

# **MED CENTER HEALTH**

## **EMPLOYEE HEALTH SERVICES**

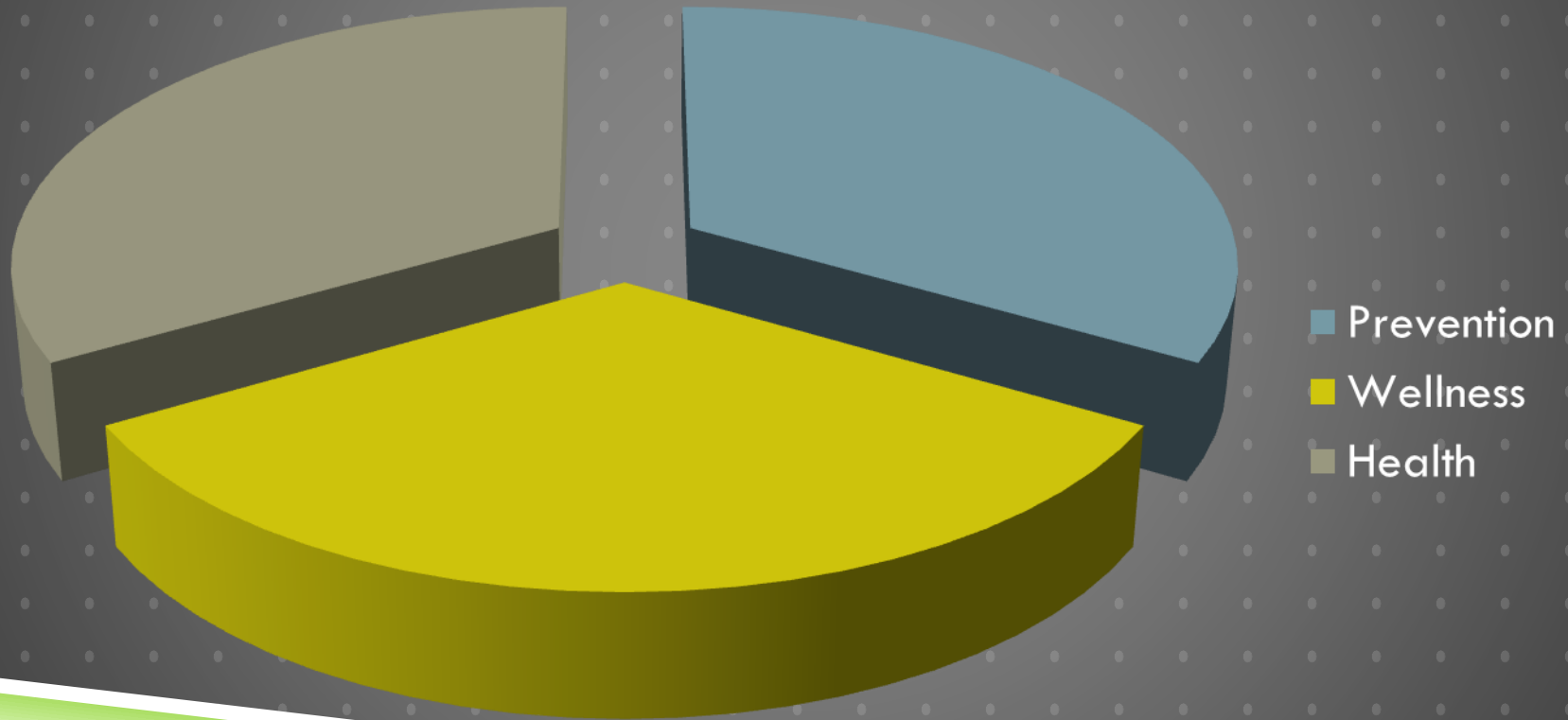
Located at:

Commonwealth Medical Plaza

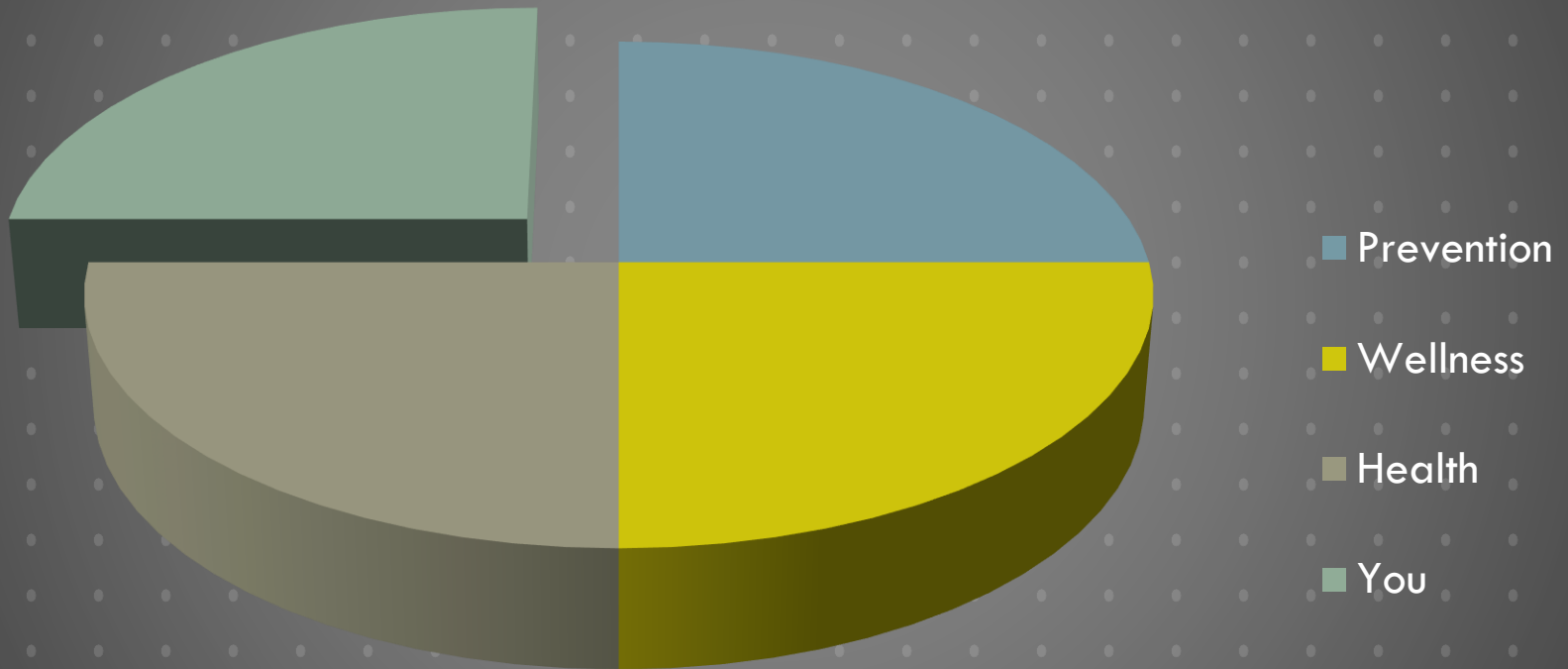
720 Second Street, Suite 207

Bowling Green, Kentucky 42101

# EMPLOYEE HEALTH SERVICES



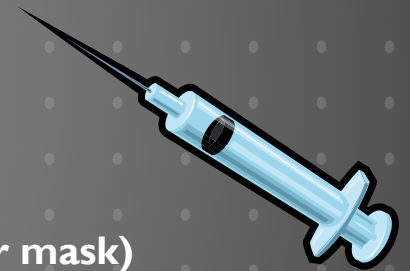
# EMPLOYEE HEALTH SERVICES



# EH MANDATORY REQUIREMENTS

## ▶ Immunizations/Vaccines

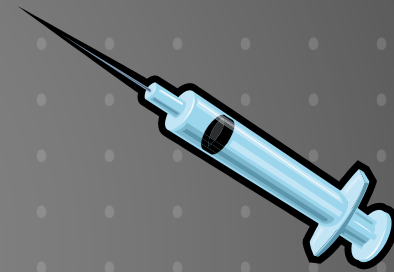
- ▶ (2) MMR or Measles/Mumps/Rubella (or lab confirmed immunity) required
- ▶ (2) Varicella (or lab confirmed immunity) required
- ▶ Hepatitis B – offered but can decline
- ▶ (2) Hepatitis A – Food Services required
- ▶ Meningococcal - offered but can decline
- ▶ Flu (offered but must decline and may need to wear mask)
- ▶ COVID-19 (offered but must decline and may need to wear mask)
- ▶ Tetanus/Diphtheria/acellular Pertussis (available, but optional)
- ▶ Pneumococcal (for Med Center Scottsville) – offered but can decline
- ▶ This is an Employee Health Mandatory Requirement.



# EH MANDATORY REQUIREMENTS

## ▶ **TB Screening Program.**

- ▶ All onboarding associates are screened for TB.
- ▶ Annual TB screening only pertains to the following:
  - ▶ Those working in a state defined facility.
  - ▶ Those needing to go to a state defined facility, as part of their job.
- ▶ Your annual due date notification will be emailed to you.
- ▶ Make sure and check your email timely!
- ▶ This is an Employee Health Mandatory Requirement.



# PREVENTION

# RESPIRATORY PROTECTION

- Respiratory Protection Program
  - If you are in Respiratory Protection required position you must be fitted for either an N-95 respirator or Personal Air Purifying Respirator (PAPR).
    - Always remember which size respirator you wear
    - Always make sure your respirator is available at your work location
- What are the limitations and capabilities of the respirators?
  - People with respiratory conditions should report this immediately to EHS.
  - The N-95 offers a fit factor of 95.



# PREVENTION RESPIRATORY PROTECTION

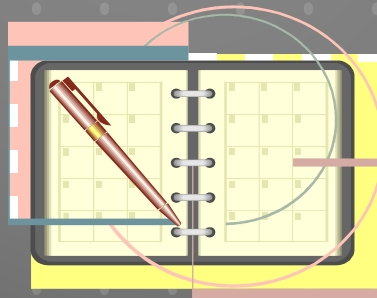
## Respiratory Protection Program

If you were fit tested with an N-95, you should not have facial hair older than 24 hours. However, if you choose to grow facial hair, you must first come to Employee Health and be trained and fitted for the PAPR (Powered Air Purifying Respirator). Also report any changes in weight, facial structure.



# PREVENTION RESPIRATORY PROTECTION

- ▶ Respiratory Protection Education and fit testing are **required** annually for those in a Respiratory Protection required position.
- ▶ This is an Employee Health Mandatory Requirement.





# PREVENTION ERGONOMICS

- ▶ Ergonomics is the science of fitting jobs to the people who work in them.
- ▶ Principles of Ergonomics:
  - ▶ Posture
  - ▶ How you hold objects
  - ▶ Facing objects
  - ▶ Symmetry
  - ▶ Using a wide base of support
  - ▶ Using proper muscles/joints
- ▶ Practice proper ergonomics in your daily work



# PREVENTION INJURIES & WORKER'S COMPENSATION

- Employee Health in conjunction with Risk Management maintains a program for evaluation, treatment, follow up and reporting of on-the-job injuries and occupational illnesses in accordance with applicable laws and regulations.
- If work is missed due to an injury, contact Risk Management regarding your rights and responsibilities related to Worker's Compensation and to determine eligibility for disability payments.
- You will need to come to Employee Health to complete the Worker's Compensation paperwork, turn in your doctor's statement and obtain proper clearance before returning to work..
- Notify your supervisor and complete an Incident Report following any injury (even if medical attention is not necessary)



# PREVENTION RETURN TO WORK

## **Return to Work Policy (injury/illness)**

You are required to come to Employee Health when you have been absent:

- ▶ **Any** absence for a communicable disease
- ▶ Following an ED or OR visit
- ▶ Three days or greater (**MD statement required**)
- ▶ Returning from a Family Medical Leave Act (FMLA) leave (**MD statement required**)
- ▶ Returning from a WC-injury doctor's appointment

# PREVENTION COMMUNICABLE ILLNESSES

Let's keep our patient's healthy!

- It is the responsibility of all employees to return to work thru EHS if a communicable illness is suspected.



# PREVENTION SAFETY SENSITIVE POSITIONS

## What is Safety Sensitive?

### Safety Sensitive Position Definition:

- ▶ Any position determined by Med Center Health where job performance impacts patient safety or public safety.
- ▶ Positions determined by Med Center Health to be safety sensitive include a “safety sensitive” designation in the job description.

# PREVENTION PURPOSE OF SUBSTANCE ABUSE POLICY

It is Med Center Health's policy to maintain an environment that is free from alcohol and unauthorized drugs/substances and to take reasonable measures to ensure that alcohol and drug use by covered individuals does not jeopardize the safety and health of our patients, visitors, employees, contract personnel, volunteers, affiliated students or the public.

Employees in a 'safety sensitive position' are required to report to Employee Health if they are taking any unauthorized drugs/substances.



## PREVENTION SAFETY SENSITIVE POSITIONS

Med Center Health's Substance Abuse Policy defines unauthorized drugs/substances:

1. Drugs which are not legally obtainable.
2. Legal drugs that have been obtained illegally, including drugs prescribed for someone else.
3. Drugs that are legally obtained but knowingly used in other than the prescribed manner.
4. "Designer Drug" or drug substances not approved for medical or other use by the U.S. Drug Enforcement Administration or the U.S. Food and Drug Administration.
5. Alcohol.
6. Prescribed or non-prescribed medications or any other substance used by individuals in safety sensitive positions that can cause impairment to physical and/or mental functioning including certain over-the-counter substances.

# PREVENTION

# SAFETY SENSITIVE POSITIONS

## Med Center Health's Substance Abuse Policy

### Prohibited Conduct

- Individuals in a safety sensitive position have an obligation to inquire and determine whether the medication that is being taken may or will effect the safe performance of job duties.
- If so, that individual is required to discuss the prescribed medication with Employee Health Services and, if necessary, to obtain a written statement from a physician of any work restriction prior to commencing work under the influence of the medication.



# PREVENTION SAFETY SENSITIVE POSITIONS

## Med Center Health's Substance Abuse Policy

### Impairment at work

- ▶ If impairment is suspected, contact supervisor immediately.
- ▶ Supervisor will verify impairment.
- ▶ If signs and symptoms are evident, Human Resources is contacted.



# EMPLOYEE WELLNESS

## GET FIT CLUB

**Med Center Health recognizes that wellness is the pursuit of optimum health and well-being through the consistent practice of healthy behaviors and attitudes. This is determined through individual responsibility, effort and choice.**

For a WELL rounded life, follow these 'key' tips:

- ❖ Regular Exercise
- ❖ Healthy Eating
- ❖ Weight Control
- ❖ Tobacco/Drug Free
- ❖ Stress Management
- ❖ Disease Management
- Personal Safety

With healthy lifestyles comes:

- ❖ More physical & Mental energy
- ❖ Enhanced quality of life
- ❖ Improved overall health
- ❖ Improved appearance
- ❖ Reduced risk for heart disease, cancer, stroke, diabetes, osteoporosis & other diseases.

# Employee Wellness - Get Fit Club

Med Center Health provides several Wellness Programs for Employees.

- ▶ 100 Mile Club
- ▶ Fitness Facility Reimbursement
- ▶ Weight Loss Program Reimbursement
- ▶ Tobacco Cessation Program Reimbursement
- ▶ Witness to Wellness
- ▶ Departmental Team Spirit Award



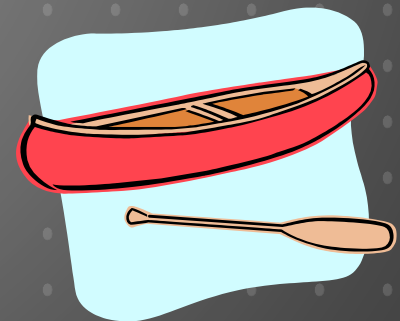
*Med Center Health's Get Fit Club...a benefit that partners with me.*

# EMPLOYEE WELLNESS – GET FIT CLUB



## Special Get Fit Club Challenges and Activities

- ▶ Meatless Mondays
  - ▶ Every café @ Med Center Health offers a meatless meal
- ▶ Seasonal Tables
  - ▶ Every café will feature a super food on display
  - ▶ September's super food is Apples
- ▶ Simple Pleasures Healthy Vending (Kayak give-a-way) Activity
  - ▶ COMING SOON



*Get Fit Club....a benefit that partners with me.*

# EMPLOYEE WELLNESS – GET FIT CLUB

## Special Get Fit Club Challenges and Activities – cont'd

- ▶ Monday
  - ▶ Yoga for MCBG at 300 @ the Be Happy Salt Cave
- ▶ Thursday
  - ▶ Yoga at 4:45 pm @ MCS Adult Learning Center

*Get Fit Club....a benefit that partners with me.*



# EMPLOYEE HEALTH SERVICES STAFF

**Providing services, free of charge, to our most valued asset,  
YOU!**

- Office Hours are Monday thru Friday 7:00 a.m. – 4:00 p.m.
  - Phone number 745-1263 or extension 1263.