

Health Surveillance Policy

Purpose

The purpose of this policy is to demonstrate our commitment to the Safety, Health and Wellbeing of all employees whether full time, part time or engaged on a contractual arrangement through an agency. We will endeavour to follow best practice guidelines as well as any required statutory or regulatory requirement. All work activity will be subject to a suitable and sufficient risk assessment of all the known hazards associated with that particular activity, hazard identification and appropriate risk assessments are the drivers for this policy's successful implementation.

General

Generally we understand that certain work activity has associated hazards that may be detrimental to employee Health, Safety and Wellbeing, Staff defined as "at high risk" will undertake the following annual assessment:-

- **Hearing**

Where employees are exposed to excess noise from work related activity on a frequent basis audiometry monitoring will be carried out annually to assess any deterioration in hearing, the activity will be subject to a suitable and sufficient risk assessment in all cases. All new employees will have their hearing capacity evaluated post job offer to establish a bench mark; any further audiometry testing requirements will be determined by the work activity, hazards and risk assessment.

- **Skin and Dermatitis**

We are fully aware and committed to preventing skin damaging disease such as Dermatitis, where this hazard is identified as a result of a suitable and sufficient risk assessment we will ensure protection and adequate controls are in place to mitigate any adverse effects, regular Health surveillance is regarded as one of several controls.

- **Working with Vibrating equipment**

In activities where our employees use vibrating equipment which has a magnitude of 2.5 m/s² or greater we will implement a monitoring method and health screening on an annual basis for the health impacts of vibrating equipment.

- **PPE**

In all cases appropriate PPE fit for purpose and individual requirements will be issued, which is line with our PPE policy and client specific requirements.

- **Controls**

This policy will be reviewed on an annual basis as a minimum requirement or after any significant change or influence that may have impacted on the contents, positive or negative.

The requirements of this policy will be subject to internal audit at least annually.

- **Records**

Records relating to this policy and this policy statement will be kept securely for the stated period in the appropriate records control procedure or in respect of any statutory obligations.

All records pertaining to an individual's health will be stored securely and comply with requirements of Data protection obligations.

Signed:



Jerome Mathias

(Managing Director)

Review Period 12m