

Occupational Medicine

1.0 Purpose

The purpose of this procedure is to define the requirements for contractor occupational medicine and to ensure compliance with Department of Energy (DOE), Occupational Safety and Health Administration (OSHA)/ Washington Industrial Safety and Health Act (WISHA) requirements. The provisions of this procedure apply to work activities associated with tasks performed by Battelle-Pacific Northwest Division (PNWD), its contractors and subcontractors.

2.0 Definitions

None.

3.0 Requirements

The Occupational Medicine procedure addresses the following program requirements:

- General Requirements
- Contractor Requirements.

3.1 General Requirements

Contractors will establish and provide comprehensive occupational medicine services to workers who are enrolled in a medical or exposure monitoring program required by federal, state, or local regulation.

Occupational medical service providers are required to be under the direction of a graduate of a school of medicine or osteopathy who is licensed for the practice of medicine in the state in which the site is located. Other medical service personnel who provide occupational medical services must also be licensed, registered, or certified as required by federal or state law where employed.

The contractor is responsible for assuring that their occupational medical provider maintain medical records associated with the program in a manner meeting requirements for the confidentiality of medical records.

The following health evaluations must be conducted when determined necessary by PNWD or the occupational medicine provider:

- Medical monitoring or qualification-based medical evaluations required by regulations and standards.
- Medical examinations to evaluate an employee's injuries and/or illnesses to determine work-relatedness, medical restrictions, and referral for definitive care or rehabilitation.
- A return-to-work evaluation for work-related injury or illness or any injury- or illness-related absence of five or more consecutive workdays.

PNWD may require that the Hanford Site Occupational Medicine Contractor conduct certain specialized medical examinations. Contractors will be notified by PNWD if this is required.

3.2 Contractor Requirements

For each of its employees and each of its lower-tier subcontract employees that the contractor has identified as having potential occupational exposures that require enrollment in a medical surveillance or medical qualification program, the contractor shall provide its occupational medical provider with the following information:

- Current information about actual or potential work-related site hazards (chemical, radiological, physical, biological, or ergonomic).
- Employee job-task and hazard analysis information, including essential job functions.
- Actual or potential worksite exposures of each employee.
- Personnel actions resulting in a change of job functions such that a change of hazards, or exposures, results.

The contractor shall assure that its employees and those of any lower-tiered subcontractor are medically qualified to perform work associated with any potential occupational exposures that have been identified. Medical qualification and medical surveillance programs are the sole responsibility of the contractor.

4.0 References

10 CFR 851, Worker Safety and Health Program, Appendix A

5.0 Records

Employee Medical Records

Psychological Records

Employee Assistance Program (EAP) Records

6.0 Forms

[PNNL Contractor Employee Job Task Analysis Form](#) (Word)

7.0 Exhibits

[Federal and State Medical Surveillance Requirements](#) (Word)