



# HSE NEWS

## WORKING FOR YOU TO KEEP YOU SAFE

### Latest HSE Statistics YTD

	2014	2015
Workplace fatalities	0	0
Non-work related fatalities	0	0
Non-accidental deaths (NADs)	0	0
Lost Time Injuries (LTIs)	0	0
All injuries (excluding first aid cases)	0	0
Motor Vehicle Incidents (MVIs)	0	0
Roll over - MVIs	0	0
Serious MVIs	0	0
Lost Time Injury Frequency (LTIF)	0	0

### Life Saving Rules Violations

#### YTD

Journey management	0
Speeding/GSM	0
Seatbelts	0
Overriding safety device	0
Working at heights	0
Permit	0
Confined space	0
Lock out tag out	0
Drugs and alcohol	0
Gas testing	0
Smoking	0
Suspended Load	0

### Vehicle Class A/B Defect

#### YTD

Class A	0
Class B	0

### HSE TIP

**HSE tip**  
If in doubt, consult your doctor or other healthcare professional regarding what information should be shared with the line management.

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## Important News



### Protection of Employees' Confidential Health Information

Personal health information is an individual's (employee's) information in relation to occupational and medical health that is recorded, processed and stored either physically, as paper records, or electronically in computer systems. Maintenance of health information confidentiality is a key aspect of the doctor-patient and supervisor-subordinate relationship. It also sits within the framework of professional codes of conduct

and legal requirements. This means that employee health information given to health professionals or employer representatives will not be shared with, or disclosed to, others unless the client has given an informed consent. Healthcare providers and supervisors should be aware of the laws involving the duty of care and the duty to maintain confidentiality and must exercise every effort to avoid disclosure of confidential health information to a third party.



## What You Need to Know

### Notify the supervisor:

If you have a health problem or are taking medications that may affect your performance and ability to carry out your job safely you should notify your boss or direct supervisor immediately without disclosing the full details of your health problems.

### Electronic distribution:

Employees and supervisors should at all times avoid electronic distribution and sharing of confidential medical reports with anyone else other than medical professionals.

### Sharing information:

Employees should be aware of whom their health information will be shared with and for what purpose.



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### HSE Advice Note

Employees should be aware that only themselves and their doctors and other authorised health professionals have the right to access and review their private medical reports. It is crucial for your treating doctor to obtain medical reports about your health problems and the prescribed treatment in order to provide the necessary medical care and make appropriate decisions regarding your fitness to do your job safely and without endangering your health or the safety of others. Your line manager or direct boss should not ask you to provide them with your confidential medical reports or information in any form, either verbally or as hard copies or electronically (email); instead, they should guide you to take all confidential medical reports to medical professionals who can review them and advise you accordingly.

With advice from your doctor regarding what health information is to be communicated and what is to be withheld, you should be able to notify your direct supervisor without disclosing many of your medical details.

One of the most difficult aspects of occupational health (OH) practice arises when OH doctors and nurses are asked by managers or human resources to reveal information about an employee's health, usually when they are concerned about that employee's absence record or ability to do the job. OH professionals must respect the confidentiality codes of practice and should not break them unless a legal duty overrides the duty of confidentiality or it is necessary to protect others; for instance, if there are health and safety implications the OH professional

would have a duty to disclose whether the lives or the health of the individual or others were being put at risk.

#### Remember

- Communicate to your direct supervisor/line on your health problem or medications that may affect your performance and ability to carry out your job safely. However, **do not** give the details of your medical condition.
- On the other hand, **never hide** medical information to the PDO or contractor medical teams. This is important to ensure you will be provided appropriate care, including in the case of emergency.

