



Mandatory medical visits

Update: 16/02/2026

Preamble

The employer, bound by a **safety obligation**, must ensure the organization of medical visits for his employees.

To do this, the employee will have to carry out various mandatory medical examinations depending on his position, age and state of health.

1. The information and prevention visit

1.1. The information and prevention visit at the hiring stage

Any employee who has just been hired must benefit from an information and prevention visit with the health service team (occupational physician, doctor, occupational health intern, occupational health nurse) within **3 months** of his/her arrival in the company (except in cases of exemption). Thus, this medical examination applies to employees on permanent contracts (CDI), fixed-term contracts (CDD), apprentices, even for short periods, and temporary agency workers. Interns, however, are excluded.

As an exception, for certain employees this examination must be carried out **before they are assigned to their workstation**. This concerns night workers, individuals under the age of 18, those exposed to certain biological agents (Group 2), and those exposed to electromagnetic fields and assigned to positions where exposure levels exceed the limits set by law.



The purpose of the information and prevention visit is in particular:

- **To question the employee** about his/her state of health;
- To **inform him/her of the possible risks** to which his/her workstation exposes him/her;
- **To raise awareness** on the means of prevention to be implemented;
- To identify whether his/her state of health or the risks to which he/she is exposed **require referral to the occupational physician**;
- **To inform him/her of the methods of monitoring his/her state of health** by the service and of the possibility at any time to benefit from a visit at his/her request with the occupational physician.

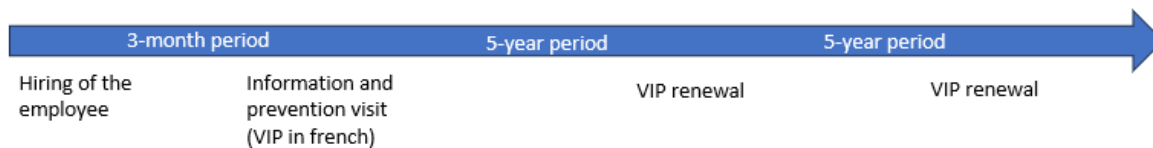
During this visit, a medical file is opened by the health professional.

At the end of any information and prevention visit, the health professional issues a **follow-up certificate** to the employee and the employer.

1.2. The renewal of the information and prevention visit during the contract

The information and prevention visit is renewed at intervals which may not exceed **5 years** by the health service.

Information and prevention visit :



This period takes into account the working conditions, age and state of health of the employee, the risks to which he is exposed which will be fixed by the occupational physician as part of the protocol he must establish.

For **disabled, or night workers**, the maximum period between visits is **3 years**.

Penalty: under the employer's health and safety obligations, failure to arrange this examination exposes the employer to a fifth-class fine, and even to a term of imprisonment in the event of a repeat offence within three years.

2. The mid-career visit

The mid-career medical examination is organised over the calendar year of the employee's **45th birthday**.

The objective of the mid-career visit is:

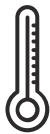
- To establish **an inventory of the adequacy between the workstation and the state of health of the worker**, taking into account the exposures to occupational risk factors to which he has been subjected.
- To assess **the risks of professional deintegration**, taking into account the evolution of the worker's abilities according to his/her professional background, age and state of health.

- To raise workers' awareness of **the issues of aging at work** and the prevention of occupational risks.

During this visit, the health professional may propose **individual measures** for the adaptation, or transformation of the workstation.

A certificate of attendance must be issued.

3. The pre-resumption visit



The pre-resumption visit concerns workers on **sick leave for more than 30 days**. For work stoppages that began before March 31st, 2022, the pre-resumption visit was organized from 3 months of stoppage and was mandatory.

This visit is **optional**; it is part of an objective to promote maintenance in employment. It is organized **during the work stoppage** as soon as the state of health of the employee makes it possible to envisage a resumption of professional activity.

It may be requested by the employee himself, the attending physician, the medical officer of the health Insurance or the occupational physician.

During the examination, the occupational physician may recommend:

- Workstation adjustments and adaptations
- Adjustments to working hours
- Reclassification recommendations
- Vocational training to be organised in order to facilitate the worker's redeployment or professional reorientation.

4. The work resumption visit

4.1. The purpose of the work resumption visit



The purpose of the resumption visit is :

- To verify whether the workstation to be taken over by the worker or the outplacement position to which he/she is to be assigned is **compatible with his/her state of health**
- To examine the proposals for **adaptation of the position** taken over by the worker, or for redeployment made by the employer following the recommendations issued if necessary by the occupational physician during the pre-resumption visit
- To recommend **the adaptation, of the position or the redeployment** of the worker
- To issue, if applicable, a **notice of incapacity**

4.2. The absences concerned



The resumption visit is **mandatory** for employees absent after:

- Maternity leave
- Absence due to occupational disease
- An absence of at least 30 days due to an accident at work
- An absence of at least 60 days due to illness or non-occupational accident (for work stoppages that began before March 31st 2022)

As soon as he becomes aware of the date of the end of the work stoppage, the employer organizes this visit for the employee concerned with the prevention and health service at work. Thus, the examination will take place on the day of the **resumption of work or at the latest within 8 days of** this resumption.

5. The "liaison meeting"

The liaison appointment **is not a medical examination**, it allows contact between the employer and the employee during his/her work stoppage. It concerns employees on sick leave of more than 30 days.

Thus, this appointment is **not mandatory**, it is only a possibility for the employee who can therefore refuse it.

The purpose of this appointment is to inform the employee that he/she can benefit from actions to prevent occupational disintegration, the pre-resumption examination and measures to improve the position and/or working time.

This fact sheet contains summary information. Please contact us for advice tailored to your situation. We cannot be held responsible for misinterpretation.

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