

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.

HAND ARM VIBRATION SYNDROME (HAVS)

HAVS (Hand Arm Vibration Syndrome) is common amongst those working with hand-held power tools. HAVS can develop gradually, often without obvious early warning signs, which is why regular health surveillance is used in roles where vibration exposure is present. Monitoring helps identify early symptoms so action can be taken to protect long-term hand and arm health.

Common tools associated with vibration exposure include drills, grinders, impact wrenches, sanders, and chainsaws. Over time, vibration can affect the blood vessels, nerves, and muscles in the hands and arms, leading to symptoms such as tingling, numbness, reduced grip strength, or fingers turning white in cold conditions.

Before your assessment

- No special preparation is required. Please be ready to provide information about the vibrating tools you use at work and how often you use them.
- Let the clinician know if you have experienced any symptoms such as numbness, tingling, loss of sensation, reduced grip strength, or fingers turning white in the cold.
- Continue to follow your usual workplace controls, including the correct use of tools and any vibration-reducing measures in place.

During the assessment

- You will be asked to complete a short questionnaire about your work history, use of vibrating tools, and any symptoms you may have noticed.
- Your answers are reviewed to assess whether there are any signs that may indicate vibration-related health effects.
- Based on this initial review, your results may be classed as acceptable, meaning no further action is required at this stage.
- If your responses suggest further investigation is needed, your assessment may be escalated for clinical review.

After the assessment

- Where required, cases may be escalated to a Tier 3 assessment, which involves a clinical examination carried out by an occupational health nurse.
- In some circumstances, a Tier 4 assessment may be recommended, which involves a more detailed examination by an occupational health doctor.
- You will be informed of any next steps and given appropriate advice to help protect your health at work.

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