

Judy Turton
HR Support Consultancy

4th October 2023

Dear Judy

Thank you for your enquiry regarding health surveillance namely hearing, eyes, HAVs and skin/ dermatitis

Following your email , I thought it may help you give you a little background about us. We are a small business serving local companies and as such we aim to be quite flexible and try and adapt our services to suit each client we work with. We work on the customer sites as our current clients prefer this because it reduces employee time spent away from the work place.

I understand the employees who require health surveillance are undertaking maintenance and cleaning, using strimmer's, hedge cutters, brush cutters, lawn mowers etc. In view of this I would also suggest you consider lung function, as some plants, chemicals and oils can be linked to respiratory problems. This is quite a simple test and is quite easy to include and would not add to the cost for you

I am not quite sure what eye test you are looking for, eye tests could be undertaken for a variety of reasons eg

- to assess colour blindness where colour perception is important to the role.
- near sight may be tested if they are assessing intricate quality of work or
- distance vision for those driving or operating plant to ensure their sight is within legal limits for driving.

There could be other reasons for undertaking a visual test, but those above are the most common although they are more about fitness for the role than Health surveillance, but if you give me more detail I will try and help further.

To give you a little detail on the actual tests themselves please see below

Lung function is a physical test, with a **skin assessment** being a questionnaire with physical check if any problems are identified, these are usually undertaken 6 monthly or annually depending on the risk assessment and level of risk.

HAVs is normally undertaken at Tier 2 level initially with a questionnaire. There are 4 levels and if any symptoms were a cause for concerns then a Tier 3 would be required. This is more physical in depth testing and takes around an hour; we are qualified to Tier 3, but this would then be arranged at another time

Routinely this is an annual assessment

Hearing tests for those working in noisy areas or where hearing protection is required. The first time this is undertaken is seen as a baseline which would then be followed up in 12 months. Subsequent testing is then usually 2-3 yearly depending on the individual results

Although you are only looking at testing for 6 employees with travel time to and from Saltash we would have to book out a whole day at a cost of £625

We would be able to send the health questionnaires through before we arrived so that each employee can fill in what they can and this allows us time to discuss them fully with each employee and identify any problems

As the medical records are deemed confidential these would be accessible to occupational health only, currently we aim to keep these on side in a locked box of which we would hold the key. We would then issue a certificate of health surveillance with any recommendations and advice.

I hope this is helpful, please do come back to me if you have any queries or questions or if we can help further

Kind regards

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