

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: Scottish & Southern Energy

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)?

- Tasks and activities requiring health surveillance or fitness for work assessment identified through risk assessment and COSHH/noise assessments.
- Health assessments/fitness to work assessments include pre-employment health screening.
- Health surveillance monitors effectiveness of control measures and detects early signs of work related ill health among employees exposed to specific risks related to noise, respiratory and skin sensitisation (COSHH), and hand and arm vibration.
- Health surveillance assessments include audiometry, lung function test, skin, and vibration assessment, night shift workers and working at height.
- Frequency, content and implementation of surveillance carried out by occupational health provider.

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

Managed by local HR managers. Appointments scheduled in conjunction with line manager and occupational health provider.

SSE is currently undertaking a review of current health surveillance requirements and arrangements within the company.

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

The Occupational health provider is provided with a list of employees requiring health surveillance or fitness to work assessment by local HR manager. A referral is made to the Occupational Health provider for assessment. The HR manager and line manager agree action to be taken based on recommendations of Occupational Health provider i.e. restricted work practice, role change. A register is held for employees requiring HAVs surveillance to ensure annual reviews carried out where appropriate.

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

Health standards are currently being reviewed and established with HR and the Occupational Health Provider.

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

The allocation of resource is under review.

Currently managed by HR team with support from SHE Team. In-house occupational health nurses manage on-site health surveillance for Generation/Power Stations.