

INFORMATION

1.0 GLOSSARY

- **Accredited Health Facility (full):**
A clinic, health/medical centre, medical institution or hospital in the country of origin, appointed by the Government of Brunei Darussalam to conduct pre-departure medical examination for foreign workers intending to work in Brunei Darussalam. Accreditation will be given upon satisfactory inspection and assessment of the health facility including their laboratory and radiological services.
- **Accredited Health Facility (provisional):**
A clinic, health/medical centre, medical institution or hospital in the country of origin, appointed by the Government of Brunei Darussalam, on a provisional basis, to conduct pre-departure medical examination for foreign workers intending to work in Brunei Darussalam. Accreditation will be given upon recommendation by an institution e.g. Brunei Darussalam Embassy, and/or satisfactory recommendation by a regulatory body e.g. Ministry of Health of respective country without the need for inspection and assessment of the health facility. Provisional accreditation ONLY applies in countries where there is a need to accredit the health facility but the Ministry of Health Brunei Darussalam is unable to send a team to assess the facility at that particular time.
- **Foreign Worker :**
Any privately employed person from abroad who is recruited to work in Brunei Darussalam and registered with the Commissioner of Labour, Brunei Darussalam for any period of time, be it for several months or years.
- **On arrival Health Screening :**
Health screening conducted in Brunei Darussalam within one week of initial arrival per employment contract, including renewal employment contract.
- **Pre-departure Medical Examination:**
A comprehensive medical examination performed in an accredited health facility in the country of origin or country of residence of the foreign worker, according to Ministry of Health, Brunei Darussalam requirements.

2. 0 INTRODUCTION

The Foreign Worker Health Screening programme-was developed and introduced in 2002 whereby the five main objectives are:

- Early detection of disease in foreign workers

- Minimising the risk of disease transmission/ importation to the local population
- Ensuring that the low level of infectious diseases in the country is maintained
- To reduce health care costs
- To improve foreign workers' productivity.

Health screening at the pre-employment stage is a way of identifying seemingly healthy workers who may have an increased risk for a medical condition whilst also determining whether the prospective employee is fit to work in the job that he/she has applied for without risk to himself/herself, co-workers or to the general public. Screening can detect a problem early before any symptoms arise and can reduce the risk of developing a condition or its complications, and in turn reduce morbidity and mortality. Conducting health screening at the pre-employment stage also serves as a useful platform to educate prospective employees on general health matters as well as promote healthy lifestyle. Data collected may also assist in developing better quality preventative and health promotion programmes for workers.

2.1 Benefits of Pre-employment and Periodic Medical Examinations

These examinations are beneficial for both employer and employee for the following reasons:

- Employing a medically fit person provides assurance to perform the specific job or task he/she is recruited for,
- Early detection and treatment of undiagnosed medical condition(s) which in turn will reduce complications that may arise if the condition(s) was left undetected,
- Education and promotion to employees/ workers on general health matters as well as occupational health and safety can be highlighted during the medical examination,
- Maintenance of a healthy workforce with low sickness absenteeism, and reduced health premiums.

3.0 PRE-DEPARTURE

All new contract foreign workers must undergo a pre-departure medical examination, undertaken in a health facility in their country of origin or residence which has been accredited by the Government of Brunei Darussalam. This must be completed prior to obtaining an “employment entry visa” at the respective Brunei Darussalam Embassy/ High Commission/ Consulate or any other visas relating to employment e.g. special visa.

3.1 Pre-departure medical examination procedures

- The new foreign worker must register for a pre-departure medical examination at an accredited health facility in the country of origin or country of residence.

- The foreign worker will undergo the necessary medical investigations as required in the 'Medical Report for Foreign Worker for Employment in Brunei Darussalam'.
- An appointment date for pre-departure medical examination will be given.
- On the appointment date, the examining doctor will determine the fitness status of the foreign worker for employment in Brunei Darussalam.
- A foreign worker who has any pre-existing or newly diagnosed non-communicable diseases should be managed until they are well controlled **before** issuance of the 'Medical Certificate of Fitness'.
- Vaccinations recommended for the specific type of employment must be given.
- Foreign workers who have been assessed to be fit for employment will be issued a 'Medical Certificate of Fitness' (unique for the health facility with a watermark seal - refer to Annex 3). The Medical Certificate of Fitness is **valid for a period of 180 days from the date of issuance provided the health status of the worker does not change during the validity period**.
- The results of pre-departure medical examination **must** be conveyed by the recruiting agency in the country of origin or residence to the respective employer or employment agency in Brunei Darussalam.
- The foreign worker must bring all original results of investigations including chest x-ray film (digital or in hardcopy format) to Brunei Darussalam.

3.2 Application for employment related visa by Employer

- Upon receiving satisfactory results of pre-departure medical examination for a foreign worker, the Employer will need to apply for 'supporting work permit' ('sokongan pas kerja') at the Department of Labour.
- of Immigration and National Registration (DINR) shall process the application and issue an 'Employment Entry Visa Approval Letter' or any other employment-related visa which will be faxed to the Embassy/ High Commission/ Consulate for issue of 'Employment Entry Visa' or any other employment-related visa for the foreign worker.

3.3 Application for employment related visa by Foreign Worker in country of origin or residence

i. Upon issuance of "Employment Entry Visa Approval Letter" or a similar approval from the DINR, the foreign worker must submit the Medical Certificate of Fitness and original results of investigations for endorsement at the Brunei Darussalam Embassy/ High Commission/ Consulate in the country of origin or residence. Please note that the Medical Certificate of Fitness is **valid for a period of 180 days from the date of issue and must still be valid during on-arrival health screening in Brunei Darussalam**.

An 'Employment Entry Visa', valid for three months, will be issued.

It is the duty of the Consular Officer to remind the foreign worker to bring all relevant documents for the journey to Brunei Darussalam.

4.0 ON ARRIVAL IN BRUNEI DARUSSALAM

i. The new contract foreign worker should clear all immigration procedures at the port of entry in Brunei Darussalam.

4.1 Procedure at the Health Screening Centre or District Health Office

- i. The foreign worker shall undergo on-arrival health screening at the Health Screening Centre, Berakas or District Health Office within one week of arrival in Brunei Darussalam.

The foreign worker (or Employer) is required to register for a BruHIMS number (BN) and complete the Foreign Worker Health Screening Registration form prior to the foreign worker attending the Health Screening Centre, Berakas or District Health Office.

The following are required to be submitted:

- a. A copy of passport
- b. Original pre-departure Medical Certificate of Fitness
- c. Reports of all investigations done
- d. Payment for on-arrival investigations (as per Scheme of Charges, Ministry of Health)

The foreign worker will be required to undergo the following on-arrival investigations:

- a. HIV serology
- b. CXR

v. If the foreign worker is **fit for employment**, the worker will be issued with the Ministry of Health Medical Fitness Certificate.

5.0 RENEWAL OF EMPLOYMENT CONTRACT

- i. A foreign worker who has completed a two-year employment contract and wishes to continue employment in Brunei Darussalam, must return to Brunei Darussalam **within 90 days** from the date of departure to allow them to be exempted from a pre-departure medical examination at the country of origin.

ii. The foreign worker shall undergo health screening at the Health Screening Centre, Berakas or District Health Office.

iii. The foreign worker should have a BruHIMS number (BN) and is required to complete the Foreign Worker Health Screening Registration form prior to the foreign worker attending the Health Screening Centre, Berakas or District Health Office.

iv. The following are required to be submitted:

- a. A copy of passport
- b. Payment for on-arrival investigations (as per Scheme of Charges, Ministry of Health)

v. The foreign worker will be required to undergo the following on-arrival investigations:

- a. HIV serology
- b. CXR

vi. If the foreign worker is **fit for employment**, the worker will be issued with the Ministry of Health Medical Fitness Certificate.