
Guidelines for the medical aspects
of work for the onshore oil industry

GUIDELINES FOR THE MEDICAL ASPECTS OF WORK FOR THE ONSHORE OIL INDUSTRY

1st edition

May 2011

Published by

ENERGY INSTITUTE, LONDON

The Energy Institute is a professional membership body incorporated by Royal Charter 2003

Registered charity number 1097899

The Energy Institute (EI) is the leading chartered professional membership body supporting individuals and organisations across the energy industry. With a combined membership of over 14 000 individuals and 300 companies in 100 countries, it provides an independent focal point for the energy community and a powerful voice to engage business and industry, government, academia and the public internationally.

As a Royal Charter organisation, the EI offers professional recognition and sustains personal career development through the accreditation and delivery of training courses, conferences and publications and networking opportunities. It also runs a highly valued technical work programme, comprising original independent research and investigations, and the provision of EI technical publications to provide the international industry with information and guidance on key current and future issues.

The EI promotes the safe, environmentally responsible and efficient supply and use of energy in all its forms and applications. In fulfilling this purpose the EI addresses the depth and breadth of energy and the energy system, from upstream and downstream hydrocarbons and other primary fuels and renewables, to power generation, transmission and distribution to sustainable development, demand side management and energy efficiency. Offering learning and networking opportunities to support career development, the EI provides a home to all those working in energy, and a scientific and technical reservoir of knowledge for industry.

This publication has been produced as a result of work carried out within the Technical Team of the EI, funded by the EI's Technical Partners. The EI's Technical Work Programme provides industry with cost-effective, value-adding knowledge on key current and future issues affecting those operating in the energy sector, both in the UK and internationally.

For further information, please visit <http://www.energyinst.org>

The EI gratefully acknowledges the financial contributions towards the scientific and technical programme from the following companies

BG Group	Murco Petroleum Ltd
BP Exploration Operating Co Ltd	Nexen
BP Oil UK Ltd	Premier Oil
Centrica	RWE npower
Chevron	Saudi Aramco
ConocoPhillips Ltd	Shell UK Oil Products Limited
EDF Energy	Shell U.K. Exploration and Production Ltd
ENI	Statoil Hydro
E. ON UK	Talisman Energy (UK) Ltd
ExxonMobil International Ltd	Total E&P UK plc
Kuwait Petroleum International Ltd	Total UK Limited
Maersk Oil North Sea UK Limited	World Fuel Services

However, it should be noted that the above organisations have not all been directly involved in the development of this publication, nor do they necessarily endorse its content.

Copyright © 2011 by the Energy Institute, London.
The Energy Institute is a professional membership body incorporated by Royal Charter 2003.
Registered charity number 1097899, England
All rights reserved

No part of this book may be reproduced by any means, or transmitted or translated into a machine language without the written permission of the publisher.

ISBN 978 0 85293 604 7

Published by the Energy Institute

The information contained in this publication is provided for general information purposes only. Whilst the Energy Institute and the contributors have applied reasonable care in developing this publication, no representations or warranties, express or implied, are made by the Energy Institute or any of the contributors concerning the applicability, suitability, accuracy or completeness of the information contained herein and the Energy Institute and the contributors accept no responsibility whatsoever for the use of this information. Neither the Energy Institute nor any of the contributors shall be liable in any way for any liability, loss, cost or damage incurred as a result of the receipt or use of the information contained herein.

Further copies can be obtained from: Portland Customer Services, Commerce Way, Whitehall Industrial Estate, Colchester CO2 8HP, UK.
t: +44 (0)1206 796 351 e: sales@portland-services.com

Electronic access to EI and IP publications is available via our website, www.energyinstpubs.org.uk.
Documents can be purchased online as downloadable pdfs or on an annual subscription for single users and companies.
For more information, contact the EI Publications Team.
e: pubs@energyinst.org

CONTENTS

	Page
Foreword	iv
Acknowledgements	v
1 Introduction	1
2 Medical evaluation	2
2.1 Medical risk assessment	2
2.1.1 Factors to be included in the assessment process	3
2.1.2 Assessment process	3
2.1.3 Results	3
3 Medical examination	4
3.1 Functional assessment of physical capability	4
3.2 Frequency of examination	4
4 Specific medical conditions	5
4.1 Cardiovascular factors	5
4.2 Respiratory factors	5
4.3 Gastro-intestinal system	6
4.4 Genitourinary system	6
4.5 Nervous system	7
4.6 Musculo-skeletal system	7
4.7 Endocrine system	8
4.8 Obesity	8
4.9 Psychological disorders	9
4.10 Haematological	9
4.11 Ophthalmic/vision	10
4.12 Otolaryngology (ENT)	10
4.13 Malignancies	11
4.14 Medication	11
5 Process for candidates who fail	12
6 Non-disclosure of important medical information	13
7 Special employment groups	14
7.1 Emergency response team	14
7.2 Scaffolders	14
Annexes:	
Annex A Medical forms	15
A.1 Health information	15
A.2 Medical evaluation form	17
Annex B Glossary	19

FOREWORD

Medical standards are an important part of the oil industry's philosophy to maintain a safe working environment where individuals are able to function safely and effectively without risk to the plant, environment or others.

Guidelines already exist for offshore workers and those working in remote environments for our industry. It was recognised by the EI HTC that the onshore workforce had no similar standards and therefore these guidelines were compiled and published.

The format used reflects the current move away from prescriptive exclusion of specific conditions to the more holistic evaluation of a focused risk assessment for the individual and his, or her, capability and health status. This methodology is we think a more equitable process, is in alignment with current legislation, and will help to better fit the worker into their working environment as described.

Dr Wendy Doig
Chair EI HTC 2011

ACKNOWLEDGEMENTS

This guidance document was developed by members of the Energy Institute's (EI's) Health Technical Committee (HTC). The Institute wishes to record its appreciation of the valuable contributions of the committee's membership. In particular:

Mike Doig	Chevron
Wendy Doig	BP
David Flower	BP International Ltd.
Beate Hildenbrand	Energy Institute
Grant Logan	ConocoPhillips Ltd
Jenny Lyn	Energy Institute
Martin Maeso	Energy Institute
Roger McKechnie	ExxonMobil
Rickard Moen	ExxonMobil

The information contained in this publication is provided as guidance only, and while every reasonable care has been taken to ensure the accuracy of its contents, the EI and the representatives listed in the Acknowledgements, cannot accept any responsibility for any actions taken, or not taken, on the basis of this information. The EI shall not be liable to any person for any loss or damage that may arise from the use of any of the information contained in any of its publications.

1 INTRODUCTION

The onshore oil industry is a safety critical working environment where the individual needs to be free from significant medical conditions that may have a detrimental impact in the workplace, and fully fit to perform their designated function.

These guidelines set out to define best practice in the individual assessment of these workers and should be used by medical practitioners to enable consistent evaluation and decision making regarding fitness to work.

These guidelines apply to employees involved in onshore oil facilities including refineries, storage depots and terminals. They do not apply to tanker drivers who have their own medical standards.

It is expected that any qualified occupational health practitioner should be able to undertake the medical evaluation using this guidance. Individuals with a straightforward assessment may be given a suitable /not suitable certificate but more complicated cases may require the involvement of an occupational physician and possibly a referral to a consultant specialist. Where a medical condition has safety critical implications, then it will be necessary to liaise with the medical adviser of the company controlling the workplace.

If the worker is peripatetic and the expected workplace not yet identified - then if any limitations are required, the medical certificate should be completed using the restricted section of the form.