

Employment Medical Programs & Services



Periodic Medical Evaluation
Programs for Fire Departments



OCCU-MED

Experience

- Occu-Med has 37 years of employment medical evaluation experience:
 - Founded in 1979 as a research company designed to identify the cause of, and reduce the amount of workplace injuries.
- Medical and Legal experts on staff, in your office and around the globe.

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Scope and Purpose

- Fitness-For-Duty
 - Ensure members are free from medical conditions and/or functional limitations that interfere with the safe performance of essential job functions.
- Wellness
 - Improve health of members by identifying catastrophic medical conditions in an early and treatable stage.
- Occupational Medical Surveillance and OSHA Compliance
 - Monitor members' health in relation to hazardous occupational exposures in accordance with State and Federal regulations.



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Program Development

- Policy
 - Define Program Scope and Purpose
 - Fitness-For-Duty
 - Wellness
 - Occupational Medical Surveillance and OSHA Compliance

Program Development

- Address Confidentiality, Disability and Discrimination Concerns:
 - Health Insurance Portability and Accountability Act (HIPAA)
 - Members' PHI will be handled and retained confidentially in accordance with HIPAA and OSHA regulations
 - Americans With Disabilities Act (ADA)
 - Members' with medical conditions and/or function limitations have the right to an *Individualized Assessment* and *Reasonable Accommodation*

Program Development

- Address Confidentiality, Disability and Discrimination Concerns (continued):
 - FEHA, GINA and ADAAA
 - Medical information gather will be job related and consistent with business necessity, free from genetic and family health information, or will otherwise be handled and retained confidentially as part of the Department's Wellness Program.
 - Disability and Workers' Compensation Benefits
 - Members are afforded Disability and Workers' Compensation benefits for injuries and illnesses that are disabling and/or arise out of and in the course of employment.

Program Development

- Develop Medical Examination Protocol
 - Fitness-For-Duty
 - General Examination by MD, DO, PA or NP
 - Audiogram
 - PPD (Tuberculosis) Skin Test
 - Pulmonary Function Test
 - Resting EKG and/or Treadmill Stress Test
 - Chest X-Ray
 - Laboratory Testing
 - Complete Blood Count
 - Blood Chemistry Panel
 - Gross & Microscopic Urinalysis

Program Development

- Develop Medical Examination Protocol
 - Wellness
 - Cancer Screening
 - Pap Smear
 - Mammogram
 - Prostate-Specific Antigen (PSA)
 - Colonoscopy
 - Fecal Occult Blood
 - Cardiovascular Disease
 - Lipid Panel
 - Framingham Risk Calculator
 - Immunizations and Infectious Disease Screening
 - Vaccinations (and where available titers) for Tetanus-Diphtheria, Hepatitis A and B, MMR, Polio, Varicella and Influenza

Program Development

- Develop Medical Examination Protocol
 - Occupational Medical Surveillance and OSHA Compliance
 - Hearing Protection
 - Audiogram and Threshold Shift Evaluations
 - Respiratory Protection
 - OSHA Respirator Medical Evaluation
 - Chest X-Rays -- baseline, every 5 years, and as medically indicated
 - Bloodborne Pathogens
 - Infectious disease testing periodically and/or post-exposure offered optionally and confidentially
 - Heavy Metals and Other Hazardous Material Exposure
 - Baseline testing required when indicated by known exposure or substantial risk
 - Evaluations performed following known exposure incidents, periodically, and optionally upon conclusion of employment

Program Development

- Selecting a Medical Provider
 - Cost Factors
 - Scope of examination
 - Fees charged by medical provider
 - Labor expenses for members' time spent undergoing examinations
 - Convenience
 - Does the provider offer scheduled appointments, walk-ins or both?
 - Is the provider or group of providers within reasonable proximity to the Department? Its members' residences?
 - Are onsite services available?
 - Can the provider handle the volume of work required when needed?

Program Development

- Selecting a Medical Provider
 - Competence and Credibility
 - Is the provider appropriately licensed and insured?
 - Does the provider offer the scope of testing included in the Department's program?
 - Does the provider have expertise specific to fire and emergency services (NFPA 1582, IAFF/IAFC Joint-Wellness Initiative, OSHA, Occupational Medicine)?
 - Are the providers' references reliable and positive?
 - Can the provider address the Department's legal concerns? That is, does the provider demonstrate understanding of duties related to fitness-for-duty, wellness and occupational medical surveillance and OSHA Compliance?



Q & A

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