

# 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: CE Electric**

**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)?**

Our Health, Safety and Environment team perform risk assessments which would identify potential health risks to the individual and population health. These would then form the basis of identifying required health surveillance, and the frequency of such. Health Surveillance clearly monitors the effectiveness of control measures and detects early signs of work related ill health among employees exposed to specific risk.

Pre-employment health screening is routinely performed to ensure fitness for role, and obtain any baseline results for future comparisons.

Our Occupational Health providers also undertake Health assessments which are targeted at non legislative health risks, e.g. Working at Heights, driving and personal health risk factors.

Health Surveillance carried out in the UK includes assessment in relation to:

- Noise
- COSHH (Respiratory and skin hazards)
- Hand Arm Vibration
- Night Working (Working Time Regulations)
- Personal Track Safety Level 1 certification

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

Health assessments would typically look to assess

- Visual Acuity & Colour Vision
- Mobility Assessment
- Personal health factors with the potential to impact on fitness for work e.g. Hypertension, Diabetes, Obesity

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

- Risk Assessments performed by the HSE Department to identify tasks and activities requiring health surveillance.
- Human Resources provide Occupational Health with a full list of identified population, this forms the basis of an excel data base, which automatically adjusts date due information, thus identifying all individuals due, when and name of scheduler.
- Occupational Health would liaise with the individuals work scheduler to arrange appointment dates, usually done around 8 weeks prior to the assessment. The appointment is then added to the individuals work programme and a letter of invitation sent to their home address.
- Reports are issued to the individual's line manager following the appointment informing of fitness to perform specific roles/duties.
- Statistical data is maintained by Occupational Health and reported to the HESAC Committees.

## **3 What level of resources do you have in place to manage the programme?**

Health Surveillance is managed by our Occupational health service providers. The service is usually co-ordinated by the OH administrator and works schedulers. Health surveillance is performed by our two Occupational Health Advisers with additional resource of an OH practice nurse when required.

All health surveillance is performed at the individuals work location where possible.