



**UNIVERSITY OF
TENNESSEE**

**OCCUPATIONAL
MEDICINE PROGRAM**

University of Tennessee Occupational Health Services

University Occupational Health Services is committed to managing the full range of services you need to safely place workers, maintain the health and productivity of your workforce, and restore injured employees to health as quickly and cost effectively as possible. This is achieved by developing a personalized program that may consist of preplacement physical exams, return-to work exams, work related injury treatment, drug screens, breath alcohol testing, medical surveillance, FAA pilot medical exams, and other medical services specific to your industry. If services are requested that we do not provide at our practice, we may be able to arrange those for you and bill them to you at a contracted fee.

Our medical staff, consisting of M. David Stockton, M.D., MPH, Gregory Blake, M.D., MPH, Jon Parham, D.O., and Donald S Keeble, M.D., is committed to providing the best medical care to your employees, while insuring compliance with the legal and regulatory issues involved in occupational medicine. We recognize the medical and legal needs of all three of our customers: the patient, the employer and the worker's compensation insurance carrier. Service effectiveness is based on timely communication with the employer and appropriate use of supporting services.

Occupational medicine services are offered at our University of Tennessee Medical Center location Monday through Friday, from 8:00am to 5:00pm. Though we request appointments for pre-placement and periodic screening, we offer medical care for client companies on a walk-in basis for injuries and accidents. Complete diagnostic screening and x-ray capabilities allow efficient delivery of services. Equipment and services available at our clinic includes full provision for physical examinations, vision testing, audiometry, pulmonary function testing, x-ray, electrocardiogram, breath alcohol testing, drug screen collections and MRO services for non-DOT and DOT, and a variety of laboratory studies.

FAA exams can be scheduled with ease with the versatility of three Aviation Medical Examiners on staff. Drs. Stockton, Blake and Keeble are FAA certified to perform Class I, II and III pilot exams.

The Emergency Department at the University of Tennessee Medical Center provides after hours emergency care with drug screen collections. TDAC (Tennessee Drug and Alcohol Consortium) provides after-hours drug screen collections and breath alcohol testing. **These services must be arranged with them. We are not contracted with them for after-hours coverage, nor are they an extension of our program.** Work-related injuries and drug screening results can be referred back to our clinic for follow-up care when the employee/employer lists one of our physicians as their occupational medicine provider, or Medical Review Officer (MRO).

University Occupational Health Services is located in the UT Graduate School of Medicine Bldg. at 1924 Alcoa Highway, Knoxville TN 37920 in the University of Tennessee Medical Center complex.

The Mission of *University of Tennessee Occupational Health Department* is to be the provider of choice by managing the full range of services needed to safely place workers, maintain the health and productivity of the workforce, and restore injured employees to health as quickly and cost effectively as possible recognizing the medical and legal needs of all three of our customers: the employer, the patient and the worker's compensation insurance carrier.

Our approach is driven by the following philosophy:

- Develop a close working relationship with our customers
- Offer the greatest value for our services
- Develop a broad spectrum of services to meet our customers' needs
- Provide services that promote wellness and prevention
- Value our customer's opinions regarding the level of services we provide and continually improve our service quality based on the feedback we receive

For additional information, pricing, or to set up an introductory meeting, please contact (865)305-8831.

PHYSICAL EXAMINATIONS (Pre-placement and Regulatory)

Many companies require a physical examination after a conditional offer of employment has been made. Pre-placement physical examinations are determined by job requirements. Components may be included to document baseline information, to meet regulatory requirements (e.g. Respirator wear and DOT), and to determine the individual's ability to safely perform the essential functions of the job. Accurate job related information including physical demands allows the physician to make knowledgeable recommendations.

Other physical examinations are developed to handle post-employment and ongoing regulatory requirements. A comprehensive examination program to promote the continued good health of your work force is also an option.

Here are examples of two commonly used physicals:

Non Arduous Position (Clerical, Sales, etc.)

Medical History Vital Signs Physician Exam
Dipstick Urinalysis Vision – Snellen

Arduous Position with Respirator Wear – Basic Exam

Medical History Vital Signs Physician Exam
Dipstick Urinalysis Vision – Titmus Range of
Motion Pulmonary Function Audiometry

Other components may include lab tests and/or x-rays.

EXECUTIVE PHYSICALS

Executive physicals are an excellent benefit for your key employees and a valuable investment by your company.

The usual procedure involves an initial visit to collect lab specimens and complete paperwork. The second visit is scheduled 1-2 weeks later and includes the actual physical. Immediately after the exam, the patient meets with the physician and reviews all exam and test results in a comprehensive interview session. A single session appointment can be arranged but test results will not be available to maximize the value of the physician interview.

Following is a basic suggested exam plus many additional options that could/should be included at varying frequencies.

Suggested Executive Physical

Detailed Medical History Vital Signs Comprehensive Physical Examination Body Composition Analysis Pulmonary Function Audiometry Vision Screen Urinalysis Complete Blood Count
Comprehensive Metabolic Panel Cardiac Lipid Profile

Optional Components

Occult Blood (Colon Cancer Screen) Age 50, then annually
Resting EKG Baseline, then as indicated Chest X-Ray
Age 35, then as indicated PSA (Prostate Cancer Screen) Age 50, then annually Pap Smear Annually Treadmill Age 50, then as indicated
Mammogram * Age 40, then every 1-2 years Stress EKG * Age 50, then as indicated Colonoscopy * Age 50, then every 5 years

* Our staff can arrange these tests; however billing will be done by the testing provider/facility according to their fee schedule and billing policies unless prior arrangements have been made through our facility.

VACCINATIONS & HEALTH SCREENS RELATED TO EMPLOYMENT

Some jobs involve potential exposure to blood borne pathogens. Others may fall under State Department of Health guidelines. Vaccination or documentation of existing immunity may be required as part of your placement process.

The following services are offered at our clinic. Additional vaccines or screens may be available at specific request.

VACCINATIONS

Hepatitis B Vaccine

Must be offered to all employees with potential exposure to blood or blood- borne pathogens.

- A series of three injections over 6 months is required. Patients are advised in writing of the vaccination schedule at the time of their first injection

Mantoux TB Test

- Necessary for most healthcare and child care workers

Diphtheria, Tetanus, Acellular Pertussis (Dtap) Booster

- Indicated every 5-10 years for workers with potential for puncture wounds

SCREENINGS

Hepatitis B Surface Antibody

- Determines immunity for employees who have previously completed a vaccine

Hepatitis B Surface Antigen

- Determines if the individual is a carrier of Hepatitis B Series or who may have had Hepatitis B

Other vaccines and/or screens are available for
Hepatitis A and C, Series or who may have had
Hepatitis B

Measles, Mumps, Rubella and Chicken Pox as well as other
industrial screens such as heavy metals, etc.

RESPIRATOR EVALUATION

Based on the 1998 Final Rule of the IOSHA and OSHA Respiratory Protection Standard, a medical surveillance program is necessary for all individuals required to wear respirators including paper dust masks. Our program offers two levels of service.

PAPER DUST MASK

If the only respirator protection used is a paper dust mask for nuisance dust, each affected employee must complete a six-page medical history specific by the standard. Our physicians will review the history. If no medical conditions are indicated, a physician statement approving the use of the paper-dust mask will be completed.

Medical History Review and Physician Statement

ALL OTHER MASKS AND ALL INDIVIDUALS WITH MEDICAL CONDITIONS

If the medical history indicates that further medical review is needed or if a respirator other than a paper dust mask is used, the following respirator evaluation is recommended for our clients. It is based on the medical evaluation program suggested within the OSHA standard on respiratory protection.

Physical Examination for Respirator Evaluation – Baseline & Periodic

Medical History specific to Respiratory Evaluation
Review Information on Specific Respirator Being Used
Physical Examination
Pulmonary Function Testing
Snellen Vision
Dipstick Urinalysis May Be Required

When indicated by medical history or physician exam

EKG – Resting, 12 lead Chest X-ray PA

**PROTOCOL FOR MEDICAL EVALUATION OF
EMPLOYEES REQUIRED TO USE RESPIRATORY
PROTECTION**

A. Purpose of Respirator Medical Evaluations

1. Persons assigned to jobs that require the use of respiratory protection (dust mask, half or full face, SCBA) must be evaluated to determine if they are physically able to perform the work and use the equipment.
2. All persons required to wear respirators, including dust masks, must be medically cleared to do so, prior to assignment in a job which requires respirator use, and periodically thereafter.

B. The frequency of these examinations will vary depending upon several factors, such as:

1. Type of respirator
2. Use of respirator
3. Age of employee
4. Health of employee

WORKERS' COMPENSATION INJURY TREATMENT

We provide work-related injury treatment on a timely basis. Treatment is given for musculoskeletal injuries (sprains, strains, simple fractures), lacerations, foreign bodies in the eye, and similar cases where the skills of other specialists are not required. More complex injuries are assessed, stabilized and referred as appropriate. Emergency Departments provide care for traumatic injuries. Our general policy on all injuries is to report restrictions for your management decision on accommodations.

Use of forms for gathering information about the injury and for reporting the results reflects a concern with the employer's need for accurate and complete information. Standard forms include an authorization form and a treatment information form, which is given to the employee at time of service and mailed to the company contact within 48 hours.

We support aggressive management of injuries while keeping quality care as our primary concern. We reduce loss time through timely services and communication. With your approval, referrals to other specialists or appropriate rehabilitation programs are made when indicated. Charges for treatment are determined by the nature of the injury and are competitive with area providers.

SPECIALIST REFERRAL

Company preferences on specialists will be honored. If there are no preferred specialists listed on your client summary profile, our physicians will utilize the specialists they are most familiar with making sure that these specialists not only support releasing patients for restricted work duty, but that they promise timely communication so that appropriate coordination of services may be achieved.