GRIFFITH UNIVERSITY

Standard

Health Monitoring

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1.0 Purpose

This standard outlines the mandatory requirements for health monitoring at Griffith University. The standard aims to minimise risks to personnel and ensure continuing legislative compliance.

2.0 Scope

This standard applies to all staff, students, contractors, and other relevant persons engaged by Griffith University who perform work that requires health monitoring. It encompasses all aspects of health monitoring except for environmental monitoring and occupational exposure monitoring (refer to the health monitoring procedure for a full list of types and explanatory information).

3.0 Standard

A Health Monitoring Assessment must be completed by the Leader or Supervisor of the work activity where a worker may be significantly exposed to a hazard. HSW must be consulted in the completion of the Health Monitoring Assessment.

The Supervisor must complete the assessment for workers (staff and students) under their supervision prior to appointment and when:

- recruiting for a new role; or
- directly appointing a worker to a role; or
- planning to commence a new project or activity; or
- planning a change in activity or project where new hazards are introduced.

In completing the Health Monitoring Assessment, the supervisor must:

- Identify whether there are hazardous substances or other hazards in the workplace which could result in an identifiable impact/health condition occurring in an exposed worker and nominate if health monitoring is required.
- Review and understand any Workplace Exposure Standards (WES) in place for the identified substance.
- Review the regulatory requirements outlined in the health monitoring procedure table and any other relevant Codes of Practice or guidance governing exposure to the hazard and health monitoring or immunisation requirements.

- Liaise with HSW to review the results of historical and current workplace exposure monitoring and assessment reports.
- Respond to a worker's request for monitoring if they have concerns regarding exposure.

Managers and Leaders must:

- Carry out assessments to determine the health monitoring needs of the workers working within their areas of responsibility.
- Ensure that where there is a new worker or a change of duties for a worker that introduces a requirement for health monitoring, an assessment is completed prior to work commencing, so that baseline levels are measured where needed.
- Ensure periodic health monitoring is carried out where a need has been identified, and that workers' consent is obtained prior to the health monitoring.
- Ensure an explanation of health monitoring results is provided to each worker.
- Take action to improve exposure controls where indicated by health monitoring results.
- Respond to concerns raised by workers regarding exposure.
- Continue to assess, implement and evaluate other control measures for the hazard to ensure higher-level controls are in place where reasonably practicable.

The Health, Safety and Wellbeing Team must:

- Obtain reports and outcomes of health monitoring and workplace exposure monitoring to ensure that records are maintained appropriately.
- Determine and advise on health monitoring assessments and regulatory requirements.
- Assist workers, Managers and Leaders with an interpretation of monitoring outcomes.
- Provide input to identify risk controls and improvements in exposure controls.
- Provide education and training where required to assist Leaders, Managers, and workers to understand their responsibilities with respect to health monitoring.

Workers must:

- Follow any directions of personnel undertaking workplace exposure monitoring, and any signage relating to monitoring, to avoid disrupting or contaminating results.
- Follow the direction of the University in relation to health monitoring requirements and participate in the health and safety risk management process, including reporting of hazards identified and monitoring for ongoing improvements of risk controls.
- Complete questions relating to health monitoring and personal medical disclosures during the recruitment process, or upon a role change when required.

4.0 Definitions

For the purposes of this standard and related documents, the following definitions apply:

Health monitoring assessment refers to an evaluation of an individual's physical health status conducted by medical professionals to detect changes in a worker's health because of exposure to certain substances.

Workplace Exposure Standards (WES) refer to the concentration of a particular substance or mixture that must not be exceeded.

WHS Regulation refers to the Work Health and Safety Regulation 2011 (Qld).

5.0 Information

Title	Health Monitoring Standard
Document number	2025/0001055
Purpose	This standard outlines the mandatory requirements for health monitoring at Griffith University. The procedure aims to minimise risks to personnel and ensure continuing legislative compliance.
Audience	Staff
Category	Operational
Subcategory	Safety
UN Sustainable Development Goals (SDGs)	This document aligns with Sustainable Development Goal: 3: Good Health and Well-Being
Approval date	9 June 2025
Effective date	9 June 2025
Review date	2030
Policy advisor	Senior Manager, Health and Safety – DVC Research and Sciences
Approving authority	Director, Health and Safety

6.0 Related Policy Documents and Supporting Documents

Legislation	*Work Health and Safety Regulation 2011 (QLD)*
Policy	N/A
Procedures	Health Monitoring Procedure
Local Protocol	N/A
Forms	N/A