

THROUGH THE MAGNIFYING GLASS:

Occupational Health Service Providers

When choosing your Occupational Health Service Provider there are some very important things you need to look for to ensure that they are legally compliant according to the legislation that governs the conducting of occupational health medical examinations; and in turn be certain that your medical surveillance will be legally acceptable and on the necessary standards.

This is what you need to look for:

Every Occupational Health Service Provider needs to have **ALL OF THE BELOW** in place, and have it readily available to send it to any of their clients upon request. These documents are the only proof that your service provider is legally compliant.

Legal appointments:

The Occupational Medical Practitioner (OMP) must be appointed in writing with clearly defined responsibilities and accountability for the management of all medical aspects of the entire occupational health service.

Qualifications of the staff:

- The OMP must hold a qualification in occupational health.
- The Registered Nursing Sister must hold a qualification in occupational health thus, a qualified Occupational Health Nursing Practitioners or OHNP.
- The radiographer must be qualified.
- The person testing the eyes must hold a qualification in vision screening.
- The audiometrist must hold a qualification in audiometry and must have a valid 171 registration with SASOHN.
- The spirometrist must hold a qualification in spirometry.
- Proof of necessary refresher courses must be available and current.

At least the following work instructions / procedures must be in place:

- Medical Surveillance Procedure that includes audiometry, spirometry, biological monitoring, physical examination & the early diagnosis of occupational diseases
- Infection Control and Waste Management.
- Patient / client rights and confidentiality.
- Standard regarding medical records for informed consent, and the safe storing of records.
- A system is in place that provides Company Management of medical surveillance outcomes that respects the privacy of the individual, but enables the Company to fulfil their duty of care and obligations to employees.
- A system is in place whereby the Medical Service Provider reports the following to department of Labour: Chronic Illness, Occupational Diseases and Pulmonary Tuberculosis.

There must be records of Calibrations:

- Spirometer
- Audiometer and booth
- Blood pressure machine
- Scale

Valid practicing certificates:

- The Registered Nursing Sister must have a current year Annual Practicing Certificate with SANC.
 - The OMP and radiographer have proof of registration with the Health Profession Council of South Africa that is valid for the current year.
- ✓ It is best practice to verify this on the SANC and HPCSA Websites.

Valid licences and practice numbers:

There is a valid SAHPRA license displayed per x-ray unit.
There must be a radiographer who is appointed in writing as the responsible person for the unit.

Minimum Medical Standard:

- There is a Minimum Medical Standard in place as documented by the OMP and all OHNP's should work according to these Minimum Medical Standards.
- This guides the OHNP on the physical and functional work capacity and job category fitness of a person being examined.



"Can I use a general practitioner?"

No, in terms of Section 17 of the Health Professions Act 56 of 1974 only a registered Occupational Medical Practitioner (OMP) with the Health Professions Council may conduct occupational medicals, not a GP.

Having occupational medicals done by a correctly qualified person has always been a requirement, but in 2014 the changes made to the 2014 Construction Regulations brought about the specific inclusion of the wording "Occupational Medical Practitioner" under regulation 7(1)(g) to be clear on who is allowed to perform these medicals.



You need to ask yourself the question: Are you managing the inherent hazards of your employees through your medical service provider or is your service provider just a paper exercise for you to give your employees access to hazardous sites?

**BE SURE
IN THE KNOW
FORE IT'S TOO LATE**

011 908 6890 | bms@medicalsurveillance.co.za
www.firstchoice-occhealth.co.za

