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International Labour Organization

19
الأسبوع الوطني التاسع عشر
للسلامة والصحة المهنية
2025

وزارة العمل

Provision of Preventive and Curative Medical Care

Duties of Medical and Health Professionals in the Institution

Medical and health professionals in the institution shall undertake the following tasks:

- Monitoring the health status of workers.
- Supervising the identification and execution of initial and periodic medical examinations of workers, analyzing the results, and taking the necessary actions.
- Developing preventive health plans.
- Monitoring the symptoms that appear in workers due to their work and providing first aid and treatment to workers when necessary.
- Participating in all matters related to occupational safety and health.
- Conducting special medical monitoring for the groups of workers mentioned in Article (6) of Regulation No. (32) for the year (2023) and taking necessary preventive actions.
- Providing medical consultation regarding the worker's fitness for work.
- Verifying whether work environment conditions are the cause for a worker's sick leave—without giving an opinion on the worker's entitlement to the sick leave or its duration.

Provision of Preventive and Curative Medical Care

The employer is obligated to provide medical care to workers in the institution through three available options, offering flexibility to employers with varying circumstances and assisting them in complying with the Regulation of Preventive and Curative Medical Care for Workers in Institutions No. (32) for the year (2023). The table below explains the options:

#	Option	Medical Staff Affiliation	Medical Unit Requirement
1	Direct Employment	Administrative/financial affiliation with the employer	Required if there are 50 or more workers
2	Via a Medical Service Provider (Second Party)	Affiliated with the service provider company	Required if there are 50 or more workers
3	Contract with a Health Institution	Affiliated with the contracted health institution	Not required

To approve the provision of medical staff via a second party, the provider must be licensed by the Ministry of Labor in accordance with Regulation No. (112) of 2024 that can be accessed by scanning the following **QR code**:

▶ Contracting with a Health Institution for Medical Care

- **If the Ministry of Labour determines that the employer cannot provide preventive and curative care due to geographic or other reasons, the employer must contract with a licensed health institution, under these conditions:**

  1. The health institution must be licensed by the Ministry of Health.
  2. Approval must be obtained from a designated committee.

- **Approval Criteria:**
  - ▶ Justification and reasons for the request.
  - ▶ Both the worksite and health institution must be in the same geographic area.
  - ▶ The economic activity of the institution must fall into:
    - o Low risk, or
    - o High risk with no more than 100 workers at the site.
  - ▶ The health institution must be licensed by the Ministry of Health.
  - ▶ Adequate number of licensed medical staff in proportion to:
    - o Number of workers
    - o Nature of the institution›s activities

- **Procedures for Applying to Contract a Health Institution**

  1. Submit application to the Directorate of Occupational Safety and Health with required documents.
  2. Receive formal confirmation of complete submission.
  3. Wait for the committee meeting to review the request.
  4. Receive approval or rejection within 5 working days from submission date.

- **Required Documents:**

  - Recent cover letter to Ministry of Labour.
  - Official report with justifications.
  - Contract with the health institution (following the designated template).
  - Commercial registration and vocational license (for the institution or branch).
  - List of total workers according to Social Security Corporation (SSC).
  - Employer-certified list of workers by site/branch:

No.	Branches names	Number of workers in each branch
1	Branch (1)	..
2	Branch (2)	..
..	..	..

  - Certified list from health institution showing number of licensed medical staff.
  - Copies of professional licenses for all medical staff in the health institution.
  - Valid Ministry of Health license for the health institution.
  - Commercial registration (if available) and vocational license for the health institution.
  - Authorized delegation form and copy of the authorized person's ID.
  - Signed declaration and acknowledgment form of the accuracy and validity of all attached documents.

• To access to Regulation of Preventive and Curative Medical Care for Workers in Institutions No. (32) for the year (2023), scan the following QR code:	• To access to the employer's portal for inspection and OSH services, scan the following QR code: