Occupational Health Services
Table of Contents

Employee Physicals ................................................................. 3
Substance Abuse Testing ......................................................... 5
Medical Surveillance ............................................................... 7
Workers Compensation ........................................................... 10
Mobile Unit ........................................................................... 12
Employee Physicals Can be Done for Several Phases of Employment

- Screen for health conditions that may limit an employee’s ability to perform their job.
- Determine the abilities of your employees to perform work duties to avoid workplace injury.
- Exams are designed specific to the job description that your employee is hired to perform and with consideration of standards set in place with OSHA (the Occupational Health and Safety Administration) and NIOSH (the National Institute of Occupational Safety and Health).

Susquehanna Health WorkCenter offers a full suite of pre-employment drug testing and medical surveillance services for our commercial clients. Physicals can be designed in conjunction with these services to create unique examinations to best suit each employer’s needs.

Reasons for Employee Physicals

- **Pre-employment**: Testing is completed prior to an employee’s hire to ensure that the employee is free of medical conditions that may impair the individual from performing the full duties of the position. Pre-employment testing may also include substance abuse and/or medical surveillance screenings to rule out future liabilities for employers.

- **Annual assessment**: Testing is completed to observe changes to an employee’s health on a recurring yearly basis. Annual physicals can indicate occupational exposures which require active treatment. Annual physicals can also be useful to identify personal medical conditions. If they are treated in the acute phase of the condition to offset long term healthcare costs for employers.

- **Return-to-Work**: Testing is completed following a personal medical leave to ensure that employees are able to safely return to work without risk of exacerbating their condition. Return-to-Work physicals allow for a detailed medical status review and reflection of job performance from an occupational health and safety standpoint.

- **Fit-for-Duty**: Testing for employees that are struggling to actively complete work duties due to private medical conditions are called Fit-for-Duty physicals. These assess current employee capacity as well as counseling employers on alternative ergonomic or work load suggestions to maximize employee performance.
Tests and Assessments

- **Vital signs:** Assessment of pulse, respiration and blood pressure to review basic cardiopulmonary function.
- **Vision:** Assessment of potential visual deficits in employees.

  *Options include:*

  - **Snellen** – basic test for near/far vision
  - **Lantern** – basic test for color (Blue/Green/Yellow)
  - **Ishihara** – full color test
  - **Depth** – basic depth perception screen
  - **Peripheral** – basic test of peripheral vision fields
  - **Titmus** – full screen for near/far vision, color, depth perception and peripheral vision fields

- **Urine Dip:** Assessment of kidney function as well as basic screen for sugar/blood in urine for basic visceral function.
- **Hearing:** Assessment of potential audio logical deficits in employees.

  *Options include:*

  - **Whisper test** – A basic test for hearing deficits.
  - **Audiometric assessment** – A full screen to measure variations in tone and volume.
  - **4 Tone Screen** – Tones are set at a normal conversation level to screen for basic hearing deficiencies.

- **Past Medical History (PMH):** A review of previous medical events to assure that the employee is free of complications that may limit job functions.
- **Physician evaluation:** A review of comprehensive exam and assessment of abnormalities or concerns that may limit job performance.
- **Job Placement testing (PT/ATC):** Assessment of the mandatory orthopedic demands of a job description and ensures that your employee can complete these tasks without pain or limitation.

*These services can be added to any employee physical:*

- **Substance abuse screenings**  
  *See page 5 for additional information*
- **Medical surveillance**  
  *See page 7 for additional information*
Substance Abuse Testing encompasses a wide range of drug and alcohol screening tools to protect your business. Our professionally trained staff includes a medical review officer, nurses, medical assistants and on-site collectors. All testing procedures are in accordance with DATIA (Drug and Alcohol Testing Industry Association).

Services Available 24/7

- Pre-employment testing
- Random testing
- Reasonable suspicion testing
- Consortium services
- Post-accident testing

Drug Testing Types

- **Urine Drug Screen (UDS):** Tests are performed to detect the presence of illegal (and some prescription) drugs in your urine, which indicates recent drug usage. Urine drug tests generally test for a short time frame depending on the type of banned substance being evaluated. Urine drug screens can also yield immediate results (rapid drug tests) or be sent for more detailed laboratory analysis (send out drug tests).
  - **Rapid drug tests** check for the use of panels of illegal substances and can be read directly at the clinic during initial testing.
  - **Send out drug tests** are evaluated by Gas Chromatography/Massspectometry (GC/MS) to confirm what specific substance triggered the positive test result (such as heroin, codeine or morphine in the opiate drug panel).

- **Hair drug test:** Hair drug tests are used to evaluate longer time frames for substance abuse. Hair tests can detect banned substance usage from 30-90 days prior to the testing date.

- **Blood drug test:** Blood drug tests detect the presence of the specific drugs in employee’s blood and not drug panels metabolites as in the urine drug test. These provide higher sensitivity testing than UDS alternatives and therefore can be more costly to deliver.
Drug Testing

- The Five-Panel Drug Screen DOT and NON-DOT available:
  - Amphetamines (including methamphetamine, “crystal meth”)
  - Cannabinoids (THC, marijuana)
  - Cocaine metabolites (crack)
  - Opiates (codeine and morphine)
  - Phencyclidine (PCP)

- The Ten-Panel Drug Screen includes:
  - Amphetamines (amphetamine and methamphetamine)
  - Cocaine metabolite
  - Marijuana metabolites
  - Opiates (codeine and morphine)
  - Phencyclidine
  - Barbiturates
  - Benzodiazepines
  - Methadone
  - Propoxyphene
  - Methaqualone

Customized panels and synthetic drug testing also available

Alcohol Testing

Preformed by a certified Breath Alcohol Technician (BAT), which can be used to test the presence of alcohol in an employee’s system. Administering these tests on DOT Evidential Breath Testing Devices (EBT), they provide rapid and precise breath alcohol analysis. This type of testing is supported by DOT regulations, but applicable for all compliance regulations.

- Breath Alcohol testing performed with an EBT to provide instant numeric results with any result being less than .020 having a confirmation test performed within 15 minutes.
- Blood Alcohol testing a blood sample taken from the donor and sent to a laboratory to test for the detection of alcohol in the blood.

Consortium Services

Drug and alcohol consortiums are randomized draws for employers to test for drug and alcohol usage amongst employees. Your administration plan can be designed to adhere to regulatory standards (such as DOT regulations) or internal employer policies encouraging compliance.

Helpful Links Include

Substance Abuse Professional Directory: www.SAPList.com

Drug testing policy generation:
www.datia.org/datia-resources/78-resources/industry-profile/935-drug-free-workplace-policy.html

DATIA reference page for employers: www.datia.org/datia-resources.html

U.S. Department of Transportation: www.dot.gov

Department of Transportation 49 CFR Part 40 – drug/alcohol testing regulations: www.dot.gov/odapc/part40
Medical Surveillance Testing allows for an ongoing series of employee health tests to monitor the effects of your work environment. OSHA (Occupational Safety and Health Association) provides employers with guidelines for employee testing. Based on the nature of your work environment this may include several types of monitoring.

Susquehanna Health Performs:

- **Audiometric testing**: This monitors the sharpness and acuity of an employee’s hearing over time. Hearing conservation programs are required by OSHA for any employee exposed to 85 or greater decibels of noise in the workplace.
  
  OSHA audiometric testing standards found at:  
  [www.osha.gov/dts/osta/otm/noise/hcp/audiometric_testing.html](http://www.osha.gov/dts/osta/otm/noise/hcp/audiometric_testing.html)

- **Respiratory clearances**: Respirator clearance is a series of tests to evaluate the pulmonary status of employees that work in environments with air which is contaminated by harmful dusts or vapors. Based on the nature of an employee’s work required testing may include:
  
  - **Questionnaires** are a standard document to screen employees for signs of exposure. These documents are private medical information which must be reviewed by a licensed physician. Results of respiratory questionnaires may pass/fail an employee or trigger additional testing based on the medical opinion of the reviewing physician.

  OSHA compliant questionnaires can be found at:  

  - **Spirometry** breathing tests show how well an employee can move air in and out of the lungs. Testing may be performed on workers who perform jobs that may cause exposure to possible lung hazards, are physically demanding or require wearing a respirator. Spirometry testing must be performed by a clinician who has completed a NIOSH (CDC) training course.

  Spirometry information can be found at:  
  [www.cdc.gov/niosh/topics/spirometry](http://www.cdc.gov/niosh/topics/spirometry)
• **Fit testing** is an exam which tests the seal between the respirator’s face piece and employee’s face. It takes about fifteen to twenty minutes to complete and is performed at least annually. There are two types of fit tests: qualitative and quantitative. Qualitative fit testing is a pass/fail test method that uses your sense of taste or smell, or your reaction to an irritant in order to detect leakage into the respirator face piece. Quantitative fit testing uses specialized equipment to measure the quantity of leakage into or out of a respirator.

  **Fit testing information can be found at:**
  www.osha.gov/video/respiratory_protection/fittesting_transcript.html

• **Blood tests** can be performed to screen for exposures to chemicals involved in an employee’s system. Blood tests in conjunction with physician examination are the industry standard for protecting workers from workplace exposure to heavy metals or chemicals. Blood testing can also be done for employees exposed to blood born pathogens. These employees require testing to confirm dangers associated with an exposure and require necessary medical follow-up.

  **Blood testing information can be found at:**

  **Blood born pathogen exposure information can be found at:**

• **Vaccinations**
  • Titers (to determine the level of antibodies present in an employee)
  • Vaccinations (to comply with industry specific vaccination requirements)
  • Tuberculosis (PPD) testing

**Helpful Links for Medical Surveillance Include:**

• **Audiometry**
  OSHA standards for hearing conservation programs:

  OSHA compliant audiometric testing program:
  www.osha.gov/dts/osta/otm/noise/hcp/audiometric_testing.html

• **Respiratory testing**
  OSHA respiratory protection standard:
  www.osha.gov/dte/library/respirators/major_requirements.html

  FAQ:
OSHA respiratory protection e-tool:

OSHA respiratory compliance guide:

• Bloodborne Pathogens
  OSHA standard – 29 CFR 1910.1030:
  Fact sheet:
  OSHA quick reference:
  www.osha.gov/SLTC/bloodbornepathogens/bloodborne_quickref.html
  FAQ:
Workers Compensation Injury Management entails triage of acute injuries, diagnosis, treatment, and case management of injured workers. Susquehanna Health WorkCenter’s team of trained physicians, advanced practice professionals and nurses are specially trained to minimize recordable events, time lost from work and restrictions associated with occupational injuries. All care is provided based on the standards of ACOEM (the American College of Occupational and Environmental Medicine) and is compliant with the laws of the Pennsylvania Department of Labor and Industry.

Complimentary Case Management

Our specially trained nursing staff implements physician instructions on injury restrictions, ergonomic suggestions and specialty referrals. We communicate with both the employer and the workers compensation insurance carrier to coordinate treatment for a timely return to work. Case management also assists with OSHA compliance and record keeping.

OSHA record keeping regulations:
www.osha.gov/recordkeeping/index.html

OSHA record keeping assistance online tool:
www.dol.gov/elaws/OSHARecordkeeping.htm

Occupational Medicine Specialists

Board certified and fellowship trained physicians and certified advanced practice professionals care for your employees in a manner that minimizes loss of time and expense to your industry.

- Minimize costs from lost time and use of restricted duty: Our knowledgeable specialists will coordinate a comprehensive network of facilities and physicians to provide you with the area’s only full service Occupational Medicine program.
• **Communication:** Susquehanna Health is the only occupational medicine program in the region with emergency rooms to provide round the clock patient access and triage to case management for all workers compensation injuries. Communication begins in *triage from the emergency department and continues to our occupational specialists*. We expedite ancillary testing and specialist appointments, all the while maintaining open communication with you regarding the status of your employees.

• **Panel development and updates:** Our team collaborates to assemble a comprehensive list of local specialists who will partner with your company to get your injured employees back to work. Our goal is to minimize wait times and utilize best practice management of injured workers.

  PA law regarding panels found:  
  [http://www.portal.state.pa.us/portal/server.pt/community/medical_treatment_information/10442](http://www.portal.state.pa.us/portal/server.pt/community/medical_treatment_information/10442)

---

**Specialty trained information from the American College of Occupational and Environmental Medicine:**

[www.acoem.org/becomingafellow.aspx](http://www.acoem.org/becomingafellow.aspx)

---

**Helpful links for Workers Compensation Injury Management include:**

- Injury/illness prevention programs (OSHA)  

- Workplace safety and health resource  
  [www.cdc.gov/niosh/topics/safety.html](http://www.cdc.gov/niosh/topics/safety.html)

- OSHA regional and area offices (map)  

- The National Institute of Occupational Safety and Health (NIOSH)  
  [www.cdc.gov/niosh](http://www.cdc.gov/niosh)
Susquehanna Health WorkCenter provides services at employer’s physical locations in our mobile unit. This on-site testing facility provides employers provision of substance abuse, medical surveillance and employee physicals without employees ever having to leave work.

On-Site Services

- **Employee physicals**
  - Pre-employment testing for bulk hiring’s to clear employees to perform the duties described in their job description
  - Periodic physicals to meet regulatory standards for continued employment
  - Annual physicals to screen for occupational induced pathology and allow for acute/proactive management

- **Substance abuse testing to screen employees for banned substances**
  - Urine, hair and blood drug testing
  - Breath Alcohol testing
  - Pre-employment screenings
  - Random testing for regulatory compliance

- **Medical surveillance testing for regulatory compliance**
  - Respirator clearances
    - Physician reviewed Respiratory Questionnaires (compliant with OSHA standard 1910.134 App C)
    - Qualitative Respiratory Fit Tests (compliant with OSHA standard 1910.134 App A)
    - Quantitative Respiratory Fit Tests (compliant with OSHA standard 1910.134 App A)
    - Pulmonary Function Testing
      - [www.osha.gov/Publications/OSHA3637.pdf](http://www.osha.gov/Publications/OSHA3637.pdf)
  - Audiometric Testing (necessary for employees exposed to > 85 decibels of noise at work per OSHA standard 29 CFR 1910.95(g)(1))
    - [www.osha.gov/dts/osta/otm/noise/hcp/audiometric_testing.html](http://www.osha.gov/dts/osta/otm/noise/hcp/audiometric_testing.html)
  - Wellness screenings (cholesterol, blood glucose, triglycerides, vitals, Body Mass Index, A1c and other requested wellness services)
Susquehanna Health
WorkCenter

Williamsport (Divine Providence)
1100 Grampian Boulevard, Williamsport, PA 17701
(570) 320-7444

Muncy Valley Hospital
10 Shady Lane, Muncy, PA 17756
(570) 546-4005

Soldiers + Sailors Memorial Hospital
25 Walnut Street, Wellsboro, PA 16901
(570) 723-0103

SusquehannaHealth.org/WorkCenter