



Workplace Health & Safety

Are you ensuring the Workplace Health and Safety of your employees?

Is your company meeting all regulatory requirements to ensure the Workplace Health and Safety of your employees?

The Australian Work Health and Safety Act 2011² places a duty on employers to ensure, so far as is reasonably practicable, the health of workers is monitored to prevent illness or injury.

Australian Clinical Labs can offer your business a range of solutions to assist in monitoring the health-related safety of your employees. These include: pre-employment screening, biological monitoring, immunity screening and drug and alcohol testing.

Pre-Employment Screening

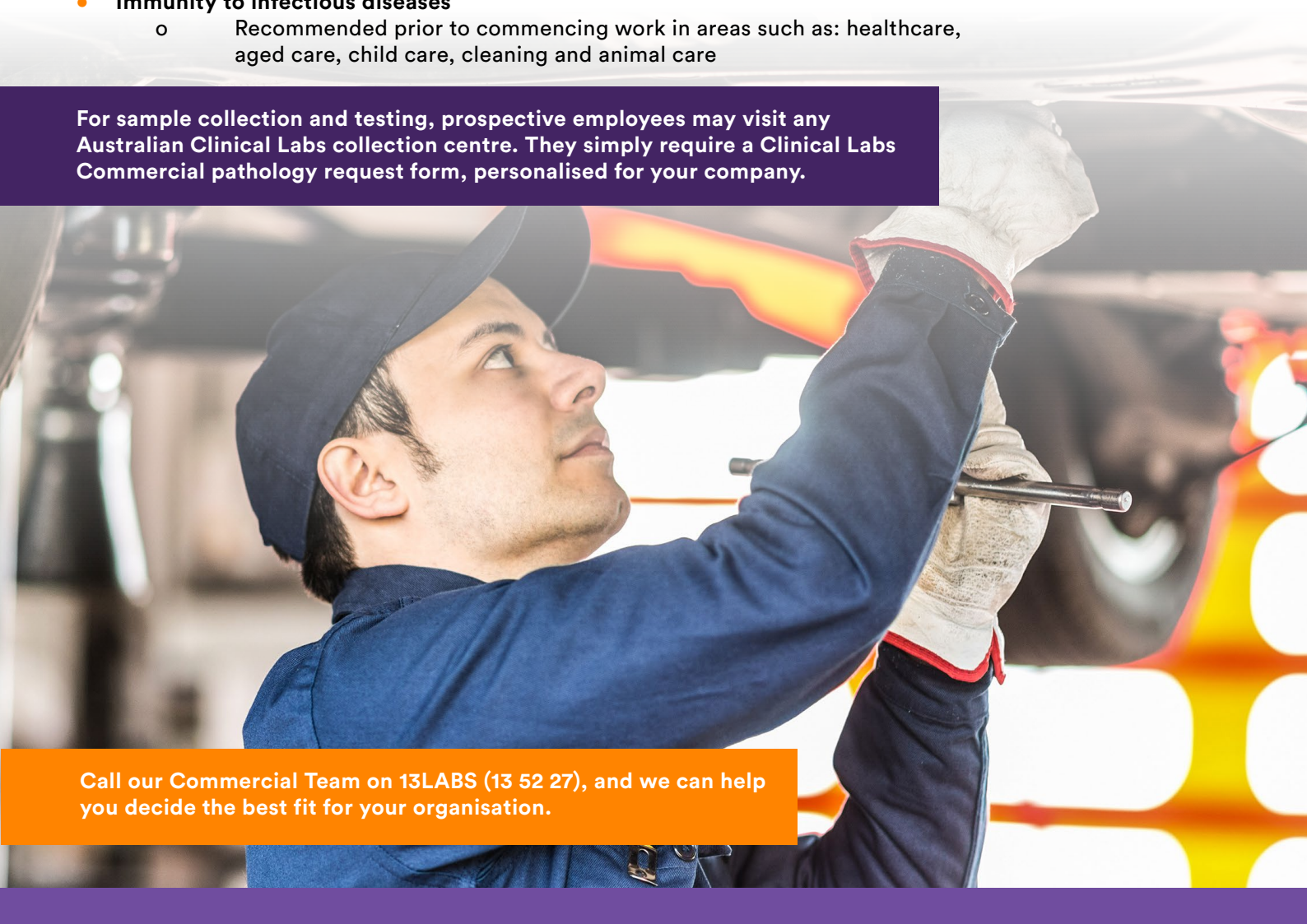
Pre-employment screening is useful when assessing risk factors that may limit an individual's ability to perform a specific task safely and effectively.

Pre-employment tests can be tailored to your organisation and may include any of the following:

- **Overall health assessment**
 - Ensuring the potential employee is 'fit for work'
- **Drug & alcohol testing**
 - Identifies unsuitable candidates who may pose a safety risk (*Please refer to our comprehensive Drug and Alcohol Testing brochure for all information related to this very important area of workplace safety*)
- **Hazardous chemical exposure**
 - It is recommended that pre-existing baseline levels of these chemicals are determined, for comparison with future monitoring of the employee
- **Immunity to infectious diseases**
 - Recommended prior to commencing work in areas such as: healthcare, aged care, child care, cleaning and animal care

For sample collection and testing, prospective employees may visit any Australian Clinical Labs collection centre. They simply require a Clinical Labs Commercial pathology request form, personalised for your company.

Call our Commercial Team on 13LABS (13 52 27), and we can help you decide the best fit for your organisation.



Biological Monitoring

Exposure to Hazardous Chemicals

WHS Regulations state that businesses must ensure health monitoring is provided to workers carrying out ongoing work using, handling, generating or storing hazardous chemicals¹.

Clinical Labs offers a comprehensive Biological Monitoring service by which levels of hazardous chemicals are measured on a regular basis - giving organisations assurance that they are meeting their responsibilities as an employer.

Usually, a simple blood or urine test can be performed to determine your workers' exposure to unsafe levels of a particular chemical.

Biological monitoring is required by law if there is a significant risk of exposure to the following chemicals¹:

- Acrylonitrile
- Arsenic (inorganic)
- Asbestos
- Benzene
- Cadmium
- Chromium (inorganic)
- Creosote
- Crystalline silica
- Isocyanates
- Lead (inorganic)
- Mercury (inorganic)
- 4,4'-Methylene bis(2-chloroaniline) (MOCA)
- Organophosphate pesticides
- Pentachlorophenol (PCP)
- Polycyclic aromatic hydrocarbons (PAH)
- Thallium
- Vinyl chloride

When should your employees be tested?

- Before commencing work with the hazardous chemical. This is known as baseline monitoring and is carried out so changes in the worker's health can be identified during periods of potential exposure
- Regularly during exposure to the hazardous chemical, particularly where excessive exposure occurs, for example following spills or loss of containment
- Where the worker has concerns that may relate to exposure to the hazardous chemical, for example, where relevant symptoms are identified
- Upon completion of work with the hazardous chemical

Call our Commercial Team on **13LABS (13 52 27)** or email commercial@clinallabs.com.au, and we will help you find the best solution for your organisation.



References

1. Safe World Australia. Health Monitoring For Exposure To Hazardous Chemicals. Feb 2013 <https://www.safeworkaustralia.gov.au/system/files/documents/1702/guide-workers-health-monitoring-exposure-hazardous-chemicals.pdf>
2. Work Health and Safety Act 2011 <https://www.legislation.gov.au/Details/C2018C00293>

Immunity Screening

Employees within the healthcare industry and those who care for children or animals are likely to be exposed to infectious disease. It is recommended that before commencing employment, candidates are screened for immunity to common infectious diseases - identifying the need for vaccinations or boosters.

Fully vaccinated and immune employees help protect those too ill or too young for immunisation, as well as providing your employee immunity to multiple infectious diseases – for example, meat industry employees are at risk of Q fever exposure.

Healthcare workers, along with those working with children, the aged and immune-compromised, should be screened for immunity to:

- Hepatitis A & B
- Measles, mumps and rubella
- Pertussis (Whooping cough)
- Varicella (Chickenpox)
- Influenza
- TB

It is recommended that those working with animals be immunised for:

- Q fever
- Rabies
- Influenza
- In the case of needlestick injuries, Clinical Labs recommends testing both recipient and donor for the following:
 - Hepatitis B Virus
 - Hepatitis C Virus
 - HIV



Clinical Labs offers a range of screening tests to determine immunity or exposure to infectious diseases. To find out more, call our Commercial Team on **13LABS (13 52 27)** or email commercial@clinicallylabs.com.au

About Australian Clinical Labs

Australian Clinical Labs is one of the largest pathology providers in Australia, with our laboratories performing close to 8 million episodes a year for a range of referrers including doctors, specialists, patients, hospitals and corporate clients.

Along with providing routine and specialised pathology tests for our GP and specialist referrers, we offer commercial pathology services for companies, occupational health and safety providers, consultants and government bodies.

Victoria

1868 Dandenong Road
Clayton VIC 3168
(03) 9538 6777

New South Wales

Units 104-112
14 Lexington Drive
Bella Vista NSW 2153
(02) 8887 9999

Northern Territory

Darwin Private Hospital
Ground Floor, 19 Florey Avenue
Tiwi NT 0810
(08) 8945 2506

South Australia

1 Butler Boulevard
Adelaide Airport SA 5950
(08) 8205 5655

Western Australia

23 Walters Drive
Osborne Park WA 6017
1300 367 674

Australian Capital Territory

3 Chandler Street
Belconnen ACT 2617
(02) 6252 9707

If you would like more information regarding the Workplace Health & Safety testing options offered by Clinical Labs, please call our Commercial Team on 13LABS (13 52 27) or email commercial@clinicallylabs.com.au