



COMPASS

Your Health and Wellbeing Guide

SPRING 2025

**CARE MORE FOR WORKING CARERS
TO REDUCE SICK LEAVE**

**THE IMPORTANCE OF
STAYING UP TO DATE
WITH DSE REGULATIONS**

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**WHAT IS HEALTH RISK
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CARE MORE FOR WORKING CARERS TO REDUCE SICK LEAVE

Despite a quarter of organisations introducing paid carer's leave, lack of support for the practical and emotional toll of caring is still driving up absence.

Millions of workers across the UK are increasingly struggling with the strain of juggling work with caring for elderly or disabled relatives and children, with many employees using sick days to look after loved ones¹.

In some cases, employees who work as carers are being signed off work as too sick to work, because they've become disabled by proxy,

meaning they themselves are fit to work, but are unable to do so due to the scale of their caring duties.

For others, the emotional strain of looking after a sick or dying relative, or lack of time to attend their own medical needs, has genuinely made them sick. Fortunately, there are several ways employer can help to keep carers healthy and in work.

1 Acknowledge the problem

Even though almost one in ten employees (9%) are carers, according to the latest figures from the Office for National Statistics (ONS), two thirds of employers do not have any kind of formal or informal policy in place to support working carers.

Despite the Carer's Leave Act being introduced in 2023, to give carers the right to one week of unpaid leave a year, three quarters (76%) of employers have not raised awareness or providing training to managers² about the act. Even though managers have a vital role to play when it comes to providing support to employees.

As a result, far too many employees feel like they have to hide their caring responsibilities, meaning they are more likely to call in sick when they have to deal with an emergency, such as an elderly relative having to go into hospital after a fall. Or miss their own medical checks and appointments to make up time, instead of reaching out to their employer for support.

2 Take stock of the strain being placed on individuals

Critical to supporting employees to stay healthy and in work is recognising the strain they might be under. The HSE management standards highlight the importance of looking at the demands on an individual, in terms of their workload and working hours and environment, but all demands on an individual need to be considered.

Human beings are like sponges, we can absorb a significant amount of stress and strain but everyone has their saturation point. Take someone who was already struggling to get their children dressed and fed and into a breakfast club so they could be at work by 8.30am. If they then also have to factor in visiting an elderly relative, to make sure they're also fed and given their medications, the early work start time might simply be too much.

Without asking employees about pressure, they're under outside of work, most managers will be totally oblivious to the struggle a carer has gone through simply to get themselves into work. It's therefore vital that managers take the time to talk to employees, one on one, about what pressures they're under outside of work, so they can work with them to alleviate this.

3 Consider reasonable adjustments

The impact of juggling work and care duties is not to be underestimated, with 40% of carers saying they had to give up work completely³. The strain of caring can also make carers sick themselves, with people being referred into Occupational Health due to sickness because they hadn't had time to get their diabetes prescription due to lack of time caused by caring.

To help carers stay healthy and in work and avoid the stress that can make them too sick to work, it's worth referring them into support services sooner rather than later. Talking to someone about their situation can be hugely beneficial, potentially helping them to see what has to give and the need to call on other family members for support.

The advisor can also advise on reasonable adjustments that could be put in place to help them stay in work. For example, a reduction in their hours, later start time or chance to work on projects that allow them the flexibility to attend hospital appointments during working hours, when other people are caring for their loved one.

4 Signpost into existing support services

One of the most difficult things about carers feeling like they have to struggle on alone is that their employer may already have support services in place that can help. As well as providing legal and financial advice, Employee Assistance Programmes (EAPs), for example, often also include eldercare support services and emotional counselling that can be used to help employees identify ways to reduce the strain they're under.

Many employers can also connect employees with a local carers network, or other support group. They maybe even want to consider starting a carers networking group for all their carers to be able to come together to share advice, moral support and their experiences.

Their elderly relative might be entitled to have a professional carer help them get dressed and fed each day, that the employee didn't know about. Or the employee might be entitled to a Carer's Allowance, while the person they're caring for might be entitled to an Attendance Allowance, to help with extra costs if their disability or health condition is severe enough that they need someone to help look after them.

5 Put a formal policy in place to support carers

Perhaps the most important thing an employer can do is to put in place a formal policy for carers to make sure they know how they will be treated if they admit they need help. This should set out why the employer wants to help carers. For example, its commitment to keeping skilled people in work, being an equal employer and helping carers avoid pay gaps.

A process for raising a request for support with their manager, HR or a carers champion should be included, so they have various people

they can approach if they don't have a great relationship with their manager.

The policy should also outline what the company can and can't offer in the way of reasonable adjustments and whether it just offers the statutory five days of unpaid leave, under the Carers Leave Act, or additional paid carers leave. The overall aim being to be as open and transparent about what support is in place, so employees feel safe asking for this. All of which will help to create a culture where carers feel cared for.

Free guide to writing a carers policy



Download our free guide to writing a carers policy to show employees you care about the impact of their care responsibilities on their wellbeing:



pamgroup.co.uk/insights/categories/free-resources



How can PAM Group help?

PAM OH Solutions timely access to occupational health professionals who can support the employee to better manage the overall strain being placed on them and identify reasonable adjustments that could be put in place to prevent them from going off sick/quitting.

Workforce Planning consultancy service to understand the likely impact of care duties on the ability of employees to attend and perform at work. Plus insight on proactive steps that can be taken to mitigate this and support people to stay in work.

Workshops & Webinars training for employees on the impact of caring on wellbeing, how to build resilience, still make time for self-care and understand what support their employer has in place. With separate workshops for managers on how best to support carers.

PAM Wellness (EAP) Round-the-clock access to clinical and professional advisors, who can provide emotional counselling and support with childcare, eldercare and other relationship and financial or debt issues.

If you would like to discuss the opportunities for better supporting carers at your organisation, please email us to set up a free consultation at info@pamgroup.co.uk

Sources:

¹ [Half of workers affected by caring responsibilities](#), People Management, Jul'24

² [Carer's Leave Act prompts employers to introduce paid Carer's Leave](#), CarersUK, Jan'25

³ [New report shows number of carers forced to leave paid work](#), Action for Carers, Nov'23

World Sleep Day:

The Vital Role of Sleep in Health and Wellbeing

As World Sleep Day approaches, it's an opportune moment to reflect on the indispensable role that sleep plays in our mental and physical health. Despite being a fundamental human need, sleep is often undervalued in our fast-paced society, leading to widespread sleep deprivation with significant consequences.

The Importance of Sleep for Mental and Physical Health

Sleep is crucial for maintaining optimal health. It facilitates the body's repair processes, supports cognitive functions, and regulates emotions.

The Mental Health Foundation reports that nearly half (48%) of UK adults acknowledge that poor sleep negatively affects their mental health.

Physically, inadequate sleep is linked to a heightened risk of heart disease, diabetes, and stroke. A study by Direct Line Life Insurance found that 14% of Brits sleep less than five hours per night, a duration considered dangerously low and associated with various health issues.

The Impact of Sleep on the Workforce

Sleep deprivation doesn't only affect individuals; it has broader implications for the workforce and economy. The Mental Health Foundation's survey revealed that 37% of working adults feel that work-related issues, such as workload and job security concerns, reduce their control over sleep.

This lack of sleep can lead to decreased productivity, impaired decision-making, and increased absenteeism.

The Rand Corporation estimates that sleep deprivation costs the UK economy up to £40 billion annually due to lost productivity.

Promoting Good Sleep: Support for Employers

Recognising the critical importance of sleep, organisations like PAM Wellness offer resources to help employers support their staff's sleep health. Their "Promoting Good Sleep" webinar provides valuable insights into the science of sleep and practical strategies to improve sleep hygiene. By integrating such programmes, employers can foster a healthier, more productive workforce.

Challenges Faced by Shift Workers

Shift workers, who constitute a significant portion of the UK's workforce, face unique challenges regarding sleep. Irregular hours can disrupt the body's natural circadian rhythms, leading to chronic sleep deprivation. The Guardian reports that night workers are at increased risk of health issues such as heart attacks, diabetes, and obesity.

Employers can support shift workers by implementing strategies such as:

- **Providing Education:** Offering training on sleep hygiene and the importance of maintaining regular sleep schedules.
- **Optimising Schedules:** Designing shift patterns that allow for adequate rest periods and consider the body's natural rhythms.
- **Creating a Sleep-Friendly Environment:** Ensuring that rest areas are conducive to sleep, with comfortable bedding and minimal light and noise.

Conclusion

As we observe World Sleep Day, it's essential to recognise that sleep is not a luxury but a necessity for good health and effective functioning. By prioritising sleep and implementing supportive measures, both individuals and employers can contribute to a healthier, more productive society.




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THE IMPORTANCE OF STAYING UP TO DATE WITH **DSE REGULATIONS**



At PAM Ergonomics, we understand the critical role that compliance with DSE regulations plays in protecting employee wellbeing and maintaining workplace productivity. Ensuring that your business adheres to the latest regulations is not just a legal requirement but also a key factor in fostering a healthier and more efficient work environment.

Understanding DSE Regulations

The Health and Safety (Display Screen Equipment) Regulations mandate that employers protect their workers from health risks associated with using DSE, including PCs, laptops, tablets, and smartphones. These regulations apply to workers who use DSE daily for continuous periods of an hour or more, commonly referred to as 'DSE users.'

Failure to comply with these regulations can lead to discomfort, fatigue, and serious musculoskeletal disorders affecting the neck, shoulders, back, arms, wrists, and hands. The consequences of improper workstation setups can not only harm employees but also lead to reduced productivity and increased absenteeism.

How Employers Can Protect Workers' Health

Employers are legally required to take the following steps to ensure the safety and wellbeing of their employees:

- **Conduct a DSE Workstation Assessment:** Evaluate workstations, equipment, furniture, and working conditions to identify potential risks.
- **Reduce Risks:** Implement measures such as providing ergonomic furniture, adjusting screen positions, and ensuring employees take regular breaks.
- **Offer Eye Tests:** Employees are entitled to an eye test upon request, and corrective lenses should be provided if necessary for DSE use.
- **Provide Training and Information:** Educate employees on the correct use of DSE, proper posture, and strategies to reduce strain and fatigue.

The Role of DSE Assessments

Regular DSE assessments are essential in maintaining a safe working environment. Employers must carry out assessments in the following situations:

- When a new workstation is set up
- When a new employee starts work
- When there are changes to an existing workstation or working conditions
- When employees report discomfort or health issues related to DSE use

DSE assessments carried out by trained DSE assessors provide invaluable insights, clarify any uncertainties, and ensure that appropriate corrective measures can be implemented to support colleagues.

To support employers, we offer a range of DSE assessments designed to ensure colleagues workstations are set up for success and reduce the risk of potential musculoskeletal (MSK) injury through DSE use.

Are options include:

- **An online DSE Assessment:** An online based questionnaire designed to highlight any immediate requirements to improve a colleague's workstation, and provide recommendations for any suitable ergonomic enhancements, and additional DSE services if required
- **A Virtual or In-person DSE Assessment:** Delivered face-to-face or virtually, our expert DSE assessors carry out a physical assessment of a colleagues Visual Display Unit (VDU) setup considering any physical injuries, traumas, potential risks and overall physical concerns. Our Assessors explore all physical/ergonomic issues related to the working area including equipment, furniture, and environment.

These assessments reduce the risk of health issues like eyestrain, headaches, and musculoskeletal (MSK) conditions. Tips, insights, practical tips and product recommendation are shared in a comprehensive report.

- **A DSE Walkaround:** Delivered face-to-face, our DSE Assessors take part in an onsite visit, assessing areas with several workstations. The DSE Assessor will walk around and initially observe any significant issues/ risks with the workstations, having conversations with the users to identify if they have any Musculoskeletal (MSK) issues.

Recommendations are provided to colleagues where MSK issues are noticed, which may require a more detailed DSE assessment or Ergonomic Workstation Assessment. Any MSK issues noticed, we will provide recommendations of colleagues who may need a more detailed DSE assessment.

The Importance of Work Routine and Breaks

A well-planned work routine is crucial for preventing the negative effects of prolonged DSE use. Although there is no fixed legal requirement for break duration, best practices suggest frequent short breaks (5-10 minutes per hour) rather than fewer extended ones (20 minutes every 2 hours). Employees should ideally have the flexibility to decide when to take breaks, ensuring that they can maintain a healthy posture and avoid strain.

In many workplaces, natural task variations such as attending meetings or making phone calls can provide sufficient breaks. However, in roles with continuous screen use, employers must actively schedule rest breaks and encourage movement. Break-monitoring software can be a helpful reminder, but it is ultimately the employer's responsibility to ensure proper work planning.

Why Staying Up to Date Matters

DSE regulations evolve to reflect new research, technology, and workplace trends. Keeping up with these changes ensures that your business remains compliant and continues to prioritise employee wellbeing. Failing to do so can result in:

- Increased health issues and workplace injuries
- Reduced productivity and employee morale

By staying proactive, regularly updating workstation assessments, and investing in ergonomic solutions, employers can create a safer, more comfortable, and legally compliant work environment.

How We Can Help

As a trusted service provider, we offer expert advice, professional workstation evaluations, and high-quality ergonomic solutions tailored to your business needs. Whether you need a comprehensive assessment, ergonomic furniture, or training for your team, we are here to support you in maintaining compliance and enhancing workplace wellness.

Find out more about our range of services [here](#). You can also find a range of ergonomic products [here](#).

[Contact us](#) today to schedule a DSE assessment and ensure your workplace is both safe and productive.





Active for April: Embracing Physical Activity for Enhanced Health and Wellbeing

As the days grow longer and the promise of spring beckons, April presents an ideal opportunity to revitalise our commitment to physical activity. Engaging in regular exercise is not merely a lifestyle choice but a cornerstone of robust health and overall wellbeing. This article delves into the significance of physical activity and offers practical strategies to help employees incorporate more movement into their daily routines, both within and beyond the workplace.

The Importance of Physical Activity for Health and Wellbeing

Regular physical activity yields a multitude of health benefits. It significantly reduces the risk of major illnesses, including coronary heart disease, stroke, type 2 diabetes, and certain cancers. Engaging in exercise can lower the risk of early death by up to 30%.

Beyond physical health, exercise plays a pivotal role in mental wellbeing. Regular activity is associated with improved mood, reduced stress levels, and a decreased risk of depression. A study highlighted that members who exercise at least three days a week have a 33% lower risk of anxiety and depression compared to their less active counterparts.

Despite these advantages, physical inactivity remains a pressing concern in the UK, contributing to one in six deaths and costing the nation an estimated £7.4 billion annually.

Top Tips to Enhance Physical Activity for Employees

Integrating more movement into the workday can be challenging, but with deliberate strategies, employees can boost their activity levels and, consequently, their health and productivity. Here are some practical suggestions:

1. Encourage Regular Breaks: Promote the habit of taking short, frequent breaks to stand, stretch, or walk. Even brief periods of movement can counteract the adverse effects of prolonged sitting and enhance focus upon returning to tasks.

2. Incorporate Active Meetings: Transform traditional meetings by introducing walking discussions or standing sessions. This approach not only increases physical activity but can also stimulate creativity and engagement.



3. Facilitate Active Commuting: Encourage employees to walk or cycle to work, or to park further from the office to include a short walk. Providing facilities such as bike racks and changing rooms can support this initiative.

4. Promote Use of Stairs: Motivate employees to opt for stairs over lifts. This simple change can contribute significantly to daily activity levels and cardiovascular health.

5. Offer Flexible Working Hours: Allowing flexible schedules can enable employees to engage in physical activity during the day, such as attending a fitness class or going for a run during lunch breaks.

6. Provide On-site Fitness Resources: If feasible, offer on-site fitness classes or create spaces equipped for exercise. This convenience can encourage employees to incorporate workouts into their routines.

7. Organise Workplace Challenges: Initiate friendly competitions, such as step challenges or activity bingo, to foster a culture of health and motivate employees to be more active.

8. Educate and Raise Awareness: Provide information on the benefits of physical activity and practical tips to incorporate movement into daily life. Workshops or seminars can empower employees with knowledge and motivation.

Conclusion

Embracing physical activity is a vital step towards enhancing health and wellbeing. By implementing these strategies, employees can seamlessly integrate more movement into their daily routines, leading to improved physical health, elevated mood, and increased productivity. This April, let's commit to being more active and reaping the myriad benefits that come with it.

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MSK MYTH BUSTING:

The Truth About Diagnostic Imaging and Recovery

Do You Really Need a Scan to Diagnose Pain?

One of the most common misconceptions in musculoskeletal (MSK) health is that diagnostic imaging—such as X-rays, MRIs, or CT scans—is essential to identify the cause of pain. In reality, a detailed clinical assessment, including subjective (patient history) and objective (physical examination) findings, is often sufficient to make a diagnosis. While imaging can be useful in certain cases, it is not always necessary and can sometimes do more harm than good.

Understanding Back Pain: Why Scans Don't Always Help

When it comes to back pain, research shows that:

90-95% of cases are non-specific, meaning there is no single identifiable cause.

Only 5-10% are specific, where symptoms directly correlate with findings on an investigation.

Serious pathology is very rare in back pain cases.

Many people believe that getting an MRI will pinpoint the exact cause of their pain. However, studies show that up to 90% of pain-free individuals have findings like disc degeneration, joint changes (often labelled as arthritis), or other abnormalities on their scans. This means that seeing these changes on an MRI does not necessarily mean they are the cause of pain.

The Downside of Unnecessary Scans

In some cases, getting a scan can make things worse. When patients see terms like 'degeneration' or 'disc bulge' on their reports, they may develop fear-avoidance behaviour—avoiding movement or exercise due to fear of causing harm. This can delay recovery and increase disability. Scientific studies now indicate that prolonged rest and avoidance of activity for lower back pain can actually lead to higher pain levels, poorer recovery, and longer absence from work.



Common Types of Diagnostic Imaging

While imaging plays a role in certain conditions, it is important to understand its purpose:

X-Ray: Used to diagnose fractures, joint dislocations, and changes in bones.

CT Scan: Uses X-rays to create 3D images of bones, blood vessels, and soft tissues.

MRI: Produces detailed images of soft tissues and organs; helpful in identifying ligament or tendon injuries.

Ultrasound: Uses high-frequency sound waves to examine soft tissues and guide injections.

Imaging can help identify structural changes, but the focus should always be on treating the symptoms rather than just the condition seen on a scan.

The Biopsychosocial Approach to Pain Recovery

As MSK clinicians, we follow the Biopsychosocial model, which considers biological, psychological, and social factors in pain management.

A common myth is that rest is the best way to recover from an injury. Many people believe that if a movement causes pain, it means further harm or damage is occurring. However, modern research suggests the opposite:

Bed rest should be avoided where possible. Staying active and returning to work and daily activities as soon as possible promotes better recovery.

Pain does not always mean damage. Multiple factors—such as stress, emotions, and past experiences—can contribute to pain perception.

The key to recovery is movement. Adaptive loading (gradual reintroduction of activity) helps tissues adapt and strengthen over time.

The Role of Language in Pain Perception

The words we use to describe pain and injuries can have a significant impact on recovery. Patients often hear terms like:

“Your spine is crumbling.”

“You have slipped discs.”

“Your joints are full of arthritis.”

These phrases can be alarming and may reinforce fear-avoidance behaviour. Instead, clinicians focus on positive, evidence-based language to encourage confidence in movement and recovery.

Is Massage Still Part of Physiotherapy?

Many people associate physiotherapy with massage and expect hands-on treatment as a primary method of recovery. While massage can have benefits in certain cases, modern MSK rehabilitation focuses more on education, exercise, and self-management.

Physiotherapy is not a passive treatment where the therapist ‘fixes’ the patient. Instead, it empowers individuals to take an active role in their recovery through guided movement, strength training, and lifestyle adjustments.

Key Takeaways:

A diagnosis can often be made without imaging, based on clinical assessment.

Imaging findings do not always correlate with pain.

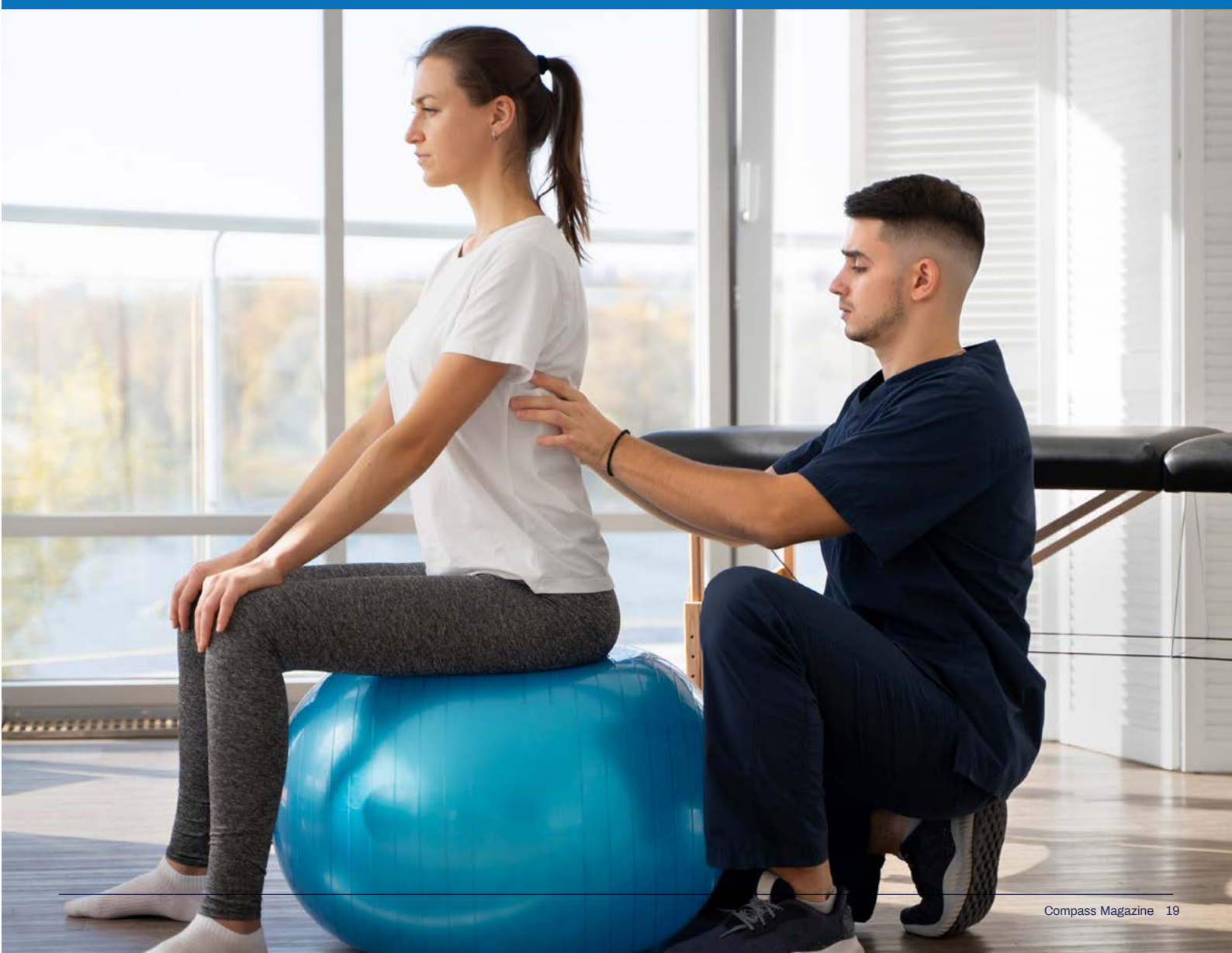
The best approach to MSK recovery is staying active, building strength, and maintaining movement.

Avoiding movement due to fear of pain can prolong recovery.

Language and patient education play a crucial role in overcoming pain.

If you're dealing with MSK pain, remember— seeking guidance from a specialist who follows an evidence-based, holistic approach can help you recover faster and more effectively.

If you want to find out more about our range of services to help with the assessment and management of MSK related pain go to: <https://pamphysiosolutions.co.uk/services/>



WHAT IS HEALTH RISK MANAGEMENT IN THE WORKPLACE & WHO IS RESPONSIBLE?



Occupational Health (OH) is concerned with how health affects work and work affects health. OH, supports employers in discharging their duty to risk management. Health risk management in the workplace involves identifying, assessing, and controlling risks to employees' health. This process is crucial for preventing workplace or occupational illnesses, thereby ensuring a healthy working environment.

KEY COMPONENTS OF HEALTH RISK MANAGEMENT

1 | Hazard Identification:

The first step is to identify potential hazards that could harm employees. These hazards can be physical (e.g., machinery, noise), chemical (e.g., toxic substances), biological (e.g., bacteria, viruses), or psychosocial (e.g., stress, harassment).

2 | Risk Assessment:

Once hazards are identified, the next step is to assess the risks associated with each hazard. This involves evaluating the likelihood of the hazard causing harm and the severity of the potential consequences. response: [Health is everyone's business - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/collections/health-is-everyones-business).

3 | Control Measures:

After assessing the risks, appropriate control measures must be implemented to eliminate or reduce the risks. These measures can include engineering controls (e.g., ventilation systems), administrative controls (e.g., training, policies), and personal protective equipment (PPE). Commonly called the hierarchy of controls: Eliminate, substitute, engineering control, administrative control, and PPE. PPE is the last line of defence.



4 | **Monitoring and Review:**

Continuous monitoring and regular reviews are essential to ensure that the control measures are effective and to identify any new hazards that may arise.

It is with this latter point that OH supports employers. By screening the health of those who may be affected by the hazard and risk, they are able to identify quickly whether the controls are working and reduce the risk of long-term health damage.

In circumstances where the role of the individual is considered safety critical upon risk assessment by the employer. The employer may decide to assess the health of individuals to reduce the risk. This could include assessing vision, range of movement, blood pressure, BMI, hearing, lung function, drug, and alcohol testing etc. What is assessed, is dependent on the risks involved. In many circumstances, the industry dictates this, for example, Oil & Gas, construction, rail etc. OH, can support employers to identify the standards in some circumstances, however, it remains an employer's responsibility.



WHO IS RESPONSIBLE FOR HEALTH RISK MANAGEMENT?

Responsibility for health risk management in the workplace is shared among various stakeholders according to [The Management of Health and Safety at Work Regulations 1999](#)

1 | Employers:

Employers hold the primary responsibility for ensuring a safe and healthy workplace. They are required to conduct risk assessments, implement control measures, and provide training and resources to employees.

2 | Employees:

Employees also have a role in maintaining workplace safety. They must follow safety procedures; use provided PPE and report any hazards or incidents to their supervisors.

3 | Health and Safety (H&S) officers and representatives:

These individuals, help to identify hazards, conduct risk assessments, and communicate safety information to employees

4 | Government Agencies:

Regulatory bodies, such as the Health and Safety Executive (HSE) in the UK, set safety standards, conduct inspections, and enforce compliance with health and safety laws: [HSE: Information about health and safety at work](#)

Occupational Health

OH, usually have additional higher education qualifications which provide them with expertise in workplace health; - prevention, promotion, and management. They are a support function for the employer, the employee and H&S as they focus on work-related ill health. OH, can assist with identifying risks to health and support with advice on minimising these. The HSE may dictate the use of OH where certain risks are identified such as vibration, noise, dust, fumes, lead, ionising radiation, and biological risks. [Occupational health - Overview](#)

In conclusion

Effective health risk management can significantly reduce workplace illnesses. Health risk management is a collaborative effort that involves identifying hazards, assessing risks, implementing control measures, and continuously monitoring and reviewing practices. Employers, employees, health and safety representatives, and government agencies all play crucial roles in ensuring a safe and healthy workplace. OH, supports all parties and is mandated in some circumstances.

Compass Magazine wishes to thank its contributors from PAM Groups businesses:



PAM OH Solutions is a national Occupational Health provider. We work with clients across all industry sectors, delivering a flexible range of high quality, pro-active and cost-effective services. Combining the traditional values of professional integrity and good customer service with a modern progressive approach to service delivery.

We deliver efficient and fit for purpose Occupational Health solutions to improve attendance and reduce absence in full compliance with legislation. Our approach extends beyond simply providing a reactive management referral service, we aim to forge strong working relationships with our clients, working in partnership to deliver tailored absence management solutions.



PAM Wellness Solutions was born out of a need to support our customers and their employees from a holistic health and wellbeing perspective in 2009, expanding on the physical health and rehabilitation services that our occupational health sister company has expertly provided since 2004.

Our suite of corporate health, neurodiversity, psychological and wellbeing solutions enables organisations the option to engage with a strategic wellbeing partner to support their employee's whole health and wellbeing needs, and for their employees to benefit from the multidisciplinary expertise of our extensive team. We work strategically to implement proactive workplace health and wellbeing solutions, to help organisations and their people thrive.

- Corporate Health Assessments
- Psychological Services
- Employee Assistance Programme
- Trauma and Critical Incident Support
- Neurodiversity diagnosis and screening
- Menopause Support
- Drug and Alcohol Programme
- Mediation and Whistleblowing
- Workplace Needs Assessments
- Assistive Technology & Ergonomics
- Management Coaching
- Wellness Training, Workshops & Webinars
- Corporate Blood Testing

We are a specialist business under PAM Group and are proud to offer an extensive range of high-quality services, focussing on all of the five pillars of wellbeing.



PAM Physio Solutions provide a variety of physiotherapy solutions and specialist services to ensure speedy, proactive, and early intervention with a focus on clinical excellence and healthy outcomes for clients. We're committed to client and customer wellbeing and offer comprehensive, end-to-end physiotherapy solutions bringing clinical excellence and product-based solutions to our client's workspaces.



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