

Health Surveillance guidance

What is health surveillance?

Health surveillance is a scheme of repeated health checks which are used to look for the early signs of ill health which could be caused or made worse by work. Health and safety law requires health surveillance when there is a valid test to look for the indications of exposure, or early signs of a disease which could have a work-related cause. This is effectively a final check to ensure that control measures are effective. Health risks which require health surveillance include noise, vibration, and substances hazardous to health.

Health surveillance is also put in place where a specific risk exists to yourself or others if you were to be taken ill. For example, when working at heights or driving.

Health surveillance is a mandatory requirement and at Loughborough University, our contracts of employment state at paragraph 16. Health & Safety “You have a statutory duty to observe all health & safety rules, policies and procedures, attend appropriate training courses and take all reasonable care to promote health and safety at work of yourself and your fellow employees’. If your role requires you to

What happens in a health surveillance appointment?

You will be asked to attend the Occupational Health department for a consultation and may need to complete a questionnaire prior to attending to provide some general information regarding your health. During the appointment a series of medical checks will be taken. Which ones are dependent on the type of surveillance required. However common tests include blood pressure, vision tests, hearing tests, mobility assessment, lung function tests and occasionally a blood or urine sample may be required.

Drivers' medicals are conducted when driving on campus is a significant and mandatory part of the employee's role. The DVLA provides guidance for assessing fitness to drive with health conditions and it is this document that we use as the guidance for determining a suitable/deferred or unfit outcome when driving as part of their role. In this instance colleague's health is assessed against the DVLA guidelines. The same ones that apply on the public roads.

There are standards in relation to eyesight and blood pressure as significant deterioration in either of these can significantly increase the probability of a road traffic accident. Colleagues who do not meet the DVLA standards will be advised to seek medical advice and prohibited from driving on campus until the issue is under control. More information regarding specific DVLA guidance can be found [here - DVLA guidance](#)

Health surveillance outcomes

Once the consultation is complete there are 3 possible outcomes: Suitable, deferred, or unsuitable.

Suitable – means that your manager is informed that you are fit for the role and that your health parameters fall within acceptable levels.

Deferred – this means that we need further information. It could be a repeat test in 3 months' time to check results, or a request to record blood pressure over 2 weeks to check accuracy of the reading or asking you to see your GP and seek treatment (for blocked waxy ears or high blood pressure for example).

Unfit – means that your health parameters fall outside what is expected and the risk that you are exposed to needs to be removed. An example of this might be removing you from a noisy environment or stopping you driving on campus until you have been able to seek appropriate treatment.

Your manager will be issued with a fit slip indicating fitness for that aspect of your role.

If an employee has a fit slip stating deferred or unfit, the medical will be repeated at a suitable interval (to allow the employee to seek treatment or in line with the DVLA guidance). For this period of time OH will advise the employee and line manager about the required restrictions and how long these need to remain in place.

Where an employee is required to see their GP or other medical specialist, the employee must update OH about the advice and/or any medication so that a further

check can be completed