

## Night Worker Health Assessments

The Working Time Regulations 1998 require employers to offer a free health assessment to employees who work at night. A night worker is defined as someone who works at least three hours at night, during the period 11pm to 6am, on a regular basis. Usually, employees doing occasional work at night are not considered night workers.

Some health conditions can make individuals unsuitable for night work for health and safety reasons and working shifts can cause disruption to sleeping and eating habits and social/ family life, which can lead to psychological and physical health problems if left unresolved. Night Worker Health Assessments (NWA) help to ensure that employees working at night are fit to perform their role and that night work is not likely to cause or exacerbate any ongoing health conditions. All individuals who are being considered for night work, either before or during employment, should complete a health assessment before they start night work. Employees already working nights should be offered an assessment annually or if there are any changes to their health status.

### Questionnaire

A questionnaire is a simple and suitable tool for most assessments and InterHealth Occupational Health (OH) provides a comprehensive questionnaire, which can be adapted to meet specific organisational requirements. Questionnaires are sent to OH and reviewed by the OH team. If necessary, the employee is contacted by telephone to clarify and obtain further information regarding health issues declared.

### Face-to-face Assessment

This may be required in cases where individuals have a complicated medical history or a clinical examination is required. On receipt of a questionnaire, if a face-to-face assessment is indicated, OH will discuss this with HR before proceeding.

### Medical Reports

In some cases a medical report from a GP or specialist is required to confirm details of a medical condition and fitness for night work. If this is required, the reasons are discussed with HR team before proceeding.

### Feedback

A Report is sent to the organisation that provides an opinion on whether the individual is fit to start or continue doing night work.

In some cases feedback may also be provided on:

- Relevant details on health conditions, disabilities and treatment that may affect safety, performance or attendance at work, that can be disclosed without breaching confidentiality
- Any limitations on work activities
- Details of any reasonable adjustments to be considered.