

Occupational Health

EMPLOYEE GUIDE

Latus Group is your appointed occupational health provider. Our role is to carry out fair, confidential, and professional medicals and assessments that help ensure individuals are fit for their role and supported where adjustments or advice may be needed. All assessments are conducted by qualified healthcare professionals and handled in line with UK medical standards, data protection legislation, and clinical confidentiality.

SAFETY CRITICAL MEDICAL

A safety-critical medical is a health assessment carried out for roles where a medical issue, sudden incapacitation, or reduced awareness could place the individual, colleagues, or the environment at risk. These roles may involve operating machinery or vehicles, working at height, or controlling safety-critical systems. The assessment helps confirm that individuals are medically fit to carry out their duties safely and supports employers in meeting their health and safety responsibilities.

Before your assessment

- No special preparation is usually required.
- Please bring any glasses or contact lenses you normally wear at work.
- Let the clinician know about any medical conditions, prescribed medication, or recent changes to your health.
- You may be asked to provide a urine sample as part of the assessment.
- Avoid strenuous exercise immediately before your appointment where possible.

During the assessment

- Your vision and hearing will be checked to ensure they meet the required safety standards for your role.
- Your blood pressure will be measured to ensure it falls within acceptable limits.
- A general health review will be completed, including discussion of any past or current medical conditions that may affect safety-critical duties.
- A urinalysis (dipstick test) may be carried out to screen for indicators of underlying health conditions.
- The assessment is carried out by a qualified healthcare professional and follows clear pass and fail criteria.

After the assessment

- If all elements of the medical are passed, you will be assessed as fit for safety-critical duties and a medical certificate or confirmation will be issued.
- If any elements are not met, the outcome and next steps will be explained to you, which may include follow-up, further investigation, or temporary or permanent work restrictions.
- Any information shared with your employer relates to fitness for work and safety and is handled in line with medical confidentiality and data protection requirements.

To find out more about Latus Group, visit our website www.latusgroup.co.uk