



COMMITMENT 3

**HEALTH SURVEILLANCE &
FITNESS FOR WORK
ASSESSMENTS**



HEALTH SURVEILLANCE & FITNESS FOR WORK ASSESSMENTS

Health surveillance:



- Legal requirement
- General duty under s2 HSWA
- Specific duty by
 - a qualified person under certain Regs - COSHH, Vibration, Noise etc.
 - a doctor (Medical surveillance) for others e.g. Lead, Asbestos etc.
- Must be systematic and regular.
- Includes self checks by employees e.g. skin
- Baseline health assessment if HS will be required as part of role.
- Aim to:
 - detect early signs of work-related ill health.
 - confirm risks are being managed effectively.
- Effect of the workplace on health.

HEALTH SURVEILLANCE & FITNESS 02 FOR WORK ASSESSMENTS



Fitness for Work Assessments

REPLACE YOUR SHOCKS AND STRUTS AT
50000
MILES*

- Legally required
 - Pre-placement/Annual medicals/Health checks e.g. for night workers, equipment operators etc.
 - Vulnerable workers – management of health problems
- Non legal
 - Pre-employment.
 - Lifestyle promotions.
 - Annual health checks to groups of workers.
- Aim is to
 - ensure someone is physically and psychologically able to carry out role.
 - identify problems early and get them fixed.
- Helping to keep workers happy, healthy and at work.
- Individuals health in the workplace.

HEALTH SURVEILLANCE & FITNESS 03 FOR WORK ASSESSMENTS



Ensuring it Works

- Make sure the health risks are comprehensively considered as part of your risk assessment process.
- Ensure the assessments are undertaken by qualified persons.
- Health at Work - Responsibility Deal: Pledge H2. To use only occupational health services which meet the new occupational health standards and which aim to be accredited by 2012/13.



Don't sheep dip

- Define the HS and FFW criteria by role.
- Ensure employees are aware of why, what you are looking for, what the measurements mean.
- Ensure managers and supervisors understand requirements and enforce the use of controls.



Fit For Purpose

- Visually check what tasks are being undertaken, chemicals and equipment used:
 - Involve your OH provider
 - Involve your safety reps
 - Involve Line Managers.
- Validate
 - When did you last undertake monitoring to validate the risk level and confirm controls were effective?

Be a Listening & Learning Organisation

- Fully investigate incidents of ill health and publish learning points.
 - Leadership is essential
- Reinforce with workers (and managers!) FFW is to keep you in work and not to stop you working.
- Run the assessments as part of a strategy covering health and well being – “big chunk little chunk effect”.
- Share knowledge with contractors.

07 HEALTH SURVEILLANCE & FITNESS FOR WORK ASSESSMENTS



The Future?

- Legislation generally does not change.
- However practices do change so risks never remain constant.
 - need honesty around potential conflicts between H&S and operational considerations.
 - consider H implications in management decisions.
- Continue to share knowledge and experience.