

Purpose

This document details the services offered by Employee Occupational Health Services to all Inova Health System employees.

Description:

Inova Health System's Employee Occupational Health Services (EOHS) has five clinical offices located within the following campuses:

- Inova Alexandria Hospital
- Inova Fairfax Hospital
- Inova Fair Oaks Hospital
- Inova Loudoun Hospital
- Inova Mount Vernon Hospital

EOHS provides programs to support Inova's compliance with applicable federal, state, and local regulations and guidelines to include the following:

- Occupational Safety and Health Administration (OSHA)
- Virginia Occupational Safety and Health Administration (VOSH)
- National Institute for Occupational Safety and Health (NIOSH)
- Centers for Disease Control and Prevention (CDC)
- American Conference of Governmental Industrial Hygienists (ACGIH)
- Joint Commission for Accreditation of Healthcare Organizations (JCAHO)
- Virginia Department of Health (VDH)

Services provided by Employee Occupational Health Services:

- New hire health screening, to include on-site drug testing
- Annual employee health assessments
- Evaluating employees ability to use of personal protective equipment
- Coordinating the treatment of occupational illnesses and injuries
- Workers' compensation case management
- Managing occupational exposures to communicable disease(s)
- Annual tuberculosis screenings and manage compliance concerns
- Consultation and oversight for provision of the respiratory protection program
- Assessing the need for and administering required immunizations
- Coordinating preventive health and well ness programs
- Coordinating the employee's safe return-to-work after illness or injury
- Collecting drug screens for employees based on reasonable suspicion, following accidents and/or as part of or as a follow-up to counseling or rehabilitation
- Advice and counseling for work-related health concerns
- Provide educational opportunities that promote employee health, safety and well being

Clients:

Our clients are prospective and current Inova employees. EOHS also provides select services to physicians, volunteers and other associates of Inova Health System.

Hours of Operation:

EOHS offices are open Monday-Friday (excluding holidays) during daytime hours. (Hours vary between campuses). Emergency care is available 24 hours a day, 7 days a week at Inova's emergency and urgent care centers.

Staffing:

Employee Occupational Health Nurse Consultants

- Coordinates the day to day operations of the EOHS for identified operating unit(s)
- Provides clinical nursing assessments, diagnoses and treatment modalities according to nursing practice and established medical protocols

Medical Director- Employee Occupational Health Services

- Provides consultation and evaluation services for return to work and fit for duty employment concerns
- Participates in post exposure follow up requiring prescriptive support
- Reviews and authorizes orders for vaccine administration by EOHS Nurse Consultants
- Reviews policies and procedures governing EOHS practice

Workers Compensation Specialist

- Responsible for providing coordination of case management for Inova's Workers Compensation program
- Serves as a consultant to EOHS nurses and Human Resources with respect to Workers Compensation issues.
- Coordinates the Workers' Compensation physicians panel
- Communicates with Workers' Compensation insurer and Third Party Administrator to insure Statutory and Contractual compliance and adherence to Inova's Workers' Compensation procedures and guidelines
- Assists with the coordination of litigated claims and attends hearings and mediations.
- Reviews claims for resolution and adequate reserve funding
- Communicates with injured workers to address questions and concerns with the claim process.
- Assists Employee Safety Program Administrator with employee accident investigations and supports employee safety initiatives.

Employee Safety Program Administrator

- Develops, implements and monitors elements of Inova's Employee Safety Programs
- Performs administrative functions and analyses to ensure the safest possible environment system-wide through proactive programs stressing hazard identification, elimination or control and awareness
- Makes recommendations to prevent reoccurrence based on root cause and contribution factor analysis

Administrative Specialists

- Organizes data and information
- Ensures maintenance of hard copy and computer files. Maintains existing databases in standard and specialized database applications

Director- Employee Occupational Health Services

- Provides program development and oversight for all EOHS programs

Employee Occupational Health Services

MISSION:

- To support a safe and healthy workplace within Inova Health System by providing timely and quality prevention, intervention and restorative treatments and modalities according to current standards of care.
- To recognize and effectively respond to the priority health needs of employees by serving as their advocate through a commitment to provide health promotion, risk reduction and disease prevention programs.

VALUES AND BELIEFS:

- Employees-Inova's greatest assets
- Value-added programs
- Innovative and visionary
- Quality and timely services
- Credibility and ethics
- Financial responsibility

EXPECTATIONS:

Inova Health System expects all employees will take a dedicated interest in, and a responsibility for their own personal health, safety and well ness. To that end, Employee Occupational Health Services dedicates its energies and resources to support both the health and safety of employees and to promote a safe, healthy and productive work environment.

VISION:

Be recognized as a model occupational health program that supports Inova Health System as the employer of choice by providing all employees with quality, consistent occupational health services that are superior to those provided by other employers.