

Occupational Health

In France

Introduction

- Expectations?
- Previous knowledge?
- Previous experiences?
- Question when needed!

Missions

- SPST: “*Services de Prévention et de Santé au Travail*”
- Prevent any deterioration in the health of workers as a result of their work
- Advising:
 - Employers
 - Workers
 - Representatives

Missions

- Occupational health initiatives
- Advise on measures to:
 - assess, avoid or reduce occupational risks
 - improve the quality of life and working conditions
 - prevent the use of alcohol and drugs
 - prevent harassment and bullying
 - contribute to keeping workers in employment

Missions

- Analyse the impact of major organisational changes
- Monitor the health of workers
- Promote health in the workplace
- Free access to the workplace

Any
questions?

Who is concerned?

- Companies
- Employees:
 - Permanent employment contract
 - Fixed-term employment contract
 - Temporary employment contract
 - Apprenticeship
- Interns are not concerned

Organisation

- Multidisciplinary team:
 - Occupational physician
 - Occupational risk prevention specialists
 - Nurses
- They work in a SPST(I)
- “Internal” or inter-company (SPSTI)?
- <500 employees = SPSTI

Registering with a SPSTI

- Most companies work with a SPSTI
- Physical offices = find a local provider
- Fees are based on the number of employees monitored
- Working from home = several local providers

Fiche d'entreprise

- Company file
 - List of occupational hazards
 - Number of employees exposed
- Guarantee workers' safety
- Store it with the DUERP
- Difference with DUERP?
- It can be consulted by the work inspector

Any
questions?

Types of medical visits

- Main activity of the OH
- Several types of visits:
 - Information and prevention (VIP)
 - Reinforced individual monitoring (SIR)
 - Return to work
 - “At the request”

Visite d'Information et de Prevention (VIP)

- Basic visit
- Within 3 months of starting date
- For every employee
- Night work specificity
- Can be carried out by a nurse
- Potential referral

Visite d'Information et de Prevention (VIP)

- Compulsory stages of the visit:
 - Questions
 - Information
 - Raising awareness
 - Rights
- Occupational Health medical file
- Medical information is private
- Certificate (*attestation de suivi*)
- Potential additional examinations

Suivi Individuel Renforcé (SIR)

- For employee exposed to specific risks:
 - Asbestos, lead, carcinogens...
 - Fall from height
 - Driving dangerous equipment
 - Live electrical installations
- Medical examination prior to recruitment
- Notice of fitness / unfitness
- Renewed at least every 4 years

Return to work visits

- Mandatory after:
 - Sick leave > 30 days after accident at work
 - Occupational Illness related sick leave
 - End of maternity leave
 - Non-work related sick leave > 60 days
- Employer's initiative
- Maximum 8 days after return to work

Any
questions?

After the visit?

- Certificate (*attestation de suivi*)
- *Avis d'aptitude / inaptitude*
- Maximum delay of 5 years between visits
- Or 3 years in specific cases
- The physician sets the deadline

Paid or not?

- Included in working hours
- Paid
- Travel time, expenses and examinations are also paid

Case of exemption

- If a VIP has been done in the 5 years prior to recruitment
- And if:
 - Identical job
 - “attestation de suivi” available
 - No notice of unfitness in the last 5 years
- No exemption case for the SIR

Consequences of medical visits

- Individual measures:
 - Adaptation of the work position
 - Adaptation of the working hours
- Unfitness
- Includes information about redeployment of the employee

Inaptitude Unfitness

- Only the occupational physician
- The following steps must be observed:
 - Medical examination
 - Study of the position
 - Study of the working conditions
 - Discuss their observations and proposals
- Redeployment
- Potential dismissal

Appeal

- By the employee or the employer
- Within 15 days of notification
- "*médecin-inspecteur du travail*"

Any
questions?

Potential penalties

- Fine of up to 1500€
- Damages
- Repeat offence?
- And for the employee?

UK
equivalent?

- No real equivalent
- Mandatory in France, not in the UK
- Information sharing
- Focus is different

Any
questions?

Thank you

- Baptiste@viridianhr.co.uk
- We will send you a post-training form
- Thank you in advance for your feedback!
- Next session is on the 17th of April
- Theme: “Professional Development”