

Health Bulletin



I had my annual health checkup again this year.

I'm too busy to have time for a health checkup!

The "implementation and obligation to undergo health checkups, as well as follow-up measures after the checkups," are stipulated by the Industrial Safety and Health Act.



Health checkups are mandatory for both employees and employers.

Industrial Safety and Health Act, Article 66 (excerpt)

Employers must conduct medical examinations for their employees in accordance with the provisions set by the Ministry of Health, Labour and Welfare.

Employees must undergo the health examinations conducted by their employers.

Employees

They have an obligation to undergo health checkups and protect their own health.

→ **Self-care obligation**



Employers

Based on the opinion of a physician or other qualified professional who has reviewed the health checkup results, they must take workplace measures (such as adjusting work conditions according to the employee's health status).

→ **Duty of care for safety**

Legal Basis

Self-care obligation (Employee's duty)

The duty of employees to maintain their health so that they are able to perform their work.

(Industrial Safety and Health Act: Article 66, Paragraph 5; Article 66, Paragraph 7, Item 2; Article 69, Paragraph 2)

Duty of care for safety (Employer's duty)

The duty of the company to ensure that employees can work safely.

(Labour Contract Act: Article 5)



Take your test results seriously and use them to help detect and prevent illnesses early.

The real value of a checkup is finding and addressing issues before symptoms appear.

If any abnormalities are found, don't ignore them—get a follow-up exam.



Items in a regular health checkup

Regular Health Checkup (Article 44 of the Industrial Safety and Health Rules)

1. Inquiry about medical history and work history
2. Examination for subjective symptoms and other signs
3. Measurement of height, weight, waist circumference, eyesight, and hearing
4. Chest X-ray examination and sputum test
5. Blood pressure measurement
6. Blood test (hemoglobin level and red blood cell count)
7. Liver function tests (GOT, GPT, GTP)
8. Blood lipid test (LDL cholesterol, HDL cholesterol, triglycerides)
9. Blood sugar test
10. Urinalysis (protein and sugar in urine)
11. Electrocardiogram

Items | Persons for whom the following health checkup items may be omitted if a doctor deems them unnecessary

Height

- Persons aged 20 or older

Waist circumference

- Persons under 40 years old (excluding those aged 35)
- Pregnant women or other persons whose waist circumference is diagnosed as not reflecting the accumulation of visceral fat
- Persons with a BMI of less than 20 (BMI = weight (kg) / height (m)²)
- Persons with a BMI of less than 22 who have measured their own waist circumference and reported the value

Chest X-ray examination

Among those under 40 years old, persons who do not fall under any of the following:

- Those with a history of tuberculosis (at ages 20, 25, 30, or 35)
- Those working at facilities subject to regular tuberculosis health checkups under the Infectious Diseases Control Law
- Those subject to pneumoconiosis health checkups once every three years under the Pneumoconiosis Act

Sputum test

- Persons exempted from chest X-ray examination
- Persons whose chest X-ray examination shows no lesions, or who are diagnosed via chest X-ray as having no risk of developing tuberculosis

Anemia test, liver function test, blood lipid test, blood glucose test, electrocardiogram

- Persons under 35 years old and those aged 36 to 39

About Regular Health Checkups, Specific Health Checkups, and Specific Health Guidance

~Process After Undergoing a Health Checkup and Submitting the Results to the Company~

Undergoing a Health Checkup (Industrial Safety and Health Act, Article 66)

No abnormality

Requires medical treatment

Requires re-examination / detailed examination



Notification of Health Checkup Results to the Individual

Hearing Opinions from Physicians and Others

Based on the health checkup results, it will be determined whether you are in a health condition that allows you to work safely.

Regular work

Work restrictions

Work prohibition (leave required)

Decisions on Work Measures and Implementation of Follow-up Actions

Measures for employees — examples: overtime restrictions, reduction of working hours, change of work location, etc.

Follow-up

If no improvement in health status is observed, health guidance will be provided by an occupational physician, public health nurse, or other professional. (This may include interviews, recommendations for medical consultation, and advice.)

If continued treatment or other measures lead to improvement, a re-evaluation will be conducted, and work restrictions will be gradually eased until you return to regular duties.



Until you are cleared for regular work in the re-evaluation, work restrictions will remain in place. For the sake of your health and your work, try to undergo the follow-up examination as soon as possible.

What happens if you refuse a health checkup?

- You may be subject to penalties, pay cuts, or even dismissal for disciplinary reasons if deemed unable to comply with company rules.
- If you are injured or have an accident at work, it may negatively affect the recognition of your claim under workers' compensation.

Note: Criteria for Omitting Items from Regular Health Checkups

For regular health checkups, each item may be omitted if the doctor deems it unnecessary based on the relevant criteria. The phrase "if the doctor deems it unnecessary" means that the doctor makes a comprehensive judgment, taking into account subjective symptoms, objective findings, medical history, and other relevant factors. Therefore, please note that the decision to omit an item is not determined mechanically based solely on age or other single factors.

What is a Specific Health Checkup?

It is conducted based on the *Act on Assurance of Medical Care for Elderly People*.

For the prevention of lifestyle-related diseases, this checkup focuses on metabolic syndrome and is provided to eligible persons aged 40 to 74.

**What is Specific Health Guidance?**

For individuals with a high risk of developing lifestyle-related diseases, and for whom lifestyle improvements are expected to have significant preventive effects, specialized staff (such as public health nurses and registered dietitians) provide support to help review and improve lifestyle habits.

Participants Eligible for Specific Health Guidance

Depending on the degree of risk, there are two types: *Motivational Support* and *Active Support*.

Waist circumference	Additional risk factors	Smoking	Target age group	
	1. Blood glucose 2. Lipids 3. Blood pressure		40-64 years	65-74 years
85 cm or more (Men) 90 cm or more (Women)	2 or more factors	-	Active support	Motivational support
	1 or more factors	Yes	Motivational support	Motivational support
	1 or more factors	No	Motivational support	Motivational support
Other than above, BMI 25 or more	3 factors	-	Active support	Motivational support
	2 factors	Yes	Motivational support	Motivational support
	2 factors	No	Motivational support	Motivational support
	1 factor	-	Motivational support	Motivational support

1. Blood pressure: Systolic ≥ 130 mmHg or Diastolic ≥ 85 mmHg
2. Lipids: Triglycerides ≥ 150 mg/dL or HDL cholesterol < 40 mg/dL
3. Blood glucose: Fasting glucose ≥ 100 mg/dL or HbA1c $\geq 5.6\%$

What is Metabolic Syndrome?

It refers to a condition in which visceral obesity is combined with high blood pressure, high blood glucose, and abnormal lipid metabolism, leading to the progression of arteriosclerosis and increasing the risk of heart disease, stroke, and other related conditions.

**① Visceral Fat Obesity Type**

Waist circumference

Men: ≥ 85 cm
Women: ≥ 90 cm

*If visceral fat area can be measured, both men and women: ≥ 100 cm²

**2) Other Risk Factors**

Blood Pressure: SBP ≥ 130 mmHg and/or DBP ≥ 85 mmHg
Blood Sugar: Fasting glucose ≥ 110 mg/dL
Lipids: Triglycerides ≥ 150 mg/dL and/or HDL-C < 40 mg/dL



If 1 other risk factor:
Metabolic Syndrome Pre-stage

If 2 other risk factors:
Metabolic Syndrome



Crash diets cause rebound
— fix your lifestyle first



Losing just 3–4% of your weight can improve high blood sugar, abnormal lipids, and high blood pressure.

**~Steps in Providing Specific Health Guidance~****Motivational Support**

Support aimed at helping participants recognize their own health status, reflect on their lifestyle habits, and set an action plan for lifestyle improvement. The goal is to motivate them to immediately put the plan into practice and maintain the improved lifestyle.

Active Support

In addition to “Motivational Support,” this involves providing regular and continuous support to help participants set behavioral goals for lifestyle improvement. The aim is to work toward achieving these goals while ensuring the improved lifestyle can be maintained.

Initial Interview

With support from a public health nurse or similar professional, the participant reflects on their lifestyle habits and sets behavioral goals.

Ongoing Support for 3 Months or More

With the support of a public health nurse or similar professional, the participant works on actions toward achieving their goals.

Examples of Activities:

- **Habit Formation:** Recording weight and waist circumference measurements
- **Dietary Habits:** Keeping a food diary, participating in nutrition classes
- **Exercise:** Engaging in walking activities

3-Month Evaluation by Public Health Nurse (or Equivalent Professional)**Evaluation Based on the Results of the Next Year's Health Checkup****Benefits of Receiving Specific Health Guidance**

- You can understand your own health status.
- Based on the results of your health checkup, you can receive advice tailored to your current health condition.
- Preventing illness helps you maintain a healthy lifestyle for years to come.



If you are selected as a target for Specific Health Guidance, take it as an opportunity to review your own lifestyle habits and make the most of it.

**Let's prevent metabolic syndrome.****Exercise**

Make physical activity a part of your daily routine.
It is recommended to walk about 8,000 steps or more per day, totaling at least 60 minutes of activity.

Diet

Eat three well-balanced meals a day.
Pay attention to your calorie intake, and keep snacks and alcohol consumption in moderation.

Smoking Cessation

Smoking accelerates arteriosclerosis and contributes to various diseases.
Utilizing smoking cessation clinics can also be effective.