

This page has been automatically translated. Please refer to the page in French if needed.

## Is a seasonal worker followed by occupational medicine?

Verified 28 October 2024 - Directorate for Legal and Administrative Information (Prime Minister)

**Yes**, a seasonal employee shall, like all employees, be entitled to **medical surveillance**. When the seasonal employee works **in agriculture**, it has a **special medical care**. A medical examination for hiring is mandatory in some cases. We are taking stock of the regulations.

### General case

#### Is a medical check-up mandatory when hiring a seasonal employee? ^

A medical examination for hiring is mandatory in certain situations.

The rules differ according to the duration of the employee's employment contract:

##### The employee is recruited for less than 45 days of actual work

The employee does not receive a medical examination for employment, but **training and prevention measures** organized by the Occupational Prevention and Health Service (OSH).

These actions for training and prevention of occupational risks include in particular the theoretical presentation of occupational risks (musculoskeletal disorders, chemical risk, addictions, road risk, etc.) or practical situations, for example.

##### The employee is recruited for 45 days or more of actual work

The rules differ depending on whether the employee is employed in a job with particular risks (asbestos, lead for example) or not:

##### General case

The employee does not receive a medical examination for employment, but **training and prevention measures** organized by the Occupational Prevention and Health Service (OSH).

These actions for training and prevention of occupational risks include in particular the theoretical presentation of occupational risks (musculoskeletal disorders, chemical risk, addictions, road risk, etc.) or practical situations, for example.

##### The employee is assigned to a position with particular risks

The employee receives a medical examination for employment.

It can be **dispensed** of that examination **if the following 2 conditions are met** :

- He shall be recruited for a post equivalent to those previously held
- No inadequacies were identified during the last medical examination in the previous 24 months.

#### Does the seasonal worker have other medical visits? ^

The employee shall have the following medical examinations:

- Visits by prerecovery and resumption of work (<https://www.service-public.gouv.fr/particuliers/vosdroits/F2871?lang=en>)
- Visits carried out at the request of the employer, the employee or the occupational doctor
- Additional examinations carried out or prescribed by the occupational doctor (for example, examination for a disease which may result from the occupational activity of the employee).

# Agricultural worker

## Is a medical check-up mandatory when hiring a seasonal agricultural worker? ^

A medical examination for hiring is mandatory in certain situations.

The rules differ according to the duration of the employee's employment contract:

### The employee is recruited for less than 45 days of actual work

The rules differ depending on whether the employee is employed in a job with particular risks (asbestos, lead for example) or not:

#### General case

The employee does not receive a medical examination for employment, but **training and prevention measures** organized by the Occupational Prevention and Health Service (OSH).

These actions for training and prevention of occupational risks include in particular the theoretical presentation of occupational risks (musculoskeletal disorders, chemical risk, addictions, road risk, etc.) or practical situations, for example.

### The employee is assigned to a position with particular risks

The employee receives a medical examination for employment.

### The employee is recruited for 45 days or more of actual work

The rules differ depending on whether the employee is employed in a job with particular risks (asbestos, lead for example) or not:

#### General case

The employee shall be entitled to information and prevention visit (Vip) (<https://www.service-public.gouv.fr/particuliers/vosdroits/F34061?lang=en>) .

### The employee is assigned to a position with particular risks

The employee receives a medical examination for employment.

## Can seasonal agricultural workers be exempted from medical examinations when they are hired? ^

Yes, in some cases the seasonal agricultural worker may be exempt from a medical examination for employment.

Exemption cases differ depending on whether the employee has received an information and prevention visit or a enhanced individual monitoring (<https://www.service-public.gouv.fr/particuliers/vosdroits/F34062?lang=en>) in his previous job:

### The employee received an information and prevention visit

The employee may be exempted from information and prevention visit (Vip) (<https://www.service-public.gouv.fr/particuliers/vosdroits/F34061?lang=en>) **if the following 3 conditions are met :**

- He shall be required to work in the same job with equivalent exposure risks
- His last follow-up certificate or suitability certificate is in the possession of the healthcare professional
- No notice of unfitness or of individual accommodation, adaptation, alteration of the post or working time has been issued by the occupational doctor in the last 5 years.

#### Please note

This period shall be **reduced to 3 years** if the employee's health, age, working conditions or occupational risks so require.

### The employee has benefited from increased individual follow-up

Enhanced individual follow-up includes a medical fitness examination.

The employee may be exempted from this examination **if the following 3 conditions are met** :

- He shall be required to work in the same job with equivalent exposure risks
- His last follow-up certificate or suitability certificate is in the possession of the occupational doctor
- No notice of incapacity or individual adjustment, adaptation or alteration of the position or working time has been issued by the occupational doctor in the last two years.

## Does the seasonal agricultural worker have other medical visits?

The following medical examinations shall be carried out by seasonal agricultural workers:

- Visits by prerecovery and resumption of work (<https://www.service-public.gouv.fr/particuliers/vosdroits/F2871?lang=en>)
- Visits carried out at the request of the employer, at the request of the employee or of the occupational doctor
- Additional examinations carried out or prescribed by the occupational doctor (for example, examination for a disease which may result from the occupational activity of the employee).

### Who can help me?

Find who can answer your questions in your region

#### Departmental Directorate for Employment, Labor and Solidarity (DDETS or DDETS-PP)

<https://dreetts.gouv.fr/> (<https://dreetts.gouv.fr/>)

Search for DDETS on the interactive map by clicking on the **department** desired.

## Statute and miscellaneous references

Labor Code: Articles R4624-24 to R4624-27 (<https://www.legifrance.gouv.fr/codes/id/LEGISCTA000033739671/?lang=en>)

Exemption from enhanced individual monitoring of seasonal workers

Labor Code: Article D4625-22 (<https://www.legifrance.gouv.fr/codes/id/LEGISCTA000034822984?lang=en>)

Special provisions for the medical follow-up of seasonal workers

Rural and Maritime Fisheries Code: Article R717-14-1

([https://www.legifrance.gouv.fr/codes/article\\_lc/LEGIARTI000035491968?lang=en](https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000035491968?lang=en))

Exemption case Agricultural employee vip

Rural and Maritime Fisheries Code: Article R717-16

([https://www.legifrance.gouv.fr/codes/article\\_lc/LEGIARTI000036484235/?lang=en](https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000036484235/?lang=en))

Enhanced individual monitoring of seasonal agricultural workers

Rural and Maritime Fisheries Code: Article R717-16-1

([https://www.legifrance.gouv.fr/codes/article\\_lc/LEGIARTI000035474835/?lang=en](https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000035474835/?lang=en))

Exemption from enhanced individual monitoring of seasonal agricultural workers

Rural and Maritime Fisheries Code: Article R717-26-6

([https://www.legifrance.gouv.fr/codes/article\\_lc/LEGIARTI000036484215?lang=en](https://www.legifrance.gouv.fr/codes/article_lc/LEGIARTI000036484215?lang=en))

Medical monitoring of seasonal agricultural workers

## FAQ

Occupational medicine: what is enhanced individual follow-up of an employee?

(<https://www.service-public.gouv.fr/particuliers/vosdroits/F34062?lang=en>)

## Additional topics

Occupational medicine for a private sector employee (<https://www.service-public.gouv.fr/particuliers/vosdroits/F2211?lang=en>)

Service Public