2023-04-05

Risk assessment for medical examination needs.

This document *was* created *using the Work Environment Agency's regulations for Chemical Hazards in the working Environment (AFS 2011:19) and Medicinska kontroller i arbetslivet (AFS 2019:3) (Medical controls in working life* – only in Swedish*).*

The employer is responsible to make sure that the risk assessment for medical examination needs is carried out before work may start for chemicals with special demands, physically strenuous work and hazardous work. More information in Swedish Vägledning för arbetsgivare and a shorter version in English Information about medical check-ups and health assessments

The investigation and risk assessment involve the following steps.

1) The responsible researcher informs the responsible head and the laboratory safety coordinator, and shares the risk assessment for hazardous laboratory work and relevant laboratory information.
2) The manager prepares the medical risk assessment
3) A meeting between the relevant employees, the responsible head and the laboratory safety coordinator and a safety representative if asked for, is held where the risk assessment is carefully made in dialogue.
4) The involved signs the risk assessment. The original is saved by the laboratory safety coordinator, who scans it and sends copies to the responsible head and to the employees to add to the relevant risk assessments for hazardous work in KLARA.
5) The laboratory Safety Coordinator orders the medical requirements from the precured Occupational health care.

If an employee and his/her work leader lack training and valid certificate were this is required there is a sanction fee of 10.000 kr per concerned employee and PI.

If an employee lacks an aptitude report or results from biological exposure controls were this is required there is a sanction fee of 150.000 kr.

General information:

Valid certificate from training is required for both concerned employee and his/her work leader:

- Epoxy plastic components
- Diisocyanates
- Organic acid anhydrides
- Formaldehyde resins and processes that release formaldehyde
- Methacrylates and acrylates (labeled with H317 or H334))
- Ethyl-2-cyanoacrylate and methyl-2-cyanoacrylate (if work is carried out for more than 30 minutes per week.)
- Isocyanate exposure from thermal degradation (for example from heating of polyurethane foam.)

Medical checks shall be organized for:

- work where the employee is exposed to vibrations
- hand-intensive work
- night work
- work with allergenic chemical products (*Epoxy plastic components, Formaldehyde resins, methacrylates and acrylates (labeled with H317 or H334))*
- other work where a risk assessment on systematic work environment management shows that it is justified.

Medical checks, with assessment for aptitude reports (earlier called employability certificates), shall be organized for:

- work with allergenic chemical products (Diisocyanates and Acid anhydrides (labeled with H334) or Ethyl-2-cyanoacrylate and methyl-2-cyanoacrylate (if work is carried out for more than 30 minutes per week.)
- work involving exposure to fibrosis-causing dust, i.e. asbestos, certain synthetic inorganic fibres or quartz;
- work involving climbing with a large level difference;
- work in smoke and chemical diving;
- diving work.

Stockholm University

Medical checks, with assessment for aptitude reports (earlier called employability certificates), and biological exposure controls, shall be organized for:

- work involving exposure to lead;
- work involving exposure to cadmium;
- work involving exposure to mercury;

For the categories listed, the requirements are not demanded if a documented risk assessment in writing shows that the exposure to the mentioned substances is negligible and that personal protective equipment is therefore not needed.

In case of work that involves great physical exertion (for example climbing and diving -) the headlines of the risk assessment should be altered in agreement with AFS2019:3 71-79 §§. When planning diving works Jan Ekström, at Facility Management office, must be contacted.

See Work Environment Authority's (Arbetsmiljöverket, www.av.se) homepage for more guidance.
Heads and Laboratory coordinators can contact the precured Occupational health care, for advice and assistance in evaluation of hazards.

Other AFSs requiring health checks

- *Noise Buller (AFS 2005:16)*
- *Risk of infection, Smittrisker (AFS2018:4)*
- *Work with laboratory animals; AFS 1990:11(Eng)*
- *Electromagnetic fields, Elektromagnetiska fält (AFS 2016:3)*
- *Artificial optical radiation; Artificiell optisk strålning (AFS 2009:7)*
- *Monitor work. Arbete vid bildskärm (AFS 1998:5)*
- *Vibrations Vibrationer (AFS 2005:15)*
- *Work load ergonomics Belastningsergonomi (AFS 2012:2)*
- *Work environment for minors; Minderårigas arbetsmiljö (AFS 2012:3)*

For work with chemicals See appendix 1
For non-chemical risks See Appendix 2

Checklist for employer:

See appendix 3.

Responsibilities for employer:

See appendix 4.

Appendix 1

Risk assessment template

Risk assessment for:	
Date:	Signatures:
Responsible head:	
Laboratory Safety Coordinator:	
Safety Representative, if applicable:	
Other participant, if applicable:	

Use the risk assessment form as follows:

- Start by listing work moments where the worker may be exposed to the risk
- Calculate the max concentrations and amounts that will be handled.
- Estimate how often and for how long the work will be performed.
- Negligible = the exposure to the mentioned substances is negligible to the level that personal protective equipment is therefore not needed.

  Present = the exposure to the mentioned is present
- Use the possibility to add information and comments below the risk analysis if needed. Be careful to point out risk no. in the beginning of the additional information.
- Remember to include waste handling

Risk no	Risks and sources of risk	Max amount, volume and concentration handled per occasions	No of occasions per week (or other relevant time period) and employee	Hours per occasion	Average no of working hours per week (or other relevant time period) and employee	Risk assessment *N-Negligable P-Present*	Comment/Additional information
-	Example – sensitizing chemical	2 ml of 0,01µg/mL	1-2 times per year	10 min	0.4 min	N	Work must be done in fume hood see RA. Id: 4836.
1							
2							
3							
4							

Additional comments for risk no.

Employee Names:	**Risk No.** From list above	**Possible max exposure per year**	**Need of training** ***Y-Yes*** ***N-No***	**Need for medical examination** ***Y-Yes*** ***N-No***	**Need for aptitude report** ***Y-Yes*** ***N-No***	**Need for biological exposure control** ***Y-Yes*** ***N-No***	**Relevant AFS appendix**	Comment
Example - Anna	Example	0,04µg	Y	N	N	N	2019:3 appendix 9	

Appendix 2

Risk assessment template for non-chemical work

Risk assessment for:	
Date:	Signatures:
Responsible head:	
Laboratory Safety Coordinator:	
Safety Representative, if applicable:	
Other participant, if applicable:	

Use the risk assessment form as follows:

- Start by listing work moments where the worker may be exposed to the risk
- Estimate how often and for how long the work will be performed.
- Mark the risk level Negligible or Present

Use the possibility to add information and comments below the risk analysis if needed. Be careful to point out risk no. in the beginning of the additional information.

In case of work that involves great physical exertion (climbing, diving and smoke- and chem-diving) the headlines should be altered in agreement vid AFS2019:3 71-79 §§. For planned diving works Jan Ekström at Central Safety department must be contacted through Head of Security.

Risk no	**Risks and sources of risk**	**Protective measures and personal protection required.**	**Maximum duration** Hours per day and employee	**Risk assessment** *N-Negligible P-Present*	**Need for Medical examin.** Y-Yes N-No	**Comment/Additional information**
-						
1						
2						
3						
4						

Additional comments for risk no.

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Checklist for employer:

1. Call to a medical risk assessment meeting
2. The head or lab safety coordinator can consult the precured Occupational health care's Occupational Health and Safety Engineer for advice on classification of risk. (Neglectable or present risk for the individual employees.)
3. If trainings for handling sensitizing compounds is required this concerns both lab worker and work leader. Contact Chemical Compliance officer (Properties management office-Work Safety Group).
4. Inform the worker of the need for training, medical check-ups, health assessments, aptitude report (earlier called employability certificate) and/or biological exposure control what it means. **The offer must be documented.**
5. Inform the worker that the medical check-up **is voluntary**; If the employee declines the medical check this must be documented.
6. Inform the worker that in those jobs where regulations require a valid aptitude report the employer may employ only those workers who have one;
7. Inform the worker that the aptitude report states how long it is valid and may state that the worker may only perform certain tasks or work at certain workstations;
8. Order a which shall include; Inquire for order form from the precured occupational health care or use the form from the Work Environment Authority AV order forms (Sv)
9. Order a medical check-up, health assessment with aptitude report and /or biological exposure control, if required. Include
    a. requirement of feedback to each worker and employer,
    b. the medical risk assessment,
    c. risk assessments for the work,
    d. any earlier results from biological exposure controls.
10. Document and keep track of the results from medical examinations, aptitude reports, and biological exposure control in agreement with the legal demands. (40 years for biological exposure controls, 10 years for aptitude reports and 5 years copies of order forms for medical check-ups and health assessments)
11. Order a new medical appointment in due time.

For more information see Guidance (in Swedish) from the work environment Authority, Vägledning för arbetsgivare

Responsibilities

If an employee and his/her work leader lack valid training certificates were this is required there is a sanction fee of 10.000 kr per concerned employee.

If an employee lacks an employability certificate or results from biological exposure controls were this is required there is a sanction fee of 150.000 kr per concerned employee.

The Laboratory Safety coordinator should always be contacted when planning work that might fall in under AFS 2011:19 37a-g§§ or AFS 2019:3 or any of the other laboratory relevant AFSes concerning medical controls. The coordinator should ensure that the correct medical service is ordered.

The Departments keeps track of involved employees and all results from medical and biological controls as well as any employability certificates. The department should also ensure that the medical service is repeatedly ordered as stated in the concerned AFSes, and the correct information shared with the Occupational health care in the future.