



Instructions for managers concerning medical check-ups
– for staff and students

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1. Introduction

The aim of the present instructions is to make it easier for **managers with human resources responsibilities** within Lund University (usually the head of department or person to whom the head of department has delegated the task, below also referred to as **employer**) to assess when a medical check-up is to be performed.

The term **employee** in this document **refers to both staff members (including doctoral students) and students**.

Medical check-ups for staff are part of the duties of the Occupational Health Service (Företagshälsovården, FHV). FHV also performs medical check-ups for students and those without a contract of employment, such as scholarship holders, in which case the cost will be charged to their department.

As a manager with human resources responsibilities, you are obliged to inform staff and students that medical check-ups will be performed, if required in accordance with the regulations of the Swedish Work Environment Authority. Certain work duties require medical check-ups and a fitness to work certificate. Work performed without an approved fitness to work certificate can result in a fine.

If you, as manager with human resources responsibilities, experience any uncertainties in connection with risk assessments, or have questions concerning health risks in the work environment, we recommend that you contact the work environment engineers at the FHV, or a radiation safety physicist.

Medical check-ups are required for performing a number of tasks, which are listed in the Swedish Work Environment Authority's regulation AFS 2019:3. The present instructions interpret/summarise the main contents of said regulation. The requirement for medical check-ups can be found in other regulations as well, in addition to AFS 2019:3. For a complete account of applicable legal requirements, please consult the respective regulations in section 6.

2. Documentation requirements

Employers are to keep a record of all employees affected by provisions concerning medical check-up.

The record is to include:

1. the name of the employee,
2. what the employee has been exposed to,
3. the period during which the employee was exposed,
4. a saved copy of the request form and reply form,
5. details confirming the existence of an approved fitness to work certificate, and
6. the results of biological exposure check-ups in cases of exposure to lead, cadmium and mercury.

Managers with human resources responsibilities are therefore to ensure that medical certificates/fitness to work certificates are registered. Find more information in section 6.

If you have offered a medical check-up to the employee but the employee has refused, this must also be documented.

3. Definitions

Medical check-up

A medical examination of employees, focusing on potential health effects of a particular factor in the work environment. Medical check-ups are intended to support preventive work environment management. Medical check-ups may include physical exams, sample taking, consultations and questionnaires.

Fitness to work certificate

A certificate issued by a doctor with special qualifications, who approves that an employee will perform a certain type of work or task, even though there is a general risk that the work may cause ill-health.

Biological exposure check-up

Direct or indirect measurement of the proportion of a substance in the body. Biological exposure check-ups shall be arranged when fitness to work certificates are required for work with lead, cadmium or mercury.

Negligible exposure

Exposure where the risk of ill-health or accidents is at the same level as if the employee was not exposed.

4. Arranging medical check-ups

An employer who is to arrange medical check-ups shall

1. **inform** the employee of why the medical check-up is necessary, and what it entails,
2. **inform** the employee that the medical check-up is optional,
3. **inform** the employee that any work duties that require an approved fitness to work certificate, in accordance with the Swedish Work Environment Authority's regulations, may only be assigned to employees who have obtained such certificate,
4. **inform** the employee that the fitness to work certificate states its period of validity and may state that the employee may only perform certain work duties or work at certain work stations,
5. **offer** employees who are covered by the regulations to undergo medical check-ups,
6. **find out** which employees intend to undergo medical check-ups,
7. **request** medical check-ups, and provide feedback to every employee who intends to undergo a medical check-up,
8. **request** medical check-ups including an assessment for a fitness to work certificate, if required in accordance with applicable regulations,
9. **request** a fitness to work certificate from the examining doctor for employees deemed fit to work with the tasks approved through the certificate, and
10. **inform** the person who is to perform the medical check-up of the risk assessments on the basis of which a medical check-up is deemed necessary.

In Sweden, there are no mandatory requirements to undergo a physical health examination of any kind. Employees are always free to decline a medical check-up.

5. Guidance on the concept “negligible risk of exposure”

The employer must arrange medical check-ups for employees who are or will be performing tasks that involve exposure to allergenic chemical products. Read more in section 7.

This does not apply, however, if the employer’s risk assessment shows that the exposure to the aforementioned substances is negligible, and that personal protective equipment is therefore not needed.

However, if the risk assessment determines that the work must be performed in a fume hood in order to minimise exposure, the requirements apply.

In case of temporary work with small amounts of skin-allergenic products, such as glue in a tube, the level of exposure may be considered so small that it does not involve exposure according to the definition in AFS 2011:19, section 37a.

If the products are used in a closed system, there can be no exposure.

If the risk assessment concludes that the exposure is negligible, the provisions of section 37a–g of the regulations on chemical work environment risks do not apply. These sections include documented risk assessment, signage, information, training and medical examinations.

The justification as to why the exposure is considered negligible must be documented in writing.

The above paragraphs are intended as guidelines and the employer’s risk assessment shall always take precedence.

6. Procedure

1. Conduct a documented risk assessment.
2. Assess whether or not to arrange medical check-ups.
3. If an employee is to undergo a medical check-up, the request form is to be sent to FHV (via regular mail/internal mail). Where relevant, the risk assessment is to be included with the request form. FHV is not responsible for making sure that the risk assessment is correct; rather it uses it as a basis for assessment.
4. FHV summons the employee to an appointment.
5. The employee undergoes the medical check-up. Employers will be charged by FHV for any missed appointments.
6. FHV provides the person who made the request with the results/a fitness to work certificate. FHV is not allowed to disclose any medical information about an employee to their employer after the check-up without the employee’s permission.
7. The person who made the request registers any documentation (in accordance with section 2 above) via the registrar at the department or faculty. The registrar must comply with the following instructions.

Instructions on document registration of medical certificates/fitness to work certificates for employees:

- a) Create a new case in the P series. Click the symbol for categorise. Select the template 'Medicinsk kontroll personal' (Medical check-up staff). Fill in the correct department under the case heading 'Medicinsk kontroll institution' (Medical check-up department). Complete the remaining mandatory fields of the digital case card. NB: Under 'Motpart' (Counterpart) write the name and surname of the employee who has undergone a medical check-up.
- b) Register documents. Each case must only have one set of documents. The name of the medical certificate/fitness to work certificate is to be 'Medicinsk kontroll' (Medical check-up). There is a template for this – click on 'Åtgärd/Handl.*' (Action/doc) on the digital document card. The type of document is to be 'Skrivelse' (Text), and it is to be classified as confidential. Click the lock symbol. Tick the box 'Sekretessbelagd' (Confidential). Complete the remaining fields and click on the heading 'Lagrum' (Section) and select 'OSL 39:2'.

Instructions on document registration of medical certificates/fitness to work certificates for students:

- a) Create a new case in the STUD series. Click the symbol for categorise. Select the template 'Medicinsk kontroll student' (Medical check-up student). Fill in the correct department under the heading 'Medicinsk kontroll institution' (Medical check-up department). Complete the remaining mandatory fields of the digital case card. NB: Under 'Motpart' (Counterpart) write the name and surname of the student who has undergone a medical check-up.
8. Register documents. Each case must only have one set of documents. The name of the medical certificate/fitness to work certificate is to be 'Medicinsk kontroll' (Medical check-up). There is a template for this – click on 'Åtgärd/Handl.*' (Action/doc) on the digital document card. The type of document is to be 'Skrivelse' (Text), and it is to be classified as confidential. Click the lock symbol. Tick the box 'Sekretessbelagd' (Confidential). Complete the remaining fields and click on the heading 'Lagrum' (Section) and select 'OSL 21:1'.

7. Allergenic chemical products, AFS 2011:19/AFS 2019:3

There are two types of allergenic chemical products that require medical check-ups, one of which also requires a fitness to work assessment.

As manager, you need to make sure that you request the appropriate type of check-up, i.e. with or without a fitness to work assessment. Tick the correct box and specify carefully on the request form the substances to which the person is exposed.

Medical check-ups including a fitness to work assessment

The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work that involves exposure to:

1. hazardous chemical products classified as H334 due to their content of
 - a) diisocyanates,
 - b) organic acid anhydrides
2. chemical products containing

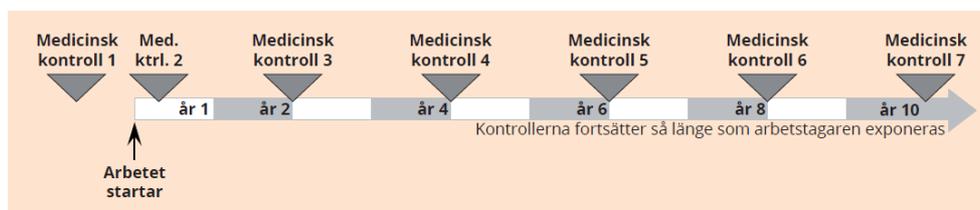
- a) ethyl-2-cyanoacrylate if the work is performed for more than 30 minutes per week in total,
- b) methyl-2-cyanoacrylate if the work is performed for more than 30 minutes per week in total, or
3. isocyanates formed when a substance is broken down into smaller components upon heating (i.e. thermal decomposition)

This does not apply if the employer's risk assessment shows that the exposure to the above substances in the air is negligible, and that personal protective equipment in the form of respiratory protection is therefore not needed.

The justification as to why exposure is considered negligible must be documented in writing.

The medical check-up including a fitness to work assessment referred to above is to be arranged and performed:

1. before the employee performs the work,
2. 3–6 months after work commenced, and
3. repeatedly at least every 2 years after the work has commenced, or earlier if stated in the fitness to work certificate.



Medical check-up 1, Medical check-up 2, Medical check-up 3, Medical check-up 4, Medical check-up 5, Medical check-up 6, Medical check-up 7.

Year 1, Year 2, Year 4, Year 6, Year 8, Year 10.

Work commences

Check-ups will continue for the duration of the exposure

Medical check-ups without a fitness to work assessment

The employer is to arrange medical check-ups for employees who are or will be performing work that involves exposure to hazardous chemical products classified as H317 or H334 due to their content of:

1. epoxy plastic components
2. formaldehyde resins
3. methacrylates, or
4. acrylates.

However, this does not apply if the risk assessment shows that the exposure to the above substances is negligible, and that personal protective equipment is therefore not needed.

Medical check-ups must be arranged and performed before the person begins their work according to points 1–4 above. When the work commences, no more than 2 years may have passed since the last medical check-up; otherwise a new medical check-up must be performed.

Medical check-ups must also be arranged for and performed on persons who, after commencing work according to points 1–4, show signs of respiratory disease, skin disease or allergy, and have informed their manager. This applies to disorders that may lead to an increased risk of ill-health or illness in connection with work according to points 1–4.

The KLARA chemicals register enables the organisation to identify chemicals that may require a medical check-up.

Training

Training is required for those who manage the work or handle products involving a risk of exposure. The training must be possible to validate by a training certificate, which is not to be more than five years old. To request training, please contact the work environment engineers at FHV.

8. Work involving a computer screen/monitor, AFS 1998:5

The employer must offer eye examinations to employees who normally work at a computer screen/monitor for more than an hour a day. The employer is to provide the employee with special glasses, which have been specially tested for work on a screen, if the eye examination shows they are necessary and that regular glasses cannot be used.

Eye examinations are subsequently to be arranged regularly, and whenever an employee reports discomfort that may be related to the visual demands of their work.

If the results of an eye examination show that a supplementary examination by an ophthalmologist is required, taking into account the visual requirements of the screen work, the manager shall arrange such examination.

In case of need for an eye examination, or for any questions concerning glasses and screen-related work, visit <http://www.staff.lu.se/employment/work-environment-and-health/glasses-for-computer-work>.

The regular procedure (section 6) does not apply.

9. Work with laboratory animals, AFS 1990:11

In accordance with the regulations, laboratory animals include mice, rats, guinea pigs, rabbits, cats, monkeys, pigs and sheep. It may also include birds, reptiles, fish, insects and other invertebrates.

Employers must ensure that employees who regularly come into contact with allergenic laboratory animals are offered a medical check-up before they begin the work, or at the very start of their employment.

If an employee, when working with laboratory animals, develops symptoms, such as nasal congestion, itchy eyes or respiratory problems, which may indicate an allergy or oversensitivity, they are to be offered a medical examination.

10. Artificial optical radiation, AFS 2009:07

Artificial optical radiation include lasers, IR and UV light. Intense exposure to optical radiation may cause acute damage to unprotected skin and eyes. Repeat exposure to optical radiation may cause chronic eye and skin damage as well as lead to skin cancer. The severity of the damage depends on the amount of radiation and the wavelength. In case of work involving exposure to artificial optical radiation, the employer must ensure that necessary measures are taken to ensure that the exposure does not exceed limit values. Risks arising from exposure to artificial optical radiation must always be eliminated or minimised, taking into account the technical development and the possibility of reducing a risk already at the radiation source.

The employer must offer medical examinations to employees if

1. the exposure to artificial optical radiation exceeds limit values according to AFS 2009:7, section 4, or
2. it has been found through a medical examination that the examined person suffers from an illness or harmful effect on their health, which a doctor considers to be due to exposure to artificial optical radiation at the workplace.

In the event of an acute injury, contact the public health service immediately. For a non-emergency medical examination, start by contacting FHV for a consultation about the situation warranting a medical examination.

Health risks involved in artificial optical radiation

Eye injuries

Ultraviolet radiation can damage the cornea and cause welder's flash or snow blindness. The damage usually occurs a few hours after exposure. The symptoms include pain, watering eyes and discomfort from light. After a few days, the injury is healed. However, very high doses of ultraviolet radiation can cause damage to the rear part of the cornea which can result in permanent visual impairment.

Visible radiation is only slightly absorbed in the cornea and lens of the eye, and therefore reaches the retina relatively unaffected. The levels can be high and cause damage to the photoreceptors and neurons. There is also a risk of photochemical and thermal damage to the retina.

Infrared radiation is absorbed depending on the wavelength of the cornea and the lens, and can create heat-induced damage to these tissues.

Skin damage

Redness of the skin occurs when it is overexposed to UV radiation. The redness is combined with a sensation of burning and high levels of exposure can cause blistering of the skin in the same way as other burns. Ultraviolet radiation increases the risk of skin cancer and lip cancer.

When the limit for visible radiation is exceeded, there is a risk of thermal effects in the form of skin burns.

Strong infrared radiation can cause burns on unprotected skin. Normally, the employee notices this exposure when their skin begins to hurt or sting already during the time of exposure. This usually means that they are able to stop the work before any severe damage has occurred.

11. Asbestos, AFS 2006:1/AFS 2019:3

The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing tasks according to the Swedish Work Environment Authority's provisions on asbestos.

A medical check-up is to be performed before employees begin the work in cases for which you have applied for permission from the Swedish Work Environment Authority to

- handle asbestos or materials containing asbestos for research/development purposes, or analysis
- process and treat (e.g. clean with compressed air, sand, saw, cleaner) material that has already been installed

Implement procedures for regular check-ups every three years.

Permission is not required for removing brake linings and other friction elements containing asbestos, or for removing the moulded packing materials containing asbestos which can be disassembled as a whole.

12. Lead, AFS 2019:3/AFS 2007:5

The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work involving a risk of exposure to lead in some form (materials containing lead, inorganic lead compounds, lead salts of organic acids).

The requirements do not apply to

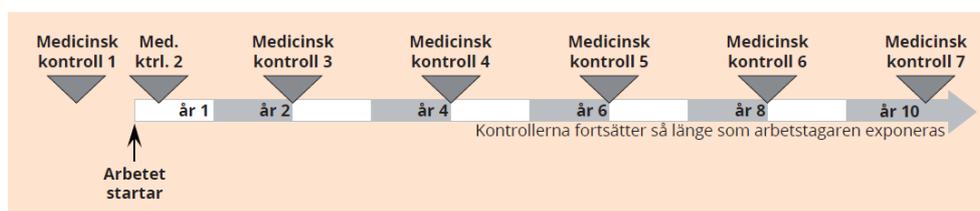
1. work with materials that have a lead content of no more than 1 per cent,
2. work performed for no more than 10 hours/week, and no more than 50 hours per calendar year in total,
3. manual soft soldering work with solder and an electric soldering iron, if effective process ventilation is in place.

The first paragraph does not apply if the employer's risk assessment shows that the exposure to lead is negligible, and that personal protective equipment is therefore not necessary.

Pregnant and breastfeeding employees must not be employed in lead work, which means that lead or lead compounds can be absorbed into the body (see AFS 2007: 5).

A medical check-up including a fitness to work assessment concerning lead is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 3 years after the work commenced,
3. or earlier if stated in the fitness to work certificate.



Medical check-up 1, Medical check-up 2, Medical check-up 3, Medical check-up 4, Medical check-up 5, Medical check-up 6, Medical check-up 7.

Year 1, Year 2, Year 4, Year 6, Year 8, Year 10.

Work commences

Check-ups will continue for the duration of the exposure

Biological exposure check-ups in case of work with lead

Biological exposure check-ups of lead in the blood shall be arranged and performed for employees covered by the requirements above

1. before the employee performs the work, and
2. repeatedly every 3 months after the work has commenced.

13. Noise, AFS 2005:16

The work must be planned, conducted and followed up so that the exposure to noise is reduced by eliminating noise at the source or lowering it to the lowest possible level, taking into account the technological developments and possibilities of limiting noise.

The employer is to ensure that employees who are exposed or at risk of exposure to noise levels that exceed the values in the table below are offered a medical examination.

	Lower action values	Upper action values
Daily noise exposure [dB]	80	85
Maximum A-weighted sound pressure level [dB]	–	115
Impulse peak level [dB]	135	135

Explanations (simplified)

Daily noise exposure levels

Measurement of the average noise level during a period of 8 hours to which the employee is exposed.

Maximum A-weighted sound pressure level

The maximum instantaneous noise level during the measured period of time. Filter installed to suppress noise at low frequencies to mimic human ear sensitivity.

Impulse noise

Brief noise with very short rise time (e.g. shot sound, hammer blow).

14. Diving work, AFS 2010:16/AFS 2019:3

The employer is to make sure that employees who perform work under water and thereby inhale breathing gas under high pressure undergo a medical examination within 12 months prior to starting any diving work, and that they have obtained a fitness to work certificate, showing that the person is fit to perform such work.

Periodic medical examinations are to be conducted at least every five years for those under 40, and for everyone else at least every two years.

If the employee has suffered from an illness or accident that may increase the risk of ill-health or accidents, they are to undergo a medical examination before they resume work.

Employees who are pregnant and have notified their employer of this are not permitted to perform any diving work.

15. Ionising radiation, SSMFS 2018:1

An employer whose employees work with ionising radiation that requires a permit is to ensure that all category A employees always have a valid fitness to work certificate, which is based on a fitness to work assessment and demonstrates that the employee is fit to perform such work or to perform it under certain conditions.

A fitness to work certificate is valid for a maximum of one year.

An employee belongs to category A if there is a probability that

1. the annual effective dose will exceed 6 mSv,
2. the annual equivalent dose to the lens of the eye will exceed 15 mSv,
3. the annual equivalent dose to the extremities will exceed 150 mSv, or
4. the annual equivalent dose to the skin, at an average of 1 cm², will exceed 150 mSv, regardless of the surface area exposed.

Pregnant women are entitled to relocation to work without ionising radiation during pregnancy. Contact LU's radiation protection expert for advice.

16. Hand-intensive work, AFS 2012:2/AFS 2019:3

The employer must arrange medical check-ups for employees who perform work involving rapid persistent wrist movements towards the extreme positions of the joint combined with force, i.e. hand-intensive work, in accordance with the Swedish Work Environment Authority's regulations on strain ergonomics.

What is hand-intensive work?

Work tasks that strain the wrist, for example when objects are held in the hand, while the wrist is rotated and angled from its mean position. Such strain for more

than 4 hours a day requires a risk assessment, and possibly a medical check-up. Common strenuous tasks include cutting, filleting fish, packaging, assembling, cleaning, etc.

The medical check-up referred to above is to be arranged and performed:

1. within 3 years after the start of the hand-intensive work,
2. repeatedly at least every 3 years after the hand-intensive work has commenced, and
3. within one month of the employer becoming aware of an employee experiencing new problems, which may be related to hand-intensive work.

17. Cadmium, AFS 2019:3

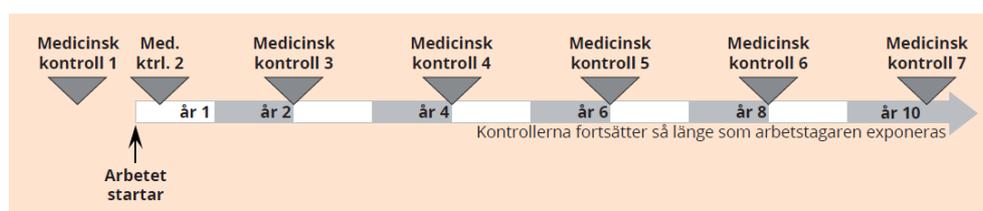
The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work involving exposure to cadmium in some form.

This does not apply if the employer's risk assessment shows that the exposure to cadmium is negligible, and that personal protective equipment is therefore not necessary.

The justification as to why the exposure is considered negligible must be documented in writing.

The medical check-up including a fitness to work assessment referred to in section 54 is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 3 years after the work has commenced, or earlier if stated in the fitness to work certificate.



Medical check-up 1, Medical check-up 2, Medical check-up 3, Medical check-up 4, Medical check-up 5, Medical check-up 6, Medical check-up 7.

Year 1, Year 2, Year 4, Year 6, Year 8, Year 10.

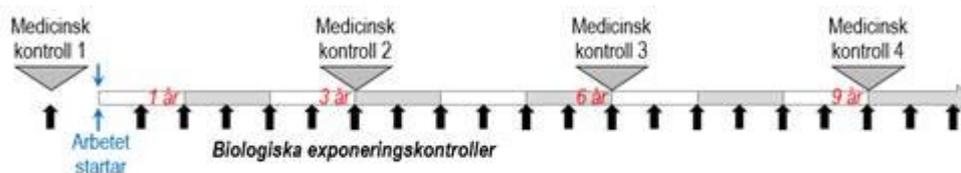
Work commences

Check-ups will continue for the duration of the exposure

Biological exposure check-ups in case of work with cadmium

Biological exposure check-ups of cadmium in the blood shall be arranged and performed for employees covered by the requirements above

3. before the employee performs the work, and
4. repeatedly every 6 months after the work has commenced.



Medical check-up 1, Medical check-up 2, Medical check-up 3, Medical check-up 4.

1 year, 3 years, 6 years, 9 years.

Work commences

Biological exposure check-ups

18. Climbing at high altitudes, AFS 2019:3

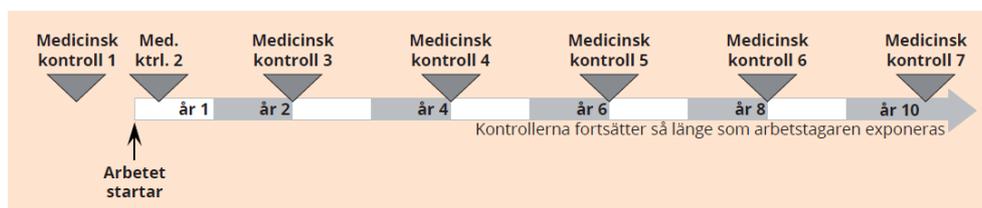
The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work involving climbing at altitudes exceeding 13 metres

1. on a pole
2. up a ladder
3. in a tree, or
4. similar

where there is a risk that the employee will fall freely or uncontrolled, or end up in a situation where rescue is difficult.

The medical check-up including a fitness to work assessment referred to above is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 12 months after the work has commenced, or earlier if stated in the fitness to work certificate.



Medical check-up 1, Medical check-up 2, Medical check-up 3, Medical check-up 4, Medical check-up 5, Medical check-up 6, Medical check-up 7.

Year 1, Year 2, Year 4, Year 6, Year 8, Year 10.

Work commences

Check-ups will continue for the duration of the exposure

19. Quartz, AFS 2015:2/AFS 2019:3

The employer is to arrange medical check-ups including a fitness to work assessment for employees who – based on an exposure assessment in accordance with the Swedish Work Environment Authority's regulations on quartz – are or will be performing work

1. where respirable quartz dust or cristobalite dust exceeds half the hygienic exposure limit, and

2. the work amounts to more than 20 hours per week for a total of at least 3 months/year.

A medical check-up including a fitness to work assessment concerning quartz is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 3 years after the work has commenced, or earlier if stated in the fitness to work certificate.

20. Mercury, AFS 2019:3

The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work involving a risk of exposure to mercury in some form. This does not apply if the employer's risk assessment shows that the exposure to mercury is negligible, and that personal protective equipment is therefore not necessary.

The justification as to why the exposure is considered negligible must be documented in writing.

The medical check-up including a fitness to work assessment referred to above is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 3 years after the work has commenced, or earlier if stated in the fitness to work certificate.

21. Overnight work, AFS 2019:3

The employer is to arrange medical check-ups for employees who are or will be performing overnight work. Overnight workers refers to employees who

1. normally perform at least 3 of their daily working hours between 22:00 and 06:00, or
2. probably will be performing at least a third of their annual working hours between 22:00 and 06:00.

The requirement does not apply to employees who, during one year, have one or more jobs involving overnight work, where the total duration of employment is less than 3 months.

22. Hazmat suit rescue involving smoke and chemicals, AFS 2019:3

The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work involving hazmat suit rescue involving smoke or chemicals.

This does not apply to employees who are only expected to perform tasks involving moderate physical effort or strain.

The medical check-up including a fitness to work assessment referred to above is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 12 months after the work has commenced, or earlier if stated in the fitness to work certificate.

Employees who are pregnant and have notified their employer are not permitted to engage in hazmat suit rescue work involving smoke or chemicals. This prohibition also applies when breast-feeding.

23. Synthetic inorganic fibres, AFS 2004:1/AFS 2019:3

The employer is to arrange medical check-ups including a fitness to work assessment for employees who are or will be performing work involving exposure for more than 50 hours per calendar years to

1. refractory ceramic fibres,
2. special fibres, or
3. crystalline fibres

covered by the Swedish Work Environment Authority's regulations on synthetic inorganic fibres.

This does not apply to work with materials containing less than 5% by weight of synthetic inorganic fibres.

A medical check-up including a fitness to work assessment concerning synthetic inorganic fibres is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 3 years after the work has commenced, or earlier if stated in the fitness to work certificate.

24. Risk of infection, AFS 2018:4

When necessary, the employer shall offer vaccinations, other medical preventive measures, examinations and check-ups to employees who may have been, or are at risk of being, exposed to infectious agents at work. The employer shall ensure that employees are informed about the advantages and disadvantages of vaccinations, that vaccinations do not always provide complete protection against infection and that other safety measures are therefore also necessary.

- Blood-transmitted infectious agents do not only exist in human blood; they can also be found in other bodily fluids, especially if there are traces of blood in them. Consider the need for arranging hepatitis B vaccinations and testing of immunity against hepatitis B for all those who may be at risk of harmful exposure.
- A list of the microorganisms for which there are effective vaccines available can be found in appendix 1 of AFS 2018:4. Consider the need of arranging vaccinations for all those who may be at risk of harmful exposure.

Employees who are pregnant and have notified their employer of this are not permitted to perform work involving a risk of exposure to rubella or toxoplasmosis, if she does not have adequate immunity protection against the infectious agent, see AFS 2007:5.

Vaccination procedure

FHV performs hepatitis B vaccinations and immunity testing against hepatitis B for employees. For other vaccinations, such as hepatitis B vaccinations for students or all other types of vaccines/medical preventive measures for staff and students, the employer is to refer them to a vaccination centre (at no cost to the employee).

Acute injury involving risk of infection

In case of a suspected risk of exposure to an infectious agent, for example from a needle when handling human material or infectious microorganisms, this should be examined at an infection clinic.

<https://www.varden.se/vardgivare/lund/40692/infektionssjukvard-infektionmottagning-lund>.

Cuts or pricks from a needle or similar, involving a known or strongly suspected risk of exposure to an infectious agent, shall be reported immediately to the Swedish Work Environment Authority as a serious incident.

25. Vibrations, AFS 2005:15/AFS 2019:3

The employer is to arrange medical check-ups for employees who are or will be performing work involving exposure to vibrations that exceed the action value for hand and arm vibrations, in accordance with the Swedish Work Environment Authority's regulations on vibrations (AFS 2005). The action value for hand and arm vibrations is 2.5 m/s².

Work involving exposure to vibration includes:

- shaking of an Eppendorf tube for a long period of time and at high power
- long-term handling of power-driven hand tools, high-pressure washing, truck driving

The medical check-up referred to above is to be arranged and performed:

1. before the employee performs the work, and
2. repeatedly at least every 3 years after the work has commenced, and
3. within 1 month of the employer being notified that an employee is showing signs of a new, or aggravated, vibration injury.

26. Other work, AFS 2019:3

If justified by the risk assessment, the employer is to arrange medical check-ups for the employees in cases other than those covered in the points above. The employer is to request medical check-ups that are tailored to the risks related to the exposure and that produce results that may be useful for the potentially necessary measures to take in order to minimise risk.

When is a medical check-up justified?

If one or more of your employees experience problems that appear to be due to the work environment, a medical check-up may be justified. One example is when employees are working with chemicals that are not mentioned in AFS 2019:3. Another example could be particularly sensitive groups of employees who work late or early in the day, but where the work is not considered overnight work in AFS 2019:3.