

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.

HEALTH SURVEILLANCE

Health surveillance is a process used in workplaces where employees may be exposed to health risks as part of their role. It helps identify early signs of work-related ill health so action can be taken before conditions become more serious. Health surveillance may be required by health and safety legislation and is commonly used where there is exposure to hazards such as noise, vibration, hazardous substances, dusts, or repetitive tasks. The aim is to protect your health, support safe working, and ensure appropriate controls remain effective.

Before your assessment

- No special preparation is usually required.
- You may be asked to complete a short questionnaire about your role, workplace exposures, and any symptoms you may have noticed.
- Let the clinician know if you have any existing health conditions or concerns that you feel may be relevant.
- Continue to follow your usual workplace controls, including use of personal protective equipment (PPE).

During the assessment

- The assessment will be carried out by a trained occupational health professional.
- Depending on the risks associated with your role, this may include questions about symptoms, a visual examination, or specific tests such as hearing tests, skin checks, lung function tests, or vibration-related assessments.
- The assessment is focused on monitoring health in relation to work and is not intended to diagnose medical conditions.
- All assessments are conducted respectfully, confidentially, and in line with clinical standards.

After the assessment

- You may receive advice on protecting your health at work, including guidance on controls, PPE, or work practices.
- If any concerns are identified, recommendations may be made for further monitoring, follow-up assessments, or adjustments.
- Any information shared with your employer focuses on workplace health and prevention 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

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HEALTH SURVEILLANCE



SKIN SURVEILLANCE

Designed to identify early signs of work-related skin conditions, such as contact dermatitis, before they become more serious. Substances include chemicals, cleaning products, solvents, oils, resins, cement, adhesives, metalworking fluids, detergents, latex, and frequent handwashing/use of alcohol-based hand sanitisers.



AUDIOMETRY (hearing)

Audiometry is the testing of hearing, and is required under the Control of Noise at Work Regulations 2005. This applies to those workers who are regularly exposed to noise over 85db, and those with reduced exposure but increased sensitivity to noise.



SPIROMETRY (lung function)

Using chemicals or hazardous substances at work, if not managed properly, can be dangerous to an employee's health, so the law requires employers to measure exposure to prevent ill health occurring, and the early indications of lung damage.



MUSCULOSKELETAL (MSK)

In 2024/25 there were an estimated 470,000 workers affected by work-related musculoskeletal disorders, such as bad back, stiff neck, knee pain or shoulder pain. Problems can develop gradually over time so this test analyses potential risks.



VISION ASSESSMENT

We provide on-site vision screening/sight testing to employees whose eyesight is a necessity for their safety whilst working, and we can refer employees to an optician if necessary. All VDU users are required to perform eyesight tests.



HAND ARM VIBRATION (HAVS)

HAVS (Hand Arm Vibration Syndrome) is more common amongst those working with hand-held power tools and holding material in place for machining. Symptoms are: impaired circulation, reduced sense of touch, numbness, reduced manual dexterity, tingling, stiffness of joints, reduced grip strength.

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