

6.05A OCCUPATIONAL MEDICINE PROGRAM**I. Purpose**

To ensure the health and safety of students, faculty, or staff with occupational health risks related to research and university operations through the provision of occupational medicine services.

II. Policy

UHS has established an occupational medicine program to provide specialized medical services not readily found in the community such as medical oversight, monitoring, pre-exposure preventive services, and post-exposure treatment of students, faculty, or staff with occupational health risks related to research and university operations. The Occupational Medicine Program is a clinical subunit of UHS Environmental & Occupational Health Program. Goals of the program include:

- A. coordinated information management to promote and assess compliance with occupational health surveillance requirements;
- B. enhanced campus compliance with required and recommended pre-exposure prevention services;
- C. compliance and tracking of required post-exposure surveillance;
- D. centralized tracking and reporting of exposures;
- E. development of proactive approaches to reduce exposure risks through training, surveillance, education, and protection strategies;
- F. reduction in university liability by improving response to workplace exposures and enhancing regulatory compliance reporting functions;
- G. case investigation and containment to reduce risk to campus community;
- H. improved employee care and satisfaction through case management, rapid access to the most appropriate care for uncommon exposures, and education; and
- I. cost containment.

The program will include staff members with dedicated expertise in the unique workplace hazards in a research environment including board certified occupational medicine physicians, occupational medicine nursing, infectious disease and toxicology consultation, and epidemiology.

III. Procedure

- A. The program will provide occupational medicine services for members of UW-Madison. Major functions include the following:
 1. Medical Oversight Services:
 - a. Review and manage the surveillance questionnaire for respirator users, animal care workers and other risk groups.

6.05A**OCCUPATIONAL MEDICINE PROGRAM**

- b. Develop policies for pre-exposure and employee surveillance based on exposure risk including recommendations for immunizations and serum banking.
 - c. Review and approve staff/student occupational health post-exposure protocols developed in conjunction with UWHC Infectious Disease.
 - d. Review surveillance strategy for allergic conditions and infectious diseases.
 - e. Provide post-event oversight through review of exposures and accidents, and recommend changes to enhance health and safety.
 - f. Provide medical consultation on work-related health and safety issues to non-clinical Environmental & Occupational Health staff members.
 - g. Provide medical consultation and case coordination to attending physicians of individual patients with an occupational exposure and/or related illness.
 - h. In collaboration with non-clinical Environmental & Occupational Health staff members, review the scope and content of the occupational medicine program for exposure risks and recommend changes to improve regulatory compliance and improve care.
 - i. In collaboration with non-clinical Environmental & Occupational Health staff members, create opportunities to interact and meet with principle investigators to gain familiarity with research environments and potential worker exposures.
2. Employee Influenza Vaccinations-UHS will coordinate the annual campus influenza vaccination program.
 3. Pre-Exposure and Surveillance Services
 - a. Screening and Prophylaxis for workers in designated risk areas
 - i. Tuberculosis screening
 - ii. Smallpox vaccination
 - iii. Rabies vaccination
 - iv. Other routine vaccinations as indicated– Varicella, Measles-Mumps-Rubella, Hepatitis B, Tetanus
 - v. Respirator fit testing
 - vi. Hearing conservation, including audiometry
 - vii. Nuclear reactor medical evaluation

6.05A**OCCUPATIONAL MEDICINE PROGRAM**

- viii. Laboratory testing
 - ix. Immune status verification
 - x. Drug prophylaxis
 - xi. Animal care questionnaire review
- b. Medical evaluations
- i. Respirator medical clearance
 - ii. Evaluation of latent TB positive persons
 - iii. Ongoing exposure and work-based medical evaluations
4. Assist with coordinated information management services, including monitoring of work-related health issues on campus through screening and surveillance of employees in positions involving certain exposures. Maintenance of an employee database for tracking at risk employees requiring periodic screening and follow-up.
5. Post-Exposure Services – Provide medical treatment for workers exposed to animals or to hazardous chemicals or biologic agents within the research setting including screening, case management, outpatient evaluation and management, outpatient laboratory testing, plain film radiology, and telephone call line support for employees with exposures to biologic, chemical, radioactive, and physical agents.
- B. Patient medical consultation and evaluation will include the following elements:
- 1. understanding of specific workplace hazards;
 - 2. assessment of current health and the relationship between the patient history or physical findings and workplace hazards;
 - 3. assessment of individual's ability to meet the essential health surveillance requirements of the job and whether accommodations are needed (see note below regarding services not in scope);
 - 4. preventive counsel regarding use of personal protective equipment or other measures to reduce occupational risk.
- C. All services will comply with pertinent occupational regulations including the Occupational Health and Safety Act (OSHA) and State of Wisconsin Worker's Compensation statutes.
- D. Services outside the scope of this program include, but are not limited to:

6.05A**OCCUPATIONAL MEDICINE PROGRAM**

1. management of work-place injuries and illnesses not listed above;
2. preventive or wellness services for employees with the exception of annual influenza vaccination;
3. repetitive motion injuries and ergonomic evaluations;
4. services otherwise provided by the employee assistance office;
5. evaluation of employee fitness for duty, unless approved by the UHS Executive Director;
6. care provided to employees of the School of Medicine and Public Health relative to their role as health care workers;
7. campus-wide emergency and/or community preparedness planning.

VI. Related Policies and Procedures**8.02A Environmental & Occupational Health**

UW Madison Occupational Health Surveillance Policy, University Health Services,
UW Madison Occupational Health Surveillance Procedures, University Health Services,

Coordinated by: Director of Environmental & Occupational Health and the Director of Medical Services

Revised: May 2015

Reviewed: May 2015

Approved by ELC: June 2015