

SUPPORTING TEACHERS' WELL-BEING: A GUIDE TO OCCUPATIONAL HEALTH

As a teacher, your health and well-being are vital—not just for you, but for your students and colleagues too. That's why we're here to ensure you get the support you need when facing health challenges at work.

What is Occupational Health (OH)?

Occupational Health is a confidential support service designed to help teachers manage health-related issues that may affect their ability to work. It provides assessments, advice, and recommendations to ensure a safe and effective return to work or adjustments where necessary.

When Should You Consider OH Support?

- If you have been absent due to illness for an extended period (e.g., four weeks or more).
- If a recurring health issue is impacting your ability to work.
- If you require workplace adjustments due to a medical condition.
- As part of a phased return to work plan.
- If you are experiencing workplace stress or mental health concerns.

How Do You Access Occupational Health?

1. Referral by School/Employer:

- Your principal or employer can refer you to OH with your consent.
- A referral form is completed, outlining health concerns and their impact on work.

2. Self-Referral (if applicable):

- Some schools allow teachers to self-refer; check with your employer or union representative.

3. OH Assessment:

- A consultation is arranged with an OH professional.
- They assess your health in relation to your teaching duties.

4. Recommendations & Support:

- OH may suggest adjustments, phased returns, or further medical support.
- A report is sent to your employer with recommendations.

5. Implementation & Follow-Up:

- Adjustments are put in place as agreed.
- Follow-up assessments may be scheduled to review progress.

What Does OH Mean for You?

- Confidential and independent support—your health information remains private.
- Tailored recommendations to meet your health and work needs.
- Assistance in returning to work safely after illness or injury.
- Guidance on workplace adjustments to help you thrive in your role.

Your Union is Here to Help!

If you have concerns about your health at work, don't hesitate to reach out to us. Your union is here to support you every step of the way.

