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1702a PRE-EMPLOYMENT EXAMINATIONS FOR PREVENTING INJURY, DISEASE AND SICK LEAVE IN WORKERS

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10.1136/oemed-2018-ICOHabstracts.455

Introduction To evaluate the effectiveness of pre-employment examinations of job applicants in preventing occupational injury, disease and sick leave.

Methods We systematically searched in medical databases for randomised controlled trials, controlled before-after studies, and interrupted time-series studies up to March 2015.

Result Nine studies evaluated the screening process as a whole. Two studies evaluated measures to mitigate the risks found following the screening process. The studies were too heterogeneous for statistical pooling of results.

There is very low quality evidence based that a general examination for light duty work may not reduce the risk for sick leave (MD -0.09, 95% CI: -0.47 to 0.29). For army recruits, there is very low quality evidence that there is a positive effect on fitness for duty after 12 months follow-up (OR 0.40, 95% CI: 0.19 to 0.85).

There is inconsistent evidence of an effect of job-focused pre-employment examinations on the risk of musculoskeletal injuries in comparison with general or no pre-employment examination. There is very low quality evidence that incorporation of a bronchial challenge test may decrease occupational asthma (trend change -2.6, 95% CI: -3.6 to -1.5) compared to a general pre-employment examination with lung function tests. In six out of seven studies, the rates of rejecting job applicants increased because of the studied examinations.

There is very low quality evidence that risk mitigation among applicants considered not fit for work may result in a similar risk of work-related musculoskeletal injury during follow-up compared to workers considered fit for work.

Conclusion This evidence supports the current policy to restrict pre-employment examinations to only job-specific examinations. Better quality evaluation studies on pre-employment examinations are necessary, including the evaluation of the benefits of risk mitigation, given the effect on health and on the financial situation for those employees who do not pass the pre-employment examination.

1702b LESSONS FROM THE EXPERIENCE OF WORKERS' MEDICAL EXAMINATION IN KOREA

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10.1136/oemed-2018-ICOHabstracts.456

Since 1972, workers exposed to the specific risk factors at workspace have been received annual medical check-up in Korea. The number of medical examinees has increased from 8 000 000 in 1972 to 2,000,000 in 2016 with expansion of the working population and the risk factors listed by the regulation. Recently, approximately 500 occupational physicians and 150 medical institutes are participated in this system.

The risk factors have been increasing along with the new scientific findings. There were 31 kinds of risk factors that employers should provide to their employees. They increased to 122 kinds in 1999, and 177 in 2005. Since 2014, health examination to night shift workers has introduced because night shift work can be a risk factor of cardiovascular diseases, insomnia, and gastro-intestinal disorders.

Recently, the diagnosis rate of occupational diseases detected by the health examination is very low (less than 0.1%) which is not appropriate for screening on mass medical examination. We also do not have the scientific evidence regarding effectiveness of the workers' medical examination system for preventing of occupational diseases. However, the system has an important role of surveillance for health condition by exposure to hazardous substances and of providing occupational health services with the medical test results. Moreover, the opportunity of the annual health check-up of small sized industries is still valuable for detecting work-related diseases and life style diseases as well, which justifies the good reason for performing the periodic medical examination.

The purpose of the workers' medical examination at the beginning was not only limited to the early diagnosis of occupational diseases, but the basic information of occupational health services at workplace. The medical examination system should be amended continuously to accomplish the both purposes: early diagnosis (screening) and occupational health services (promotion).

1702c PERIODIC HEALTH EXAMINATION FOR WORKERS IN TAIWAN

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10.1136/oemed-2018-ICOHabstracts.457

In Taiwan, the Labour Health Protection Regulation is implemented on the basis of Occupational Safety and Health Act. The Regulation mandates employers arrange screening health examinations for employees before starting to work and also lists 12 categories of special health examinations targeting at jobs with exposure to special health hazards such as ionising radiation, noise, lead, etc. Workers who have certain diseases and conditions are not allowed to engage in certain categories of jobs. Employers are required to conduct a health examination on workers who are under 40 years of age every five years. For those who are between 40 and 65 years of age, health examinations should be conducted every three years, and for those who are above 65 years of age, every year. For workers who were engaged in the hazardous jobs listed by the Regulation, the health examination should be conducted