

What is company preventive care? Is it voluntary or obligatory? Is there a threat that the company faces some kind of penalty if it doesn't have this care contractually provided? Are the costs of this kind of care a tax-declarable expense?

Company preventive care is obligatory by law, regardless of the size of the company and number of employees. Companies without such care provided on a contractual basis risk a fine in the millions.

Excerpts from laws concerning a company's obligation to provide company preventive care:

The employer's obligation to provide for its employees company preventive care, including the protection of employee health from illnesses from the job and other health damage from work and the prevention of injuries arise from the provisions of section 40 of Act no. 20/1966 Coll., on care of people's health, as amended.

Each employer that employs an employee, regardless of how many and regardless of the extent of the occurrence of risk factors, is obliged to provide company preventive care for employees.

Act no. 258/2000 Coll., on the protection of public health, as amended, resolves the so-called work categorization, on the basis of which the employer must, within a stipulated timeframe, divide work into four categories according to the extent of occurrence of risk factors that can influence employee health and under the conditions stipulated by the operating legal regulations (Ministry of Health decree no. 432/2003 Coll.).

The provisions of sections 92 and 93 of Act no. 258/2000 Coll., on the protection of public health, as amended, governs the amount of the fine, should there occur non-performance or breach of the employer's obligations stipulated by the special regulations regarding the protection of health at work and the provision and performance of company preventive care. This fine is imposed by the public health body that is, for instance, the regional or district health official and can reach **CZK 2,000,000**. If, due to this breach by the employer, the health of an employee is damaged, the fine can reach **CZK 3,000,000**.

A company's expenses on health care, within the framework of company preventive care, are tax declarable expenses.

What is DC MEDISCAN? Where is it located? How is it accessible by transportation? Is it geared only toward preventive care or does it provide treatment as well?

DC MEDISCAN is a renowned private health facility, easily accessible in Prague's South City (metro C, Chodov station, near highway D1) right next to the newly built Chodov Centre with ample parking space. DC MEDISCAN offers state-of-the-art technology operated by renowned specialists. Since 1996 when operation began, over 140,000 patients have been examined and treated.

At present some 500 patients from Prague and surrounding and other regions in the Czech Republic are cared for using our specialised methods.

DC MEDISCAN is organized to satisfy customers and has above-standard facilities. Our reception works 7 am – 8 pm, with an advanced appointment system allowing for examinations to be planned and waiting time to be kept to a minimum.

What fields does DC MEDISCAN specialise in and does it have agreements with health insurance companies

We specialise in radio-diagnosis (We have at our disposal e.g. magnetic resonance, which is not usual in large hospitals. We also have CT, ultrasound equipment, mammography equipment, bone densitometry.)

We also specialise in internal medicine: namely cardiology, in which we offer pretty much all technology for non-invasive examinations, as well as endocrinology, rheumatology, angiology, metabolic advisory, a centre for the diagnosis and treatment of osteoporosis, a mammography centre for advisory of breast illnesses.

Who will provide for company preventive care at DC MEDISCAN? Is the doctor in question sufficiently experienced? Is DC MEDISCAN able to also offer some non-standard services?

As of Sept 1, 2005 DC MEDISCAN will offer company preventive care in accordance with the law. Company preventive care will either be carried out by general practitioners or specialists in work health care. At DC MEDISCAN this care will be provided for by a specialist working in this area for numerous years (at large hospitals as well), who is also a specialist in geographic medicine (advisory and vaccinations before trips abroad for private and business trips taken by management).

If a health problem is ascertained, is DC MEDISCAN able to ensure further examinations? Examinations during business hours are not convenient for me – can appointments be made for afternoon or evening hours?

If an illness is ascertained and it is necessary to further examine an employee (a life insurance policy holder), this process can be completed without additional costs for employees – within the framework of health insurance. Examinations can be planned so that the client (policy holder) spends the least possible time in the waiting room, thereby losing the least possible time during business hours. Appointments for examinations can also be made during evening hours.

Is the cost for such care above average due to the above-standard facilities and technical equipment?

Payment for a work preventive examination is within the range of normal rates offered by small entities (private general practitioners) with different facility standards and different organizational possibilities.

Does DC MEDISCAN provide care for company branches outside of Prague?

DC MEDISCAN – Chodov does not have other branches in the Czech Republic; it only provides care at its centre in Chodov.

I'm interested in VIP programmes and priority treatment at your facilities – is this possible? Is it possible to prepare above-standard programmes for certain groups of employees within the framework of different employee benefits?

Due to the high standard of care for all clients treated and examined within the framework of health insurance, we don't have special programmes for a VIP clientele.

As part of valid agreements with insurance companies, the examination's requirements are decisive for the appointment timeframe with regard to diagnosis and treatment; we are not able to prioritise examination periods on the basis of anything other than medical criteria.

If companies are interested, we can prepare above-standard programmes geared toward certain risks given by age, sex or job classification.

In the past we have created programmes for some major Prague companies (e.g. programme for examining osteoporosis for risk-group employees within the framework of our specialised Osteo-centre, which is also a training centre in the Czech Republic).

Do you provide care in all medical fields?

It's not possible to provide top-notch care in all medical fields within the framework of a single outpatient facility. DC MEDISCAN provides examinations as part of specialised radio-diagnosis as well as internal fields. We do not provide care in the area of surgery, gynaecology or dentistry. If necessary, an examination can be provided in other fields as part of Prague's South City II health-care centres operated by the Prague 11 district or by other private facilities that we work with.

I'm interested in visiting your centre. I'd like to know more about your centre as well as the contractual conditions for company health care. Who can I turn to?

You can turn to our employees – the contact person is Petra Benetková, tel. 267090821, email: benetkovap@mediscan.cz or to the secretariat at 267090827 (Zdena Vopelková)