

## Your occupational health assessment - *A guide for employees*

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Health Management Ltd take a risk-based approach to delivering health assessments, and the content of your assessment will depend upon the risks to which you are exposed, and the purpose of the assessments.

Depending upon your particular role, some assessment items may be requested for one or more of the following reasons:

- Health surveillance
- Fitness for work
- Wellbeing

The focus of occupational health is to keep you safe and healthy at work, and if necessary provide supporting information for any adjustments that may be indicated. The initial health assessment gives a simple overview. If health issues are identified, you may be advised to see your own GP to consider if treatment is indicated, and/or recommended for further occupational health assessment to determine if the health issues have a bearing upon, or could be adversely affected by, your work.

The information gathered by occupational health during your assessment is confidential and is retained by Health Management. Following your assessment a simple statement in terms of your fitness is returned to your employer, identifying that you are FIT, or perhaps REFERRED for further assessment.

If you feel any of the assessment items are not appropriate, or you do not wish to undertake any particular assessment, you are encouraged to raise this with your HR contact or line manager, and/or discuss this with the screening staff at the time of your assessment.

Your health assessment may be made up of the following tests:

### Health surveillance

To ensure your health is not being affected by exposure to specific hazards when at work.

Audiometry	A hearing test to ensure your hearing is not being adversely affected by exposure to loud noise at work.
Respiratory	A lung function test and questionnaire to ensure your lung performance is not being affected by exposure to irritants or dust. Prior to doing the lung function test you would usually also have your blood pressure checked as very high blood pressure may mean we prefer not to undertake the test.
Skin assessment	To identify any potential work related skin issues, provide advice to help you avoid these and ensure you are aware of the need to alert your employer to any potential work related skin issues developing.
Hand-Arm Vibration	Specifically for users of hand-held vibrating tools, to determine if you are showing any signs or symptoms of early stages of HAVS which may need further assessment.

## Fitness for work

To ensure you do not have any current health issues which may prevent you from, or put you at increased risk of undertaking the requirements of your job

Height / Weight	Some roles may have specific height/weight restrictions, eg use of safety equipment or access into confined spaces. Excessive weight can also be a contributing factor to other health conditions, and can help assess associated risk within the workplace.
Blood pressure	Undiagnosed or poorly controlled high blood pressure can cause damage to other organs over a period of time, and increases the risk of unexpected events such as heart attack or stroke. Your blood pressure would be checked if such an occurrence would present an unacceptable occupational risk to yourself or others.
Glucose	Undiagnosed or poorly controlled diabetes can impair judgment and possibly lead to loss of consciousness. A simple finger-prick blood sample (or a urine check if you prefer) will identify if this is a concern. If you have already been diagnosed with diabetes, we will simply check that your current control method is effective.
Musculoskeletal	A simple assessment to identify if you have any musculoskeletal issues that are causing you difficulty at work.
Hearing	For some roles such as driving or safety critical work, a simple hearing test is advisable to ensure you are aware of noises around you, and can locate the direction of sounds.
Vision	Distance vision is checked (with glasses where used) to ensure you are able to meet minimum safe vision standards. Some roles may also require near and colour vision assessments.
Lung function	If using breathing apparatus or working in physically demanding roles, a lung function test may be necessary to ensure you have no underlying breathing problems that could make breathing difficult in foreseeable situations at work.
Step test	For physically demanding roles, a step test can be helpful in determining your current level of fitness to ensure you can undertake the foreseeable demands of your role. Generally, just average fitness is sufficient for most roles assessed.

## Wellbeing

Not required as a result of occupational exposures, a wellbeing assessment can help identify early onset of health concerns, and provide feedback on your current health to help you maintain a fit & healthy lifestyle

Height / Weight	Excessive weight puts additional strain on joints and other organs of the body, and can lead to increased risk of other conditions such as cardiovascular disease and diabetes.
Abdominal circumference	An abdominal circumference of over 102cm for men and 88cm for women is associated with increased risk of diabetes and heart disease
Blood pressure	Raised blood pressure (hypertension) usually goes unnoticed until checked. Easily treated with medication, prolonged undiagnosed hypertension can cause damage to organs and increase the risk of heart attacks or strokes.
Glucose	Early diagnosis of diabetes allows appropriate control measures to be taken. In worst cases, undiagnosed diabetes can leave to life-threatening episodes high or low blood sugar.
Cholesterol	Levels of 'good' and 'bad' cholesterol are checked. The ratio between the two indicate whether it would be advisable to lower your cholesterol levels
Cardiovascular risk	Looking at your overall cardiovascular risk is more accurate than taking individual risk factors such as blood pressure and cholesterol on their own, and indicates your likelihood of developing cardiovascular disease in the future.