

Regulation No. (42) Of the Year 1998

The Regulation of Preventive and Therapeutic Medical Care for the Workers in Establishments

**Issued by virtue of Paragraph (B) of Article (85) of the Labour Law No. (8)
Of the Year 1996**

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Article (1)

This regulation shall be called (The Regulation of Preventive and Therapeutic Medical Care for the Workers in Establishments Of the Year 1998) and shall be effective as of the date of being published in the official gazette.

Article (2)

The following terms stated in this regulation shall have the meaning assigned against each of them, unless the context indicates otherwise:

Ministry : Ministry of Labour.

Minister : Minister of Labour.

Directorate: The directorate of the environment and vocational safety and health at the Ministry.

Director: The director of the directorate.

Article (3)

Taking into consideration the provisions of the Law of Crafts and Industries and the valid health legislations, each employer of an establishment, or each in charge director should verify the fitness of the worker before starting to work in the establishment. This could be accomplished by medical check-up; using clinical, laboratory and radial tests, or any other necessary medical check-ups for the worker, pursuant to the instructions which are issued by the Minister for that purpose.

Article (4)

Each employer or in charge director should set up the arrangements required to carry out the regular medical check-up, in order to keep the fitness of the workers continuously, as well as to discover the possible diseases in their early stages, in conformity with the instructions which are issued by the Minister for that purpose, stipulated that they will include the duration of the check-up for each occupation.

Article (5)

The director of the establishment should keep the results of the medical check-ups and should write them down in the medical file of each worker, in order to refer to them when carrying out the regular check-ups after being employed to continuously verify his/her health fitness.

Article (6)

The employer or the in charge director should guide the worker when he/she is appointed to the dangers of his/her occupation and to the precautionary measures that should be taken.

Article (7)

A- Taking into consideration the provisions of paragraph (B) of the article, each establishment should appoint a physician and a nurse, or should establish a medical unit that suits the number of workers according to the following table:

Number of workers	Physician		Nurse	Medical unit
	Part time	Full time		
50-100	1	1	1	-
101-500	-	1	2	1
501-100-	-	2	3	1
1000 and above	-	3	4	1
Provided that one of the physicians is specialized in work medicine				

- B- It is possible for a number of adjacent establishments that have less than (50) workers each to agree upon appointing a shared physician and a nurse and to establish a shared medical unit based on the circumstances. This agreement should specify the resulting financial obligation for each establishment and shall be approved by the director of the directorate.
- C- The establishment shall pay the financial cost resulting from providing the preventive and therapeutic medical care which is stipulated in this regulation for all of its workers.
- D- The director of the establishment should inform the directorate about the names of the physicians and nurses who work in the establishment or in the medical units once they are formed or when a member is replaced.

Article (8)

The physician of the establishment or any physician at the medical unit that belongs to the establishment should inform the employer or the in charge director in writing about any vocational diseases or suspicions in the presence of such diseases. The physician should notify the directorate and the competent directorate at the Ministry of Health about those diseases, pursuant to the form that is approved by the Minister for that purpose.

Article (9)

The director of the establishment should consider the health condition of the worker, in case it requires transferring him/ her to a work that suits his/her medical condition, stipulated that the directorate is notified.

Article (10)

The Minister of Labour may issue the instructions that are necessary to implement the provisions of this regulation.