

ENA Occupational Health Committee



Health Surveillance

These case studies are designed to outline the overall management of health surveillance programmes within ENA member companies, and so identify different approaches to the management of surveillance programmes and examples of good practice.

Company Name: E.ON UK

1. How do you identify health risks and how does this influence the development and planning of your surveillance programme - including frequency, content and delivery (e.g. questionnaire, face to face)?

The Occupational Health service within E.ON delivers the following interventions in the identification, prevention, control and monitoring of risk for its 18,000 employees:

- Workplace Assessment, to identify specific hazards in relation to individual and population health;
- Health assessments, including, pre employment health screening, fitness to work assessments; and
- Health Surveillance which monitors effectiveness of control measures and detects early signs of work related ill health among employees exposed to specific risk.

Health Surveillance carried out on craftsmen includes assessment in relation to:

- Noise
- COSHH (Respiratory and skin hazards)
- Hand Arm Vibration

Health surveillance assessments include, audiometry, lung function testing, skin surveillance and vibration assessment based on the Stockholm scale.

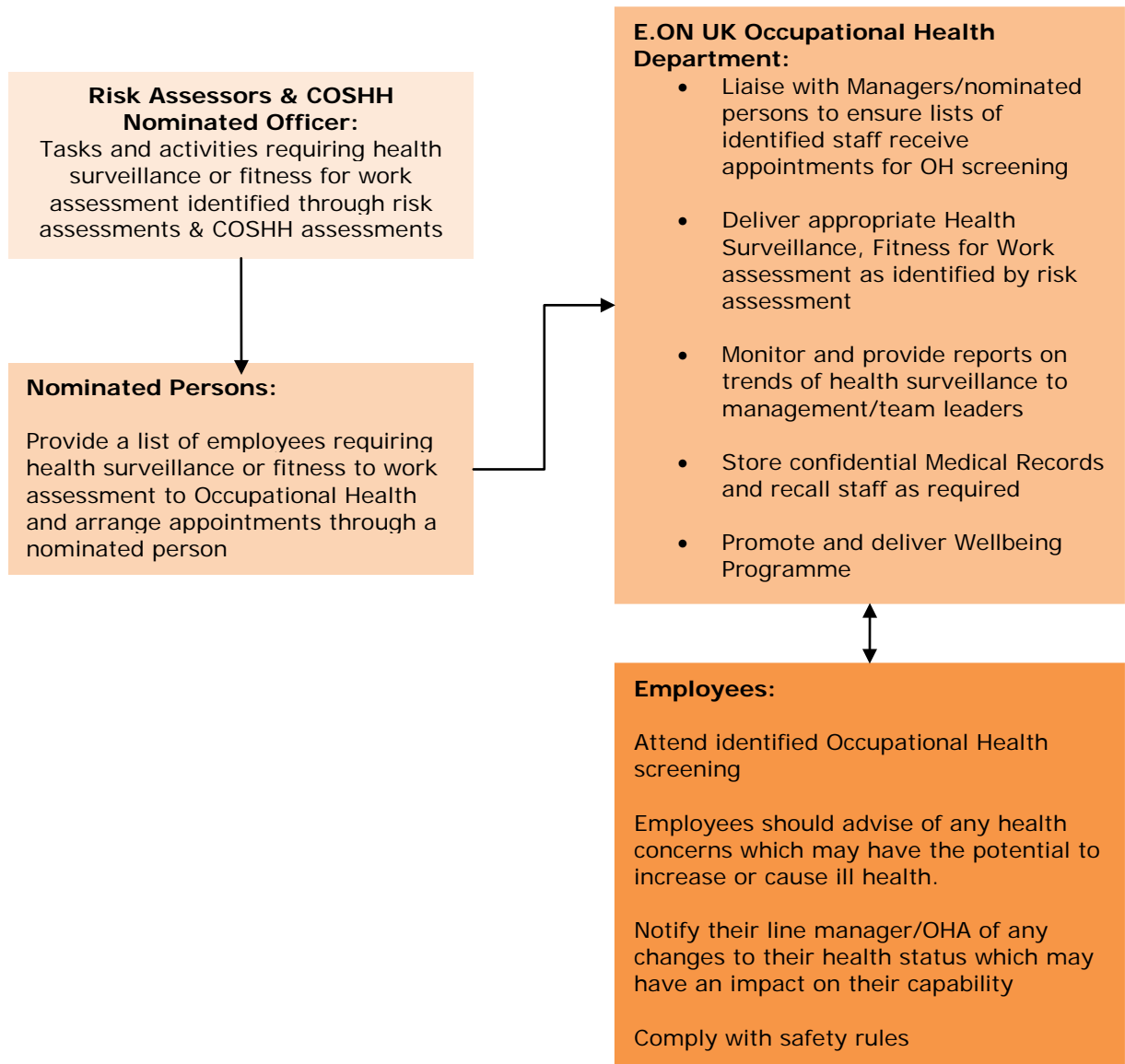
Health assessments or Fitness for Work assessments are carried out in relation to the following roles & tasks within the UK, where there has been specific identified risk through assessment. Key Performance indicators are developed within the individual business units for the completion of Health surveillance and fitness for work assessment.

Health assessments are completed for Night workers on an annual basis

E.ON also provides a comprehensive voluntary Health assessment for all employees. This is provided and delivered by the Nuffield. These physiologists also provide individual lifestyle advice and assist with delivering Health initiatives throughout the business.

2. How do you instigate and manage your surveillance programme, including scheduling of the surveillance appointments, ensuring full and appropriate attendance?

An example demonstrating the management process of Health Surveillance & Fitness for Work Assessment activity can be found in the diagram which follows:



3. What management information do you use and how do you manage the issues that are identified through the surveillance programme?

Managers are provided with management information immediately following individual surveillance/assessments. The programmes are delivered constantly throughout the year and Occupational Health work closely with the business to ensure appropriate allocation of times/dates for the appointments. The Occupational Health Business Partner relates performance to the senior management team on a monthly basis. This information is then used to identify the appropriate strategy and planning for delivery of future improvement programmes and Health Promotion initiatives.

Central Networks have established a HAVS management programme for all employees identified with HAVS. This programme is unique as it includes and engages not only the employee concerned, but also the Occupational Health Department, the Safety team, HR, the line manager and the distribution centre manager. So ensuring a safe, comprehensive and pragmatic solution is applied to the management of the individual.

4. What frameworks, standards, medical protocols (e.g. fitness for work parameters) are in place to ensure the credibility of the process

E.ON Occupational Health department have a suite of relevant Standards and Protocols. These are reviewed annually by the Occupational Health Manager and Physician.

5. What level of resources do you have in place to manage the programme?

The EON Occupational Health department delivers approx 2000 health surveillance /health assessment appointments per year. The delivery of the surveillance and assessments within the distribution business are managed by Occupational Health Advisors, Resource Managers and line Managers