



# HEALTH SURVEILLANCE STATEMENT

## Definition

Health surveillance is a system of ongoing health checks aiming at identification of the the health of employees is being affected. This system must be implemented each time the work conditions are being affected by exposure to a health hazard. , its provision falls both under the duty of care as well as under statute duties of the employer

Health surveillance is important for:

- detecting ill-health effects at an early stage, so employers can introduce better controls to prevent them getting worse
- providing data to help employers manage better control of health risks
- enabling employees to raise concerns about how work affects their health
- highlighting lapses in workplace control measures, therefore providing invaluable feedback to the risk assessment
- providing an opportunity to reinforce training and education of employees (eg on the impact of health effects and the use of protective equipment)
- enhance a positive organisational health and safety culture

## Involving employees

Employees should be encouraged to get involved in developing and using health surveillance because it is only effective with their co-operation. Workplaces where employees are involved in taking decisions about health and safety are safer and healthier. Collaboration with your employees on health surveillance will help you to manage in a practical way by:

- helping you spot workplace risks
- making sure your arrangements are practical
- increasing the level of commitment to health surveillance and control measures

## Employee duties

Employees are entitled to attend health surveillance appointments within paid working time and the employer must bear the cost.

In work where health surveillance is needed, employees also have duties under health and safety law, and should understand:

- that they must attend their appointments
- what action their employer may take if they refuse to attend

## Considerations for the implementation of the system

The factors we have considered when implementing the system referred to



- Discuss and agree your occupational health needs with your provider
- Appoint a suitable provider
- Particular aspects of the referrals – including communication, frequency of the checks
- Assign roles to the individuals
- Details for record keeping
- Procedures upon significant results indicating occupational disease cases
- Agree a timescale for reviewing the health surveillance provision and its performance in helping to manage ill health risks at work

## Management of the system

### Occupational health referral

Referral will need to consider exposure limits as stated in the regulations as well as other conditions recommended by statutory or other quasi legal standards,

Our significant condition for referrals will generally consider

Dust  
Infections  
Manual handling  
Noise  
Vibration

## Record keeping

Records shall be kept for period of 40 years in the company database.

## Action on health risks

Control measures need to be improved where indicators of ill health are found. Grosso modo, these will refer

- Assessment of the risk including - exposure
- Validity of the control considering the hierarchy eliminate – reduce – control- PPE
- Actual effectiveness of the implementation of the control measures

**This statement outlines the framework to be referred when facing a health risk Specific control measures will be adopted or the current ones adapted to each particular case.**

Gepa Ltd. July 2017

Pana Georgian Leonida

Managing Director