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Occupational Medical Standard for Medical Evaluation of Employees

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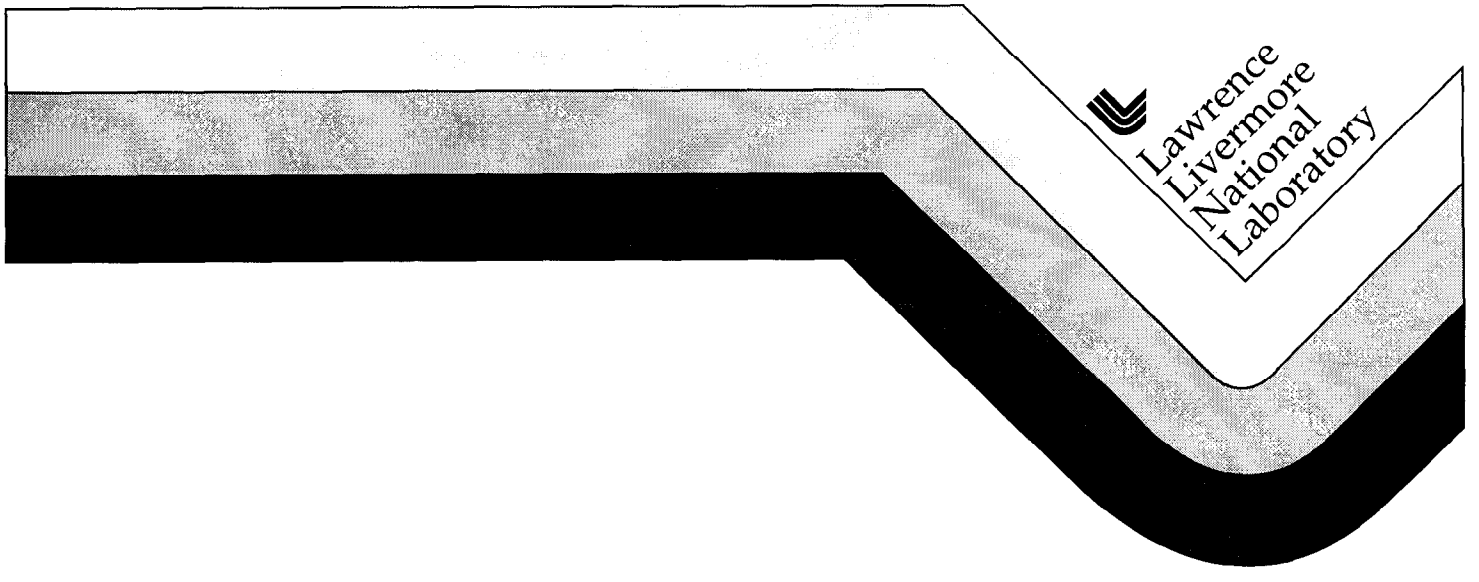

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Preface

The Occupational Medicine Standard for Medical Evaluation of Employees is one of several local Lawrence Livermore National Laboratory (LLNL) environmental, safety, and health standards that was prepared during the Work Smart Standards Closure Process to address areas not adequately covered by Department of Energy (DOE) orders or national consensus standards. The original version was approved on March 16, 1999. Questions or comments about this standard should be addressed to the Director of the Health Services Department.

Lawrence Livermore National Laboratory

Occupational Medicine Standard for Medical Evaluation of Employees

1.0 Purpose

As a research and development contractor for the Department of Energy (DOE), Lawrence Livermore National Laboratory (LLNL) does work that is often unique. Because medical evaluation is usually not addressed by DOE orders or national consensus standards, LLNL developed this standard to address occupational medicine approaches used by the LLNL Health Services Department to

- Protect the health of LLNL employees from hazardous exposures.
- Assess the working ability of employees.
- Monitor the health of the workforce.

The health and safety factors that must be considered in an LLNL medical evaluation are given in the consensus standards listed in Section 3.0.

2.0 Medical Evaluation of Employees

2.1 Preassignment Medical Evaluation

LLNL conducts medical evaluations to assure that employees can perform their assigned jobs safely and without endangering the safety of others. Preassignment medical evaluations include position transfer exams, exams of employees prior to work at Site 300, and reproductive evaluations.

2.2 Certification Examinations

Periodic medical certification exams are conducted as required by law (e.g., Personnel Assurance Program [PAP], Department of Transportation [DOT], etc.) or when indicated to assure employees have the ability to perform safety-critical functions.

2.3 Medical Surveillance

An employee's health status is periodically assessed when workplace exposures or activities may cause adverse health effects that may be detected and prevented by medical assessment. Analysis of health outcomes of at-risk populations will also be conducted periodically. At-risk populations include, for example, those exposed to asbestos or beryllium.

2.4 Post-Illness or Injury Return to Work

Following an absence due to illness or injury, as defined below, an employee's health is assessed to ensure that he/she can perform the job without undue risk of adverse health effects. Employees are required to report to the Health Services Department when returning to work after any of the following absences:

- Occupational injury or illness involving one day or more lost work time.
- Nonoccupational injury or illness of five or more consecutive days.
- Nonoccupational injury or illness requiring hospitalization or surgery.

2.5 Fitness for Duty

If a supervisor or others are concerned that an employee's health problems may affect safety or prevent him or her from performing the essential functions of the job or from performing the job safely, the employee's physical ability to perform assigned job tasks is assessed.

2.6 Validation of Workplace Exposure and Hazards

Medical surveillance recommendations and work restrictions are based on the clinician's direct knowledge of the workplace, exposure levels, and other conditions as determined in collaboration with other appropriate health and safety disciplines.

2.7 Diagnosis and Treatment of Occupational Injuries or Illnesses, including Rehabilitation

Occupational and environmental injuries and illnesses will be diagnosed and treated promptly, with the goal of quickly and safely returning employees to work.

2.8 Psychological Assessment

A psychological assessment of an employee's mental health or substance-related condition is made when there is an indication that these factors compromise an employee's ability to perform work safely or to perform the essential functions of his or her job.

3.0 Applicable Reference Standards

The consensus standards used to develop this standard for medical evaluation follow:

- 10 CFR 1046, "Physical Qualifications for Protective Security Officers."
- 10 CFR 710, "Personnel Security Assurance Program."
- 10 CFR 707, "Workplace Drug Testing/Safety Sensitive Positions."
- 21 CFR 1038, "Controlled Substances (Narcotics)."
- 49 CFR 382, "Drug Testing," Department of Transportation.
- 10 CFR 711, "Personal Assurance Program."
- DOE N 440.1, "Interim Chronic Beryllium Disease Prevention Program."