

An employee who is referred to Medwise by their employer for an occupational health assessment will be invited to give consent for each of the following:

### **1. CONSENT TO ALLOW RETENTION OF PERSONAL HEALTH INFORMATION**

Medwise complies with the requirements of GDPR and the Data Protection Acts 1988, 2003, 2018 and the guidelines of The Irish Medical Council regarding processing and recording confidential medical information. The employee is reassured that no sensitive, confidential medical information or other personal data will be disclosed to the employer or any other third party without your written agreement. At registration, the employee is requested to give consent to permit Medwise to retain personal health data in accordance with the requirements of GDPR. The GDPR issues are outlined in the patient registration form and in the practice privacy notice and privacy policy.

### **2. CONSENT TO UNDERGO OCCUPATIONAL HEALTH ASSESSMENT AND TO ALLOW A REPORT TO BE ISSUED TO THE EMPLOYER:**

An employee may be referred to Medwise for occupational health assessment to determine fitness for work (e.g. following sick leave), for health surveillance and /or for medical care relating their work. The context of referral for occupational health assessment is outlined in the contract of employment / the employee handbook. The employer should discuss the reason for the referral with the employee and address any concerns in advance of the appointment.

On arrival at the Medwise clinic, the employee is requested to give written consent to undergo the occupational health assessment on behalf of their employer and to allow a report on the outcome of that assessment to be issued to the employer. An individual has the right to decline to undergo a medical examination on behalf of another party and the occupational health assessment cannot take place unless the employee signs this consent. In this event the employer is advised that the employee declined consent and the consultation did not take place.

The outcome of the assessment refers to the implications of any health issues on the employee's fitness for work. The occupational health physician OHP will advise the employer if the employee is fit for work and if not fit, when the employee is likely to be fit for work and if there are any steps the employer could reasonably consider to facilitate the employees return to work. Medical details will not be disclosed to the employer without further specific written consent from the employee.

### **3. CONSENT TO ALLOW DISCLOSURE OF MEDICAL INFORMATION TO THE EMPLOYER:**

During the consultation, the employee is invited to discuss medical issues in confidence with the doctor or nurse and to allow a relevant medical examination. The OHP will discuss with the employee's option to consent for disclosure of medical details to the employer. The employee may choose not to allow disclosure of the nature of any medical issues, in which case the occupational health report to the employer will not specify the medical diagnosis but simply use the term "medical condition."

In the event that the employee agrees to allow disclosure of medical information to the employer, the occupational health report will outline brief and relevant medical details sufficient to enable the employer understand the health issues and facilitate accommodation of health needs within the workplace.

### **4. CONSENT TO ALLOW DOCTOR TO DOCTOR COMMUNICATION:**

It is important that the Occupational Health Physician and the employee's treating doctors communicate, liaise and exchange medical information. This ensures that all doctors involved in the clinical and occupational health management of an individual's health issues have access to all relevant medical and workplace information. Communication between the treating doctors and the occupational health team facilitates planning of rehabilitation and assessment of fitness for work. The employee is invited to give written consent to allow communication between their doctors and the Medwise doctors.

If an employee has any concerns about these consent issues please discuss with the doctor or nurse during the occupational health assessment. Consent must be informed and given freely. The employee has the right to withdraw consent at any stage and it is best to put this withdrawal formally in writing.

Dr Deirdre Gleeson Medical Director, Medwise