

HEALTH MONITORING POLICY 2025

This policy does not part of any employee's contract of employment, and we may amend it any time.

Objectives:

1. To commit to health and welfare of all employees.
2. To identify risk level of potential work related illness and pre-disposition of employees. (e.g. Work at Heights, Manual Handling, working with potentially Harmful Substances, Sewage Handling).
3. To ensure adequate mitigation (such as PPE/RPE) has been put in place.
4. To comply with current legislation and regulation on health issues.
5. To comply with Insurance Company's requirements for preventative litigation attempts by employees/former employees.

Criteria:

Employees are sent for Medicals with Medical Provider, where observation in the following areas is noted. (New starts are made to read and sign a declaration in respect of motor insurance and general health).

1. Number of visits made to their doctor, or number of self-certificates in a period of twelve months.
2. Employees taking prescribed drugs.
3. Employees with long periods of hospitalisation or registered disabled.
4. Employees who are epileptic, diabetic or have other similar long term health issues, including loss of movement of limbs, which may affect their work.
5. Where behavioural anomalies are noted.
6. Employees selected to undertake specific work, where higher than normal risks of exposure, contamination, manual handling, confined space entry and other risks identified in the Risk Assessment are prevalent.
7. Exposure levels have been potentially high during work with dust, fumes, biological/chemical hazards or iodising agents.
8. Employees developing skin conditions, respiratory problems or dizziness.
9. Drivers whose licences require them to have a medical every five years – over the age of 45 years (or every year over the age of 60 years).

Employees are sent for eye tests or audiometric tests where the following conditions apply.

1. Their work includes using a computer – Display Screen Assessment is made and eye test are provided.
2. They already wear spectacles/contact lenses and require prescription safety glasses.
3. They suspect their sight is deteriorating.
4. Where there has been potential exposure to noise.
5. Where a problem with their hearing is noted.

Such treatments as, full medicals, sewage handling and hepatitis injections, face fit test for full or half masks, drug and alcohol tests (in accordance with the company policy) are provided free for employees depending on the work they undertake.

Signed



DH Cartwright - Chairman

Date 06/01/2025