13. REGULATIONS
ON THE PROCEDURE AND REQUIREMENTS FOR PERFORMING
PRELIMINARY AND PERIODICAL MEDICAL EXAMINATIONS OF
EMPLOYEES
(“Official Gazette of the RS”, No. 23/92)

Article 1

Preliminary and periodical examinations of employees under Article 33 of the Law on Safety at Work (“Official Gazette of the RS”, No. 42/91 – hereinafter referred to as: the Law) may be performed by a medical institution which has an organized occupational medicine service which includes the following:

1) appropriate equipment, namely:
   (1) anthropometry set (scales, height measuring device, callinero, centimeter measuring tape);
   (2) set for determining physical strength;
   (3) ECG
   (4) ortho-rater (or another set for testing the function of the visual sense);
   (5) spirometer;
   (6) audiometer;
   (7) device for measuring skin temperature or plethysmograph;
   (8) equipment for determining the elements of laboratory standard (blood picture, erythrocyte sedimentation, overall examination of the urine, blood sugar, reticulocytes, basophil punctured erythrocytes, Heinz bodies) and basic biochemical and toxicological analyses specified by the decision on work distribution among medical institutions;

2) appropriate premises, mainly:
   (1) specialist surgeries;
   (2) ward for testing the functions of the bodily and sensoral systems;
   (3) laboratory including a ward for taking the material;
   (4) nurse ward for pre-doctoral treatment - preparation of the employees;
   (5) documentation department (medical documentation and documentation about the conditions at the job);
   (6) waiting room;
   (7) sanitary facilities;

3) an occupational medicine specialist, a specialist (neuropsychiatry, ophthalmology, and oto-rhino-laryngology) and other specialists as required, toxicologists, biochemist, psychologist employed on a permanent basis, and other necessary supporting staff.
Article 2

Preliminary and periodical medical examinations of employees who are assigned to jobs with special working conditions shall be carried out by an MD specialist in occupational medicine and MDs specializing in other fields under Article 1 Item 3) of these Regulations.

Article 3

Preliminary and periodical medical examinations of employees shall include a general check-up, regardless of the type of risk, harmfulness and requirements of the job (hereinafter referred to as: the general check-up) and additional or specific examinations depending on the risk, harmfulness and requirements of the job (hereinafter referred to as: specific examination).

The elements of preliminary and periodical medical examinations of employees including the deadlines for carrying out such examinations, have been printed as a supplement to these Regulations, making an integral part hereof.

Article 4

When referring an employee for a medical examination, the company shall fill in a referral for preliminary and/or periodical medical examination (hereinafter referred to as: the referral).

The referral under Para. 1 of this Article shall be made on the forms prescribed by these Regulations which have been printed as a supplement to these Regulations, making an integral part hereof.

The referral under Para. 1 of this Article shall be filled in two copies of which one copy shall be kept by the company.

Article 5

The report on the performed preliminary and/or periodical medical examinations of the employees, which is submitted by the medical institution to the company pursuant to Article 35 of the Law, shall be submitted on the forms prescribed by these Regulations, which have been printed as a supplement to these Regulations, making an integral part hereof.

Article 6

The validity of the following shall terminate as of the date of these Regulations taking effect:
1. Regulations on the procedure for the preliminary and periodical examinations of employees (“Official Gazette of the SRS”, No. 10/79);
2. Regulations on the performance of preliminary and periodical medical examinations of employees (“Official Gazette of the SRS”, No. 16/84);

Article 7

These Regulations shall take effect on the eighth day as of the date of their publication in the “Official Gazette of the Republic of Serbia”.

ELEMENTS OF PRELIMINARY AND PERIODICAL MEDICAL EXAMINATIONS OF EMPLOYEES


Tasks within the scope of work of an MD specialist in occupational medicine.
Risk identification and assessment.
Drafting of the program of additional/specific examinations.
General clinical examination of employees.
Anthropometric measuring.
Determining an employees’ physical strength.
Eye sight examination by means of an ortho-rater.
ECG
Spirometry
Hearing examination – screening audiometry.
Laboratory analyses.
- Blood picture (erythrocytes, leucocytes, leucocyte formula, reticulocytes, thrombocytes, hemoglobin, hematocryt),
- Erythrocyte sedimentation,
- Blood sugar,
- Urea in blood,
- Bilirubin in blood,
- SGOT, SGPT
- Urine examination.
Pulmonary x-ray is an obligatory element of the preliminary examination and of the 5-year periodical examinations.

Gynecological findings are an obligatory element in the preliminary examinations of female employees and in the 5-year periodical examinations.

Interpretation of the results of the examination and analyses,
Reaching a conclusion including at least:
   a) establishing the diagnosis,
   b) opinion about whether a professional disease is concerned,
   c) reporting a professional disease,
   d) assessment of working ability 
   e) proposal for further procedures (changing the job, additional diagnostics, treatment, rehabilitation etc.)

II. ADDITIONAL OR SPECIFIC EXAMINATIONS DEPENDING ON THE RISK, HARMFULNESS AND REQUIREMENTS OF THE JOB – SPECIFIC EXAMINATION – “B” EXAMINATION

1. Physical harmfulness

1.1. Noise
Preliminary: “A” examination
   ORL finding (hearing and balance examination),
   Periodical: same as preliminary neuropsychiatric finding,
DEADLINES: each 12 months

1.2. Vibrations
Preliminary: “A” examination
   dynamic skin thermometry
   hand x-ray
   vestibularis examination,
   ORL finding,
Periodical: “A” examination
   skin thermometry,
   neuropsychiatric finding x-ray of distal parts of the extremities in the direction of the point of entry of the vibrations, orthopedic finding,
DEADLINE: 12 months with the note: orthopedist, ORL, vestibularis each 24 months.

1.3. High temperature
Preliminary: “A” examination
Periodical: “A” examination
DEADLINE: 24 months

1.4. Low temperature
Preliminary: “A” examination
   dynamic skin thermometry test
Periodical: same as preliminary
DEADLINE: 24 months

1.5. Non-ionising radiation (laser, radar, microwave, infrared, light, ultra-violet)
Preliminary: “A” examination
ophthalmological finding,
Periodical: “A” examination
ophthalmological finding,
chromosomes,
pulmonary x-ray
cardiologic finding
neuropsychiatric finding
DEADLINE: 24 months
chromosomes, pulmonary x-ray, cardiologist and neuropsychiatrist each 5 years.

1.6. Changed air pressure
Preliminary: “A” examination
vestibularis examination, ORL finding
Periodical: same as preliminary
pelvic and knee x-ray
DEADLINE: 24 months, x-ray each 24 months.

1.6. Dust
Preliminary: “A” examination
standardized questionnaire for respiratory (and allergy) diseases,
spirogram with flows,
Periodical: same as preliminary including pulmonary x-ray
DEADLINE: 24 months

2. Chemical harm

2.1. Aluminum
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
neuropsychiatric finding
finding of the psychologist
Periodical: examination same as preliminary.
DEADLINE: 12 months

2.2. Arsenic and compounds
Preliminary: “A” examination
neuropsychiatric finding
ORL finding,
Periodical: same as preliminary
arsenic in blood and in urine,
gamma GT,
proteinogram,
prothrombin complex,
pseudocholinesterase
alc. phosphatase,
urea in blood and in urine,
creatine in blood and urine,
urine acid in blood and in urine

DEADLINE: 12 months

2.3. Copper
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
neuropsychiatric finding,
Periodical: same as preliminary
copper in blood and in urine,
phosphorus in blood and in urine,
urea in blood and in urine,
creatine in blood and in urine,
gamma GT,
pseudocholinesterase,
alc. phosphatase,
prothrombin complex,
ORL finding,
opthalmological finding

DEADLINE: 12 months

2.4. Beryllium
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
Periodical: same as preliminary
pulmonary x-ray,

DEADLINE: 12 months,

2.5. Vanadium
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
spirogram with flows
Periodical: same as preliminary
vanadium in blood and in urine,
pulmonary x-ray
lipidogram.

DEADLINE: 12 months, and x-ray each 24 months.

2.6. Mercury and compounds
Preliminary: “A” examination
neuropsychiatric finding
Periodical: “A” examination
neuropsychiatric finding,
opthalmological finding,
psychological finding,
mercury in blood and in urine,
urea in blood and in urine,
creatinine in blood and in urine,
urine acid in blood and in urine,
N-acetyl-glucose-amidase and beta-2 microglobulin and micro-albumin in urine.
DEADLINE: 12 months, ophthalmologist and psychologist each 24 months.

2.7. Cadmium
Preliminary: “A” examination
N-acetyl-glucose-amidase and beta-2,
microglobulin and microalbumin in urine
Periodical: “A” examination
spirogram with flows,
standardized questionnaire for resp. diseases,
urea in blood and in urine,
creatinine in blood and in urine,
urine acid in blood and in urine,
N-acetyl-glucose-amidase and beta-2,
microglobulin and microalbumin in urine,
cadmium in blood and in urine,
ORL finding,
pelvic and femoral x-rays,
DEADLINE: 12 months and x-ray each 24 months.

2.8 Manganese
Preliminary: “A” examination
neurological finding
Periodical: “A” examination
neurological finding,
manganese in blood and in urine.
DEADLINE: 12 months.

2.8 Nickel
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
ORL finding
Periodical: same as preliminary,
nickel in blood and in urine,
neuropsychiatric finding,
pulmonary x-ray.
DEADLINE: 12 months, pulmonary x-ray each 24 months.

2.10 Lead
Preliminary: “A” examination
neuropsychiatric finding

Periodical: same as preliminary
lead in blood and in urine,
ALA,
coproporphyrin
protoporphyrin IX,
basophil punctured erythrocytes,
urea in blood and in urine,
urine acid in blood and in urine.

DEADLINE: 12 months.

2.11. Selenium
Preliminary: “A” examination
gamma GT
pseudocholinesterase,
proteinogram,
prothrombin complex,
alc. phosphatase,
urea in blood and in urine,
creatinine in blood and in urine,
urine acid in blood and in urine.
Periodical: same as preliminary
neuropsychiatrist,
selenium in blood and in urine.

DEADLINE: 12 months.

2.12. Chromium
Preliminary: “A” examination
spirogram with flows,
standardized questionnaire for respiratory and allergy diseases,
ORL finding,
Periodical: same as preliminary
chromium in blood and in urine,
creatinine in blood and in urine,
urea in blood and in urine,
urine acid in blood and in urine,
pulmonary x-ray

DEADLINE: 12 months, pulmonary x-ray each 24 months.

2.13 Zinc
Preliminary: “A” examination
standardized questionnaire for respiratory diseases
Periodical: same as preliminary
zinc in blood and in urine.

DEADLINE: 12 months.
2.14 Bromine and iodine
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
neuropsychiatric finding.
Periodical: same as preliminary
DEADLINE: 12 months, neuropsychiatrist each 24 months.

2.15 Fluorine and compounds
Preliminary: “A” examination
standardized questionnaire for respiratory diseases
Periodical: same as preliminary
fluorides in urine
hand and forearm x-ray,
DEADLINE: 12 months, x-ray each 24 months.

2.16 Chlorine
Preliminary: “A” examination
standardized questionnaire for respiratory diseases
Periodical: same as preliminary
DEADLINE: 12 months.

2.17 Hydrogen-sulphide
Preliminary: “A” examination
standardized questionnaire for respiratory diseases
Periodical: same as preliminary
neuropsychiatric finding,
ophthalmological finding,
DEADLINE: 12 months.

2.18 Nitric gases
Preliminary: “A” examination
spirogram with flows,
standardized questionnaire for respiratory diseases,
Periodical: same as preliminary
DEADLINE: 12 months.

2.19 Sulphur dioxide
Preliminary: “A” examination
standardized questionnaire for respiratory diseases,
spirogram with flows,
Periodical: same as preliminary,
DEADLINE: 12 months.

2.20 Carbon monoxide
Preliminary: “A” examination
standardized questionnaire for respiratory diseases
2.21. Aliphatic hydrocarbons
Preliminary: “A” examination
standardized questionnaire for respiratory diseases
Periodical: “A” examination
standardized questionnaire for respiratory diseases
neuropsychiatric finding,
DEADLINE: 12 months, and neuropsychiatrist each 24 months.

2.22. Halogen hydrocarbon derivatives
Preliminary: “A” examination
neuropsychiatric finding,
ORL finding (audiometry and vestibularis),
Periodical: same as preliminary,
metabolites (depending on the compound)
psychologist’s finding,
gamma GT,
pseudochoolinesterase,
alcl. phosphatase,
proteinogram,
prothrombin complex,
urea in blood and in urine,
creatinine in blood and in urine,
urine acid in blood and in urine,
DEADLINE: 12 months.

2.23. Nitro and amino derivatives of benzene
Preliminary: “A” examination
neurological finding,
ophthalmological finding,
Periodical: same as preliminary
methemoglobin,
Heinz bodies,
metabolite in biological material depending on the compound,
gamma GT,
pseudochoolinesterase,
alcl. phosphatase,
proteinogram,
prothrombin complex,
urea in blood and in urine,
 creatinine in blood and in urine,
urine acid in blood and in urine
Rumpel Leede phenomenon.

DEADLINE: 12 months.

2.24. Methyl alcohol
Preliminary: “A” examination
Periodical: “A” examination
 neuropsychiatric finding,
 ophthalmological finding.

DEADLINE: 12 months.

2.25. Cyanide and compounds
Preliminary: “A” examination
 neuropsychiatric finding,
 Periodical: same as preliminary,
 rodanides

DEADLINE: 12 months.

2.26. Carbon disulphide
Preliminary: “A” examination
 neuropsychiatric finding,
 ophthalmological finding,
 lipidogramme,
 Periodical: same as preliminary
 psychological finding,
 iodiside or TTCA test,
 urea in blood and in urine,
 creatinine in blood and in urine,
urine acid in blood and in urine,

DEADLINE: 12 months.

2.27. Vinyl chloride
Preliminary: “A” examination
dynamic skin test
Periodical: same as preliminary
 gamma GT,
pseudocholinesterase,
alc. phosphatase,
proteinogramme,
prothrombin complex,
urea in blood and in urine,
 creatinine in blood and in urine,
urine acid in blood and in urine,
tio-di-glycol acid (in urine),
finer x-ray,
ophthalmological finding,
neuropsychiatric finding,
chromosomes.

DEADLINE: 12 months, ophthalmologist, neuropsychiatrist, chromosomes, and x-ray every 24 months

2.28. Pesticides
Preliminary: “A” examination
- Standardized questionnaire for respiratory diseases
- Acetylcholinesterase (in the case of organic phosphorus)
Periodical: same as preliminary
- Neuropsychiatric finding
- Metabolites in biological material (depending on the active substances),
- Urea in blood and in urine,
- Creatinine in blood and in urine,
- Urine acid in blood and in urine.

DEADLINE: 12 months.

33. Biological factors
Preliminary: “A” examination
- Eventual biomarker
Periodical: “A” examination
- Elements depending on a group biological factors, and/or their elective effect on certain organic systems.

DEADLINE: 24 months.

4. Other factors

4.1. Hard physical work
Preliminary: “A” examination
- Ophthalmological finding
Periodical: “A” examination
DEADLINE: 24 months

4.2. Work on altitudes
Preliminary: “A” examination
- ORL finding (checking the hearing sense and vestibularis),
- Neuropsychiatric finding,
- Ophthalmological finding,
- Psychological finding
Periodical: same as preliminary
4.3. Operating vehicles in internal traffic
Preliminary: “A” examination
ophthalmological finding
ORL finding,
neuropsychiatric finding,
psychological finding,
Periodical: same as preliminary
DEADLINE: 24 months.

DEADLINE: 12 months.
Form No. 1

______________________ _______________ 19________
______________________
______________________

(company)   ___________________Referral No.
______________________
______________________
(seat)

REFERRAL
FOR PRELIMINARY EXAMINATION OF EMPLOYEE

___________________________ date of birth: _________ in__________________
(name and surname)     (place of birth & municipality)

occupation:___________________________________________
(name and degree of professional qualifications)

who is to be assigned to the job:_________________________________________

is hereby referred for a PRELIMINARY EXAMINATION

with a request for ________________________________________
(health, physical and mental ability)

The work at the above mentioned job is performed in shift I-II-III, including the use of
personal safety means and equipment _______________________________________
_____________________________________________________________________

During the course of work at the above mentioned job, the employee will be exposed to
the hazard and harmful effects of___________________________________________
(scope of harm and hazard)

In the year __________ he/she worked at the job of__________________________
at the same workplace – another workplace where he/she was exposed to the hazards and
harm caused by________________________________________________________
_____________________________________________________________________
(description of harm and hazard)

(Seal)     Signature,
REFERRAL FOR PERIODICAL EXAMINATION OF EMPLOYEE

date of birth: _________ in__________________

(name and surname) (place of birth & municipality)

occupation:________________________________________
(name and degree of professional qualifications)

who is to be assigned to the job:_________________________________________

is hereby referred for a PRELIMINARY EXAMINATION

with a request for________________________________________
(health, physical and mental ability)

The work at the above mentioned job is performed in shift I-II-III, including the use of personal safety means and equipment (specify)_______________________________
_____________________________________________________________________

During the course of work at the above mentioned job, the employee is be exposed to the hazard and harmful effects of___________________________________________
(scope of harm and hazard)

In the year____________ he/she worked at the job of_________________________________________
at the same workplace – another workplace where he/she was exposed to the hazards and harm caused by________________________________________________________
_____________________________________________________________________
(description of harm and hazard)

At the preliminary – periodical examination carried out in 19___ in the medical institution_________________________________________________________
his condition was_____________________________________________
(code and diagnosis)

Previously, he/she worked/did not work from ________ to _____________, at the job:__________________________________________ where he/she was exposed to the hazards and harm caused by__________________________________________________________
(scope of hazard and harm)

(Seal)       Signature,
REPORT
ON THE PRELIMINARY MEDICAL EXAMINATION OF EMPLOYEES

In accordance with your Referral No. ________ dated ______________

date of birth: ____________
(name and surname)

occupation:________________________________________
(name and degree of professional qualifications)

On the basis of the examinations carried out in accordance with the Regulations on the Requirements for Performing Preliminary and Periodical Medical Examinations of Workers and the Procedure for Preliminary and Periodical Medical Examinations of Employees, the following conclusion has been reached

CONCLUSION

The above named has NOT been diagnosed with / has been diagnosed with pathological conditions

(diagnosis code)

which are / which are not a counter-indication for work, namely, the above named employee who has been examined IS FIT / IS NOT FIT for work at the job:_______________________

(Seal)

In ______________

__________ 19 ______

Conclusion reached by,

(Name and surname of the MD specialist in occupational medicine)
Form No. 4

Date of examination

Out-patient clinic File No.

Medical card No.

REPORT
ON THE PERIODICAL MEDICAL EXAMINATION OF EMPLOYEES

In accordance with your Referral No. _______ dated __________

date of birth: __________

(name and surname)

occupation:________________________________________

(name and degree of professional qualifications)

On the basis of the examinations carried out in accordance with the Regulations on the Requirements for Performing Preliminary and Periodical Medical Examinations of Workers and the Procedure for Preliminary and Periodical Medical Examinations of Employees, the following conclusion has been reached

CONCLUSION

The above named has not been diagnosed with / has been diagnosed with pathological conditions

(diagnosis code)

and he/she has/has not been found to suffer from an occupational disease

The above named employee who has been examined IS FIT / IS NOT FIT for work at the job to which he has been assigned.

Conclusion reached by,

(Name and surname of the MD specialist in occupational medicine)