

# **Factories (Medical Examinations) Regulations**

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**FACTORIES ACT  
(CHAPTER 104, SECTION 69)**

**FACTORIES (MEDICAL EXAMINATIONS) REGULATIONS**

**Rg 6**

**G.N. No. S 33/1985**

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(1st July 1999)

[1st March 1985]

**PART I**

**PRELIMINARY**

**Citation**

**1.** These Regulations may be cited as the Factories (Medical Examinations) Regulations.

**Application**

2.—(1) These Regulations shall apply to all factories in which persons are employed in any occupation involving —

- (a) the use or handling of or exposure to the fumes, dust or vapour of arsenic, cadmium, lead, manganese or mercury or any of their compounds;
- (b) the use or handling of or exposure to the fumes or vapour of benzene, perchloroethylene, trichloroethylene, organophosphates or vinyl chloride monomer;
- (c) the use or handling of or exposure to tar, pitch, bitumen or creosote;
- (d) the use or handling of or exposure to the dust of asbestos, raw cotton or silica;
- (e) exposure to excessive noise; and
- (f) work in a compressed air environment.

(2) These Regulations are in addition to and not in substitution for or in diminution of other requirements imposed by or under the Act.

## **Definitions**

3.—(1) In these Regulations, unless the context otherwise requires —

“designated factory doctor” means a medical practitioner registered as a designated factory doctor in accordance with Part III;

“employer” means a person who has in his employ or intends to employ any person to work in a hazardous occupation in a factory under a contract of service.

(2) For the purposes of these Regulations, any reference to the health of a person shall, where that person is pregnant, include the health of the unborn child which that person is carrying.

## **PART II**

### **MEDICAL EXAMINATION OF PERSONS EMPLOYED IN HAZARDOUS OCCUPATIONS**

#### **Persons to be medically certified fit before employment**

4.—(1) No person shall be employed in the occupations specified in regulation 2 (referred to in these Regulations as the hazardous occupations) unless he has been medically examined by a designated factory doctor and certified fit to work in those

occupations.

(2) The medical examination shall have been carried out —

- (a) in the case of a person required to work in a compressed air environment, within 30 days before such employment; and
- (b) in the case of a person required to work in any of the other hazardous occupations, not later than 3 months after he has commenced employment in that occupation.

(3) The medical examinations referred to in this regulation shall consist of the examinations and investigations specified in Part I of the First Schedule and such other examinations or investigations as the Chief Inspector may require.

### **Periodic medical examinations**

5.—(1) Every person employed in the hazardous occupations shall be periodically examined by a designated factory doctor.

(2) The periodic medical examinations shall —

- (a) consist of the examinations and investigations specified in Part II of the First Schedule; and
- (b) be at the intervals specified in that Part.

(3) Notwithstanding paragraph (2), the Chief Inspector may, in cases where he considers expedient, require any person to be examined at intervals different from those specified in Part II of the First Schedule.

### **Other medical examinations**

6.—(1) The Chief Inspector may require any person or category of persons employed in the hazardous occupations to undergo a medical examination other than the examinations referred to in regulations 4 and 5.

(2) The audiometric examinations under these Regulations shall be carried out by persons who have undergone a course of training in audiometric screening approved by the Chief Inspector.

### **Medical expenses to be borne by employers**

7.—(1) All medical examinations and investigations required under these Regulations shall be arranged by the employer and shall be at his expense.

(2) The persons employed in the hazardous occupations shall —

- (a) submit themselves for the medical examinations and investigations prescribed by these Regulations; and
- (b) be granted paid leave of absence for the purpose.

### **Designated factory doctor to report results of medical examinations to employers**

8.—(1) The results of the medical examination of persons working in the hazardous occupations in a factory shall be reported by the designated factory doctor to the employer of those persons in a form determined by the Chief Inspector.

(2) The employer shall, whenever required by the Chief Inspector within a period of 5 years from the date of any medical examination, make available to the Chief Inspector the reports referred to in paragraph (1) or a summary of those reports as the Chief Inspector may specify.

### **Registers of employees in hazardous occupations**

9.—(1) The employer shall keep in such form and manner, as may be required by the Chief Inspector, registers of persons who are employed in the hazardous occupations.

(2) The employer shall produce the registers to the Chief Inspector upon receiving from the Chief Inspector a notice in writing requiring their production for his inspection.

### **Designated factory doctor may recommend suspension from work**

10.—(1) Where a designated factory doctor is satisfied on the results of a medical examination carried out under these Regulations that the health of a person is likely to be or has been injuriously affected by his employment in a hazardous occupation, the designated factory doctor shall report his findings to the employer of that person.

(2) The report referred to in paragraph (1) shall be included in the form required under regulation 8(1).

(3) The designated factory doctor shall, when appropriate, advise that a person whose health is likely to be or has been injuriously affected by his employment in a hazardous occupation --

- (a) should not be employed in that occupation; or
- (b) that he be suspended from such employment for a period or permanently as determined by the designated factory doctor.

(4) Where the designated factory doctor advises suspension from employment, he shall complete a certificate of suspension in the form set out in the Second Schedule and