

# Occupational medical examinations of persons

Occupational medical examinations of persons (employees and employers) are carried out by an occupational physician. It is part of the employer's obligation to provide employees with occupational preventive care. The goal is to find out the employee's current state of health in relation to work and the use of personal protective equipment (PPE). ⚠️ The result of the inspection is a report on the employee's health fitness for work.

🔍 For more information see *Medical eligibility*.

The costs of these services (including auxiliary and laboratory examinations) are covered by the employer.

## Tour Types

- input
- periodic (regular)
- extraordinary
- output
- following

## Entrance inspection

The initial medical examination is always carried out:

- before the inclusion in the work performance of each new employee,
- or an employee who has been reassigned by the same employer to a job that has higher health demands or is even a declared risky job.

This inspection timing is absolutely necessary for further possible assessment of the effect of the performance of the profession on the employee's health. The doctor must evaluate whether the performance of the given work at the workplace known to him will not lead to a negative development of the worker's state of health, or whether this worker could harm the health of his fellow citizens in connection with his state of health.

The inspection within the scope of the entrance inspection must also be carried out (in essence, this is an extraordinary inspection):

- after temporary incapacity for work longer than 8 weeks (again before inclusion in the labor process),
- if the validity of the medical report expires before the date of the regular examination,
- in the case of reasonable suspicion that there has been a change in the employee's medical capacity (on his initiative or at the initiative of the employer).

## Periodic inspection

Regular inspections are carried out in order to assess the development of the state of health during the performance of work at the given workplace. Used to:

- early detection of health damage due to work,
- evaluation of the ability to use personal protective work equipment,
- timely exclusion of the employee from the work process.

The frequency of periodic inspections is usually:

- every 5 years for employees aged 18-50,
- every 3 years for employees over the age of 50,
- or according to the regulation or decision of the public health protection authority.

The frequency of regular examinations is based on the assumption of possible changes in health status due to work performance.

## Extraordinary tour

The reasons for extraordinary occupational medical examinations are:

- suspicion that the employee's medical fitness to work has changed,
- suspicion that the employee's health has been negatively affected due to work even before the regular check-up date and there is a risk of delay (at the initiative of the employee, the employer, the employee's attending physician),
- the introduction of new technology into the work process,
- a change in the use of personal protective equipment or a suspected change in the employee's ability to use the existing protective equipment,

- by ordering an inspection according to a special regulation by a public health protection authority or the State Office of Nuclear Safety,
- after the end of each incapacity for work longer than 8 weeks (does not apply to work in category I),
- after any interruption of work for a period longer than 6 months.

## Exit tour

Performed:

- before termination of employment with the given employer,
- before transferring to a job with lower health demands than the current one.

The aim of this inspection is to find out and record such changes in the health status of the employee, which can reasonably be assumed to have arisen in connection with the work performed.

## Follow-up inspection

Follow-up examinations are carried out for persons (former employees) who worked in such conditions, where late consequences of exposure to dangerous substances such as "asbestos, silicon dioxide, carcinogenic substances" can be reasonably assumed, which may appear up to several years after exposure. The goal is early detection of the disease and provision of the necessary care. This type of inspection may be ordered by a public health authority.

## Tour Components

The occupational medical examination is essentially a preventive examination with a focus on possible damage as a result of the performance of work activities. It is absolutely necessary for the occupational physician to have available an extract from the medical documentation from the general practitioner of the examined person (at the latest during the occupational medical examination).

- **anamnesis' - detailed RA (hereditary disease), injuries, surgeries, allergies, skin diseases, asthma, past cancer, cardiovascular disease, current and past medications, abuse and above all, detailed work history'** (from the end of education chronologically to the present, military service, description of jobs and workplaces, exposure to factors of the work environment, types of protective work equipment, work accidents, occupational diseases, risk of occupational diseases),
- **physical examination** - includes an orientation examination of hearing, vision, skin, neurological and orthopedic examinations, which will help the occupational physician to choose appropriate additional specialized examinations,
- **laboratory examination** - there are standards according to the type of expected exposure (e.g., when exposed to carcinogenic and mutagenic substances, it is necessary to additionally examine urine sediment, blood sedimentation, KO with differential, liver tests),
- **additional examinations** - a description of the working conditions of the examined person for the doctor - specialist must be part of the request for such an examination.

## Links

### Related Articles

- Medical Eligibility
- Workplace tours

### External links

- SZÚ: Preventivní prohlídky pracovníků (<http://www.szu.cz/tema/pracovni-prostredi/preventivni-prohlidky-pracovniku-1>)

## Bibliography

- TUČEK, Milan. *Pracovní lékařství pro praxi : Příručka s doporučenými standardy*. 1. edition. Grada, 2005. 327 pp. pp. 280–283. ISBN 80-247-0927-9.