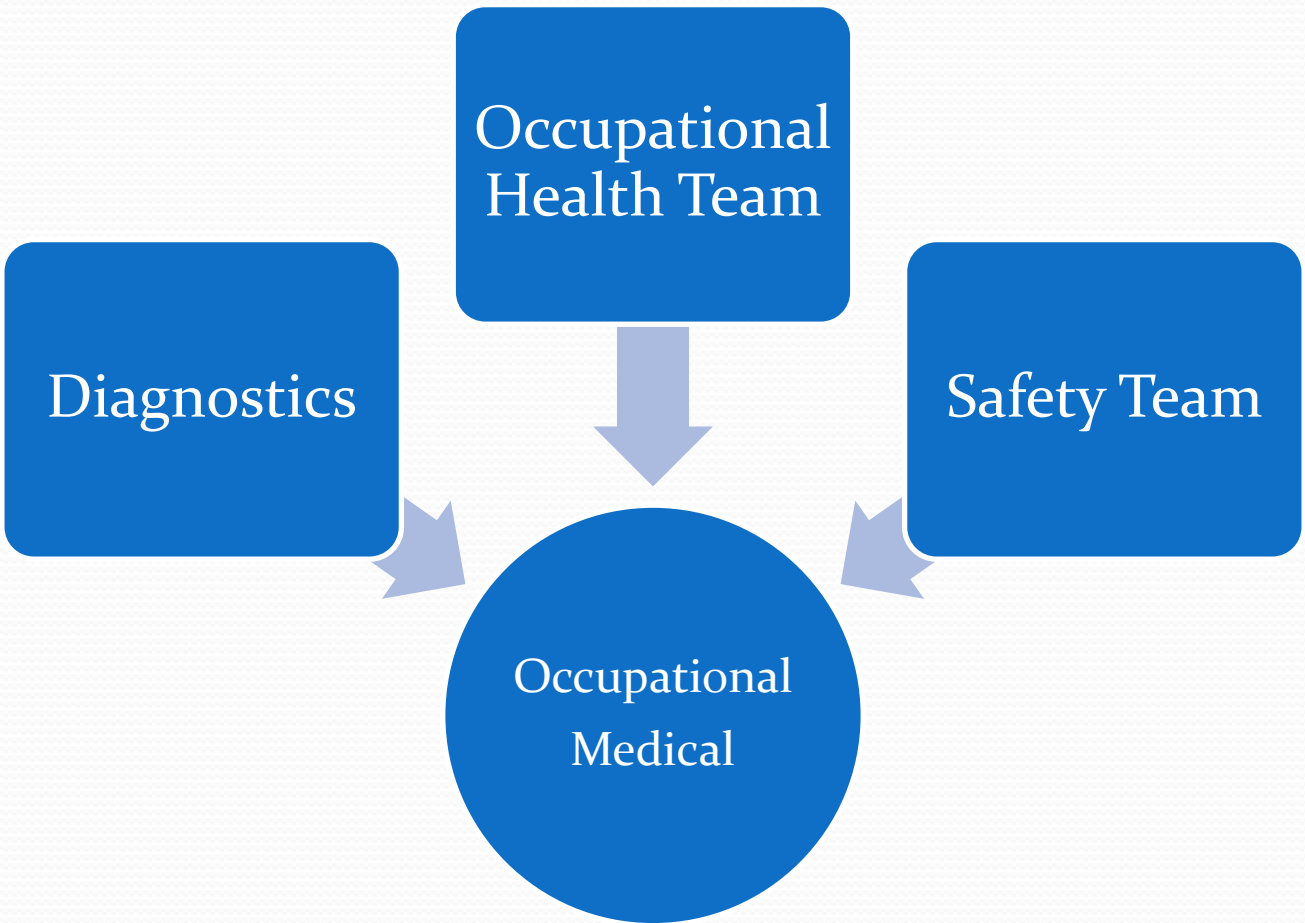




What is an Occupational Medical?



Components of Occupational Medical





Safety Team

Workplace Risk Assessment

Doing a Workplace Risk Assessment is a Legislative MINIMUM!

Section 25G. (1) “ Every employer shall make a suitable and sufficient assessment of..”

THE OCCUPATIONAL SAFETY AND HEALTH ACT, 2004

- In order to create a Health Surveillance plan, annual medical, pre-employment medical specific to your organization, a comprehensive and thorough risk assessment must be done. This risk assessment should be done by a competent safety officer and should not only identify the physical risks and hazards at a company site but also the medical risks.
- Currently in Trinidad Risk Assessments generally only address physical risks and hazards which would be considered an incomplete and insufficient risk assessment.
- Any Occupational physician creating any type of medical tailored for an organization without completing or referring to the risk assessment is not creating an OCCUPATIONAL MEDICAL.



Occupational Medical Team

- The Occupational Medical Team will use the risk assessment paired with other components such as
 1. The Job Hazard Analysis(JHA)
 2. Task Analysis
 3. A site visit
 4. Research of the hazards and risks identified by all of the above

to create an Occupational Medical specific to your organization. Even though organizations may operate within similar industries, it does not mean their risks and hazards are the same. Within the same company on different plant may exist different chemicals or physical hazards for example. This is why each Occupational Medical would have different elements although the core may be quite similar.



Diagnostics

- The diagnostic component of the Occupational Medical is done after the first two stages. This diagnostics to be done is determined by the Occupational Medical Team and is accompanied by an actual medical done by the Occupational Physician.
- It is very important that the Occupational Medical team crafts the Diagnostic component specific to your organization for these reasons
 1. Unnecessary testing will inflate cost and bring no value to the actual medical data (For eg. An office employee ***may not*** need as much diagnostic tests as would an employee working on an industrial plant. This of course can only be determined after a risk assessment)
 2. If the relevant research is not done to build the medical, the organization opens themselves up to legal action either by the employee or the OSH Authorities. The OSH Act 2004 (Amended 2006) clearly outlines what is Health Surveillance and how it should be conducted. ***There is no such thing as a standard or template Occupational Medical***, they should ALL be crafted to suit the needs of the organization
 3. If an Occupational Medical Team designs all of your medicals, it can cut cost. An annual medical, pre-employment medical or even an executive medical all have common components. If you have one team designing all this will reduce your cost significantly. This is a detailed and intricate exercise and if done in the wrong fashion can appear as negligence on the employers' part. ***This should therefore be done by a physician with an Occupational Health background ONLY!***
 4. Any provider outlining what diagnostics you should do as a medical, should be able to provide evidence of what should be done and why. If a medical is not done properly it is the employer who bears the legal ramifications. Ensure that your Occupational Medicals are being done properly. Of even more importance, ***if a medical is done in the wrong manner you put your employees AT RISK!***
 5. Last but not least, a diagnostic or one page medical is not the same as an Occupational Medical. A diagnostic medical produces the results for the patients and that is it. An Occupational Medical on the other hand is specifically crafted for an organization and when the results are produced, it is analysed to identify different employees who are potentially or already at risk. A plan can then be created to minimize or eliminate current and future risk. ***WHICH MEDICAL ARE YOU CURRENTLY DOING?***



Which Medical is your organization doing?

Last but not least, a **diagnostic or one page medical** is not the same as **an Occupational Medical**. A diagnostic medical produces the results for the patients and that is it. An Occupational Medical on the other hand is specifically crafted for an organization and when the results are produced, it is analysed to identify different employees who are potentially or already at risk. A plan can then be created to minimize or eliminate current and future risk.

1. Diagnostic Medicals are not a substitute for Occupational Medicals. Diagnostic Medicals do not satisfy the needs of pre-employment medicals, annual medicals or Health Surveillance.
2. A proper Occupational medical is designed by an Occupational Physician for a specific organization. There is no such thing as a standard or template Occupational Medical for every company. Ask your provider to justify WHY is this medical being done.
3. The results from the Diagnostics in an Occupational Medical are carefully analysed. This Medical does not end at a result from diagnostic tests. If your provider is not giving you intelligent feedback from your medicals then you are NOT getting an Occupational Medical but rather you are paying for an Expensive Diagnostic Medical.