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TWU – VIC/TAS

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OHS GUIDANCE NOTE - No. 8

“HEALTH CHECKS”

Health Checks may assist identify, minimise or eliminate risk to health from hazardous substances and/or workplace practices. Prior to agreeing with the employer to undertake health checks ensure the following has been agreed, in writing.

The employer is responsible for providing health surveillance and monitoring of its workers for known hazards. Acceptable health surveillance - may confirm that exposure to a risk or hazards (or potential) are below the acceptable exposure level;

- Health surveillance should not be used as an alternative to implementing control measures.
- Individuals should be able to be examined by their own medical practitioner.
- If required your Medical Practitioner should be responsible for the supervision of your health surveillance, either directly or indirectly.
- The employer shall pay any reasonable expenses, for example medical fees, pathology tests, travelling expenses and time off work.
- Rehabilitation programs must accompany any exceeded exposure limits

Decide if a clinical finding or examination result is abnormal, if a trend is significant and whether this indicates an unacceptable level of exposure or risk.

Medical records and results that are retained shall remain confidential (between patient and doctor).

Your Medical Practitioner should have access to relevant employer records, for example; to obtain a list of hazardous substances exposed.

Where your Medical Practitioner has certified the worker is unfit for normal duties due to hazardous substances exposure in the workplace, immediate action should be taken by the employer to control other worker exposure to minimise any further risks to health or safety.

The TWU Vic/Tas Branch (OH&S section) formulated this code. It is offered as a broad guide to assist with members. Further information regarding “Medical Surveillance Records, Consultation and Employees obligations” in the workplace is available for Members who can contact the *TWU Health and Safety Section* or the TWU Member Assist Officer for a copy the Union’s Policy.

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