



# Occupational issues in Japan, especially for Occupational Physician

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" Current situation and unmet needs around the globe"*

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# Today's Menu

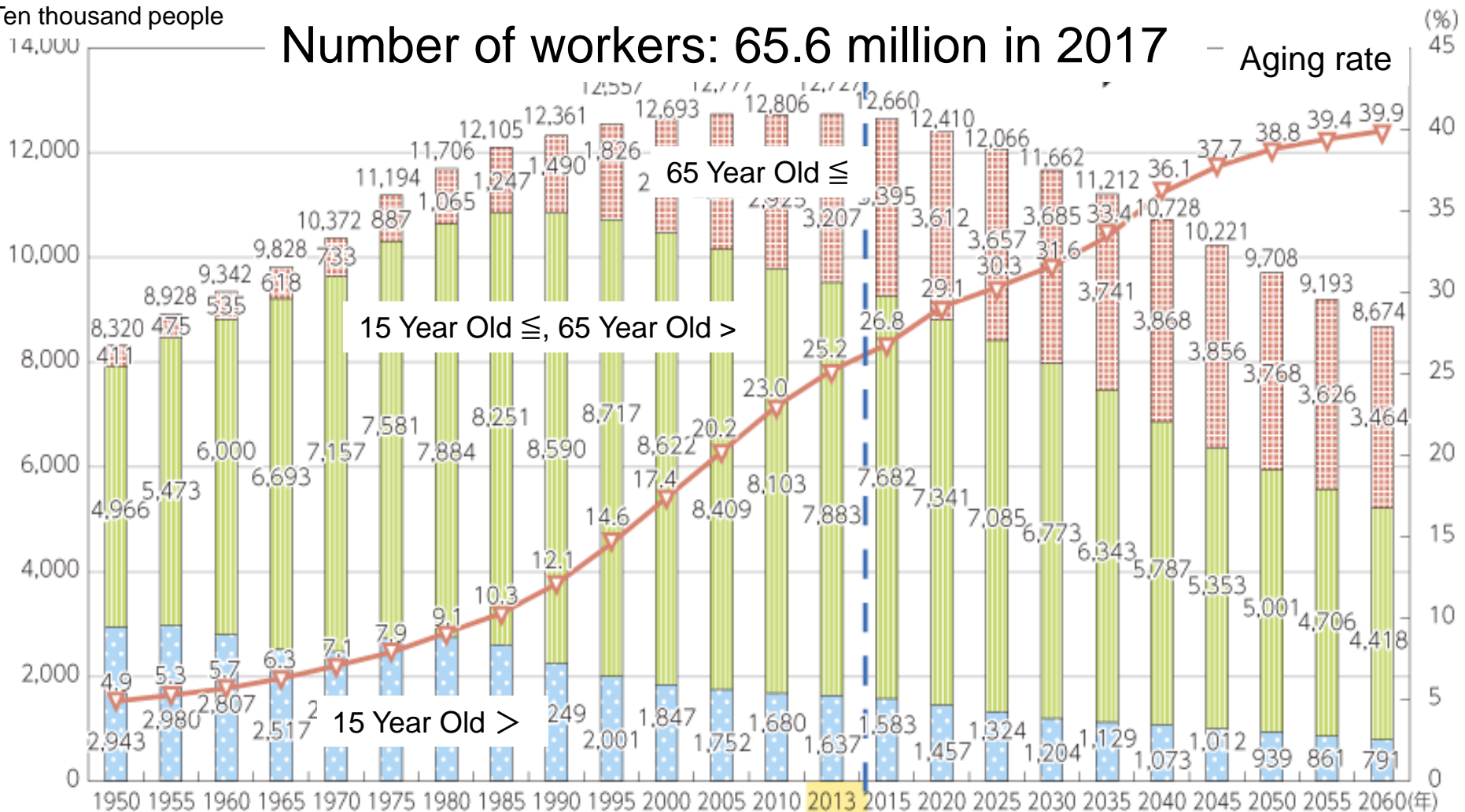
- I. Total population and number of workers
- II. Occupational physicians system in Japan  
(related to laws and regulations)
- III. Actual condition of Occupational physicians
- IV. Abilities and knowledge required of  
Occupational physicians

# Total population and number of workers in Japan

Ten thousand people

Number of workers: 65.6 million in 2017

Aging rate



Worker population (15~64 y.o): 79 million people in 2013

<http://www.stat.go.jp/data/jinsui/2013np/index.htm>

## Occupational physician (OP) system in Japan

### Obligation to appoint an OP (stated in law)

- The number of workers is 50 or more, employer has to appoint an occupational physician.
- In addition, it is necessary to appoint an exclusive occupational physician in a workplace where more than 500 workers are engaged in hazardous work.
  - or in workplaces where more than 1,000 workers are engaged
- Regardless of industry type.

Number of employees	1 ~ 49	50 ~ 999	1000 ~ 3000	3001 ≤
The obligation to appoint an OP	No appointment obligation	OP (commissionable)	OP (exclusive)	2 or more OPs (exclusive)

## Occupational physician (OP) system in Japan

### Duties of OP (stated in law)

- Things that require expertise in medicine with the following matters
  1. Measures based on health checks and results
  2. Guidance on interview for long time workers, measures based on the results
  3. Stress check, guidance of interview to high stress persons, measures based on the results
  4. Maintenance of work environment
  5. Work management
  6. Health management of workers other than the above
  7. Health education, health counseling, retention promotion measures of workers' health
  8. Sanitation education
  9. Investigate the causes of workers' health problems, prevent recurrence
- \* 1 to 3 can also be left to other doctors other than OP

Occupational physician (OP) system in Japan  
Authority of OP (stated in law)

- Recommendations to employer, general safety and health managers
- Advice such as measures to prevent health hazards of workers at the Hygiene Committee
- Guidance and advice to in house hygienists
- Workplace patrol for preventing health problems of workers and implement emergency measures on site
- Understanding information on long-term workers etc.



OP have strong authority over employers

## Qualification requirements of OP (stated in law)

- A doctor who completed a training of 50 hours or more at a workshop organized by
  - Japan Medical Association (JMA)
  - University of Occupational and Environmental Health (UOEH)
- Doctor who graduated from UOEH and completed certain training
- About 90,000 doctors who completed OP training courses  
(Estimated working people: about 30,000)

Year	Training (JMA)	Training (UOEH)	Graduate of UOEH
2012	1,662	901	94
2013	1,687	630	92
2014	1,691	1,017	98
2015	2,401	996	101

Actual condition of OPs

## Status of appointment of OPs

Plant size	Number of business sites	Number of workers	Occupational physician's election rate
1000 $\leq$	1,944	3,77,310	99.8%
500 ~ 999	3,973	2,752,037	98.7%
50 ~ 499	158,428	18,154,574	86.5%
Total	164,345	24,680,921	87.0%

2010 Occupational Safety and Health Survey, 2014 Economic Census



## Actual condition of OPs

## Efforts to improve the quality of OPs

- In the training of OPs, subjects in various fields are essential
  - interview instruction, counseling etc
- Even after becoming an OPs, in order to maintain and improve ability,
  - Preparation of manual for OPs: Number of participants in interview instruction manual training, 10,752 (2016)
  - Training for OPs at Occupational Health Integrated Support Center\* : Number of participants, 43,997 (2016)

\* Occupational Health Integrated Support Center is installed in each prefecture

Actual condition of OPs

## Future plan to improve the quality of OPs

- We are reviewing the contents of the training so that we can systematically acquire practical skills that **meet the needs of the Occupational Health field.**
- Vitalization of occupational health which employers can make effective use of OP's activities.
  - Improvement of support tools for employer's utilization and collaboration by employers.
  - Implementation of research for business personnel (employer), HR staff in charge.

Abilities and knowledge required of OPs

# Questionnaire survey for OPs

## Purpose

To obtain materials for considering future OP training especially for part-time OPs.

## Method

OPs belonging to the Kyoto prefectural medical association (part of JMA) in 2015, we analyzed 237 cases (response rate: 34%) with experience of OPs.

Questionnaire : **personal attributes** and

**32 items to carry out OP activities smoothly, information of the company in charge who is thought to be known as OP**

4-level Likert scale :

**4: Absolutely should know,**

**3: Better know, 2: Neither, 1: Not need to know**



Abilities and knowledge required of OPs

# Questionnaire survey for OPs



## Result 1: Respondent attribute information

Age	50s (34%)、 <b>60s (35%)</b> 、70s or more (21%)
Sex	<b>Male (84%)</b> 、Female (16%)
Work type (main job)	<b>Practitioner:GP (51%)</b> 、Hospital clinician (20%)、 Tempolary OP (23%)、Excusive OP (3%)
OP's qualification	<b>Japan Medical Association certification (97%)</b> 、 Occupational health consultant ;national qualification (4%)
OP's Experience	5-9yrs (19%)、 <b>10-19yrs (39%)</b> 、 <b>20-29yrs (17%)</b>
Frequency of attendance	<b>Less than 1 day per week (80%)</b>
Plant size (Employee)	Less than 50 (16%)、50-299 (72%)、300-499 (11%)、 500-999 (11%)
Business type	<b>Manufacturing (35%)</b> 、Health sanitation - social project (23%)、 <b>School (22%)</b> 、 <b>Transportation (12%)</b>

# Abilities and knowledge required of OPs

## Questionnaire survey for OPs



### Result 2

Matters to be aware of when doing OP activity (Top 10 ranking)		Percentage to be known absolutely:%
1	<b>Information on hazardous work that may harm health</b>	<b>68</b>
2	<b>Health check up</b>	<b>62</b>
2	<b>Point out from Labor Standards Inspection Office</b>	<b>62</b>
4	<b>Work content</b>	<b>55</b>
5	Information on occupational accidents	46
6	Efforts of the Health and Safety Committee	45
7	Information on sick leave	44
8	Health status of employees	37
9	In-house health and safety systems and activities	35
10	Work burden information the workers are receiving	35

# Conclusion

- I. The labor force in Japan is decreasing year by year, securing labor is a major issue.
- II. To acquire the qualification of an OP, it is necessary to receive training of 50 hours or more.
- III. After acquiring qualifications of OP, various training sessions have been held to ensure the quality of OP's activities, and tools are being developed.
- IV. OP is being asked for activities based on the needs of the site. We are considering training to acquire the skills that meet those needs.
- V. In addition to medical knowledge, OP needs to be aware of Information on hazardous work that may harm health within the workplace, sick leave, workers' work burden.

# Thank you for your attention!

