

## Medical reviews

### Information for employers

#### What is a medical review?

As part of Order 43 health surveillance, the Approved Medical Practitioner (Order 43 Doctor) may determine that a coal mine worker has a medical condition that requires further investigation and/or occupational exposure that requires monitoring.

As a result, they will ask the coal mine worker to complete a medical review to clarify and gather further information about their condition.

A worker may be referred to their own treating doctor for further assessment or investigation related to a medical condition. In most cases, the worker will be asked to provide the relevant information back to the Order 43 Doctor to support completion of the medical review. However, there may be instances where a referral is made as a duty of care. In these cases, the referral is for the worker's personal health and wellbeing, and they are not required to return any information to the Order 43 Doctor.

Depending on the medical review type, the Order 43 Doctor will set the timeframe for the medical review (e.g. 6 months, 12 months).

#### Why are medical reviews needed?

The Order 43 Doctor will request a medical review if they are concerned that a coal mine worker has a medical condition which, if left unmonitored, could have a negative impact on their health and safety, or the safety of others in the workplace.

#### Are medical reviews compulsory?

While Order 43 mandates pre-employment and periodic medical assessments, it does not specifically require medical reviews and/or other follow-up investigations.

Employers should encourage a coal mine worker to complete a medical review if requested to help

identify and prevent any potential workplace health and safety issues.

#### Roles and responsibilities

CS Health encourages both coal mine workers (existing and those commencing employment) and employers to treat the medical review as an extension of the Order 43 medical assessment and to view it as necessary for protecting ongoing health and safety.

CS Health will send reminders about upcoming medical reviews to both the coal mine worker and their employer at the following intervals:

- **First reminder:** Eight (8) weeks before the review's scheduled due date
- **Second (final) reminder:** Four (4) weeks after the review's scheduled due date.

CS Health does not send reminders following pre-employment medicals unless specifically requested by the employer upon confirmed employment of the coal mine worker.

The coal mine worker is responsible for organising their medical review appointment and/or follow-up. However, some employers may choose to facilitate this on behalf of their workforce.

Employers will not be notified of the nature of the coal mine worker's condition; only that a medical review is required.

#### What will happen if a coal mine worker does not complete a medical review?

If a coal mine worker does not complete the medical review after the final reminder, a note will be added to their medical file indicating that the review was not completed as requested. No further reminders will be issued.

**If a coal mine worker has questions about their medical review, have them call  
1800 274 633 (press 4) to speak to a CS Health Nurse — Monday to Friday, 8.00am to 5.00pm**

*Information is confidential and will not be disclosed to any third party without their consent.*