



International Occupational Health Third Party Administrator Services



Bcerta Provenance

Following the successful development of a highly respected UK wide OH company, Healthsure UK, Bcerta was formed in 2009 by Jim Brannan, BAcc., CA, to meet the needs of multinational companies which understand the benefits of managing the health of their international workforce. Jim has 24 years' experience of delivering solutions to diverse organisations on every continent.

Based in Glasgow, Scotland, UK, Bcerta manages OH for clients in 70 countries in many business sectors such as Finance/Banking, Data, Media, Energy (Oil, Gas, LPG), Professional Services, Retail/Garden Nurseries, Infrastructure, Biologics, Medical Instrumentation Products, Military, Education, Legal/Accounting and others.

What is an Occupational Health TPA (OHTPA)?

A complete Occupational Health service for a multinational company will comprise many different service providers in various locations involving multiple provider relationships, administration and payment systems. An OHTPA steps in and acts as the sole (or lead) contractor and manages these services using its knowledge and central systems to support the client.

Benefits of Occupational Health

Fit and healthy workers are more productive. By investing in Occupational Health, companies will experience better staff productivity, reduced absences and staff cost, reduced life and health Insurance costs, workers compensation and achieve compliance with corporate and social responsibility policies.

Key Challenges Managing OH for International Companies:

- ✦ International Corporate Policy v Local Regulations Compliance
- ✦ International Data Protection and Anti-discrimination Legislation
- ✦ Delivery of Consistent Medical Assessment Standards especially in Emerging Markets
- ✦ Cost Control/Appropriateness of Spend and Value for Money
- ✦ Management Systems and Information Reporting



Hidden Cost of Running Multi-country OH Services

- ✦ Ineffectiveness through lack of concentration of knowledge
- ✦ Process difficulties via multiple systems and lack of data consolidation, best practice, common reporting and results validation
- ✦ Inefficiencies from multiple parties, small scale, practice variation and overcharging by local vendors
- ✦ Costs of systems maintenance, training, quality assurance, data management, vendor management

Bcerta OHTPA Services

- ✦ Consulting to establish clients' OH obligations in multiple countries and design compliance programmes
- ✦ All core OH services are provided - Pre-employment/New Starter, Periodic/Health Surveillance medicals, Attendance Management (Inc. specialist psychological assessments), Travel Medicine, Executive and Staff Health checks and Exit medicals
- ✦ Via partners we provide – Psychological Support (EAP, TufMinds App and Programme, Counselling), Physical Support and Rehab, Occupational Hygiene and more.
- ✦ We work with nominated existing providers to our clients if they meet agreed medical, reporting and financial criteria

IT and Data

Bcerta's proprietary BENE (Bcerta Electronic Network Engine) IT system is a bespoke OH case processing system which efficiently processes and stores medical data under the strictest of controls. Data is only processed based on employees' informed consent and in full compliance with GDPR (or equivalent standards).

Benefits of the Bcerta OHTPA Delivery Model

- ✦ One central contractual point for clients
- ✦ Bcerta manages local providers performance (N.B in some circumstances it is mandatory that the client must have contracts in place with local vendors)
- ✦ OH information stored centrally
- ✦ Compliance via central OH standards being applied universally
- ✦ Efficiencies through one on-line system to manage and report each employee's Fitness for Duty
- ✦ Cost reductions:
 - Internal staff savings by reducing the need for OH management in multiple countries
 - Management of local vendors to eliminate unnecessary medical assessments and overcharging
- ✦ Management Information:
 - Compare employee health results across the business sections
 - Enable regular review of the effectiveness of OH strategy
 - Determine future deployment of OH resource to best effect
- ✦ Centralised billing and Vendor Payment

Programmes are tailored for each client based on existing client standards or Bcerta can assess and develop appropriate medical programmes for each client.