

WAC 296-307-70420 Medical surveillance. Provide medical surveillance to employees.

You must:

(1) Provide medical surveillance for employees to comply with Tables 7 and 8, and the following:

- Make medical surveillance available at:
 - Reasonable times and places.
 - No cost to employees, including travel associated costs such as mileage, gas or bus fare if the employee is required to travel off site

AND

- Wages for additional time spent outside of employees' normal work hours.

• Make sure a licensed physician performs or supervises exams and procedures.

• Give complete information to the examining physician including:

- A copy of this section.
- A description of the employee's duties that relate to hazardous substance exposure.
 - The hazardous substance exposure levels anticipated for the employee.
 - A description of the personal protective equipment (PPE) the employee could use.
- Information available from previous medical examinations.
- The medical evaluation information required by chapter 296-307 WAC, Part Y-5, Respirators.

• Medical exams must include, at a minimum:

- A medical history.
- A work history (or updated history if on file).
- A special emphasis on:
 - Assessment of symptoms related to handling hazardous substances.
 - Health hazards.
 - Evaluation of fitness for duty (including the ability to wear any personal protective equipment (PPE) or other conditions that may be expected at the workplace).

- Other content as determined by the examining physician.

Note: The physician should consult the *Occupational Safety and Health Guidance Manual for Hazardous Waste Site Activities* and the *Medical Management Guidelines for Acute Chemical Exposure* (search OSHA web site: <http://www.osha.gov>).

You must:

(2) Obtain the physician's written opinion and give a copy to the employee that includes:

• A statement of whether or not medical conditions were found which would increase the employee's risk for impairment during emergency response work or respirator use.

- Do not include specific findings or diagnoses unrelated to occupational exposures.

• Limitations recommended to the employee's assigned work, if any.

• Exam and test results if the employee requests this information.

• A statement that affirms the employee has been confidentially informed of medical exam results (including medical conditions requiring follow-up).

Table 7 Medical Surveillance for Employee Categories	
If the employee is covered by this section and is:	Then you must:
<ul style="list-style-type: none"> • Exposed for at least 30 days a year to health hazards or hazardous substances at or above the permissible exposure limit or published exposure levels (even when respirators are used), OR • Required to wear a respirator for at least 30 days a year.* 	<ul style="list-style-type: none"> • Offer standard medical surveillance as specified in Table 8.*
<ul style="list-style-type: none"> • A hazardous materials (HAZMAT) team member. • A hazardous materials specialist. 	<ul style="list-style-type: none"> • Provide standard medical surveillance as specified in Table 8.
<ul style="list-style-type: none"> • An emergency responder who shows immediate or delayed signs or symptoms possibly resulting from exposure to hazardous substances during an incident. 	<ul style="list-style-type: none"> • Provide incident-specific medical surveillance as specified in Table 8.
<ul style="list-style-type: none"> • Not an emergency responder and: <ul style="list-style-type: none"> – May be injured. – Shows immediate or delayed signs or symptoms possibly resulting from exposure to hazardous substances. – May have been exposed to hazardous substances at concentrations above the permissible exposure limits (PELs) or the published exposure levels without appropriate PPE. 	<ul style="list-style-type: none"> • Offer incident-specific medical surveillance as specified in Table 8.

*Note: A medical evaluation for respirator use is required by chapter 296-307 WAC, Part Y-5, Respiratory protection, for those employees who have not been cleared for respirator use during medical surveillance activities.

Table 8 Frequency of Exams and Consultations	
If the employee is covered by:	Then medical surveillance must include:
<ul style="list-style-type: none"> • Standard medical surveillance 	<p>Exams and consultations:</p> <ul style="list-style-type: none"> • Before assignment. <p>Note: If the employee is a hazardous materials (HAZMAT) team member or a hazardous materials specialist, the employee must receive a baseline physical examination.</p> <ul style="list-style-type: none"> • At least once every 12 months after their initial assignment unless the physician believes a shorter, or longer interval (but no more than 24 months) is appropriate. • Whenever employees are reassigned to an area where they will no longer be covered by medical surveillance and they have not been examined within the past 6 months. • As soon as possible after an employee reports: <ul style="list-style-type: none"> – Signs or symptoms of possible overexposure to hazardous substances or health hazards. – Injury. – Exposure above the permissible exposure limits or published exposure levels. • At the termination of their employment unless they were examined within the past 6 months.
<ul style="list-style-type: none"> • Incident-specific medical surveillance 	<p>Medical consultations and exams:</p> <ul style="list-style-type: none"> • As soon as possible following the incident or development of signs or symptoms. • At additional times, if the physician determines follow-up is medically necessary.

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060. WSR 05-01-166, § 296-307-70420, filed 12/21/04, effective 4/2/05.]