

**Table of revisions of the International Code for Occupational Health Professionals
(November 2013)**

International Code of Ethics, 2002	Revisions proposed, November 2013	Remarks
Introduction	Introduction	
<p>2. The field of occupational health is broad and covers the prevention of all impairments arising out of employment, work injuries and work-related disorders, including occupational diseases and all aspects relating to the interactions between work and health.</p> <p>Occupational health professionals should be involved, whenever possible, in the design and choice of health and safety equipment, appropriate methods and procedures and safe work practices and they should encourage workers' participation in this field as well as feedback from experience.</p>	<p>2. The field of occupational health is broad and covers the prevention of all impairments arising out of employment, work injuries and work-related disorders, including occupational diseases, the protection and promotion of workers' health and all aspects relating to the interactions between work and health.</p> <p>Occupational health professionals should be involved, whenever possible, in the design and choice of health and safety equipment, appropriate work methods and procedures and safe work practices relevant to health, safety and work ability of workers. and They should encourage workers' participation in this field as well as feedback from experience.</p>	<p>Add "the protection and promotion of workers' health",</p> <p>Mention work practices "relevant to health, safety and work ability of workers".</p>
<p>4. The trend is to mobilise the competence of these occupational health professionals within the framework of a multidisciplinary team approach</p>	<p>4. The trend is to mobilise the competence of these occupational health professionals should be mobilized within the framework of a multidisciplinary team approach.</p>	<p>Mention not merely the trend but the need for the approach.</p>
<p>5. Many other professionals from a variety of disciplines such as chemistry, toxicology, engineering, radiation health, epidemiology, environmental health, applied sociology, insurance personnel and health education may also be involved, to some extent, in occupational health practice.</p>	<p>5. Many other professionals from a variety of disciplines such as chemistry, toxicology, engineering, radiation health, epidemiology, psychology, ergonomics, environmental health, environmental protection, applied sociology, health and social insurance personnel and health education may also be involved, to some extent, in occupational health practice.</p>	<p>Add "psychology, ergonomics" and "environmental protection".</p> <p>Change "insurance personnel" to "social insurance".</p>
<p>6. The term «employers» means persons with recognised responsibility, commitment and duties towards workers in their employment by virtue of a mutually agreed relationship (a self-employed person is regarded as being both an employer and a worker).</p> <p>The term «workers» applies to any persons who work, whether full time, part time or temporarily for an employer; this term is used here</p>	<p>6. The term «employers» means persons with recognized responsibility, commitment and duties towards workers in their employment by virtue of a mutually agreed relationship. (a self-employed person is regarded as being both an employer and a worker).</p> <p>The term «workers» applies to any persons who work, whether full time, part time or temporarily for an</p>	<p>Avoid repeating the mention of the role of a self-employed person.</p>

in a broad sense covering all employees, including management staff and the self-employed (a self-employed person is regarded as having the duties of both an employer and a worker).	employer; this term is used here in a broad sense covering all employees, including management staff, and the self-employed and informal sector workers (a self-employed person is regarded as having the duties of both an employer and a worker).	Add "informal sector workers"
7. In general, obligations and responsibilities are defined by statutory regulations.	7. In general, these duties , obligations and responsibilities are defined by statutory regulations.	Add "duties" mentioned in the previous sentence
8. This should include adequate staffing, training and retraining, support and access to an adequate level of senior management.	8. This should include adequate staffing, training and retraining, competence development, which implies the continuous updating of knowledge and skills, and support from and access to an appropriate level of senior management.	Add "competence development, which implies the continuous updating of knowledge and skills" and clarify "support".
9. Further basic requirements for acceptable occupational health practice, often specified by national regulations, include free access to the workplace, the possibility of taking samples and assessing the working environment, making job analyses and participating in enquiries and consulting the competent authority on the implementation of occupational safety and health standards in the undertaking.	9. Further basic requirements for acceptable occupational health practice, often specified by national regulations, include free unimpeded access to the workplace, and to relevant information needed for occupational health objectives. Other basic requirements are the possibility of taking samples and assessing the working environment, making job analyses and participating in enquiries and consulting the competent authority on the implementation of occupational safety and health standards in the undertaking.	Change "free" to "unimpeded" and add access to "relevant information needed for occupational health objectives". Begin the later part of the sentence with "Other basic requirements are".
11. Such practice should take place under controlled conditions and within an organised framework – preferably involving professional occupational health services – in order to ensure that it is relevant, knowledge-based, sound from a scientific, ethical and technical point of view, and appropriate to the occupational risks in the enterprise and to the occupational health needs of the working population concerned.	11. Such practice should take place under controlled conditions and within an organized framework – preferably involving professional occupational health services – involving competent occupational health services universally accessible for all workers. This practice must be in order to ensure that it is relevant, knowledge-based, sound from a scientific, ethical and technical points of view, and appropriate to the occupational risks in the enterprise and to the occupational health needs of the working population concerned.	Remove "preferably" and change "professional" to "competent" and add "universally accessible for all workers". Begin a new sentence with "This practice must be".
12. It is increasingly understood that the purpose of a sound occupational health practice is not	12. It is increasingly understood that the purpose of a sound occupational health practice is not	Add the need to

merely to perform assessments and to provide services but implies caring for workers' health and their working capacity with a view to protect, maintain and promote them.	merely to perform assessments and to provide services but implies caring for workers' health and their working capacity with a view to protect, maintain and promote them and taking into account the family situation and the life circumstances outside work.	take into account "the family situation and the life circumstances outside work".
Basic principles	Basic principles	
The purpose of occupational health is to serve the health and social well-being of the workers individually and collectively.	The purpose of occupational health is to serve the health protection and promotion of the physical, mental and social well-being, of the workers individually and collectively.	Follow the ILO/WHO definition of occupational health.

Duties and obligations of occupational health professionals	Duties and obligations of occupational health professionals	
Aims and advisory role 1. In pursuing this aim, occupational health professionals must use validated methods of risk evaluation, propose effective preventive measures and follow up their implementation.	Aims and advisory role 1. In pursuing this aim, occupational health professionals must use validated methods of risk evaluation assessment and health promotion , propose effective preventive measures and follow up their implementation. While responding to the health and safety needs expressed by employers and workers or authorities, the occupational professionals should be proactive in terms of improving health and safety at work on the basis of their professional and ethical judgment.	Change "risk evaluation" to "risk assessment" and add "health promotion". Add a new sentence about proactive and independent initiative and action by occupational health professionals.
Development of a policy and a programme 3. Occupational health professionals must ensure that they possess the required skill or secure the necessary expertise in order to provide advice on programmes of prevention which should include, as appropriate, measures for monitoring and management of occupational safety and health hazards and, in case of failure, for minimising consequences.	Development of a policy and a programme 3. Occupational health professionals must ensure that they possess the required skill or secure the necessary expertise in order to provide advice on programmes of prevention which should include, as appropriate, measures for monitoring and management of occupational safety and health hazards and, in case of failure, for minimizing consequences. The quality and effectiveness of occupational health programmes should be regularly audited in the objective of continual improvement.	Add the need to "regularly audit" and to use the results "in the objective of continual improvement".
Safety and health information 6. The occupational health professionals must co-operate with the employer, the workers and their representatives to ensure adequate information and training on health and safety to the management personnel and workers.	Safety and health-i Information, communication and training 6. The occupational health professionals must co-operate with the employer, the workers and their representatives to ensure adequate information and training on health and safety to the management personnel and workers. In	Change the title to include "communication and training". Next to the second sentence, add a new sentence referring to

	communicating about risks at work and their management, occupational health professionals are required to address language barriers, cross-cultural differences and other diversities among the management personnel and workers that may affect the effectiveness of communication.	addressing "language barriers, cross-cultural differences and other diversities".
Health surveillance 8. The relevance and validity of these methods and procedures must be assessed. The surveillance must be carried out with the informed consent of the workers.	Health surveillance 8. The relevance and validity of these methods and procedures must be assessed should be consistent with available scientific evidence and relevant good practice. The surveillance must be carried out with the non-coerced informed consent of the workers.	Mention the need for consistency with scientific evidence and relevant good practice". Add "non-coerced" with regard to informed consent.
Information to the employer 10. The results of the examinations prescribed by national laws or regulations must only be conveyed to management in terms of fitness for the envisaged work or of limitations necessary from a medical point of view in the assignment of tasks or in the exposure to occupational hazards, with the emphasis put on proposals to adapt the tasks and working conditions to the abilities of the worker.	Information to the employer 10. The results of the examinations prescribed by national laws or regulations must only be conveyed to management in terms of fitness for the envisaged work or of limitations necessary from a medical point of view in the assignment of tasks or in the exposure to occupational hazards. In providing such information, with the emphasis put should be placed on proposals to adapt the tasks and working conditions to the abilities of the worker.	Divide this sentence to two parts so as to highlight the emphasis placed on adjusting to the capabilities of the workers.
Contribution to scientific knowledge 15. Occupational health professionals involved in research must design and carry out their activities on a sound scientific basis with full professional independence and follow the ethical principles attached to research work and to medical research, including an evaluation by an independent committee on ethics, as appropriate.	Contribution to scientific knowledge 15. Occupational health professionals involved in research must design and carry out their activities on a sound scientific basis with full professional independence and follow the ethical principles attached to health research-work and to medical research work. including an evaluation by and independent committee on ethics, as appropriate. These include social and scientific value, scientific validity, fair subject selection, favourable risk benefit ratio, informed consent, respect for potential and enrolled subjects, review of protocols and potential conflicts of interest by an independent and competent ethics committee and protection of confidential data. Similar principles apply to research in other fields, such as environment, technology or communities. The occupational health professionals have a duty to make their research results publicly available. They are accountable for the accuracy of their reports.	Add new phrases referring to the most important ethical principles of health and medical research. At the end, add new sentences mentioning the need to make the results publicly available and to ensure their accuracy.

Professional independence 17.	Professional independence 17. Such conflicts may distort the integrity of the occupational health professionals who must ensure that the harm does not accrue with respect to workers' health and public health as a result of conflicts.	Add a new sentence at the end referring to avoiding the harm to workers' health and public health.
Conditions of execution of the functions of occupational health professionals	Conditions of execution of the functions of occupational health professionals	
Clause on ethics in contracts of employment 19. Occupational health professionals must request that a clause on ethics be incorporated in their contract of employment. Contracts of employment should contain guidance on the legal, contractual and ethical aspects and on management of conflict, access to records and confidentiality in particular.	Organizational ethics and Clause on ethics in contracts of employment 19. The public or private institutions and organizations employing occupational health professionals should adopt a programme of organizational ethics that is aligned with the ethical principles of this Code. These institutions and organizations should enable and support the conduct of occupational health professionals according to the principles of the Code. Occupational health professionals must request that a clause on ethics be incorporated in their contract of employment. Contracts of employment should describe advisory roles and responsibilities, state professional independence of occupational health professionals and contain the guidance on the legal, contractual and ethical aspects and on management of conflict, access to medical records and the protection of confidential information confidentiality in particular.	Change the title to include "organizational ethics". At the beginning, add new sentences referring to the adoption of a programme of organizational ethics and the need to support the conduct of occupational health professionals. Add "advisory roles and responsibilities" and "professional independence" and clarify "confidentiality".
Promoting ethics and professional audit 26. Occupational health professionals must seek the support and co-operation of employers, workers and their organisations, as well as of the competent authorities, for implementing the highest standards of ethics in occupational health practice.	Promoting ethics and professional audit conduct 26. Occupational health professionals must seek the support and co-operation of employers, workers and their organizations, as well as of the competent authorities, professional and scientific associations and other relevant national and international organizations, for implementing the highest standards of ethics in occupational health practice.	Change "audit" in the title to "conduct". Add "professional and scientific associations and other relevant national and international organizations".