

Health Assessment and Surveillance Programmes

Health Assessments are undertaken at regular intervals for all National Grid Operational staff whose duties include exposure to health risks such as working at height, working with vibrating tools and work that includes manual handling. The assessment may be legally required as part of the risk assessment process or as part of compliance with specific legislative requirements. The Health Assessment also provides the employee with the opportunity to receive specific and general health and wellbeing advice and signposting to the OH, Physiotherapy and EAP services.



Health Assessments are undertaken by trained health professionals (health technicians, nurses or doctors) working for National Grid's Occupational Health Provider and are usually delivered on site via a mobile screening van.

All consultations are confidential and no medical information will be released without the employees consent. Functional advice may be provided to the manager as necessary.

The frequency and content of health assessments is recommended by the Health and Wellbeing Team based on an internal review of the risk assessments of specific tasks and observation of tasks being undertaken during site visits. The recommendations have been derived from legislative requirements, industry specific standards and researched and evidence based best practice.

Health assessments fall in 3 groups:

- **Health Surveillance Medicals – annual appointments**
- **Fitness for Work (or Task) Medicals – 3 yearly appointments**
- Health Monitoring Medicals (Health Promotion) – 3 yearly appointments

Note: those in BOLD are required to establish fitness for work, those not in Bold are voluntary.

The table below provides an outline of the types of health assessments medicals our employees are required to undertake following the review in 2015-16.

National Grid Health Risk Profile 2016

Completed by Sinead Furber – VQ

Health Assessment Recommendations from 2016	Skin and Respiratory Surveillance Annually	Noise Surveillance 3 yearly	Vibration Surveillance Annually	Fitness For Task (FFT)- 3 Yearly Including work at height, driving, confined space, lone working, noise, respiratory, skin Manual handling, use of DSE, work stress	Health Monitoring- 3 yearly Including review of cardiovascular risk And Diabetes risk
Substations Employees	NO	YES	NO	YES	RECOMMENDED
Overhead Lines Employees	NO	YES	NO	YES	RECOMMENDED
Oil Management Unit Employees	YES	YES	YES	YES	RECOMMENDED
Transmission Workshop (Refrab)	YES	YES	YES	YES	RECOMMENDED
Distribution Workshop (Windsor St)	YES	YES	YES	YES	RECOMMENDED
PMC and Pipelines Employees	YES	YES	YES	YES	RECOMMENDED
LNG (Grain) Employees	NO	YES	NO	YES	RECOMMENDED
Compressor Site Employees	NO	YES	NO	YES	RECOMMENDED
Distribution Operations – REPAIR	YES	YES	YES	YES	RECOMMENDED
Distribution Operations – EMERGENCY	NO	YES	NO	YES	RECOMMENDED
Distribution Operations – Maintenance	NO	YES	NO	YES	RECOMMENDED

The overall rationale for the Health Assessment programme is outlined in the attached document:



RationaleDocmarch2016.docx

End