

BACK to BASICS Occupational HEALTH

Answers to the frequently asked questions



Is it optional to do these medicals?

No, you are required by law to do medicals.

It is stipulated in the below ACTS & regulations:

- Mine Health & Safety Act
- Occupational Health & Safety Act
- Construction Regulations
- Driven Machinery Regulations
- Asbestos Abatement Regulations
- Physical Agents Regulations for Workplaces
- Regulations for Hazardous Chemical Agents
- Lead Regulations
- Noise Exposure Regulations
- National Road Traffic Act – PrDP
- Guidelines for Management & Health Surveillance of Food Handlers, DOH

Is it the same as a 'Red Ticket'?

Some do still refer to it as a "Red Ticket" which was a mining term for the certificate. Today, we refer to a **certificate of fitness**; a risk based medical certificate of fitness for work, considering all work exposures that may cause harm the employee.

Does it have any impact on the sustainability of my business?

Yes, it does.

- Physically, psychologically, and emotionally safe and healthy workers
- It is this culture that creates well-being for individuals, as well as the organization

What medicals should we do and how often?

Medical examinations are done based on the hazards and risks that an employee is exposed to in the workplace. If you are unsure of what should be included in a medical examination, you should have a **Health Risk Assessment** done at your premises. The document used to identify the specific risks of an employee and in turn the screenings required for those risks is called an **Occupational Risk Exposure Profile (OREP) / Man Job Specification**.

Medicals should be done at the following times:

- Entry medical: Upon or within 14 days of starting new employment.
- Periodic/Annual medical: Yearly or biennially, based on the Risk Assessment outcome.
- Transfer Medical: When an employee is transferred from one site/area of work to another.
- Cross Border Medical: When an employee travels outside of the borders of our country for work reasons.
- PrDP Medical: Before applying for/renewing a PrDP License.
- Exit Medical: When an employee is leaving the employment of a company.
- It is also recommended to send an employee for a medical examination after returning from a long absence of sick leave.

What could happen if I don't do it?

Business Risks: High absenteeism of ill employees. Accidents at work due to undiagnosed health problems.

Financial Risks: Claims for compensation of occupational diseases. Losses in company equipment/property due to accidents.

Personal Risks: Fatalities caused by either occupational disease or accidents by workers with undiagnosed illness.

Legal Risks: These vary from hefty fines to imprisonment, and can be found in the "Offences and Penalties" section of each of the mentioned regulations.



011 908 6890

10 Vaal Road Brackendowns, Alberton
255 Louis Trichardt Blvd, Vanderbijlpark
bms@medicalsurveillance.co.za
www.firstchoice-occhealth.co.za

