

Health Management

Aim

The Organisation has obligations under Work Health and Safety legislation to provide health monitoring to workers who use hazardous chemicals, including workers who are exposed to asbestos. This procedure provides guidance where health monitoring is required.

All activities identified as requiring health monitoring will have a system in place for medical testing, recording results, monitoring and managing any corrective actions for ensuring the health and wellbeing of workers and others.

Purpose

The purpose of this procedure is to ensure that a formal process exists for hazard identification and risk assessment, to ensure that The Organisation meets its duty of care to its employees, customers, contractors and visitors can be undertaken, and so health and safety legal requirements can be met. The procedure provides information and minimum guidelines on the process for identification, assessment and control of identified hazards within The Organisation operations to reduce the risk of harm or injury to The Organisation staff, contractors, or visitors.

Asbestos

Exposure to Asbestos has been identified by risk assessment as a potential hazard in some circumstances. The primary route of asbestos entry into the body is through inhalation. A registered medical practitioner specialising in occupational exposures is used to examine and document the respiratory health status of a worker if there is a risk of exposure.

Baseline screening is required to establish a reference level when, through a risk assessment, a potential for exposure to asbestos at levels likely to present a risk to workers' health is identified.

Health Assessment/Surveillance is managed in response to frequency and duration of asbestos related activities and the quantities involved. The need for health monitoring is determined on the basis of:

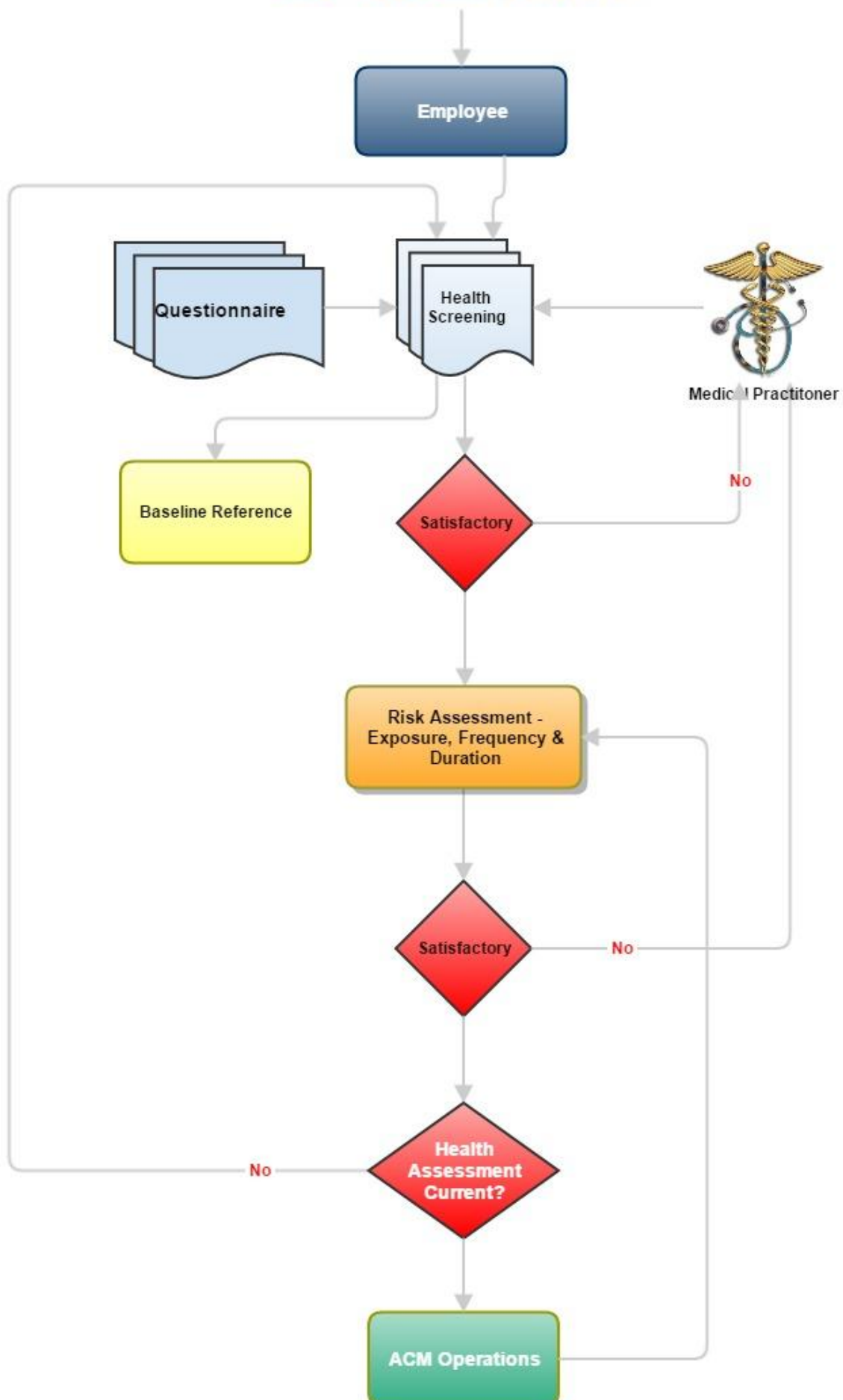
- Potential for exposure.
- Frequency of potential exposure.
- Duration of work being undertaken.

Tests for Exposure to Asbestos

The Code of Practice for How to Manage and Control Asbestos provides guidance for health monitoring for potential exposure to asbestos and includes:

- Demographic, medical and occupational history.
- Records of worker's personal exposure.
- Physical examination with emphasis on the respiratory system.
- Standardised respiratory function tests unless another form of health monitoring is recommended by the registered medical practitioner.

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Records

These records, results and any recommendations remain confidential. They may not be disclosed without the worker’s written consent, except where the records are required to be given under the WHS Regulations to any of the following:

- SafeWork
- Another person conducting a business or undertaking (PCBU) who has a duty to provide health monitoring for the worker.
- A person who must keep the record confidential under a duty of professional confidentiality.

Records are maintained for a minimum of 40 years.

Noise

Audiometric Testing

Audiometric testing for a worker if the worker is required to frequently use personal hearing protectors as a control measure for noise that exceeds the exposure standard.

Audiometric testing is conducted as part of employee onboarding, in order to establish a baseline as a reference for future audiometric test results.

Regular follow-up tests are carried out every two years. More frequent audiometric testing may be needed if exposures are at a high LAeq,8h, which is equal to or greater than 100 dB(A).

Requirements are managed in accordance with the NSW Code of Practice [Managing Noise and Preventing Hearing Loss](#) at Work.

Current Health Monitoring Arrangements

Hazard
Asbestos

Noise

Monitoring Arrangements
No current exposure
Audiometric Testing - Rail Industry Worker Medical Evaluation