



Memo for employees

Juin 2022

Dear Sir or Madam,

EVREST (evolutions and relationships in occupational health) is a national observatory which monitors employee health. Under this health monitoring scheme, occupational physicians and their teams offer health-work consultations to participate in this data collection process, either to all staff members; or to employees in specific professional sectors; or to a sample of the workforce chosen according to the month of their birth (in particular those born in October who constitute a national database).

Your occupational physician, Dr _____ is therefore asking the employees concerned to take part in this monitoring scheme. This data collection process comes under the framework of the law on IT and Freedoms and the General Data Protection Regulation (GDPR). Before agreeing to participate, you need to be informed of the end purpose, methods and rights.

Who is in charge of the EVREST Observatory?

The national observatory supervisor is Dr Laetitia ROLLIN, a teaching hospital and university professor (CHU Rouen / University of Rouen). In 2009, a Scientific Interest Group (GIS) was formed to lead the project. It currently includes the following partners : ANSES, the National Agency for Food, Environmental and Occupational Health Safety, ANACT, the National Agency for the Improvement of Working Conditions, the CHU Rouen teaching hospital, the CNAM (National Conservatory of Arts et Métiers) as part of the scientific group CREAPT (Centre for Research into Experience, Age and Populations at Work), PRESANSE, the non-profit organisation Prevention and Health at Work, the ISTNF, Institute of Occupational Health for the North of France, University of Lille, University of Rouen, Airbus, EDF.

What are the aims of the EVREST observatory?

The purpose of the EVREST observatory is to obtain quantitative data on the work and health conditions of employees and how these change over time, in order to describe them at national and regional level, according to the sector of activity, gender and age of the employees. The participating occupational physicians are able to analyse and present the data relating to the employees they monitor. The data can also be analysed on the scale of a company or group of companies in the same sector of activity and the results presented to the management and the workforce through the labour representation bodies.

What type of data are communicated?

The data are collected using a 2-page questionnaire. The first part focuses on the duration of work, job satisfaction, the physical constraints of the job and exposures, professional training and lifestyle. This section is completed:

- either directly by the employee, before the consultation (the questionnaire takes about 10 minutes to complete).
In this case the questionnaire will be reviewed by your physician to be sure they understand the reasons for your answers.
- or by the occupational physician or nurse who will ask you the questions and note down your answers.

The second part, half a page long, must be completed by the occupational physician or nurse, during the consultation. This section focuses on the presence or absence of clinical signs (cardio-respiratory, neurological, psychological, digestive, osteoarticular, dermatological and ENT) and their potential consequences. A third, optional page allows physicians or groups of physicians who wish to do so to include a number of additional questions (10 maximum) on the working and/or health conditions of employees for their own analyses.

The questionnaires are identified on the first page with the employee's first and second name. The questionnaires are archived in the Occupation Health Department and covered by the same level of confidentiality as your medical records. The data collected are recorded on a secure website. During this process, any personal data are anonymised by producing a code using a non-reversible algorithm. Only this code is sent via internet never your first name, surname or

any other personal data that might identify you. There is one unique code for each employee to enable us to associate the different questionnaires completed over time by a given employee and to conduct longitudinal analyses.

The data are kept for 50 years.

Who are the recipients of these data?

At national level, these data are only accessed by researchers (Universities of Lille and Rouen, CREAPT). In addition, the anonymised data may be sent to researchers outside of the Evrest GIS, for the purposes of research into occupational health and after approval by the EVREST GIS scientific committee. In this case, only part of the data can be used for external research purposes. The list of data that can be communicated can be consulted on the EVREST GIS website along with the list of external projects using some or all of the useable data. Furthermore, the observatory has a network organisation, which means the reference occupational health professional in each administrative region has access to the non-nominative data collected by their counterparts across the region. Finally, each occupational physician has access to all the data they have communicated on the employees they monitor. When the occupational physicians in a company or group of companies have organised themselves autonomously to take part in EVREST, the reference physician for the company will have access to the non-nominative data collected by their counterparts in the company. If the occupational physician for your company changes the data will be communicated to the person who replaces them.

All the people with access to the data (physicians and statisticians) are covered by the same professional confidentiality rules. The results are only presented in the form of aggregated statistics.

In order to ensure the security and confidentiality of your data and in compliance with the regulations in force, your data are hosted the firm Epiconcept, an authorized provider of Health Data Hosting.

What are your rights?

You are free to participate or refuse to participate as you choose, there is no need to justify your decision, and it will have no impact on your relationship with your physician. If you agree to take part, you consent to the processing of your personal data. You can withdraw your consent at any time.

If you agree to take part, you have the right to request access to any personal data relating to you, and to request the modification, portability, suppression or limited processing of the data, as well as the right to object to the processing of your data. You also have the right to issue instructions for the use of your data after your death.

These rights can be exercised at any time by contacting your occupational physician. If you need any more information, you can address any questions you may have to your occupational physician. You can also find more information on the observatory website.* Finally, you will have access to the published results, notably via your occupational physician and on the observatory website.

You can also contact the Data Protection Delegate at the University of Rouen by email at: dpo@univ-rouen.fr for any questions relating to personal data protection.

Finally, if after contacting us you still feel your personal data protection rights have not been upheld, you can make a complaint to the CNIL (National Commission on IT and Freedoms).

As regards these guarantees, before the General Data Protection Regulation came into force, the EVREST observatory was authorised by the CNIL (National Commission on IT and Freedoms) on 7 February 2007 for the Nord-Pas de Calais region and as of 4 March 2008 at national level. When the GDPR came into force on 25 May 2018, the data processing was approved by the Data Protection Delegate at the University of Rouen and recorded on the establishment's Data Processing Register under the number 202009_008 and on the national HealthDataHub register.

By agreeing to take part in this process, you will help us to improve our understanding of occupational health.

Regardless of your final decision, your occupational physician and the organisers of this study thank you for having taken the time to read this memo.

Yours sincerely,

The observatory team

* <http://evrest.istnfr.fr/>