



FOR EMPLOYER GROUPS

Be safe. Be well.

Pre-Placement and Medical Surveillance Services

Finishing Contractors Association Meeting

 KAISER PERMANENTE®

A legacy of occupational health



Seventy-five years ago, in January of 1931, the federal government requested bids for the then largest construction contract ever awarded: Hoover Dam. The winning bidders included Henry J. Kaiser.

Meanwhile, Dr. Sidney Garfield has set up a private practice in 1933 along the aqueduct construction route in the middle of the Mojave Desert and had opened Contractors General Hospital. At that worksite, he secured the prepayment of industrial injury medical care from Industrial Indemnity Insurance.

Industrial Indemnity was a company formed by contractors in the 1920s and provided the link that subsequently connected Dr. Garfield with Henry Kaiser. When Kaiser joined Industrial Indemnity as majority stockholder, he tapped Kaiser executive A. B. Ordway to help run it. Ordway thus learned firsthand that Garfield's program was a winner for everyone—workers were happier, the number of injuries went down and the number of lost workdays decreased.

A few years later, in 1938, Garfield's success led Ordway to suggest his name when Kaiser's son, Edgar, was faced with creating a medical care program for the workers building Grand Coulee Dam.

Once Henry Kaiser saw Garfield's medical program in operation at Grand Coulee—and spent an afternoon with the young physician discussing his ideas for a system built on prepayment, group medical practice, a focus on prevention, and facilities organized under one roof—the rest, as they say, is history.

Introduction to Pre-Placement Services



Pre-Placement Services can be valuable tools to prevent injuries and promote good health practices among employees.

Examples of Pre-Placement Evaluations include:

- Pre-Placement Physical Exams
- Drug and Breath Alcohol Testing
- Other (Respiratory Protection, Hearing Conservation, DOT)

Pre-placement Physical Exams



Pre-placement, or Post-offer Evaluations, formerly called Pre-employment evaluations, are used to determine a job applicant's current health status in relation to the essential job requirements. Preplacement examinations can help avoid inappropriate placement of candidates in jobs where, without reasonable accommodation by the employer, they may unnecessarily be injured or aggravate an existing injury. Preplacement evaluations are also an important tool to provide baselines for future medical surveillance and workers' compensation issues.

Closer look at the Pre-Placement Physical Exam



- Occupational and medical history
- Review of employer job descriptions.
- Vital signs along with height and weight
- Physical exam including skin, eyes, ears/nose/throat, heart, lungs, abdomen, nervous system
- Musculoskeletal evaluation directed toward past problems and current job demands
- Vision testing (far, near, color, peripheral)
- Hearing screen (Whisper Test)
- Dipstick urinalysis
- Physician assessment and medical recommendation
- Recommendations for accommodation
- Recommendations for further evaluation

Substance Abuse Testing

Substance Abuse testing includes screening tests for controlled substances (drugs) and alcohol abuse. Drug and alcohol abuse can seriously compromise the safety integrity and stability of a workplace. Drug and alcohol testing can be a valuable tool to ensure a safe work environment and lead to a more productive workforce.

Consider these statistics:



- Drug use in the U.S. workplace costs employers approximately \$81 billion each year in lost productivity (U.S. Department of Labor).
- Nearly 7% of adults employed full-time and 9% of those employed part-time currently use illegal drugs (Substance Abuse and Mental Health Services Administration [SAMHSA]).
- Alcoholism is estimated to cause 500 million lost work days annually (National association of treatment providers)
- More than 70% of substance abusers hold some type of employment (American Council of Drug Education).

Introduction to Medical Surveillance



Medical surveillance is the analysis of health information to look for problems that may be occurring in the workplace that require targeted prevention. The primary purpose of the medical surveillance program is to identify medical conditions that could lead to an occupational disease. The secondary objective is to assure compliance with federal and state regulations which require medical monitoring when employees use certain materials. The following are examples of some of the medical surveillance programs that may apply to the painting and finishing trades:

- Respiratory Protection
- Lead Evaluations
- Others

Respiratory Protection

Respiratory Protection is a multifaceted program designed to protect workers from on the job exposure to toxic dusts, chemicals and fumes which may have long lasting or permanent health effects.



- Fit testing
 - Provides training on mask fitting and determines correct fit of particular mask for the protection of the employee.
- Respirator Clearance Exam
 - A medical history, physical examination, and specialized screening tests (spirometry) as needed. Establishes baseline for on going medical monitoring and determines employees ability to safely wear the type of respirator to be used.

For more information visit www.osha.gov OSHA Respiratory Protection Standard CFR 1910.134

Lead Evaluations

Lead (Pb) is a toxic metal that was used for many years in paints and other products. Many paints used before 1978 have lead ingredients. The federal government banned lead-based paint from housing in 1978. Lead can easily be absorbed when sanded, scraped or heated and released into the air we breathe. Some of the harmful effects of lead have been seen at very low levels. Scientists and doctors now recommend that blood lead levels be kept below 10 µg/dL (half of what was previously suggested) Baseline and annual screening for employees exposed to lead is recommended and required by Cal-OSHA.



Lead Evaluations are composed of the following:

- Review of history of lead exposure
- Review of exposure levels, personal protective equipment used, prior blood lead determinations
- Physical examination with special attention to hematological, neurological, pulmonary, cardiovascular, gastrointestinal, musculoskeletal, renal, and reproductive systems
- Complete urinalysis
- Comprehensive Laboratory analysis to include, CBC, blood chemistry, and blood lead levels
- Spirometry
- Written opinion based on Cal-OSHA regulations
- Results of blood lead determination

Visit www.cdph.ca.gov/programs/olppp for more information

Making a good investment in your most valuable asset



Kaiser On-the-Job is the independent occupational health branch of Kaiser Permanente specializing in caring for the occupational health needs of employers.

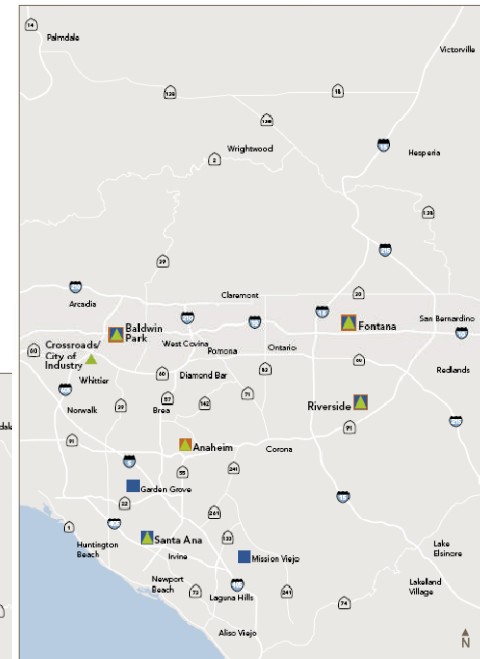
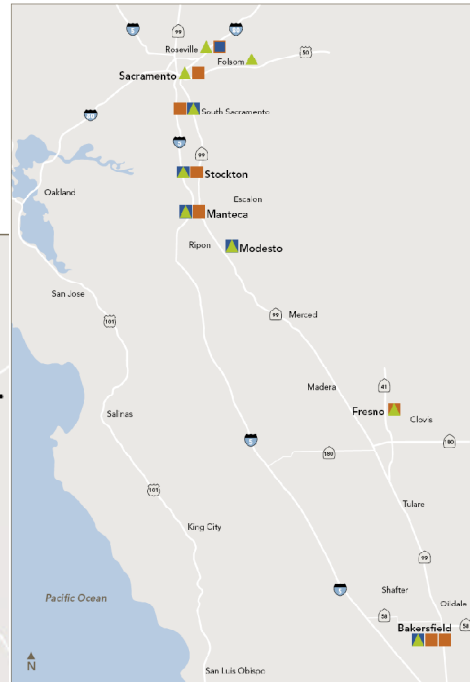
Services include:

- **Workers compensation injury care**
- **Occupational health and safety services**

The Kaiser On-the-Job® Statewide Locations



FOR EMPLOYER GROUPS



For Additional information on our other locations please see "2009 Facility Guide"

We look forward to working with you and your employees,

So that they may,

Be Safe,

Be Well

And...



Kaiser On-the-Job®

www.kp.org/kaiseronthejob