



# INFORMATION ABOUT OCCUPATIONAL HEALTH ACTIVITIES



Kitakyushu Hospital Group  
*Nishinohon Occupational Health Service Center*

# About Nishinohon Occupational Health Service Center Overview/History

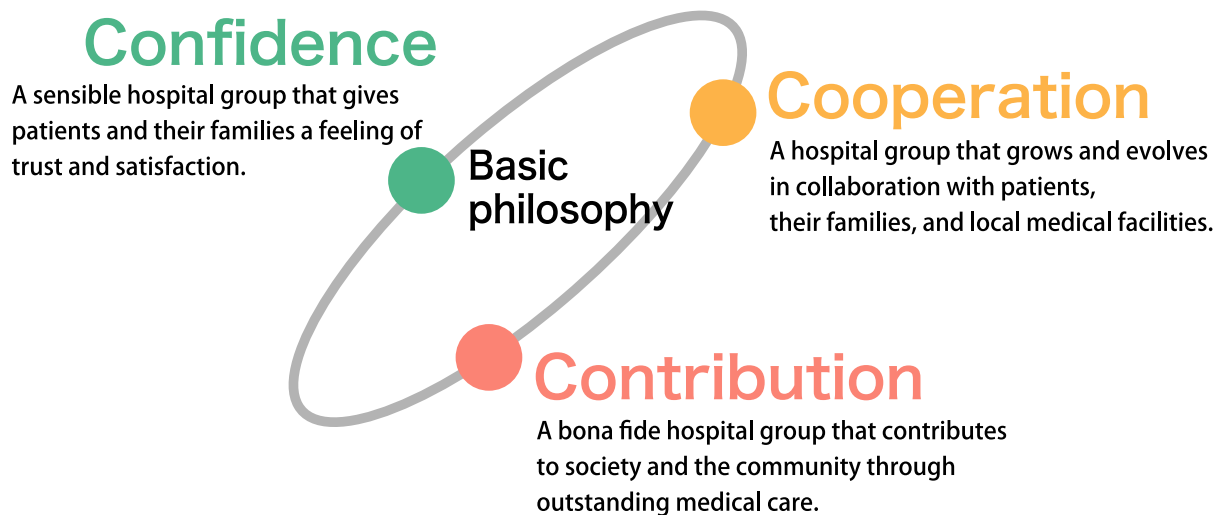
## Overview

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We believe the key to a healthy life is maintaining and promoting lifelong health through prevention, early detection, and proper treatment of illness.

Based on this philosophy, the Nishinohon Occupational Health Service Center was established in Kitakyushu City in 1955 as a medical examination organization and re-born as an incorporated foundation in 1970. Since then, as a key health organization which protects and promotes health in daily life, we have been engaged in a wide range of preventive activities such as prevention of lifestyle-related diseases, cancer screening, and comprehensive medical examinations in addition to medical examinations stipulated under the Industrial Safety and Health Act. We are working to protect and promote health in every part of society, including workplaces, schools, and homes.

In the 21st century, the medical environment, along with civilization and society, is expected to undergo rapid changes with great progress. It is undeniable that such changes in the new era will also have new impacts on our health. In such a time, the Nishinohon Occupational Health Service Center is here for you. Taking advantage of the know-how accumulated over the past decades and making full use of new ideas and the latest medical technology/equipment while pursuing ideal comprehensive health management service which covers prevention, advanced medical care, and conscientious aftercare, we will assist your lifelong health promotion.



## History

1955	May	Founded Establishment
1969	October	Registered as a member of the National Federation of Industrial Health Organizations (Zeneiren)
1970	November	Re-established as Nishinohon Occupational Health Service Center (Incorporated foundation) Industrial Health Research Institute (currently Kitakyushu Medical Examination Clinic) and Hospital Meals Institute (currently Kitakyushu Hospital Meals Center) established.
1971	October	Wakasugi Hospital and Yawata Clinic (currently Kitakyushu Occupational Health Clinic) established.
1972	June	Environmental Measurement Office (currently Kitakyushu Environmental Measurement Center) and Central Examination Center (currently Kitakyushu Central Examination Center) established.
1973	February	Oita Industrial Health Institute and affiliated Maizuru Clinic (currently Oita Industrial Health Management Center and affiliated Oita Occupational Health Clinic) established.
1980	March	Registered as a member of the Japan Association for Working Environment Measurement (JAWE)
1992	February	Oita Industrial Health Management Center was relocated to a new building in Takajo Minami, Oita City.
1995	February	Kitakyushu Occupational Health Clinic was relocated to a new building in Sanno, Yahatahigashi, Kitakyushu City.
2001	March	The headquarters of Nishinohon Occupational Health Service Center and Kitakyushu Medical Examination Clinic were relocated to a new building in Muromachi, Kokura-kita, Kitakyushu City.
	June	Fukuoka Health Checkup Center (currently Fukuoka Medical Examination Clinic) established.
2004	August	Opened Kitakyushu PET Center
2005	January	Women-only floor opened in Kitakyushu Medical Examination Clinic.
	May	Cerebrated 50th anniversary of Kitakyushu Hospital Group
2008	January	Digitization of all X-ray equipment was completed in all facilities.
	September	Renovation of Fukuoka Medical Examination Clinic to expand its examination floor area was completed.
2009	January	Renovation of Kitakyushu Occupational Health Clinic to establish a motor function room was completed.
	May	Renovation of Oita Industrial Health Management Center to partially introduce a barrierfree section was completed.
2013	April	Based on the provisions of the Act Relating to Public-interest Corporations, the organization was transformed to a non-profit general incorporated foundation "Nishinohon Occupational Health Service Center".
2016	March	Kitakyushu Occupational Health Clinic was relocated to a new building in Higashida, Yahata-higashi, Kitakyushu City. The new name of the facility is "Yahata Medical Examination Plaza".
2018	March	Wakasugi hospital was transfered to the social medical corporation "Kitakyusshu Hospital "
2019	May	Renovation of Kitakyushu Medical Examination Clinic and Fukuoka Medical Examination Clinic were completed

# Occupational Health Activities of the Nishinohon Occupational Health Service Center

~Supporting the health of workers through collaboration between occupational physicians and occupational health nurses~

The aim of "Occupational health" is to ensure the safety and health of workers in the workplace and to improve productivity by maintaining a physically and mentally sound working environment.

Our occupational physicians and occupational health nurses support companies in creating healthy and vibrant workplaces and solving issues of occupational health and safety as professionals of an outsourcing occupational health organization.



## 1. Five Management Fields in Industrial Health

Sound industrial health requires helping workers to stay healthy and be able to work in a safe and secure work environment. To achieve that purpose, companies shall carry out a variety of activities and supports.



**1. Working Environment Management**  
Removing harmful substances present in the work environment and/or controlling them below a certain level



**2. Work Management**  
Managing work tasks, methods, etc. to minimize the impact of workload and other harmful factors



**3. Health Management**  
Preventing work-related health problems while maintaining and promoting



**4. Industrial Health Education**  
Preventing safety and health problems and improving the situation through education



**5. Overall Management**  
Establishing an implementation system of ① to ④ and coordinating them all for the effective occupational health management in the workplace

## 2. What is an Occupational Physician?

An occupational physician is a doctor who provides guidance and advice on the health management of workers from a professional standpoint.

The obligation of the appointment of an occupational physician depends on the number of employees (including short-term, contract, and temporary employees) and the business contents of the company. The number of physicians to be appointed also varies accordingly.

〈Obligation of the appointment of occupational physician〉

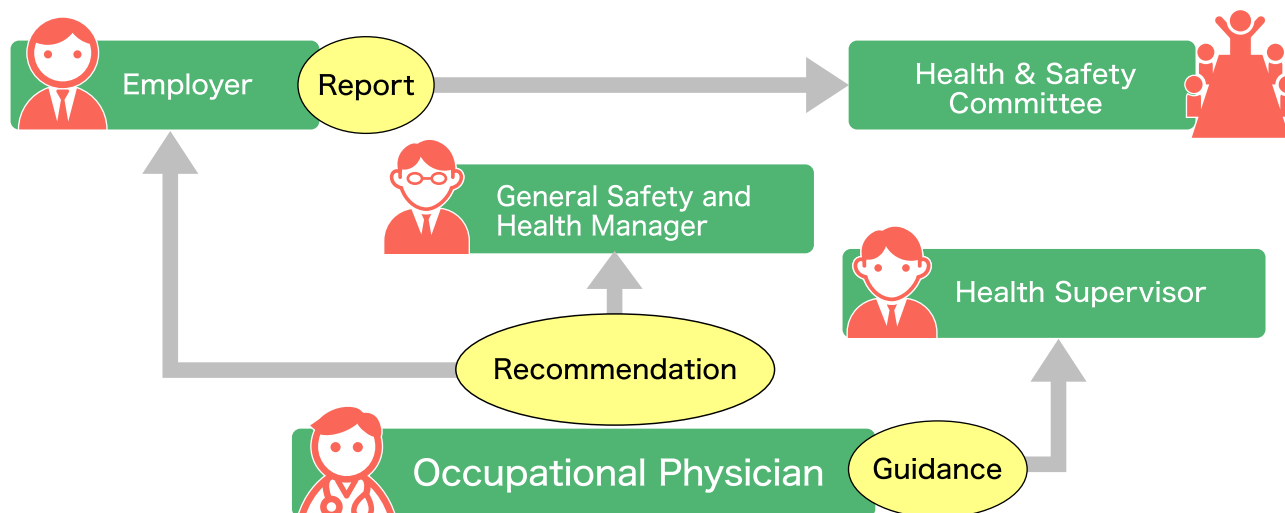
scale of workplace	Number of employees 1~49	50~499	500~999		11,000~2,999	3,000~
			No harmful work	With harmful work		
Legal obligation	No obligation of appointment (Efforts are required)	Appointment	Appointment	Appointment (Full-time)	Appointment (Full-time)	Appointment of two or more (Full-time)

### 3. The Role of the Occupational Physician

Duties		Description
1	<b>Workplace patrol (more than once a month)</b> ※ If the employer provides the specified information every month, or with the employer's consent, the inspection shall be carried out more than once every two months.	By understanding the work environment and procedures, give advice and guidance on issues that may affect workers' health.
2	<b>Participation in the Safety and Health Committee or Health Committee</b>	Share occupational health issues with the employer and provide necessary advice and guidance. Request investigation / deliberation to the committee as necessary.
3	<b>Medical examinations and follow-up measures</b> (Judgment of work category)	Based on a physician's diagnosis of the medical examination, judge whether or not the worker is able to work and/or if special considerations are necessary.
4	<b>Health consultation and measures for the health promotion of workers</b>	Provide various consultations regarding medical examination results, occupational health, general health, etc. If necessary, introduce medical institutions and/or give guidance on lifestyle habits.
5	<b>Face-to-face guidance for workers with long working hours and follow-up measures</b>	Conduct individual interviews with workers who work long hours, prepare an opinion report, and support a suitable work arrangement for the workers.
6	<b>Mental health support</b> (Stress check, face-to-face guidance for highly stressed workers, and follow-up measures)	Provide measures against mental health issues, individual consultations, self-care education, training for managers and supervisors, and deal with various cases.
7	<b>Support the balance between medical treatment and work</b>	For workers who are willing to work while treating illnesses, give advice from a professional standpoint whether or not they are able to work and/or if special considerations are necessary.
8	<b>Health education</b>	Give various lectures on general health and occupational health, such as the prevention of lifestyle-related diseases and low back pain, etc.
9	<b>Investigation of the causes of workers' health problems and prevention of their recurrence</b>	If a health problem occurs due to work, investigate the cause, and provide prevention method(s).
10	<b>Work management</b>	Give guidance on working posture, usage of protective equipment, etc.
11	<b>Management of workplace environment</b>	Provide advice and guidance based on the results of the working environment measurements.

Occupational physicians shall effectively carry out these duties in cooperation with occupational health nurses and other professionals.

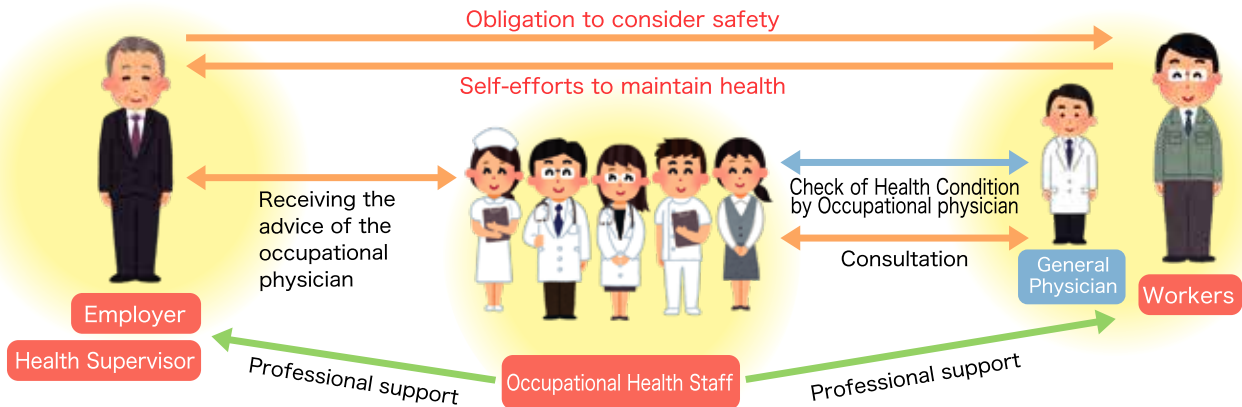
#### Organization of Occupational Health Activities in a Company



## 4. Obligations of the Company to Consider Safety

A company is obliged to consider the safety of its workers in order to provide a safe and secure environment where they can work in good health. This is stipulated in Article 3 of the Occupational Safety and Health Act and Article 5 of the Labor Contract Act. If a worker suffers any damage or loss due to the company's negligence of this obligation, this is regarded as a violation, and the company may be given an instruction or correction order from the Labor Standards Supervision Office, or may be liable for damages in a lawsuit.

### Relationships between employer, workers, occupational health staff, and general physicians



### Examples of the obligation to consider safety

#### Prevention of industrial accidents

Ex.) Installing fences around machines and equipment  
Risk prediction activities



#### Measures against overwork

Ex.) Encouraging workers to take more annual paid leave  
Reducing overtime and holiday working hours



#### Measures against harassment

Ex.) Setting up a harassment consultation desk  
Education on harassment prevention



#### Consideration for expectant and nursing workers

Ex.) Changing job tasks, shortening working hours  
Training for managers on maternal health management



#### Consideration for older workers

Ex.) Reducing work in standing position or in high places  
Health guidance for maintaining physical fitness



#### Consideration for people with disabilities

※ Reasonable considerations appropriate for the state of disability shall be provided.



The obligation to consider safety is not fulfilled merely by complying with the law. Companies are required to improve the workplace environment according to the actual situation of each workplace.

### Obligation to consider safety

in case of measures against overwork

#### Legal obligation

Face-to-face guidance for workers with long working hours by a physician



- Reduce night shift for workers with a history of hypertension, etc.
- Limit the number of business trips
- Set no-overtime work days
- Other measures



## Cases in which a company was ordered to pay damages in a lawsuit relating to the violation of the obligation to consider safety

### (1) Overwork; the onset of mental and/or physical illness due to long working hours; suicide due to overwork; karoshi (death by overwork)

#### Case 1

#### A worker was dismissed after suffering from depression caused by overwork and long working hours.

This is a case in which a former employee, who had been on sick leave for three years due to depression, was dismissed at the completion of the sick leave period and sued the company claiming that the dismissal was invalid because the depression was attributed to the work. Regarding the fact that the average monthly overtime work was about 70 hours, the worker had heavy responsibility as the leader of a new project, and mental illness is usually more difficult to report to the company than other physical illnesses, the court concluded that the company shall be obliged to pay sufficient attention to the health-related work environment of the worker even if he/she did not report the problem himself/herself, and ordered the company to pay damages.



#### Case 2

#### A worker with hypertension developed cerebral infarction and died.

A man (68 years old), who had been engaged in night and holiday security work, died of cerebral infarction in the night shift room. He had been working while taking antihypertensive drugs. His family filed a claim for damages against the company and the employer for the violation of the obligation to consider safety.

Regarding the fact that his duty hours were 432 and actual working hours were 320 in the last 4 weeks before the onset of cerebral infarction, he had no holidays during that period, the environment of the resting room was difficult to sleep in, and he had been engaged in the same type of job for more than 12 years, the court determined that the number of working hours before the onset of the disease was a violation of the minimum labor standards of the Labor Standards Act, and it was found to be overwork from the perspective of the working environment and conditions. The court also ruled that the company had violated the obligation to consider the safety of the worker by taking no appropriate measures such as reduction of work tasks or change of workplace according to the worker's health condition, and then ordered the company to pay damages.



### (2) Harassment (power harassment, sexual harassment, etc.)

#### Case 3

#### A worker took a long-term leave due to mental illness caused by power harassment

A former employee filed a claim for damages against the company and his supervisor for the violation of obligation to consider safety, claiming that he had to take a leave due to mental illness caused by power harassment from the supervisor and long working hours.

The former employee received instructions that were difficult to achieve and was repeatedly reprimanded by the supervisor. The reprimand often continued for a long time for reasons unrelated to work or past problems. The court pointed out that such repeated and long-time reprimands were "bullying behavior that deviates from the scope of guidance". The court ruled that his development of the adjustment disorder and sick leave had been caused by mental stress due to the excessive workload and overtime work as a result of long-time reprimands; it then ordered the company and supervisor to compensate the former employee for his loss.



## 5. Health Management Checklist for Your Company

Companies are obliged to follow various requirements regarding the occupational health management under the Industrial Safety and Health Act and other laws.

Now, you can check what your company needs to do using this checklist.

	Checklist items	Check
<b>Appointment of occupational physician(s)</b>	The company submits the "Appointment Report of General Safety and Health Manager / Safety Supervisor / Health Supervisor / Occupational Physician" to the Labor Standards Supervision Office in the region.	
	The company informs the employees of the duties of the occupational physician by posting such information in a place easy to see in the workplace or other means.	
<b>Workplace patrol</b>	The occupational physician and/or health supervisor patrol the workplace every month. The report is prepared and filed.	
<b>Safety and Health Committee</b>	The Safety and Health Committee holds meetings at least once a month and records the minutes.	
	The minutes are checked by the occupational physician and made known to the employees. The minutes shall be stored for three years.	
<b>Report of the medical examination/ follow-up measures</b>	The company submits the "Periodic Medical Examination Results Report" to the director of the Labor Standards Supervision Office in the region.	
	Based on the results of the medical examination, the occupational physician or public health nurse provides health guidance as necessary.	
	The company encourages employees who need to undergo detailed examinations to take them.	
	The company encourages employees to submit the results of detailed examinations to the employer. The results are stored at the consent of the employee.	
	The company receives the advice of physicians (judgment of work category) based on a health information such as the results of medical examinations and detailed examinations.	
	The physicians' opinions are reported to the committee for deliberation. (The information in the report is processed in a manner to protect the identity of individuals.)	
	The company shares information regarding the work-related measures taken with the occupational physician.	
<b>Face-to-face guidance for workers with long working hours by a physician</b>	The results of the medical examinations are stored for the number of years specified by law.	
	The company notifies employees who are working long hours about their own working hours.	
	The company shares information such as the names of employees with long working hours and their working hours with the occupational physician.	
	The occupational physician provides face-to-face guidance for employees who work long hours.	
	The company receives the advice of the occupational physician after the guidance and takes follow-up measures as necessary.	
	The company shares information about the follow-up measures with the occupational physician.	
	The recommendations from the occupational physician and the contents of the follow-up measures are reported to the Health Committee.	
<b>Measures against mental health issues</b>	The results of the face-to-face guidance are kept for five years, and the records of recommendations from the occupational physician and follow-up measures are kept for three years.	
	The company conducts a stress check and encourages employees who have not yet taken the check to take it.	
	If an employee requests a consultation with a physician as a result of the stress check, face-to-face guidance is provided.	
	The company submits the "Report of the Results of Examinations for Grasping the Degree of Psychological Burden" to the director of the Labor Standards Supervision Office in the region.	
	The company receives the advice of the physician regarding the employee's working condition after the face-to-face guidance (and seeks an opinion report from the occupational physician).	
	The company takes necessary measures based on the recommendations of physicians.	
	The company provides mental health education according to the duties of employees.	
	The company establishes a support system for employees to be able to return to work smoothly after taking a leave due to mental problems.	
	The company analyzes the results of the stress check for each group of a certain size and takes appropriate measures as necessary.	
	The company makes efforts to improve the work environment as necessary based on the results of group analysis.	
The company conducts seminars and opens a consultation desk as measures to prevent harassment.		



## 6. Occupational Health Services Available at the Nishinohon Occupational Health Service Center

We will assist organizations to realize better occupational health environment by coordinating and maximizing the available resources of the Nishinohon Occupational Health Service Center in a way suitable to the current situation of each company.

By utilizing not only the know-how of physicians who work as occupational physicians (our occupational physician team) but also through the exchange of information, communication, coordination, and collaboration with the University of Occupational and Environmental Health, Japan and other related organizations, we can search for a more desirable direction for you.

### The Strengths of Nishinohon Occupational Health Service Center

#### 1 Comprehensiveness

- We provide comprehensive support for the Industrial Safety and Health of your company, including medical examinations, occupational health services, and working environment measurement.
- We support your company in carrying out safety and health activities and achieving good corporate health management through our team of professionals, including occupational physicians, occupational health nurses, registered dietitians, and certified health exercise trainers, who all collaborate with one another.
- We can respond promptly to cases which require detailed examinations through cooperation with Kitakyushu General Hospital, the PET Center, and other institutions who make up the Kitakyushu Hospital Group.



#### 2 Rich experience and proven expertise

Our occupational physicians and occupational health nurses are primarily from the University of Occupational and Environmental Health, Japan (the only medical college that trains occupational physicians in Japan). We have contracts with about 600 business establishments.



#### 3 Tailor-made service

We provide the most optimal services according to your company's specific issues, priorities, and needs.



### Nishinohon Occupational Health Service Center

#### Maintenance and Promotion of Health

- Medical examinations under the Industrial Safety and Health Act
- Medical examinations for the prevention of lifestyle-related diseases by Health Insurance Societies
- Specific medical examinations / specific health guidance
- Special medical examinations
- Cancer screening
- Comprehensive medical examinations
- Stress check
- PET cancer screening



#### Support for Occupational Safety and Health

- Occupational physician / public health nurse contract service
- Industrial health consultant

#### Measurement of Work Environment

- Working environment measurement
- analysis and measurement of asbestos fibers
- consultation for improvement of work environment and condition

#### Lectures / Seminars

- Lectures based on the Industrial Safety and Health Act
- Occupational health education
- Health promotion seminars

#### Collaboration

Occupational health related institutions

University of Occupational and Environmental Health, Japan

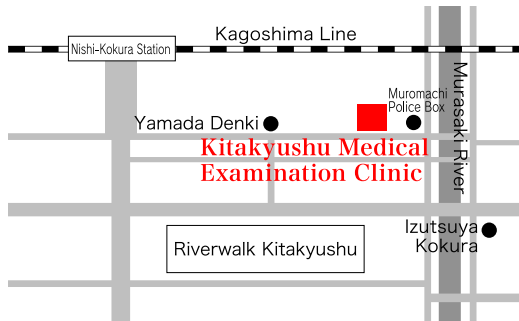
- Occupational Health Training Center
- Institute of Industrial Ecological Sciences

Medical institutions

For inquiries regarding medical examinations and contracts for occupational physicians

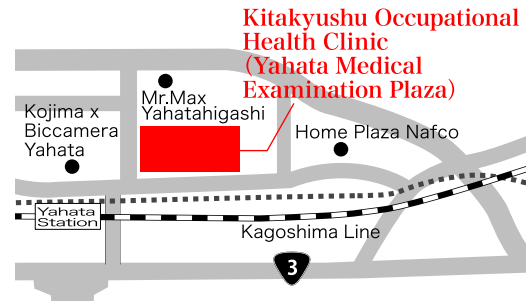
**Kitakyushu Medical Examination Clinic**

〒803-0812 Muromachi 3-1-2, Kokura-kita, Kitakyushu City  
TEL 093-561-0030 FAX 093-582-0936



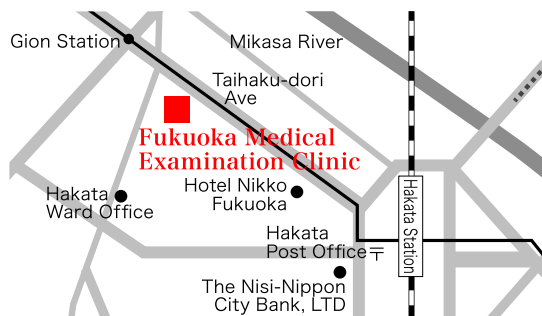
**Kitakyushu Occupational Health Clinic  
(Yahata Medical Examination Plaza)**

〒805-0071 Higashida 1-4-8, Yahata-higashi, Kitakyushu City  
TEL 093-671-8100 FAX 093-671-8140



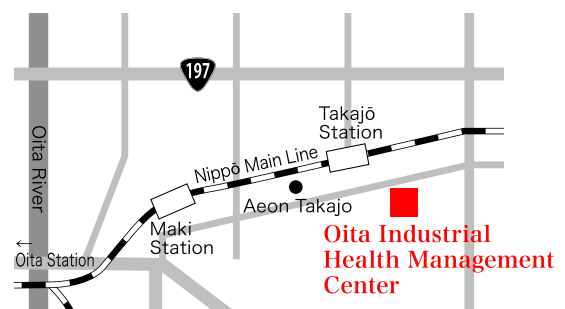
**Fukuoka Medical Examination Clinic**

〒812-0011 Daihakata Bldg. 6F, Hakataekimae 2-20-1,  
Hakata, Fukuoka City  
TEL 092-471-1165 FAX 092-413-3258



**Oita Industrial Health Management Center**

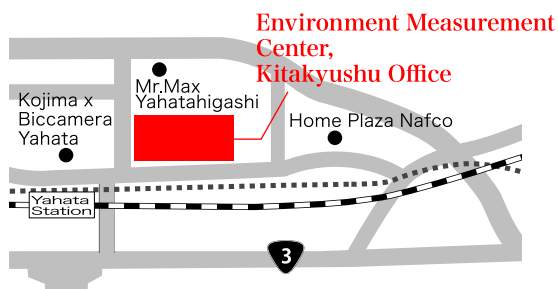
〒870-0155 Takajo-minami 11-7, Oita City  
TEL 097-552-7788 FAX 097-552-7880



For inquiries regarding working environment measurement

**Environment Measurement Center,  
Kitakyushu Office**

〒805-0071  
Higashida 1-4-8, Yahata-higashi, Kitakyushu City  
TEL 093-671-3575 FAX 093-671-3576



**Environment Measurement Center,  
Oita Office**

〒870-0155  
Takajo-minami 11-7, Oita City  
TEL 097-552-8366 FAX 097-504-3588

