



Medical Surveillance Program

Florida Institute of Technology (Florida Tech)

Environmental Health & Safety (EH&S)

150 W University Blvd, Melbourne, FL 32901

Email: ehs@fit.edu

Website: <https://www.fit.edu/office-of-environmental-health-and-safety/>

REVISION HISTORY

Revision Number	Revision Date	Revised By	Description of Change
00	8/8/2019	S. McLean	Initial plan creation and implementation.
01	9/10/2019	S. McLean	Webpage update
02	11/21/2019	S. McLean	Webpage update
03	3/23/2020	S. McLean	OSHA 3162 added
04	2/16/2021	S. McLean	OSHA Factsheet Hepatitis B Vaccination Protection

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PURPOSE

Medical surveillance is the systematic assessment of employees exposed or potentially exposed to occupational hazards. This assessment monitors individuals for adverse health effects and determines the effectiveness of exposure prevention strategies. A medical surveillance program includes the analysis of both individual and aggregate surveillance data over time, with the goal of reducing and ultimately preventing occupational illness and injury.

Under the Occupational Safety & Health Administration (OSHA) - policy regarding medical surveillance requirements is that the employer must make the medical examination available, at no cost, to the employee, but the employee, is not required to take the examination. OSHA does not require an employer to force the employees to take medical examinations. However, OSHA's regulations are intended as minimum standards. Employers can adopt more stringent requirements for themselves, and in doing so, may enforce mandatory participation in programs within the guidelines of labor/management relations.

<https://www.fit.edu/office-of-environmental-health-and-safety/medical-surveillance-program/>

SCOPE

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.

RESPONSIBILITIES

Environmental Health & Safety

It is Environmental Health & Safety (EHS) responsibility to ensure the provision of 29 CFR 1910.1025 are carried out and that employee's health are safeguard by allowing medical examination/screening/preventive measures/monitoring. Areas of concerned are outlined in OSHA 3162: Medical Screening and Surveillance Requirements in OSHA Standards.

EHS after reviewing risk assessments and/or workplace hazards assessments will make available the following when a possible threat exist that may harm an employee's health:

- Exposure assessment;
- Selection of personnel for surveillance;
- Selection of screening tests and examination components;
- Interpretation and notification of test results;
- Recordkeeping;

- Written exposure control plan;
- Occupational health consultation;
- Occupational health resources;
- Physical examinations (external source).

Supervisors

It is the responsibility of the supervisor to ensure that their staff members are working in a safe environment; allot their staff the time to take part in the Universities' Medical Surveillance Program.

Employee

It is the employee's right to have a workplace that is free from hazards; an employee has the right to take part in Universities' Medical Surveillance Program to safeguard their personal health.

DEFINITIONS

Reasonable time (29 CFR 1910.120(f)(5)). Examination by a physician and costs. All medical examinations and procedures shall be performed by or under the supervision of a licensed physician, preferably one knowledgeable in occupational medicine, and shall be provided without cost to the employee, without loss of pay, and at a reasonable time and place.

REFERENCES

OSHA—Medical Screening and Surveillance
<https://www.osha.gov/SLTC/medicalsurance/>

29 CFR 1910
<https://www.osha.gov/laws-regs/regulations/standardnumber/1910>