employees. Workers who are under the influence of drugs or alcohol pose serious safety and health risks to the user and to all those who work with the user.

A substance testing program can provide a solution to issues such as:

- Poor work performance and productivity
- Frequent absenteeism and tardiness
- Injuries and workers' compensation claims
- Unsafe work practices

The Work Place can help to ensure that your organization's substance testing program is fair, effective and compliant. Services are available for all aspects of your program — from supervisory training and policy development to laboratory testing of specimens and medical review of results. The Work Place's trained and certified staff strictly follows proven substance testing procedures to keep your program secure and legally defensible.



Employee Assistance Program

An EAP is a valuable resource for employers. By helping supervisors acknowledge, document, and refer employees with performance problems, and by allowing the EAP to confidentially assist employees in handling personal problems, employers gain control over a multitude of issues that affect employee quality of life and productivity at work.

Staffed by licensed clinical social workers trained in occupational counseling, The Work Place EAP can improve employee morale, reduce accidents, assist management with crisis situations, reduce turnover, aid in policy development and much more.

Implementing an Employee Assistance Program demonstrates a commitment to the well-being of valued employees and their immediate family members. Common concerns the EAP can help with are:

- Stress management
- Marital/family issues
- Depression, anxiety/fears
- Substance abuse and addiction
- Balancing work and family
- Grief and loss
- Anger management

With this program, which is pre-paid by the employer, employees can access the EAP completely confidentially at no charge to them.

Your organization's supervisors or HR director can also choose to refer a troubled employee as a supervisory referral and receive support, feedback and recommendations from the EAP counselor.

For More Information

The Work Place has been providing outstanding service to employers throughout the Hudson Valley since 1988.

Partnering with organizations, we have a long history of helping Hudson Valley employers manage the risks faced in day to day business operations.

Our team is comprised of trained and skilled clinicians who help organizations hire and maintain a healthy workforce while complying with federal and state regulations including ADA, OSHA, PESH, DOT and others.

The Work Place provides clinical services at our office locations in:

Beacon

560 Route 52, Suite 105

Poughkeepsie

1 Webster Avenue, Suite 400

Or at your job site

Our EAP has offices throughout the Hudson Valley, including Dutchess, Orange and Ulster Counties.

For more information, please call **845.431.8170**.



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