**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 DriversElectricians and Public Lighting Ground MaintenanceHighways OperativesPark Ranger/Harbour Master/Harbour Warden/Park Warden/Park Attendant/Camp side Warden /Countryside access Ranger | Refuse and Recycling Rights of Way OfficersSchool Crossing PatrolStreet cleansing operativesVehicle TechniciansVehicle maintenance operativesWinter 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 ManagerSenior PractitionerSocial WorkerCare Management AssistantSocial Work AssistantAll school staff except:Catering/cleaning staff**Communities**Adult Services Team Managers/Asst TMSenior PractitionersSocial workersSocial Work AssistantCare Management AssistantDay Centre Staff Senior Specialist Support WorkerSpecialist Support WorkerAssistant ManagerDevelopment OfficerDomiciliary Care StaffDomiciliary Support Workers etc | Children’s Centres - Respite/ResidentialRespite Centre ManagerSenior Residential Child Care OfficerRes Child Care Worker - day + nightsResidential Child Care OfficerFlying Start Child Care WorkersSupport WorkersFamily Support WorkersSchool based youth workersMental Health & Learning DisabilitySocial Work Teams - allSenior PractitionerSocial WorkerCare Management AsstSocial Work AsstAdult Placement OfficerOccupational Therapy AssistantOccupational Therapist Care Home staff Care WorkersCatering/Domestic AssistantsMaintenance Technician |

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