

**NATIONAL TAIWAN UNIVERSITY**  
**Regulations for the Implementation of Physical Examinations**  
**for Newly-Hired Personnel**

July 05, 2022 Passed by the 3,123<sup>rd</sup> Administrative Meeting  
July 26, 2022 All articles promulgated

- Article 1 The National Taiwan University (NTU or “the University”) *Regulations for the Implementation of Physical Examinations for Newly-Hired Personnel* (“the Regulations”) are formulated in accordance with Articles 20 through 22 of the *Occupational Safety and Health Act* and Articles 16 through 26 of the *Regulations of the Labor Health Protection* to facilitate health management and promotion for the University’s newly-hired personnel.
- Article 2 The term “newly-hired personnel” refers to any newly recruited personnel who have not been hired to fill temporary or short-term positions, which are defined as employment shorter than six months.
- Newly-hired personnel in regular work environments shall receive a general physical examination, while newly-hired personnel expected to perform operations that may incur special health hazards shall receive both general and special physical examinations based on their respective operation category (see Appendix for details).
- Article 3 The NTU Environmental Protection and Occupational Safety and Health Center (“the EHS Center”) shall be in charge of matters related to the newly-hired personnel physical examinations and to follow-up health management and promotion tasks.
- Article 4 Physical examinations for newly-hired personnel shall be performed by a medical institution designated by the Ministry of Labor that provides recognized labor health examination services.
- Article 5 General physical examinations for newly-hired personnel shall be conducted in accordance with the Regulations of the Labor Health Protection and shall include the following items:
1. A survey of the personnel’s occupational history, medical history, lifestyle, and subjective symptoms.
  2. Measurements of the personnel’s height, weight, waist circumference, eyesight, color perception, hearing, and blood pressure, and a physical examination and inquiry of each body system/part.
  3. 14"x17" (large film) chest X-ray.
  4. A urinalysis (for proteinuria and urine occult blood).
  5. Testing for hemoglobin and white blood cell (WBC) count.
  6. Testing for blood sugar, alanine transaminase (ALT), creatinine, cholesterol, triglyceride, and high-density lipoprotein cholesterol (HDL-C) levels.
- Article 6 All newly-hired personnel shall complete the physical examination on or prior to their first day of employment.

Newly-hired personnel who have previously received a health examination that included all measurements/tests listed under Article 5 at a designated medical institution as described in Article 4 may be exempt from the general physical examination if they are able to submit a report for the prior examination issued in the admissible period described below:

1. For personnel at the age of 65 or older, a report of a health examination performed within a year prior to their employment start date at the University.
2. For personnel over 40 but under 65, a report of a health examination performed within three years prior to their employment start date at the University.
3. For personnel under 40, a report of a health examination performed within five years prior to their employment start date at the University.

Newly-hired personnel who have received a special health examination that included the necessary tests required for their operation category at a designated medical institution as described in Article 4 within a year prior to their employment start date at the University may be exempt from the special physical examination by submitting a report for the said examination.

Article 7 The EHS Center shall take the following measures after the completion of a physical examination for newly-hired personnel:

1. The EHS Center shall notify the newly-hired personnel of the suggestions that the doctor provided in accordance with the Regulations of the Labor Health Protection and assign them to the appropriate work environment accordingly.
2. The EHS Center may ask its nurses to provide health consultation services and administer health management measures for newly-hired personnel whose examination results come back with abnormal findings. If necessary, the EHS Center may ask relevant personnel to help safeguard the health and safety of examinees and organize health promotion campaigns based on examination results.

Article 8 The EHS Center shall properly collect, record, preserve, and manage the results of physical examinations for newly-hired personnel and associated health management measures. Results of general physical examinations shall be retained for at least 7 years, while those of special physical examinations shall be retained for at least 10 or 30 years depending on the operation category.

The EHS Center shall maintain confidentiality for all health management-related information and may not disclose it to any third party without just cause.

Article 9 The Regulations shall be passed by the Administrative Meeting and then implemented on the date of promulgation.

## Appendix: Occupations that may incur special health hazards by operation category

No.	Operation category
1	High-temperature operations, as defined in the <i>Standards for Working and Resting Hours for Laborers Exposed to High Temperature Operations</i>
2	Exposure to noise averaging 85 dB or above for 8 hours or more in a single work day
3	Exposure to ionizing radiation
4	Operations under abnormal atmospheric pressure, as defined in the <i>Standards for Abnormal Atmospheric Pressure Hazard Prevention</i>
5	Operations involving lead, as defined in the <i>Rules for Prevention of Lead Poisoning</i>
6	Operations involving tetraalkyl lead, as defined in the <i>Rules for Prevention of Tetraalkyl Lead Poisoning</i>
7	Operations with high dust levels, as defined in the <i>Dust Hazard Prevention Standards</i>
8	Operations involving the following organic solvents, as described in the <i>Rules for Prevention of Organic Solvent Poisoning</i> : 1) 1,1,2,2-Tetrachloroethane 2) Carbon tetrachloride 3) Carbon disulfide 4) Trichlorethylene 5) Tetrachlorethylene 6) Dimethylformamide 7) Normal hexane (n-Hexane)
9	The manufacture, handling, or use of the following chemicals or mixtures that contain over 1% of such chemicals by weight (or by volume in the case of benzene): 1) Benzidine and its salts 2) 4-Aminobiphenyl and its salts 3) 4-Nitrobiphenyl and its salts 4) $\beta$ -Naphthylamine and its salts 5) Dichlorobenzidine and its salts 6) $\alpha$ -Naphthylamine and its salts 7) Beryllium (Be) and its compounds (for beryllium alloys, beryllium content exceeding 3% by weight) 8) Vinyl chloride 9) 2,4-Toluene diisocyanate or 2,6-Toluene diisocyanate

	<p>10) 4,4-Diphenylmethane diisocyanate            11) Isophorone diisocyanate            12) Benzene            13) Asbestos (for handling and use only)            14) Chromic or dichromic acid and their salts            15) Arsenic (As) and its compounds            16) Cadmium (Cd) and its compounds            17) Manganese (Mn) and its compounds (excluding MnO and Mn<sub>2</sub>O<sub>3</sub>)            18) Ethylmercury compounds            19) Mercury (Hg) and its inorganic compounds            20) Nickel (Ni) and its compounds            21) Formaldehyde            22) 1,3-Butadiene            23) Indium (In) and its compounds</p>
10	The manufacture, handling, or use of yellow phosphorus
11	The manufacture of bipyridine herbicide (Paraquat)
12	Other operations designated by a central supervising authority: The manufacture, handling, or use of the following chemicals (or mixtures that contain over 5% of such chemicals by weight): Bromopropane