**Role Specific Occupational Health Surveillance or Health Clearance Requirements**

As a responsible employer, under Health and Safety law, we must make sure that the health and wellbeing of our staff is safeguarded, and that the work they carry out does not damage their health.

**Health Surveillance**

Depending on the type of role, staff including new applicants will be required to either attend a Health Surveillance appointment or will be asked to complete a Health Clearance questionnaire.

If Health Surveillance clearance is required, this is a series of tests which may be one or all of the following:

Statutory Health Surveillance

Hearing, respiratory, skin, HAVS, asbestos, night working

**Health Assessments/Fitness to work (Non-Statutory)**

Vision screening using DVLA guidelines (HGV/PSV and van drivers and minibuses less than 16 seats)

School Crossing Patrol assessment

**Health Clearance Questionnaire**

The Health Clearance questionnaire requires applicants to complete a short questionnaire to help us determine whether they have health problems that could affect their ability to undertake the duties of the post they have been offered or place them at risk in the workplace. As a result of this assessment, it may be that adjustments or support is required to enable them to do the job. Our aim is to promote and maintain the health of all people at work.

Questionnaires will be confidential to Occupational Health and will not be given to anyone else without the applicants written permission.

For require further information and guidance: [Health Surveillance](http://intranet/our-people/occupational-health/health-surveillance/)

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| **Posts requiring health surveillance pre-employment check**  Applicants will be invited to attend an Occupational Health Surveillance appointment | |
| Social Care Minibus Drivers  Electricians and Public Lighting  Ground Maintenance  Highways Operatives  Park Ranger/Harbour Master/Harbour Warden/Park Warden/Park Attendant/Camp side Warden /Countryside access Ranger | Refuse and Recycling  Rights of Way Officers  School Crossing Patrol  Street cleansing operatives  Vehicle Technicians  Vehicle maintenance operatives  Winter Maintenance & Call Out |
| **Posts requiring OH Clearance pre-employment check**  Applicants will be required to complete a health clearance questionnaire. Any questions that are answered “Yes” will trigger the need for a telephone screening to be held with an Occupational Health Practitioner. | |
| **Education & Children**  Children Services  Social Work team staff – all  Assistant Team Manager  Senior Practitioner  Social Worker  Care Management Assistant  Social Work Assistant  All school staff except:  Catering/cleaning staff  **Communities**  Adult Services  Team Managers/Asst TM  Senior Practitioners  Social workers  Social Work Assistant  Care Management Assistant  Day Centre Staff  Senior Specialist Support Worker  Specialist Support Worker  Assistant Manager  Development Officer  Domiciliary Care Staff  Domiciliary Support Workers etc | Children’s Centres - Respite/Residential  Respite Centre Manager  Senior Residential Child Care Officer  Res Child Care Worker - day + nights  Residential Child Care Officer  Flying Start Child Care Workers  Support Workers  Family Support Workers  School based youth workers  Mental Health & Learning Disability  Social Work Teams - all  Senior Practitioner  Social Worker  Care Management Asst  Social Work Asst  Adult Placement Officer  Occupational Therapy Assistant  Occupational Therapist  Care Home staff  Care Workers  Catering/Domestic Assistants  Maintenance Technician |

If you are unsure whether your role requires Occupational Health clearance, please contact the Occupational Health team on: [occupationalhealth@carmarthenshire.gov.uk](mailto:occupationalhealth@carmarthenshire.gov.uk)