Safety, Health and Welfare

Health surveillanace arrangements

Safety, Health and Welfare Office

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Approved by: Head of Governance & Compliance

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# 1. Introduction

The University is committed to ensuring that the health and wellbeing of its staff and students is protected in so far as is reasonably practicable. This will be achieved through a number of initiatives.

**Pre-employment medical assessment**

* Pre-employment medical screening of staff is arranged by Human Resources (HR) and is undertaken by an external occupational health physician. It involves a pre-employment health questionnaire and a medical examination.

**Health surveillance**

Technological University Dublin (TU Dublin) will provide health surveillance as required under [*Section 22 of the Safety, Health and Welfare at Work Act, 2005*](http://www.irishstatutebook.ie/2005/en/act/pub/0010/sec0022.html)*.* Health surveillance is made available to employees appropriate to the health and safety risks present and in line with statutory requirements.

***\*“health surveillance”*** *means the periodic review, for the purpose of protecting health and preventing occupationally related disease, of the health of employees, so that any adverse variations in their health that may be related to working conditions are identified as early as possible.*

Health surveillance objectives:

* The purpose of health surveillance is to identify at an early stage any adverse health effects that are associated with work activities.
* Evaluate the effectiveness of workplace control measures, which allows for identification of further actions and improvements.
* Identify and implement specific surveillance requirements for employees requiring statutory health surveillance.
* Enable employees to raise concerns about how work affects their health.
* Provide an opportunity to reinforce training and education of employees.

The frequency and nature of health surveillance for staff will be determined by the potential hazards and risks to which staff may be exposed.

**Health surveillance requirements will be determined by risk assessment and may include:**

* Hearing tests;
* Keeping of records of exposure to carcinogens;
* Self-inspection for skin related problems such as rashes;
* Eye and eyesight tests for users of Display Screen Equipment (DSE)/Visual Display Units (VDUs);
* Lung function tests; and
* Biological effects monitoring via blood or urine samples to quantitatively determine absorption or intake of hazardous substances.

**Absence monitoring and supported return to work**

* Following absence from work for extended periods due to ill health or injury, HR will arrange a review of the staff members’ health to ensure that they are capable of undertaking the tasks they are expected to perform when they return and that the work will not aggravate existing or past health conditions.
* Absence records are monitored by HR. Staff are directed to the confidential Employee Assistance Programme to ensure they are supported.

**Employee Assistance Programme**

The University has an Employee Assistance Programme in place to provide a confidential and professional support and advisory service to employees and to refer employees to other sources of specialist advice or support if necessary.

**Vaccinations**

Staff at risk of contracting specific diseases/illnesses due to the nature of their work, may avail, on a voluntary basis, of vaccinations against such diseases/illnesses in accordance with medical advice available to the University.

‘Medical’ risk control measures, including vaccinations are provided through the appointed external Occupational Health Physician. Health surveillance records are maintained by this service provider, in accordance with legislation. This is facilitated by the respective Head of School and the Safety, Health, and Welfare Office.

**Health promotion**

* The University commits to provide information/education on factors that can affect health and welfare e.g., stress, exercise, diet, smoking, alcohol use disorders, early recognition of cancer, etc.

**Student Health Services**

* The University provides a medical and counselling service for students including nursing and doctor surgeries.

**Fitness to work**

Employees and students may be referred to an external Occupational Health Service Physician for a health assessment in relation to their work/studies where necessary to ensure their safety, health, and welfare. TU Dublin will endeavour to implement any controls/recommendations as far as is reasonably practicable.

In certain circumstances, employees may be required to undergo an assessment by a nominated registered Medical Practitioner in the Occupational Health Service Provider to determine fitness to perform work activities. This is of particular importance if serious risks to the safety, health and welfare of people at work are concerned.

If employees themselves become aware that they have any disease, physical or mental impairment which could affect their or others' health and safety at work, they should notify Human Resources or their Line Manager, so that appropriate action can be taken. Students should inform their Head of School or Tutor.

## 2. Processes/Arrangements

**Heads of School/Function**

1. School/Function risk assessments will determine if \*health surveillance is required in relation to the work activities in that area and the risks to safety, health, and welfare. Employees are encouraged to avail of any health surveillance provided.
2. Notify Human Resources at staff requisition stage of any job-specific health surveillance requirements.
3. Advise employees on commencement of employment of any job-specific health surveillance requirements.
4. Identify and inform relevant employees for whom health surveillance has been identified, as necessary. This may be routine health surveillance or health surveillance in the event of unusual exposure conditions, reports of ill-health, accident investigation, change in working or medical conditions or equipment, failure of safety equipment, introduction of new substances or changes to legislation.
5. Encourage employees to raise issues/concerns.
6. Provide the Safety, Health, and Welfare Office with information regarding employees for whom health surveillance is required.
7. Advise identified employees how to book an appointment with the external Occupational Health Service Provider.
8. Provide adequate time to allow employees attend the required appointments.
9. Implement any further controls where identified or where recommended.

### Human Resources

1. Liaise with Heads of School/Function to determine the pre-employment medical requirements for specific roles (Pre-employment medicals/screening are used to establish a baseline as part of the health surveillance process).
2. Ensure that all employees are screened/complete a pre-employment medical specific to the role.
3. Inform Heads of School/Function of any adverse findings.
4. Provide advice to Heads of School/Function in the event of adverse findings during pre-employment medical/screening or periodic health surveillance.

### Safety, Health & Welfare Office

1. Advise and assist Schools/Functions in identifying health surveillance requirements when completing and reviewing risk assessments.
2. Co-ordinate exposure monitoring (noise, dust etc.) with a competent service provider where the risk assessment deems it necessary.
3. Co-ordinate the delivery of health surveillance programmes to employees. Health surveillance is provided by an external Occupational Health Service Provider. The type of health surveillance will depend on the hazard present and the level of exposure of each employee. Health surveillance can range from self-checks and questionnaires to clinical examinations and diagnostic tests.
4. Advise identified employees how to book an appointment with the external Occupational Health Service Provider in conjunction with the Head of School/Function.
5. Report the outcomes of health surveillance programmes to the appropriate personnel within the University.
6. Maintain records in line with statutory requirements.

### External Occupational Health Service Provider

1. The Occupational Health Service Provider completes the required health surveillance and issues a confidential report to the SHW Office who will communicate the findings to the Head of School/ Function and relevant staff member(s).
2. Recommend any further control measures required and the need for further health surveillance.
3. Advise on intervals between health surveillance cycles.
4. Ensure up to date records are maintained in accordance with statutory requirements.

### Employees

1. Co-operate with the risk assessment process.
2. Attend pre-employment medical.
3. Avail of health surveillance provided and keep any scheduled appointments.
4. Provide information to the Occupational Health Service Provider, if requested, regarding medical history and details of any treatment from a General Practitioner, Consultant, Specialist, or other Medical Practitioner.
5. Comply with any recommendations made by the Occupational Health Service Provider.
6. Report any significant changes to your health in intervals between health surveillance cycles.
7. Notify HR or Line Manager if you become aware that you have any disease, physical or mental impairment which could affect you or the safety of others, so that TU Dublin can take appropriate action.

# Hepatitis B Vaccination

### Guidance for Laboratory Employees

Staff at risk of contracting specific diseases/illnesses due to the nature of their work, may avail, on a voluntary basis, of vaccinations against such diseases/illnesses in accordance with medical advice available to the University.

**What is Hepatitis B?**

The Hepatitis B virus (HBV) infects the liver. Approximately 10% of those infected will become chronic carriers of the HBV. Anyone who carries the virus, acutely or chronically, can transmit the disease to others. Of those infected, many will require hospitalisation and may suffer debilitating liver disease, liver scarring (cirrhosis), and liver cancer.

**How is Hepatitis transmitted?**

HBV infected blood or certain body fluids can be transmitted by several mechanisms: percutaneous injury (e.g., a cut or poke with a contaminated object), mucous membranes exposure (e.g., eyes, nose, mouth), contact with broken skin, sexual or maternal-fetal transmission. Human cell lines, cell explants, cell tissue cultures, and animal material exposed to human cells are potentially infected with HBV and can cause occupational transmission to laboratory personnel.

**How can Hepatitis B infection be prevented?**

The primary preventative measure against getting HBV infection is vaccination. It is highly effective and strongly recommended.  Secondary, but equally important, preventative measures are avoiding contact with the infectious materials through a combination of environmental control measures including the use of shielding, sharps safety devices, and personnel protective equipment (gloves, masks, eye protection, gowns).

**What is the Hepatitis B vaccine?**

The Hepatitis B vaccine is a series of three injections of a recombinant vaccine given over 6 months. This vaccine is provided free of charge to employees who have a risk of exposure to blood borne pathogens while doing their job. To demonstrate that the individual has acquired immunity a blood test will be done 1-2 months after the last injection.

**Exposure**

In a laboratory, individuals experimenting with the following materials or working with equipment that may be contaminated with such materials are eligible for the vaccine.

* Hepatitis B virus
* Human blood or body fluids, blood products, or blood cells
* Unfixed human tissue
* Human cell lines (If the cells are capable of propagating blood borne pathogens and NOT certified by commercial source as free from viral contamination. Screening methods may include PCR, antigenic screening, or co-cultivation with various indicator cells that allow contaminants to grow)
* Animals, their tissues, and cell lines derived from those tissues if the animal has been exposed to human cells as defined above.

**New Laboratory Projects**

For laboratories embarking on new projects involving human blood, etc. (see above list) for the first time or are adding employees to such existing projects, the Head of School MUST contact the TU Dublin Safety, Health, and Welfare Office to ensure the following:

1. Eligible employees are offered the vaccine; and
2. Previously vaccinated individuals have immunity. Titers are NOT routinely performed for the general population; therefore, it is incorrect to assume that everyone who has been vaccinated is immune.

Those employees declining the Hepatitis B vaccination at the time it is offered will be required to sign a statement explaining that they understand the risks associated with acquiring Hepatitis B virus infection, that they were offered the vaccination at no charge, and that if they change their mind in the future they can then receive the vaccination free of charge given similar job risk factors.

**Vaccine Information**

Per the Centers for Disease Control (CDC), Hepatitis B vaccines have been shown to be very safe for persons of all ages. Pain at the injection site (3%-29%) and elevated temperature >37.7°C (>99.9°F) (1%-6%) are the most frequently reported side effects among vaccine recipients. In placebo-controlled studies, these side effects were reported no more frequently among persons receiving Hepatitis B vaccine than among those receiving placebo.

**Acceptance / Declination Form**

After reading the above information, you should complete an ‘Acceptance / Declination Form’ and return it to: XXXXXX

**Acceptance**

If you have accepted the vaccine (which is strongly advised by TU Dublin and the Health and Safety Authority (HSA)) you can arrange your vaccination.

**Appointment**

You can contact Medmark (Occupational Health Provider) to arrange your appointment. You may have previously received a vaccination or part thereof. This will be established on your first visit to Medmark, where you will be tested for your immunity. If you are immune there will be no need for further visits. If you are not immune, Medmark will administer the necessary vaccines to you during subsequent visits. This vaccine will be funded by TU Dublin.

**Medmark Contact Details**

**Address:** 69 Lower Baggot Street, Dublin 2

**Email:**  dublin@medmark.ie

**Phone:**  01 676 1493

Please email or phone to book an appointment which best suits you and your timetable.

**Documentation**

All records of immunity, acceptance/declination forms will be maintained on file by the Head of School in line with our record retention schedule.

# Eye and Eyesight test for DSE users: Arrangements

The *Safety, Health, and Welfare at Work, (General Application) Regulations 2007, Chapter 5 of Part 2* outlines the requirements that must be adhered to in relation to Display Screen Equipment (DSE). Staff who are regular users of Visual Display Units (VDUs) can avail of free eye and eyesight tests.

### Scope

These arrangements apply to all staff whose work involves habitual use of DSE (i.e., one continuous hour or more a day as part of everyday work).

**Eyesight test (visual ability)**

An eyesight test means a test of a person’s ability to see (visual ability), to focus at

various distances (including the intermediate distance, 30 cm to 60 cm, at which

the VDU screen is normally placed) and to keep the two eyes coordinated. A

doctor or optometrist can carry this out. It may also be carried out by a person

(including a nurse) trained to use a vision-screening machine. The person operating

the machine must know when to refer employees who do not pass the eyesight tests

at the screening level to a doctor or optometrist. Problems with visual ability, which

arise at any stage during life, may give rise to a need to wear spectacles.

**Eye test**

An eye test means an examination of the eye using an ophthalmoscope normally

carried out by a doctor or optometrist. Though entitled to an eye test and eyesight

test, the first approach by an employee is likely to be to have an eyesight test. If the

eyesight test results in the employee being referred on to a doctor or an optometrist,

they will probably do a further eyesight test as well as an eye test and will decide if

the employee needs particular lenses for VDU work. While the tests should be

available to all eligible employees, those suffering from visual difficulty or

eyestrain, either before or during work with a VDU, should, in particular, avail of

the option.

**Combined eye and eyesight test**

The combined eye and eyesight test performed by an optometrist or doctor should

include the following tests:

(i) Either monocular vision or good binocular vision. In the latter case,

Heterophoria should be well compensated, with prisms if necessary.

Diplopia is not admissible

(ii) No obvious central (+/- 20 degrees) visual field defects in the dominant eye

(iii) Normal near points of convergence and accommodation for the user’s age

(iv) Clear ocular media. Absence of ocular disease

(v) Normal colour vision is ONLY required if the VDU work is unusually colour dependent

(vi) Measurement and assessment of refractive error.

**Process**

Arrangements have been made for university staff to undergo eye and eyesight tests by competent persons at The National Optometry Centre (NOC) on the Grangegorman campus.

1. Staff can avail of an eye and eyesight test at the following intervals:
* Before commencing display screen work
* at regular intervals thereafter and
* if an employee experiences visual difficulties which may be due to display screen work.
1. Staff members contact the NOC directly to schedule an appointment.
2. Eye examinations may be carried out in the student clinics. This will be highlighted to staff at

appointment stage.

1. Staff have the option to request an appointment in the professional clinics without a student

present.

Note: professional clinics may have restricted time slots and may not necessarily run on the

same days as student clinics.

1. When the optometrist certifies that a staff member needs to use a spectacle prescription solely for the purpose of working with DSE, the University shall contribute €60 for standard spectacles or €100

towards multifocal spectacles purchased in the National Optometry Centre. The staff member is responsible for the balance.

1. In the case of a staff member who already wears spectacles to correct a visual defect (or other normal corrective appliances), and these spectacles are adequate also for DSE work, TU Dublin is not liable to meet the cost should a routine change of lenses arise.
2. The cost of dealing with more general eye problems which are revealed as a result of the tests and which are not directly related to working with a DSE is a matter for the staff member as part of his/her general health care, taking account of health care entitlements.
3. Where complex problems are detected, the optometrist may refer the staff member to a specialist ophthalmologist for attention.
4. If after an eye test has been carried out, a defect in eyesight is discovered and the optometrist

certifies that having regard to the nature of the defect, the operation of DSE would not be advisable, then that staff member will not be asked to operate a DSE.

1. Staff who are given eye examinations will be advised of the results of such tests.
2. If specific safety spectacles are required as part of personal protective equipment (PPE) for staff members engaged in certain work activities, the NOC will ensure that these are provided, and the relevant School/Function will cover the cost of these. It is imperative that staff members provide all relevant information regarding their activities so that the correct materials may be sourced for safety spectacles. This is critical where chemicals are being used.

### Review

The arrangements will be reviewed regularly and communicated to all staff.

# Display Screen Equipment Assessments

The University recognises that people using display screen equipment (DSE) (*defined as those employees who use a display screen for more than one hour per day at work*) may suffer health problems such as upper limb disorders and eye strain as a result of poor set up. In most cases the problems do not arise directly from the display screen equipment, but from the way it is used. The problems can be avoided by good workplace and job design and by the way the equipment and workstation are used by the individual. TU Dublin is required to evaluate health and safety at workstations with particular reference to eyesight, physical difficulties and mental stress. Appropriate steps will be taken to control any risks identified.

In order to ensure the health and safety of staff the University will comply with requirements of the Display Screen Equipment Regulations, Part *2 Chapter 5 of the Safety, Health, and Welfare at Work (General Application) Regulations, 2007* and will follow the guidance given by the Health and Safety Authority. TU Dublin will carry out an analysis of individual workstations and a competent person with the necessary skills, training and experience will complete this analysis.

The results of the workstation analysis must be shared with the employee and the line manager, and a written record must be kept of the analysis of the workstation. Any changes to be made to the workstation to meet the requirements of Schedule 4 must be recorded.

#### On campus

1. The University shall purchase and provide appropriate equipment (hardware) and processing systems (software) and a working environment suitable for display screen work. Workstation furniture and PCs will comply with the requirements of the General Application Regulations.
2. Each workstation will be risk assessed upon request for the individual and appropriate steps taken to reduce risks.
3. The University will provide information, instruction, and training to employees in relation to the risks associated with DSE work and how these risks are minimised.
4. Offices will be maintained at a minimum of 17.5 degrees Celsius after the first hour of work. Lighting will be arranged to avoid screen glare.
5. Users of DSE should have activities arranged so as to provide regular breaks from screen/keyboard work.

#### Working from home/remotely

1. Where staff are required to work from home the University will provide a remote or online workstation assessment on request and will, in so far as is reasonably practicable, ensure that the person has the information to set up their workstation in such a way as to minimise the risk of health problems. Where necessary the staff members will be provided with equipment such as a keyboard, mouse, a separate screen/ monitor or screen riser for use at home by their line manager. The Blending Working documentation is available on the University website.

### Scope

These arrangements apply to all staff whose work involves habitual use of DSE (i.e., one continuous hour or more a day as part of everyday work).

### Process

1. Staff members (or line manager on their behalf) contact the SHW Office to request an individual DSE Assessment in the workplace (also known as Visual Display Unit (VDU) or Workstation Ergonomics Assessment).
2. The SHW Office receives an enrolment request for DSE/ VDU Assessment in the workplace.
3. The SHW Office enrols the staff members on an online training course and online assessment.
4. The Staff member receives an enrolment email with log-in details and completes the online training and DSE self-assessment within a four-week timeline.
5. The Staff member downloads their completed Assessment Report, emails it to their line manager and copies the SHW Office shw@tudublin.ie.
6. On receipt of the completed Assessment Report, the Occupational Health Advisor (OHA) reviews it and advises the line manager on appropriate control measures and any further actions required, including for example specialist equipment, medical referral etc.
7. Where medical issues arise in relation to the staff members' safety, the SHW Office may refer the staff member to the external Occupational Health Service Provider.
8. The line manager works with the staff members to implement all control measures.
9. The OHA updates the online Assessment Report to record status of action items.

*\*Homeworking assessments are arranged separately with an external service provider as per the*[*Blended Working Policy and Procedure*](https://www.tudublin.ie/intranet/blended-working-at-tu-dublin/)

### Review

The arrangements will be reviewed regularly and communicated to all staff.

**Appendix 1**

**Specific health surveillance is required by the *Safety, Health and Welfare at Work Act 2005* and the *Safety, Health, and Welfare at Work (General Application) Regulations 2007 e.g. noise and vibration***

|  |  |
| --- | --- |
| **Health Surveillance**  | **What work in TU Dublin may require health surveillance?**   |
| Safety, Health, and Welfare at Work Act 2005  Section 22.— (1) Every employer shall ensure that health surveillance appropriate to the risks to safety, health and welfare that may be incurred at the place of work identified by the risk assessment under [section 19](http://www.irishstatutebook.ie/2005/en/act/pub/0010/sec0019.html#sec19) , is made available to his or her employees.   | * Work in noisy environments
* Work with vibrating tools
* Work with ionising radiation
* Significant exposure to hazardous substances (solvent, fumes, dust), chemical agents or biological agents
* Work involving exposure to respiratory (or skin) sensitisers
* Work with optical radiation

   |
| **Noise**  |
| **What the Regulations Require**  | **Application of the Regulations Requirements**  | **Retention of Health Surveillance Records**  |
| Chapter 1 of Part 5 of the Safety, Health, and Welfare at Work (General Application) Regulations 2007;   Health surveillance should be made available to employees whose risk assessment revealed a risk to their health.  An employer shall—  1. where employees are liable to be exposed to noise at work above a lower exposure action value, in consultation with the employer's employees or their representatives, or both, make a suitable and appropriate assessment of the risk arising from such exposure,
2. in carrying out the risk assessment referred to in paragraph (a), if necessary, measure the levels of noise to which the employer's employees are exposed

  | The Regulations require an employer to take specific action at certain action values. These are the daily noise exposure level or the peak sound pressure level which, if exceeded, for an employee, action will need to be taken to reduce the risk.   These relate to: * The levels of exposure to noise of your employees averaged over a working day or week; and
* The maximum noises (peak sound pressure) to which employees are exposed in a working day.

The values are: lower exposure action values: * daily or weekly exposure of 80 dB;
* peak sound pressure of 135 dB;

upper exposure action values: * daily or weekly exposure of 85 dB;
* peak sound pressure of 137 dB.

The purpose of hearing checks and audiometric tests is to provide early diagnosis of any hearing loss due to noise and to assist in the preservation of hearing.   | Retention is in line with TU Dublin retention schedules.   |
| **Vibration**  |
| **What the Regulations Require**  | **Application of the Regulations Requirements**  | **Retention of Health Surveillance Records**  |
| Chapter 2 of Part 5 of the Safety, Health, and Welfare at Work (General Application) Regulations 2007;  * An employer shall ensure that appropriate health surveillance is made available to those employees for whom a risk assessment reveals a risk to their health, including employees exposed to mechanical vibration in excess of an exposure action value (hand-arm vibration 2.5m/s2 and whole-body vibration 0.5m/s2).

   | The Regulations include requirements for employers to:  * Assess the vibration risk to their employees
* Decide if their employees are exposed above the daily exposure limit value (ELV); and
* if so, take immediate action to reduce their exposure below the ELV
* Decide if their employees are exposed above the daily exposure action value (EAV) and if so, implement the required controls to reduce exposure.
 | Retention is in line with TU Dublin retention schedules.   |
| **Ionising Radiation**  |
| **What the Regulations Require**  | **Application of the Regulations Requirements**  | **Retention of Health Surveillance Records**  |
| Safety, Health, and Welfare at Work (Electromagnetic Fields) Regulations 2016; Regulation 10  These Regulations apply to activities in which employees are or are likely to be exposed to risks to their safety and health arising from exposure to Electromagnetic Fields (EMFs) while working and they impose obligations and duties on employers to protect their employees.  The Regulations cover all known direct biophysical and indirect effects caused by EMFs.   | Where employees are liable to be exposed to EMFs at work, the employer is required to carry out a risk assessment. If necessary, the risk assessment will include measuring or calculating the levels of EMFs.  The employer is required to ensure that the ELVs set out in Schedule 2 (non- thermal effects) and Schedule 3 (thermal effects) of the Regulations are not exceeded unless certain conditions are met. * Schedule 2 describes the ELVs and associated Action Levels (ALs) for non-thermal effects over a range of frequencies from 0 Hz to 10 MHz. The ELVs and ALs for different frequencies are specified in tables in the Regulations.
* Schedule 3 describes the ELVs and associated ALs for thermal effects over a range of frequencies from 100 kHz to 300 GHz. The ELVs and ALs for different frequencies are specified in tables in the Regulations.

 Health surveillance intended to prevent or rapidly diagnose any adverse health effect due to exposure to EMFs must be made available by the employer to those employees for whom the risk assessment reveals a health risk.   | Retention is in line with TU Dublin retention schedules.   |
| **Chemical Agents**  |
| **What the Regulations Require**  | **Application of the Regulations Requirements**  | **Retention of Health Surveillance Records**  |
| Safety, Health, and Welfare at Work (Chemical Agents) Regulations, 2001  It shall be the duty of every employer to make provision for appropriate health surveillance to be made available, under the responsibility of an occupational healthcare professional, to those employees for whom a risk assessment reveals a risk to their safety and health.   | Health surveillance shall be regarded as being appropriate when - 1. the exposure of an employee to a hazardous chemical agent is such that an identifiable disease or adverse health effect may be related to the exposure,
2. there is a reasonable likelihood that the disease or effect may occur under the particular conditions of his or her work, and
3. There are valid low risk techniques for the employee for detecting indications of the disease or the effect.
4. Health surveillance shall be mandatory for employees when a biological limit value for a hazardous chemical agent is listed in Schedule 2 or in an approved code of practice and it shall be the duty of the employer to ensure that employees are informed of this requirement before being assigned to a task involving risk of exposure to a hazardous chemical agent for which a biological limit value is listed.

  | Retention is in line with TU Dublin retention schedules.   |
| **Optical Radiation** (e.g., ultraviolet (UV) radiation, visible light, and infrared radiation)  |   |   |
| **What the Regulations Require**  | **Application of the Regulations Requirements**  | **Retention of Health Surveillance Records**  |
| Safety, Health, and Welfare at Work (General Application) (Amendment) Regulations 2010 Part 9 control of artificial optical radiation at work  It shall be the duty of an employer to ensure that appropriate health surveillance is made available to those employees for whom a risk assessment reveals a risk to their health, including employees exposed to artificial optical radiation in excess of an exposure limit value.     | Health surveillance, the results of which are taken into account in the application of preventive measures at a particular place of work, shall be intended to prevent or diagnose rapidly any long-term health risks and any risk of chronic disease resulting from exposure to artificial optical radiation.  (3) An employer shall ensure that a health record in respect of each of his or her employees who undergoes health surveillance is made and maintained and that that record or a copy thereof is kept available in a suitable form so as to permit appropriate access at a later date, taking into account any confidentiality concerns.  | Retention is in line with TU Dublin retention schedules.   |