

BI-CDR.01.30 Pre-commencement and periodic medicals for workers and equipment operators

Expectation

Pre-employment checks and periodic medicals conducted to confirm personnel are capable of fulfilling position requirements.

Specify

Personnel are confirmed as being capable of working prior to commencing longer term site deployments, including:

1. Personnel in operating roles that require levels of vision, hearing, lung and musculo-skeletal function have pre-commencement and then periodic medicals that confirm that they are able to safely and productively carry out tasks
2. All medicals are carried out by appropriately trained personnel with oversight from a physician
3. Medical assessments consider all regulatory requirements
4. Demonstration of underlying functional skills (vision, hearing, etc.) are confirmed during pre-employment and training processes with records obtained to support knowledge as well as functional capabilities

Implement

1. Workers and equipment operators attend medical appointments and qualified personnel complete required assessments
2. Records are generated and controlled on the health status of the person examined
3. Changes in medical status can trigger a requirement for re-completing underlying medical assessments

Monitor

1. Medical records are controlled in site information management systems (that include measures to limit access and use with discretion) with expiry dates used to trigger requirements for follow-up medicals
2. Workplace hygiene monitoring records are included in worker records and trigger requirements for follow-up medicals to meet site requirements
3. Audits of Safety Management systems confirm that the HSMS systems are performing in line with requirements and trigger follow up opportunities for improvement for consideration by senior leaders as required