

We, Abdullah II Bin Al-Hussein, King of the Hashemite Kingdom of Jordan, by virtue of Article (31) of the Constitution and based on Cabinet's resolution of 14/5/2023, hereby order the promulgation of the following regulation:

Regulation No. (32) of 2023

**Regulation of Preventive and Curative Medical Care for Workers in Institutions)
Issued pursuant to Clause (b) of Article (85) of Labor Law No. (8) of 1996**

Article (1)

This Regulation is titled (the Regulation of Preventive and Curative Medical Care for Workers in Institutions for the year 2023) and shall take effect sixty days after the date of its publication in the Official Gazette.

Article (2)

- a- The following words and terms, wherever they appear in this Regulation, shall have the meanings assigned thereto hereunder unless the context indicates otherwise:

The Law:	Labor Law.
The Ministry:	Ministry of Labor.
The Minister:	Minister of Labor.
Economic Activity:	Any industrial, commercial, agricultural, health, touristic, media, craft, or service activity, including information technology.
Medical and Health Professions:	Medicine, nursing, or medical first aid.
The Medical Unit:	The place designated by the employer in the institution and its branches to provide medical and health care for the worker and is equipped in accordance with the provisions of this Regulation.
Periodic Medical Examination:	The procedures that must be undertaken by the employer for the medical and laboratory tests of workers with the aim of maintaining the workers' fitness, knowing the extent to which their health is affected by occupational hazards, and detecting if the workers are infected with an occupational disease or any disease that affects their health condition.

- b- The definitions contained in the Law shall be adopted wherever they are stated in this Regulation unless the context indicates otherwise.

Article (3)

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The provisions of this Regulation shall apply to the institution, its branches, and location under its supervision where workers are required to be present for work purposes, and where it carries out its economic activity, provided the conditions stipulated in this Regulation are met.

Article (4)

Every employer or managing director shall establish the necessary arrangements to conduct regular medical examinations to maintain the health state of workers on regular basis and to detect any diseases that may appear in their early stages in accordance with the instructions issued by the Minister for this purpose, provided that these instructions include the frequency of the examinations per occupation.

Article (5)

The employer must set up a special medical register for each worker to keep a record of all periodic medical examinations carried out for the worker during the period of employment. It should contain the following information:

- a- The name of worker, employment start date, the nature of work, the result and date of the initial medical examination.
- b- The results of the periodic medical examinations carried out for the worker, the pathological symptoms (if any), the expected occupational disease and the measures that were taken.

Article (6)

The employer shall implement the necessary procedures and measures to ensure health status of workers that fall within these categories: a- Pregnant or lactating women. b- People with Disabilities. c- Persons exposed to special health risks.

Article (7)

The employer or responsible manager shall provide guidance to the worker once the worker commences employment, on the occupational hazards linked to the worker's occupation and the preventive measures that are to be taken by the worker concerned.

Article (8)

- a- The employer shall employ medical and health workers in the institution as per the following table:

The risk seriousness level of economic activity	Number of workers	Nurse or Paramedic	Part-time doctor	Full-time doctor
Higher Risk	From (50) to (100)	1	1	-
	From (101) to (500)	2	1	-
	From (501) to (1000)	2	-	1
	More than (1000)	3	1	1
Lower Risk	From (50) to (100)	1	-	-
	From (101) to (500)	1	1	-
	From (501) to (1000)	2	1	-
	More than (1000)	2	-	1

- b- The risk seriousness of the economic activity is determined according to the standards and principles stipulated in the instructions issued by the Minister for this purpose and in coordination with the relevant authorities.

Article (9)

- a- The doctor employed at the institution shall hold at least a bachelor's degree in human medicine, be registered with the Jordanian Medical Association, and shall hold a professional license from the Ministry of Health.
- b- The nurse employed at the institution shall be a registered nurse, associate nurse, or assistant nurse and shall hold a professional license from the Ministry of Health.
- c- The paramedic employed at the institution shall fall within one of the following categories: basic paramedic, intermediate paramedic, advanced paramedic, or specialized paramedic, and shall hold a professional license from the Ministry of Health.
- d-
 - 1- A full-time doctor is obliged to work at the institution according to the working hours stipulated in Article (56) of the law or as per the institution's internal regulations.
 - 2- A full-time nurse or paramedic shall be obligated to work at the institution according to the working hours stipulated in Article (56) of the law or the institution's internal regulations. If the institution operates on a system of rotation, in this case it shall provide a minimum of one paramedic or nurse for each shift.
 - 3- A part-time doctor must provide at least two hours of service per day to the institution, and the number of institutions for which the doctor works on a part-time basis must not exceed three.

Article (10)

The medical and health practitioners at the institution shall undertake the following tasks:

- a- Monitor the health status of workers and providing advice and information to workers on any symptoms that may appear or worsen during work and on anything related to occupational health in the institution.
- b- Supervise the identification and execution of initial and periodic examinations of workers, reviewing, and analyzing the results of the examinations and taking the necessary measures in accordance with the legislation issued in this regard.
- c- Develop health prevention plans to protect workers and raise their awareness of workplace hazards.
- d- Monitor the symptoms that appear in workers as a result of their work and provide first aid and treatment to workers when necessary.
- e- Participate in all aspects of health and safety at work within the institution, in accordance with the relevant laws and regulations, and make recommendations on such matters.
- f- Ensure specialized medical monitoring for the workers' categories referred to in Article 6 of these regulations and implement the necessary measures to ensure the protection of their health.
- g- Provide guidance on assessing the employee's fitness for work when recruiting new workers or redeploying existing workers.

- h- Verify whether the working conditions are the cause of a worker's absence on sick leave without requiring the medical and health practitioner to express their opinion on the entitlement and duration of the sick leave.

Article (11)

If the number of workers (50) workers or above, the employer shall be obligated to provide a medical unit in the institution according to the following conditions:

- a- Provide a space of at least (9 m²).
- b- Maintain general health and safety conditions in accordance with applicable regulations.
- c- Provide medical equipment, including:
 - 1- Adjustable bed with drawer.
 - 2- Medical stethoscope.
 - 3- Blood pressure monitor.
 - 4- Ear examination device.
 - 5- Portable light.
 - 6- Thermometer.
 - 7- Weight scale.
 - 8- Wound and scratch disinfectant.
 - 9- Set of tools for wound care and necessary surgical instruments for suturing, including surgical sutures.
 - 10- Topical anesthetic.
 - 11- Medical screen.
 - 12- Iodine and medical alcohol.
 - 13- Sterile and non-sterile surgical gloves.
 - 14- Vaporizer.
 - 15- Oxygen cylinder.

Article (12)

The employer shall bear all financial expenses and costs arising from the enforcement of the provisions of this Regulation, without any liability on the worker.

Article (13)

- a- The employer shall comply with the following:
 - 1- Obtain the Ministry's approval for the medical and health practitioners working for the employer within thirty days of their employment in the institution.
 - 2- Ensure renewal of approval within seven days of its expiry.
 - 3- Cancel any approvals obtained from the Ministry for medical and health practitioners to work under the supervision of the employer, within seven days of the termination of their services or of their engagement in other position.
- b- The approval period for medical and health practitioners is two years, commencing on the date of providing Ministry's approval and ending either at the end of the two-year period or at the end of the employment contract, whichever proceeds.

Article (14)

If the number of workers is less than (50), the employer must provide preventive and curative medical care by enrolling one worker in a first aid training course delivered through an institution certified by the Vocational and Technical Skills Development Commission (TVSDC).

Article (15)

- a- If the Ministry concludes that the employer is unable to provide preventive and curative medical care due to geographical or other reasons, the employer must contract with a licensed hospital, clinic, medical center, or other approved entity after obtaining the approval of the committee established by the Minister for this purpose. The contracted entity must align with the objectives of this Regulation and meet its requirements.
- b- The Minister, in the decision to establish the committee, shall specify the number of its members, the procedures for its convening, the process for making recommendations and all other related matters.

Article (16)

The Regulation No. 42 of 1998 (Regulation of Preventive and Curative Medical Care for Workers in Institutions for the year 1998) is repealed; however, its instructions and decisions will remain into force until they are repealed, amended, or replaced in accordance with the provisions of this Regulation.

Article (17)

The Minister shall issue the instructions necessary for the implementation of the provisions of this Regulation.

14/5/2023 Abdullah II Bin Al-Hussein

Regulation No. 32 of 2023 (Regulation of Preventive and Curative Medical Care for Workers in Institutions for the Year 2023) published in Issue No. 5868 on page 2801 on 15-06-2023 and effective on 14-08-2023.

Referred to here and hereafter by the abbreviated name Regulation No. 32 of 2023 (Regulation of Preventive and Curative Medical Care for Workers in Institutions for the year 2023)

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