



CORPORATE PROFILE

Enhancing Workplace Vitality



INCON HEALTH provides a comprehensive, integrated outsourcing service for Occupational Health and Safety, Employee Assistance Programs on a national basis, Compensation for Injury on Duty Administration (COIDA) and Training and Development programmes.

INCON HEALTH was founded in 1987 with established offices in Cape Town, Centurion and Kimberley. Our employees are all qualified and skilled in their respective areas of expertise. We also have access to a pool of leading advisors and intellectual input enabling us the ability to remain at the forefront in our field of expertise and pro-active on service innovation for our clients. We believe that a company's biggest asset is its people. If you have a happy and healthy workforce your business will flourish. We assist your business to create a healthy and safe work environment and provide support for employees to develop a healthy body, mind and soul and to take responsibility for their own health and safety.

Our philosophy is about enhancing workplace vitality. Our aim is to keep your employees at work, as healthy and productive as possible.

VISION

To enhance workplace vitality by being the most dynamic and reliable service provider.

MISSION

To be a professional and profitable organisation that stays ahead of competition by developing new products and services based on the needs of existing and potential clients.

The involvement and passion with which the team interacts with each of our clients, makes it a different experience that nurtures long term relationships.

Our employees are the cornerstone of the business and we aim to preserve a loyal and competent workforce.

Ethical Business Practice
Professionalism
Integrity
Objectivity
Excellence

WHAT DOES LEGISLATION REQUIRE?

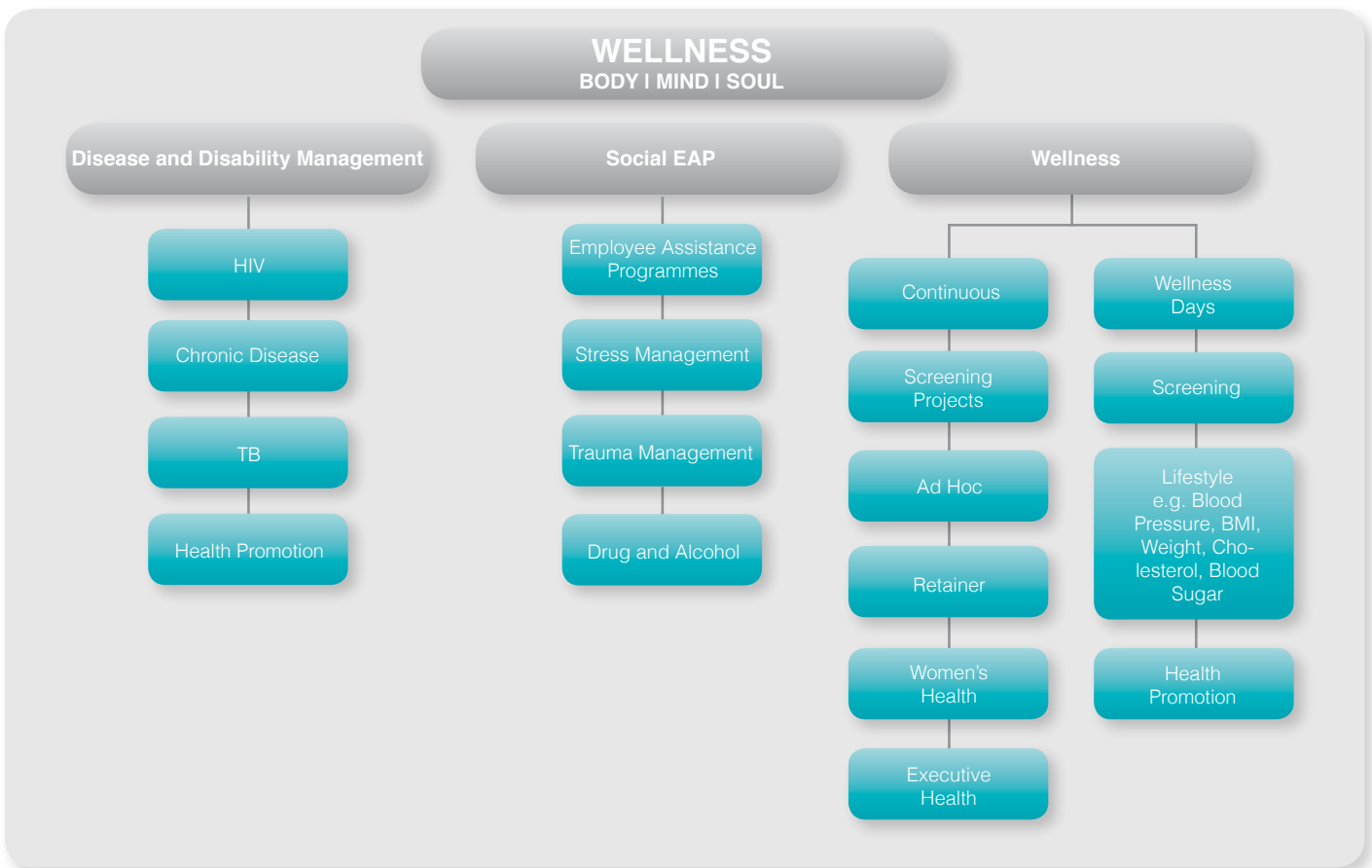
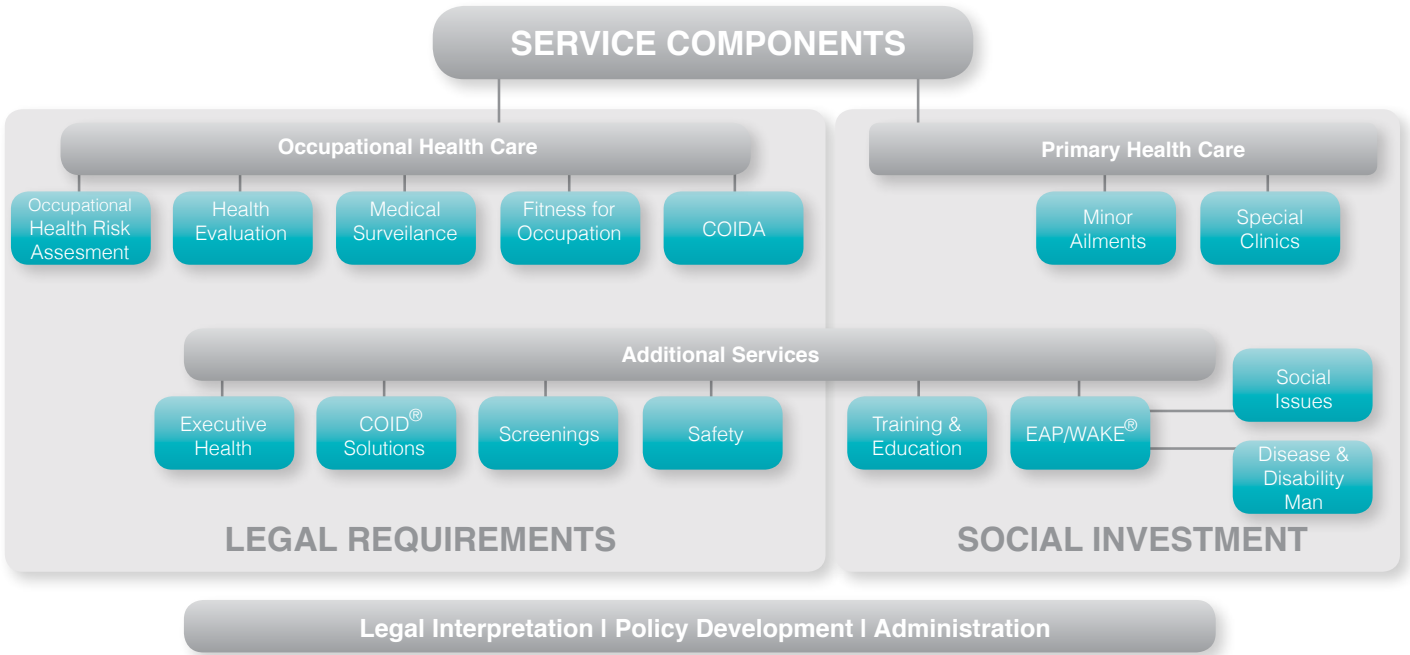
INCON HEALTH provides cost effective programmes that comply with the requirements of legislation, based on the following legislative structures:

- Occupational Health and Safety Act (No 85 of 1993) - OHSA
- Compensation for Occupational Injuries and Diseases Act (No 130 of 1993) - COIDA
- Basic Conditions of Employment Act - BCEA
- Labour Relations Act – LRA

ADMINISTRATION AND IT

INCON HEALTH's service delivery is backed by three self-developed computer software programmes i.e. Performer[®], EAP/WAKE[®] COID Solutions[®]. These programmes enable **INCON HEALTH** to have immediate access of data which provides the platform for a structured administrative system.

OUR SERVICE COMPONENTS



OCCUPATIONAL HEALTH

Occupational Health Risk Assessment

Identification of all risks within the work environment (e.g. Physical, Chemical, Biological, Ergonomical, Psycho-social).

Health Evaluations

To determine the employee's health status in terms of his / her job specifications e.g. Pre-employment medical examinations (*enabling the correct placement of workers according to their physical and mental compatibility to job specifications*) and Exit medical examinations (*recording the health status of workers on termination of service to prevent later litigation*). This includes a full assessment based on medical history.

Medical Surveillance

Development of a Medical Surveillance Programme monitoring the health status of workers exposed to identified health hazards in the workplace. Periodical, transfer and special medical screenings will be undertaken when required. Examples of screening activities: Blood, Urine, Audiometry, Lung Function, etc.

Fitness for Occupation

Determine an employee's fitness for work for his/her specific occupation (based on identified chronic diseases) e.g. Psychiatric condition, Hypertension, Diabetes, Epilepsy, Asthma.

Executive Health

The Incon Health Executive Wellness Programme has been developed to assist the company to identify and manage the business risk associated with the illness and work performance impairment of its executives. We will assist executives to reduce health risk and manage illness, achieve their expectations of health and create perspectives that lead to positive adjustments in their health and lifestyle.

COIDA / Compensation Claims

We provide assistance with the management of all COID documentation and liaise directly with the Compensation Commissioner. We apply for rate reductions and rebates where applicable. The administration is supported by our computer software programme COID Solutions[®] which provides the administrative platform.

Screening

Medical Surveillance and Health Evaluations on an ad hoc basis as required.

Safety

The objective is to assist the client to comply with all Safety Regulations as well as investigation of incidents / injuries, identification of unsafe work environments and preparation for the Department of Labour investigations. Involvement with the Health and Safety committee, Safety Representatives and monthly reporting.

PRIMARY HEALTH CARE

Minor Ailments / Special Clinics

This includes all minor ailments (e.g. headaches, stomach ailments etc) and Special Clinics (e.g. Diabetes, Family Planning, Cholesterol etc).

Training and Education

Formal training based on identified needs e.g. Peer Educator, Peer Counsellor, Health & Safety, First Aid etc.

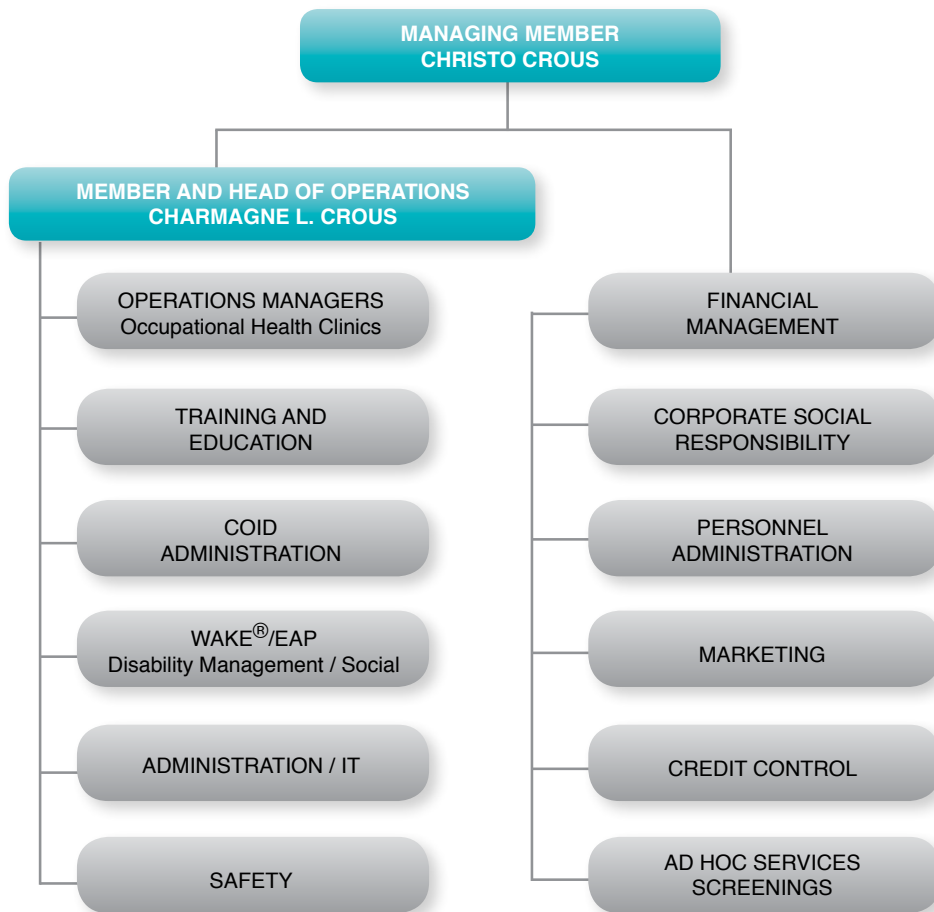
Ongoing education through the coordination of health education programmes such as AIDS awareness, Depression, Stress Management, Substance Abuse and Family Planning.

EAP WAKE[®] and Disease & Disability Management

The WAKE[®] programme is unique due to the fact that we address MEDICAL (Disability & Disease Management) and SOCIAL issues (e.g. Alcohol / Drug abuse, Depression, HIV / AIDS, Stress Management), through early interventions.

ACHIEVEMENTS

- NOSA Awards
- Accreditation with HWSETA
- SABS 9001: 2008 Certification
- B-BBEE Level 2 rating
- Mediclinic Service Provider of 2011



OUR CLIENTS INCLUDE:

HEALTH

Agrana
Actom
Amaize Foods
Colourtone Aries
Baker Shoes
Carnaud Metal Box
Corobrik
De Hoop Brick Yard
Distell (National)
Dixon Batteries
DPI Plastics
ER24
The Foschini Group
Green Cross
GUD Filters
HW Foods
Idwala Lime
Ithemba Labs
John Bean Technologies
Mediclinic Southern Africa
UD Trucks
Media 24
Paarlvallei Botteling
Pioneer Group (Bokomo Foods, Heinz Foods)
PPC
Retail Credit Solutions (RCS)
Saint Gobain Construction Products
Sea Harvest
Gemalto SA
Tiger Consumer Brands

COID ADMINISTRATION

Actom
Aries Packaging
Corobrik
De Hoop Brick Yard
Distell (National)
Deli Spices
ER24
False Bay Vineyards
The Foschini Group
Groot Constantia
Industrial Hard Chrome
Origin Wine
Medical Human Resources
Mediclinic Southern Africa
Megamix
Paarlvallei Botteling
Retail Credit Solutions (RCS)
Sonnendal Dairies

SCREENING

Afgri Veevoere
Boland Pulp
Cipla Medpro
Corobrik
Durbanville Hills Wines
First Rand Bank
G4S Secure Solutions
Graham Beck Wines
Heritage Plant Hire
Megamix
Midas Paints
PPC Cement
Road Mac
Rocla
SAN Parks
Wellington Fruit Processors
Origin Wine
Capitec
Danisco

TRAINING

Distell
The Foschini Group
First Rand Bank
Groot Constantia Trust
Mediclinic Southern Africa
Pioneer Foods Group
PPC
Retail Credit Solutions (RCS)
Sonnendal Dairies

SAFETY

Aries Packaging
Boland Pulp
Darling Cellars
Deli Spices
Groot Constantia Trust
Sonnendal Dairies

EAP

Carnaud Metal Box
Distell
The Foschini Group
Ithemba Labs
Mediclinic Southern Africa
UD Trucks
Retail Credit Solutions (RCS)
Gemalto SA

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