

## Health Surveillance Policy

SKILLED Group is committed to providing a safe workplace for all of its employees and will take action to identify, assess, control or eliminate workplace hazards. SKILLED Group acknowledges that health surveillance is required following exposure to hazardous substances and processes which have the potential to result in disease or health effects upon exposure.

Occupational health hazards requiring health surveillance may comprise, but are not limited to: noise, hazardous substances, dangerous goods, fumes, dusts, gases and pathogens.

SKILLED Group makes the following commitments:

- SKILLED Group will work with all of its clients to ensure the intent of this policy is met.
- SKILLED Group will take action to ensure the identification of workplaces and employees which require health surveillance.
- The hierarchy of risk control will be used in the elimination or mitigation of identified workplace hazards.
- Occupational health monitoring and medical surveillance programs will be conducted under the supervision of appropriately qualified medical personnel, chosen in consultation with employees, where required.
- All health surveillance associated costs are to be met by SKILLED Group and/or the client.
- The provision of assistance to facilitate required treatment programs should an employee receive abnormal health surveillance results.
- Notification of exposure and/or the presence of hazards requiring health surveillance, to relevant employees and Statutory Authorities, in line with legislative requirements.
- Maintenance of health surveillance records, with respect to storage, privacy and confidentiality, in line with legislative requirements.
- Occupational health promotion, education and awareness will be conducted in keeping with the assessed level of risk and controls.

This policy is supported by detailed procedures contained within the SKILLED Group Occupational Health and Safety Management System (OHSMS).

Authorised by,



**Mick McMahon**  
Chief Executive Officer  
SKILLED Group Limited