



**HEALTH SURVEILLANCE  
AND  
FIT FOR WORK ASSESSMENT**



# 01 HEALTH SURVEILLANCE

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## **Introduction:**

In the electricity industry there are workers who by the nature of the work they do could potentially be at risk of developing a work related ill-health.

It is the responsibility and duty of employers to have in place safe systems of work to minimise employees coming into contact with risks.

Where a significant residual health risk exists then there is a requirement to carry out periodic medical assessment known as a health surveillance.

## 02 HEALTH SURVEILLANCE

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### What a good job looks like:

- > It is a Legal Requirements under HSAWA
- > Health Surveillance covers vulnerable groups: HAVs, Noise, night workers etc
- > Should not be managed in isolation but in conjunction with internal Risk Management Strategy
- > Communicate the benefits to both the company and employees by having health surveillance in place
- > You have a responsibility to clearly identify and record those employees in the 'at risk' category
- > Regularly review company policy – is it fit for purpose
- > You have a responsibility to address common themes identified from health surveillance
- > Maintain an effective Data base

## 03 FIT FOR WORK ASSESSMENTS

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### What a good job looks like:

- > Adherence to Legal requirement – HSAWA; Working at Heights; , Driving, Operating Plant/Equipment
- > Aim is to establish **IF** there is a risk to employees
- > Process must be regular and consistently applied
- > Line Managers ownership

## 04 HANDY HINTS AND TIPS

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- > Have a competent and skilled OH provider
- > Work with managers and HS professionals to ensure compliance with legislation i.e. Equality Act
- > Engage employees and T.U. to address common trends
- > Consider implementing an annual health programme
- > Include overview of H&S and Wellbeing principles as part of Induction
- > Keep communication links with employees open
- > Ensure conformity to OH Accreditation Standards