

Introduction

In the UK, medical screening for companies isn't a blanket legal requirement for all workplaces. However, it becomes mandatory when part of a health surveillance program, or when specific legal or insurance obligations necessitate it. For instance, certain industries, such as construction, with known health risks might require regular medical checks for their employees.

Purpose

The purpose of medical screening is to identify any potential medical conditions that could lead to sudden incapacity, loss of consciousness, or impaired balance/coordination, potentially causing accidents.

Safety Critical Medicals

A *Safety Critical Medical (SCM)* for plant operators is a mandatory health assessment that ensures you're medically fit to operate heavy machinery safely. This includes checks for vision, hearing, mobility, and other health factors that could impact performance on construction or industrial sites.

Safety Critical Medicals (SCM) for plant operators in the UK are designed to ensure individuals are physically and mentally fit to operate machinery safely, preventing potential harm to themselves and others. These medicals typically involve a questionnaire covering medical history, physical examinations (including vision, hearing, and musculoskeletal assessments), and may also include drug and alcohol testing.

Regulations

The *HSE* requires these medicals, and they fall under the broader framework of the *Health and Safety at Work Act 1974* and the *Management of Health and Safety at Work Regulations 1999*.

In the UK, employers can ask for certain medical information, but there are restrictions. Generally, we can't ask about health conditions before offering a job, except to make reasonable adjustments for the interview or recruitment process. Once a job offer is made, we can ask about medical conditions that might affect the employee's ability to do the job or require reasonable adjustments. We can also ask for a fit note (formerly sick note) after a period of absence.

Content

- **Medical Questionnaire:** A detailed history of past and present medical conditions, including mental health, and any medications being taken.
- **Physical Examination:** This can include checks for cardiovascular health, respiratory function, musculoskeletal issues, and neurological conditions.
- **Vision and Hearing:** Specific assessments for visual acuity, colour vision, peripheral vision, and hearing (audiometry) are crucial.
- **Drug and Alcohol Testing:** May be included, depending on the specific requirements of the employer or role.

Frequency

General medical screening, this is undertaken upon first employment utilising a medical questionnaire, and may be offered periodically throughout employment with *MIDA Civil Engineering Ltd.* The questionnaire is reviewed by the external *Occupational Health Provider* and follow up action is arranged if deemed necessary.

A *Safety Critical Medical (SCM)* certificate's validity depends on the individual's age. Generally, certificates are valid for 3 years (unless the *Occupational Health Provider* deems it necessary to reduce the duration of the certificate to require more frequent screening due to possible health issues).

Compliance

Our site-based plant operators are self-employed through an employment agency and are considered as '*limb workers*' for health and safety purposes. We shall therefore assist these workers in their compliance obligations in relation to undertaking *Safety Critical Medicals (SCM)*. New employees may present with in date *Safety Critical Medicals (SCM)* from previous employment which may be accepted once appropriate checks and balances have been undertaken.

Our external *Occupational Health Provider* attends our sites on a rotational basis to undertake medical screening (*Safety Critical Medicals*) with the heavy plant operators (excavator operators). Where additional spaces are available to fulfil their time on site, additional plant operators, such as dumper, roller or telehandler operators, are provided the opportunity to attend medical screenings.

As an employer, we have a responsibility to ensure our employees undergo these medicals, and employees have a duty to comply with the assessments.

Responsibilities

- **Management:** Ensure appropriate screenings and medicals are in place, review risk assessments, and act on occupational health advice.
- **Employees:** Attend required screenings or medicals, report health concerns, and follow any occupational health recommendations.
- **Occupational Health Provider:** Conduct screenings and medicals, maintain confidentiality, and provide professional guidance.

Confidentiality and Data Protection

All health information obtained through screenings and medicals will be treated as confidential and handled in accordance with the *Data Protection Act 2018* and *UK GDPR*. Only designated occupational health professionals and relevant authorised personnel will have access to such data.

Access to Results and Support

Employees and/or self-employed contractors (*limb workers*) will be informed of the outcomes of their screening and/or medicals and any actions required. Support such as workplace adjustments, referrals to external healthcare providers, or wellness resources may be offered where appropriate.

Medical Screening Policy



Signed: 

Date: 23rd February 2026

James Brown

Regional Managing Director