



PAM Group



Health & Wellbeing Solutions for a Healthy & Productive Workforce

www.pamgroup.co.uk

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PAM Group

PAM Group was formed in 2004 and are now the largest privately owned Occupational Health, Rehabilitation, Wellbeing and Absence Management company in the UK and Ireland. PAM is a partner to more than 3 million employees across over 1,000 clients in the public and private sectors.

We help our clients to improve their employee health and wellbeing through a variety of programmes, products, and services. Our services allow clients opportunities to improve their competitiveness by encouraging and helping their employees remain physically and mentally healthy and productive.

Our Values

PAM Group commits to work with and for our clients; our business success is built on our reputation to deliver excellence and our clients can rely on our quality, commitment and value for money. We achieve this by following four simple goals: **Everyday things that matter.**



Choice

Giving clients the reason to choose us to provide their services



Quality

Providing the highest levels of service to all clients, every day



Value

To always give clients value for money



Expertise

To be the best we can be every day

Occupational Health Services

PAM OH Solutions delivers quality-driven Occupational Health services aimed at preventing industrial injury and supporting the management of sickness absence.

These services include:



Fitness For Work

These assessments ensure that the individuals are fit to work and can be referred for follow up assessment if the results are of concern.



Absence Management

Helping referring managers understand their employees' medical condition and provide advice and guidance surrounding return to work, reasonable adjustments and fitness for work.



Ill Health Retirement

Our clinicians provide guidance on an individual's suitability for ill health retirement by obtaining GP and or specialist reports and assessing the individual in support of their IHR application.



Health Surveillance

On-site or via mobile unit our technician and OHN's provide assessments to monitor the effects of work on health in line with HSE guidance. These tests include audio, respiratory, skin, HAVS and specialist safety critical medicals such as working at height.



Immunisation & Vaccination

Providing immunisations such as Hep B, Rabies, MMR to employees and blood testing in our own laboratories for various illness/diseases Needlestick services and flu vaccinations, COVID support.



Pre-Placement Screening Medicals

Medical questionnaires are sent digitally via our client portal to prospective employees to ensure that you can be confident that new employees joining your business are fit to perform the role for which they have applied.



Day One Absence Management

A 24/7 365 service taking calls from our client's employees who are unwell and unable to work. They are given basic medical advice and signposted for further support to facilitate an expedient return to work.



Physiotherapy solutions

Our evidence-based occupational health physiotherapy focuses on improving movement and function for those affected by injury, illness or disability.



Medication Advice Line & Drug & Alcohol Screening

24/7 365 service providing urgent fit to work confirmation for individuals in safety critical roles who are taking prescribed medication. Drug and Alcohol screening service including random and for cause testing.



Ergonomic Assessment & Equipment

Our Ergonomic Assessments in the workplace protect employees from the risks of musculoskeletal disorders.



1 in 2 employees report that they have been adversely affected by NHS delays, and with presenteeism* at an all-time high, there has never been a more urgent requirement for Occupational Health elsewhere.¹

PAM OH Solutions is a national occupational health provider. We work with clients across all industry sectors throughout the UK and Ireland. Our occupational health services deliver a flexible range of high quality, pro-active and cost-effective services to prevent industrial injury and support the management of sickness absence.

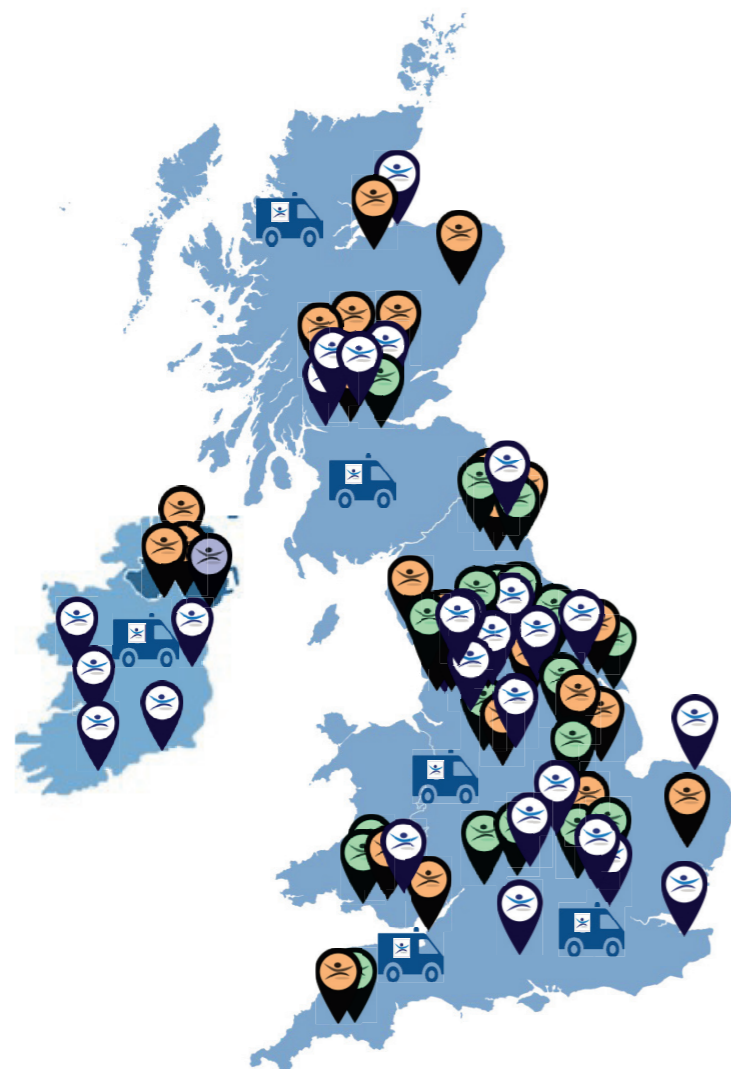
We combine the traditional values of professional integrity and good customer service with a modern progressive approach to service delivery.



Visit www.pamgroup.co.uk to find out more

Our Clinics

We operate from a network of 26 main clinic hubs and have over 600 remotely based clinicians throughout the UK, as well as a fleet of mobile clinics ensure easy access to our services.



PAM Regional & Satellite Clinic



PAM OHA (employed) Network



NI Associate Partner



PAM OT (employed) Network



PAM Mobile Clinic

European Capability

PAM Group also have capability beyond the UK and Ireland, and a strategic EAP partnership arrangement offering Employee Assistance Programmes in more than 190 countries. If you would like to learn more about how we can support your organisation internationally, please contact us.

Why Choose PAM?

High quality end-to-end services within the Occupational Health and Wellbeing arena



Providing a complete range of proactive and reactive OH and Wellness Solutions



Services are not outsourced, therefore controlling data, quality, and costs for clients



Experience working with partners and direct clients across the private, public, SME and charity sectors



A range of accreditations and memberships demonstrating a commitment to ongoing best practice



Multi-disciplinary, experienced team of Clinicians, Psychologists, Physiotherapists and Biomedical Scientists



PAM Physio Solutions

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.

- Physiotherapy Information Online (PHIL)
- Rehabilitation Services
- Workstation Assessments & Ergonomics Services
- Training & Programmes
- Library of Resources
- Business Focused Reports & Advice

Offering comprehensive, end-to-end physiotherapy solutions bringing clinical excellence and product-based solutions to our client's workspaces.

Ireland's leading provider of Occupational Health services

Corporate Health Ireland is part of the PAM Group and one of Ireland's leading nationwide providers of Occupational Health Services with integrated IT solutions across the UK and Ireland.

CHI provides quality specialist occupational health services throughout Ireland and in addition through our affiliated companies we provide consultancy as far afield as the Middle East and United States.

CHI provides consultant led, customer focused occupational health services to suit the needs of individual organisations.

Services include:

- Medical Assessments
- Health Surveillance
- Occupational Health Nurses
- Consultancy Services
- Vaccination & Travel Health
- Medical Screening
- Specialist Areas



 **Cork**  **Limerick**  **Dublin**  **Waterford**  **Galway**

Visit www.chi.ie to find out more

Wellbeing, Neurodiversity & Health Services

PAM Wellness Solutions are a complete Wellbeing, Neurodiversity Solutions and Corporate Health provider, proudly offering clients a full end-to-end service.

These services include:



Psychological Services
Supporting individuals with mental health through specialised counselling.



Blood Testing
Our laboratory provides diagnostic blood testing services to employers and organisations.



Employee Assistance Programme
Supporting employees with their mental health through our EAP helpline.



Workplace Needs Assessments
Our team of specialists carry out a range of assessments to support individuals at work including visual and hearing.



Trauma & Critical Incident Support
Supporting organisations to reduce psychological injury after a traumatic event or critical incident.



Assistive Technology
Assessment and supply of ergonomic equipment alongside software to support specific tasks at work.



Neurodiversity Solutions
Support and develop the neurodivergent employees in your workforce.



Consultancy
Our team of occupational psychologists are available to provide consultancy to HR and DE&I Departments.



Corporate Training & Workshops
Support for employees and managers develop awareness of health and wellbeing topics.



End-to-End Funding Application
Support with Access to Work grant and funding to support your employees.



Menopause Support
Support for women who are experiencing perimenopause and menopausal symptoms.



Whistleblowing & Mediation
Supporting employees through workplace concerns and disputes.



Diagnostics & Screening
Identifying health risks before they become problems and guiding employees to make better decisions about their future.



PAM Assist Wellbeing App
PAM Wellness Solutions mobile health app that supports all aspects of wellbeing.



PAM Wellness Solutions provide pro-active psychological health, wellbeing and neurodiversity solutions, an Employee Assistance Programme (EAP) and corporate health screening.

We support organisations across the public, private and charity sectors, working with clients of all sizes throughout the UK and Ireland to; reduce absence, minimise work-related stress and boost resilience that can help improve employee productivity, health and wellbeing in the workplace.



86% of employees believe their organisation has responsibility for their health and wellbeing, with two-thirds (62%) saying wellbeing support provided makes them less likely to want to move elsewhere.¹

Visit www.pamwellbeing.co.uk to find out more

What PAM Clients Say

“Our staff have benefited enormously from the trauma and critical incident support delivered by PAM. It has sign-posted them to relevant therapies, so they can recover and thrive at work.”

The restrictions brought in to reduce the spread of the coronavirus throughout prisons have been challenging for both prisoners and staff. Prisoners living in even more restrictive regimes, with a ban on family visits for a time, and completely new ways of working have all contributed to new challenges for staff.

Critical incidents, such as assaults on Prison Officers and Operational Support Grade staff, require appropriate levels of support. With PAM Wellbeing, our trauma and critical incident partner providing staff support, we have had to change the way we work; with the majority of debriefs now carried out virtually, so people don't miss out on the help and assistance this provides, by creating a safe place to look at impacts, reactions and symptoms.”

“When the government announced it was safe for people to come out of shielding, we had a total of 4,500 people who had been off work for several months. People were naturally feeling anxious about returning to work.

To help them overcome their concerns and recover any loss of physical or mental health, we invited PAM Group to carry out a return-to-work Programme, featuring clinical assessments based on the latest clinical evidence and guidelines.

This enabled 50% of individuals to come out of shielding, after clinical reassurance that it was safe to do so, and 30% to return after some further intervention. This included physiotherapy recommendations, to help them regain strength and reconditioning after lack of months of reduced activity, or counselling or cognitive behavioural therapy (CBT), to help them address anxiety and other mental health issues that had developed after months of being isolated at home.”



PAM Group

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The Prince's Responsible Business Network
Race at Work Charter signatory

