

Regulations state that employers must offer workers a free health assessment before they become a night worker (www.gov.uk/night-working-hours/health-assessments). However, individuals are not obliged to take part unless policy dictates otherwise.

Why are they needed?

- Employers must take into account that night work may impact on an individual's wellbeing.
- A repeat assessment must be offered at regular intervals.
- To ensure that employees' health and safety is not put at risk by virtue of night shift work, e.g. where strict medication regimes may be a contra-indication.
- To monitor those with existing health conditions.

Who needs it?

- Employees prior to commencement of night shift work.
- Employees working continuing night shift work.

How often is it needed?

- Employers are obliged to offer night worker health assessment at regular intervals. Annual assessment has become best practice for many employers.

What is the process?

- Assessment can be conducted via a night shift questionnaire. This should be completed by the night worker and posted to Hobson Health in a sealed envelope.
- As occupational health practitioner will assess the questionnaire and cross reference to the employee's existing OH file as necessary.
- A follow up telephone consultation will be completed if required.
- Hobson Health will send a written report to the employer indicating fitness for night work or if a face to face assessment with OH is required. An appointment date will be agreed with the employer & employee for discussion and any further advice.
- The assessment must be done at regular intervals. Annually has been the preferred timescale of many employers.

www.hobsonhealth.co.uk