

MEDICAL SURVEILLANCE REQUIREMENTS FOR HTRW ACTIVITIES

1. Medical surveillance is required for employees who:
 - a. are or may be exposed to hazardous substances or health hazards at or above the permissible exposure limits, or, if there are no permissible exposure limits, above the published exposure levels for these substances - without regard for the use of respirators - for 30 days or more a year;
 - b. wear a respirator for 30 days or more a year or as required by Section 5 of this manual;
 - c. become injured or ill or develop signs or symptoms due to possible overexposure involving hazardous substances or health hazards from an emergency response or hazardous waste operation; or
 - d. are members of a HAZMAT team.

2. Medical examinations and consultations shall be made available to each employee covered under medical surveillance on the following schedule:
 - a. prior to assignment;
 - b. at least once every twelve months for each employee unless the attending physician believes a longer interval (but not greater than biennially) is appropriate;
 - c. at termination of employment or reassignment to an area where the employee would not be covered if the employee has not had an examination within the past six months;
 - d. as soon as possible upon notification that an employee has developed signs or symptoms indicating possible overexposure to hazardous substances or health hazards or that the employee has been injured or exposed above the permissible exposure limits or published exposure levels in an emergency situation;
 - e. at more frequent times, if the examining physician determines that an increased frequency of examination is medically necessary.

Employees who may have been injured, received a health impairment, developed signs or symptoms which may have resulted from exposure to hazardous substances resulting from an emergency incident, or exposed during an emergency incident to hazardous substances without the necessary personal protective equipment being used shall receive medical surveillance as soon as possible following the emergency incident or development of signs or symptoms and at additional times if the examining physician determines that follow-up examinations or consultations are medically necessary.

3. The employer shall provide the following to the attending physician prior to an employee's examination:
 - a. one copy of 29 CFR 1910.120 (and its appendices);
 - b. a description of the employee's duties as they relate to the employee's exposures;
 - c. the employee's exposure levels or anticipated exposure levels;
 - d. a description of any personal protective equipment used or to be used;
 - e. information from the employee's previous medical examinations which is not

readily available to the physician; and

- f. information required by Section 6 of this manual.

4. Medical examinations.

- a. Medical examinations shall include a medical and work history (or updates) with special emphasis on symptoms related to the handling of hazardous substances and health hazards, and to fitness for duty including the ability to wear any required personal protective equipment.

- b. The content of the medical examination shall be determined by the attending physician: the guidelines in the Occupational Safety and Health Guidance Manual for Hazardous Waste Site Activities should be consulted.

- c. All medical examinations and procedures shall be performed by or under the supervision of a licensed physician - preferably one knowledgeable of occupational medicine - and shall be provided without cost to the employee, without loss of pay, and at a reasonable time and place.

5. The employer shall obtain and furnish the employee with a copy of a written opinion from the attending physician containing the following:

- a. the physician's opinion whether the employee has any detected medical conditions which would place the employee at increased risk of material impairment of the employees health from work in hazardous waste operations or emergency response or from respirator use;

- b. the physician's recommended limitations upon the employee's assigned work;

- c. the results of the medical examination and tests if requested by the employee;

and

- d. a statement that the employee has been informed by the physician of the results of the medical examination and any medical conditions which require further examination or treatment.

The written statement obtained by the employer shall not reveal specific findings or diagnoses unrelated to occupational exposures or activities.

6. An accurate record of the medical surveillance shall be retained in accordance with 29 CFR 1910.20. The record shall include at least the following information:

- a. the name and social security number of the employee;

- b. the physician's written opinions, recommended limitations, and results of examinations and tests;

- c. any employee medical complaints related to exposure to hazardous substances;

and

- d. a copy of the information provided to the examining physician by the employer (with the exception of the copy of 29 CFR 1910.120 and its appendices).

APPENDIX L