

French requirements



As soon as a company has an employee working in France, whether it is an entity registered in France or abroad, this company has to register with a work health service.

Indeed, according to the French labour code, medical examination is compulsory in France for all employees.

This medical examination has to be performed by a work health service, a private provider, accredited by the French administration, who is specialized in medical issues in work environment.

The work health service has to ascertain if the employee is fit to work at his workstation. Even if it is very seldom, the work health service may also demand access to the employee's workplace to appraise the general working conditions for the employees. The work health service only provides compulsory medical examinations but not other types of medical services.

The employer has to schedule the medical examinations taking into account the work health service availability and the employees' timetable.

The employee is not in position to refuse to undergo the medical examinations even if this obligation is not specified in the employment contract.

Periodical examinations

This examination has to be scheduled by the employer for his employee as follows:

- Initial medical examination before the effective hiring date or, at least, before the expiry date of the trial period.
- Periodic medical examination either every 12 or 24 months at a minimum (depending on the employees' activity)
- Isolated medical examinations in specific circumstances (e.g. after 3 consecutive weeks of medical leave, for pregnancy...)



It is standard practice to include in the employment contract a clause stating that the final employment is conditional upon successful completion of the medical examination. (If you need, we can assist you with this clause in the employment contract)

Each employee can have a medical exam at his request or at his employer's request.

On top of these legal requirements, the collective bargaining agreement may stipulate additional obligations to be fulfilled by the employer.

How to choose the work health service ?



Each work health service has his own organisation and prices.

In principle, the work health service should be located in the same area of the place of work (either near the company office premises or near the employee's home if he works from home).

The criteria for choosing a work health service are most often (in that order) :

- a health service near the employees' office / place of work (most often the work health companies do not cover all the areas in France)
- a health service which is available to accept new clients (most of the work health services are overbooked)
- a health service which has reasonable prices

Let us know if you would like us **to have quotes of 2-3 providers to compare the price**

Please contact us for further information :
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