



# **SAFETY CRITICAL WORKER MEDICAL POLICY**

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## Introduction

At Beton Bauen the safety of all our employees is paramount, to implement the process we offer and undertake Safety Critical Medicals that comply with National Standards including Constructing Better Health and ensure that we comply with contractor requirements. All personnel undertaking a safety critical role for Beton Bauen will be required to undertake fit for work medicals in accordance with the policy.

## What Is Safety Critical Worker Medicals (Fit For Work Medicals)?

- Mobile plant operators
- FLT Driver
- Driver and Mechanical Handling Equipment Operator
- Plant Operator
- Scaffolder / Rigger
- Roadside (high speed)
- Tunnelling worker
- Slinger/Signaller/Banksman/Traffic Marshall
- Confined Space
- Working at Heights
- Road workers
- Asbestos licensed workers (if applicable)
- Traffic Marshall
- Banksman
- Slinger signallers

## A Safety Critical Worker Medical (Fit For Work) may consist of:

- A baseline Safety Critical Worker health questionnaire to establish any current or previous medical/psychological health history
- Blood pressure measurement
- Height, Weight & Body Mass
- Audiometry (Hearing test)
- Spirometry (Lung function) test
- Visual Acuity, colour vision and peripheral vision screen
- Urinalysis for diabetes or other health issues
- Muscular skeletal assessment
- Mental health assessment

## Frequency of Medicals

Identified Safety Critical Workers are to undertake an initial medical before starting work, in the case of prospective new safety critical employees, any job offer will be subject to satisfactory completion of a pre-placement medical.

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The initial medical will be followed by further medicals as follows:

- ▶ Workers aged between 20-54 to undertake a further medical every 5 years
- ▶ Workers aged between 55-64 to undertake a further medical every 3 years
- ▶ Workers aged 65 and over to undertake a further medical every year

## Previous Medicals

If an employee has already undergone a suitable medical prior to being employed by Beton Bauen, within the time frames above and can produce a valid certificate to demonstrate they are fit for work, there may be no need for a further medical until the next is due.

## Medical Support

In the case of Beton Bauen employees, our current provider, InSync Corporate Healthcare Ltd, will be requested to conduct the medicals.

Private medical insurance cover via AXA PPP Healthcare, is also available for further or emergency medical issues.

## Exceptions

The policy will NOT apply to safety critical roles where the specific requirement are already more stringent than the roles above, (i.e. confined space)

## Record

An occupational 'Health Matrix', held by Beton Bauen may record all medicals and records, the type of medical, the frequency, and may identify the due date for the next medical.

Signed:



Position: Compliance Manager

Date: 05/01/2026