

Bauhaus-Universität Weimar

Service Centre for Safety Management

Instructions on occupational health care for employees of the Bauhaus-Universität Weimar and the University of Music Franz Liszt Weimar in accordance with the Occupational Health Care Directive (ArbMedVV) of October 2013

Pursuant to the ArbMedVV, the Bauhaus-Universität Weimar and the University of Music Franz Liszt Weimar (employer within the meaning of the Occupational Safety and Health Act) shall ensure adequate occupational health care.

The Occupational Health Care Directive sets a clear distinction between mandatory, optional and voluntary health care.

The primary purpose of occupational care is to protect health and to inform and advise employees individually about the correlation between their work and their health, but it is not intended to provide proof of suitability for certain activities. Consequently, occupational health care is not necessarily associated with recruitment or suitability/fitness examinations.

All employees under the Employee Representation Act who have worked at the universities for longer than 2 months are entitled to relevant examinations, provided that these relate to the job descriptions and the current risk assessments.

The examinations at the Berufsgenossenschaftliche Arbeitsmedizinische Dienst (B.A.D. Gesundheitszentrum, Schwanseestraße 143, 99427 Weimar) are not automatically associated with medical or clinical examinations (e.g. blood sampling, X-rays etc.). You can choose to limit this to an individual medical consultation. Employees must give prior consent to any medical or clinical examination.

Mandatory care

Mandatory care is occupational health care that the employer must arrange for in the case of certain, particularly hazardous activities. Employees are obliged to undergo this examination on their own.

According to the available risk assessments and the job requirements, the universities do not provide a workplace where the employer can conduct a mandatory occupational health examination.

Optional care

Optional care in occupational health care must be provided by the employer for certain hazardous activities (see Appendix).

Voluntary care

Voluntary care is occupational health care that the employer must make available for the employee engaged in all activities. Employees must request it on their own initiative. Such a request does not apply if any damage to health is expected. For example, voluntary care may be considered when employees suspect a connection between psychological stress and their work in the course of their employment.

Vaccinations

Vaccinations are limited to cases where the risk of infection among employees is higher than for the general population and is associated with their occupation. This implies a direct reference to the employee's activity.

Occupational health and care provisions do not apply to third-party or civil protection.

The consent of employees is required prior to vaccinations.

Certificate of examinations

The employer, as well as the employees, can obtain an occupational health certificate with the information stating when and for what reason an occupational health examination was conducted and when a subsequent occupational health examination is indicated. **The current ArbMedVV stipulates that the certificate shall no longer contain any statements on the health hazard or safety of the activity for the person concerned.**

Nonetheless, if there are indications that the occupational health and safety measures are not sufficient for the employee concerned or other employees, the company doctor must inform the employer thereof, while preserving medical confidentiality. The company doctor must concurrently suggest the necessary preventive measures and the employer is obliged to implement them. If necessary, a change of job tasks must be arranged for medical reasons. This is exclusively the responsibility of the employee. The consent of the person concerned is required before the occupational doctor notifies the employer of a change of tasks deemed necessary.

Conversely, this implies that the personal responsibility of the employee increases. If there are health concerns related to the performance of certain activities of which the employer is not aware and if this fact results in a health hazard, the employer shall not be liable under the ArbMedVV. The employer has to prove that the employees have been provided with regular optional occupational health examinations corresponding to their activities. This must be documented, as well as the acceptance or rejection by the employee of the offered optional occupational health examinations.

For further information and individual advice, please contact

Mr Dirk Schmidt, tel. 03643 - 581210, email: dirk.schmidt@uni-weimar.de and Mrs Karin Stumpf, tel. 03643 - 581240, email: karin.stumpf@uni-weimar.de.

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Appendix

List of possible examinations

BAPRO Basic Examination Programme

G 1.1	Mineral dust, Part 1: Silicogenic dust	
G 1.2	Mineral dust: Part 2: Friable asbestos	
G 1.3	Mineral dust: Part 3: Artificial mineral fibre dust	G 1.4 Dust exposure
G 2	Lead or its compounds (except lead alkyls)	G 3 Lead alkyl
G 4	Hazardous substances that cause skin cancer	G 5
G 6	Glycol nitrate or glycerol trinitrate	
G 7	Carbon disulphide	G 7 Carbon monoxide
G 8	Benzene	
G 9	Mercury or its compounds	
G 10	Methanol	
G 11	Hydrogen sulphide	
G 12	Phosphorus (white)	
G 14	Trichloroethylene and other hydrogen chloride solvents	
G 15	Chromium-VI compounds	
G 16	Arsenic or its compounds	
G 19	Dimethylformamide	
G 20	Noise	
G 21	Work in cold conditions	
G 22	Acid damage to teeth	
G 23	Obstructive respiratory diseases	
G 24	Skin diseases (except skin cancer)	G 25 Driving, control and monitoring activities
G 26	Respiratory protective equipment	
G 27	Isocyanates	
G 29	Toluene and xylene	
G 30	Work in hot conditions	
G 31	Excessive pressure	
G 32	Cadmium or its compounds	
G 33	Aromatic nitro or amino compounds	G 34
	Fluorine or its inorganic compounds	G 35
	Working abroad	
G 36	Vinyl chloride	
G 37	Computer workstations	
G 38	Nickel and its compounds	
G 39	Welding fumes	
G 40	Carcinogenic and mutagenic hazardous substances – general	G 41
	Working with fall hazards	
G 42	Activities with risk of infection	
G 44	Hardwood dusts	
G 45	Styrene	
G 46	Strains on the muscular and skeletal system including vibrations	

Explanations

Basic Examination Programme (BAPRO):

BAPRO contains recurring parameters for occupational health examinations, and consists of:

- a record sheet for current complaints and stresses at the workplace
- a medical history sheet (work, family and social history)
- medical history
- medical and technical examinations and their documentation
- summary assessment of G

examinations:

Occupational medical examinations shall be conducted in accordance with rules that are recognised throughout Germany. The basis for this is the "Berufsgenossenschaftliche Grundsätze für arbeitsmedizinische Vorsorgeuntersuchungen" [Trade association principles for occupational medical examinations] (G examinations). They are to be construed as recommendations or guidelines for the examining physician.