

Occupational health and occupational safety



It is important to take good care of occupational health. The employer has a statutory obligation to arrange occupational healthcare for their employee. Occupational healthcare contributes to a smooth employment relationship, for instance, in the following ways:

- Occupational health examinations serve as security for recruiting an assistant.
- Occupational healthcare experts can also help you plan the work in a way that ensures a healthy and safe workplace for your assistant and yourself.
- Occupational healthcare can furthermore help in various challenging situations, e.g. with sickness absence obligations or if the assistant's sick leave is prolonged.

Starting up occupational health co-operation

Before occupational healthcare collaboration starts, the employer must conclude an agreement on occupational healthcare management.

Services for the disabled can help in finding a suitable service provider. The paying party cannot, however, decide with whom the agreement will be concluded.

Services for the disabled serve as the substitute payer in occupational healthcare costs, but only up until the statutory minimum.

What does occupational healthcare do?

Occupational healthcare, for instance:

- Examines and assesses the employee's state of health and work ability
- Examines and assesses the health and safety of the work and working conditions
- Offers advice and guidance
- Provides referrals for follow-up measures as required.

Don't forget that **arranging occupational healthcare is the employer's statutory obligation.**

Statutory occupational healthcare is mostly preventative advice and monitoring. It does not include medical services.

This material is part of Varma's work ability support material. How can I succeed as an employer of a personal assistant?
Part 6c: Occupational health and occupational safety

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