

# CONCERNED ABOUT RIO'S MEDICALS?

WMWA members have many concerns about Rio's periodic medical assessments. These concerns centre on the privacy of personal medical information and members job security. Some members are concerned that Rio may use these periodic medicals as a way to shed parts of its workforce.

WMWA wrote to Rio seeking clarification of the purpose, application and intent of these medicals. Unfortunately Rio's response did not address members concerns. The WMWA believes that there may be significant job security risks for members who undertake these medicals and

- Have past or present physiological health issues.
- Are 120 kg or more.
- Have cardio vascular issues
- Have diabetes
- Have sleep or fatigue related issues.
- Have any chronic health issues.

## WMWA ADVICE TO MEMBERS ASKED TO ATTEND MEDICALS

**The WMWA advises members NOT to undertake these periodic medical assessments until Rio provides assurances about the job security of employees who do them. Rio's own periodic medical policy makes clear that these assessments are not mandatory and employees may use their own doctor. We advise members to**

- NOT volunteer for periodic medicals.
- NOT sign any consent form for the medicals under any circumstances.
- Ask your leader to put any direction to attend ANY work related medicals in writing explaining on what grounds Rio believes that they are entitled to direct you to attend this medical assessment.
- If members wish to undertake the medicals INSIST on using YOUR OWN DOCTOR.
- Contact your WMWA organiser for individual advice before attending any assessment.
- Employers are entitled to direct employees to undertake medical assessments in certain circumstances, for example if you have an injury or illness that causes you to operate in an unsafe manner. If you feel pressured to undertake a periodic medical inform your leader you are willing to arrange to do this with your own GP as allowed under the policy.

If you want more information or have any questions about periodic medicals please contact your wmwa organiser directly.



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