

Annual baseline health checks/blood screening

31. The parties have agreed to adopt the following approach to an annual baseline Health Check to be included in PART TWO clause 18 of the CEA

Health Screening Baseline testing

1. All workers will be provided with reimbursement of up to \$250 plus GST per person, to undergo an annual baseline health check and/or blood screening for the early detection of firefighters occupational illness. Workers may alternatively claim up to \$500 plus GST bi-annually. The cost of the health check/blood screening will be met by FENZ via a reimbursement arrangement up to this amount (this does not preclude payment being made in advance of the cost being incurred by the worker).
2. This is an ongoing arrangement for career firefighters that cannot be changed, removed or replaced without independent expert evidence that the new programme is equally beneficial or better than this arrangement.
3. Unless and until that should occur, firefighters are encouraged to undertake a programme of annual testing consistent with the programme adopted by Christchurch Firefighters including:
 - Cardiac and circulation
 - Respiratory and Breathing
 - Gastrointestinal
 - Genitourinary
 - Sexual function
 - Neurological
 - Visual
 - Ears, nose and throat
 - Muscoloskeletal
 - Skin
 - Psychological
 - Sleep habit
 - Weight changes
 - Infections issues
 - Lymphastics and endocrine
 - Comprehensive blood testing
4. The parties agree that, while all Firefighters at all stages of their career can benefit from baseline testing and early detection, the nature of baseline testing is such that the earlier in the career the baseline testing

commences, the better. Recruits and Firefighters early in their career are therefore particularly encouraged to adopt this approach early.

5. There shall be total worker-doctor confidentiality. All worker information including medical information will be confidential between the worker and the medical practitioner and will not be disclosed to the employer, unless the worker agrees otherwise in writing. The worker and the medical practitioner are under no obligation to disclose the information to the employer and there shall be no adverse impact for the worker if they chose not to disclose the information.
6. There will be no adverse impact for a worker choosing to participate or choosing not to participate in voluntary screening.