

**Summary of Ministerial Regulation on The Prescribing of Criteria and Method
of Conducting Health Check up of Employees and Forwarding
The Results of Health Check up to Labour Inspector B.E. 2547(A.D.2004)**

“Health Check up” means the physical and mental states check up according to medical method as to ascertain the suitability of and the work-related effects on health of the employees.
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“Risk-factor-related work” means the work which the employee performs in relation to: 1) Hazardous chemical substances 2) Toxic microbe which may be a virus, bacteria, fungus or other biological organisms 3) Radioactivity 4) Heat, cold, vibration, atmospheric pressure, light, noise or other environments which may be hazardous.

- For the employees who work with risk factors, the employer shall provide health check up to be conducted by a licensed medical practitioner in the field of occupational medicine.
 - The first health check up for new employees within thirty days ; and the subsequent health check up shall be conducted at least once a year.
 - In case the employer changes the employee's dangerous job to be a different one, the employer shall provide health check up for such employees within thirty days from the date of the job change.
- In case the employee is absent from work for consecutive three days due to accident or illness, the employer may request medical explanation from the physician, or provide health check up for the employee before allowing the employee to resume the work.
- The employer shall provide personal Health Report Book of the employee who is working with the risk factors; and the employer shall record the results of every health check up in the employee's Health Report Book.
- The employer shall inform the result of health check up to the employee as follows:
 - In case the health check up result is not normal, the employee shall be informed within three days from the date of acknowledgment of the result.
 - In case the health check up result is normal, such employee shall be informed within seven days from the date of acknowledgement of the result.
- In case of such abnormality of the employee is detected; or the employee is developing a symptom or illness relating to work, the employer shall arrange for the employee to receive medical treatment immediately; and find out the cause of abnormality for prevention purposes. The employer shall forward the results of the health check up of the employee to the labour inspector within thirty days as from the date of acknowledgement of the abnormality or illness.