

OHG Standard

Setting the *standard* in Occupational Medicine

November 2001

Occupational Health Group is a service offered to the business community of North Alabama by Decatur General Hospital and Huntsville Hospital Systems

Everyone at Occupational Health Group is deeply saddened by the tragic events of September 11th, and extend our deepest sympathy to all Americans. Our thoughts and prayers are with the victims, their families and friends.



We will be eternally grateful to the thousands of emergency personnel and volunteers for their heroic acts and dedication, and to the thousands of men and women in the armed forces who have been called on to protect our freedom from such terrorist acts.

OSHA Recordkeeping Rules Revised

William C. Walley, M.D., Medical Director



The revised OSHA occupational illness and injury recordkeeping and reporting rules have been promulgated after 20 years of study. The new provisions take effect January 1, 2002.

The new rules are, in my opinion, an improvement over the original regulation. It should be easier to make recordability decisions under the new provisions. A few of the significant changes are:

- Provisions require for the protection of an employee's privacy in personally sensitive matters; e.g. Sexual assaults, HIV infections, genital injuries, mental disorders. The employee's name should be omitted from the log and replaced with privacy case notation.
- More leeway is allowed in the use of computer and telecommunication technologies in the recordkeeping process.
- One set of criteria will now be utilized in recording injuries and illnesses. The separation of illness and injury has previously been problematic in proper recordkeeping.

- The term "lost work day" is eliminated with the focus being on days away or days restricted or transferred. A case will be recordable if the employee is restricted from "normal duties" which is defined as activities the employee performs at least once per week. Counting days restricted or transferred or absent will be based on calendar days, not work days and will even count vacation and holidays occurring while absent, restricted, or transferred.
- Cases will continue to be logged in the event of loss of consciousness, medical treatment, restricted or transferred days, and absent days. Some work-related infections and medical removal cases may be recordable depending on specifics of the cases.
- No longer will the use of non-prescription drugs in prescription dosages be permitted as non-recordable. Employers have commonly insisted that employees be given Advil 200mg, three or four tablets (i.e. 600-800mg ibuprofen) three or four times per day instead of one 800 mg ibuprofen tablet 3-4 times per day.
- The employer who utilizes "leased" or "temporary" employees who are supervised on a day-to-day basis by the company will be responsible for entering these employees on the company's log.
- One work-related death or hospitalization of three or more employees must still be reported to OSHA within 8 hours. Provisions exist to exclude motor-vehicle accident deaths in cases occurring on public roads.
- The number of days restricted or absent may now be capped at 180 calendar days but stored records for past 5 years still must be updated.
- The annual summary sheet must now be posted for three (3) months verses one (1) month previously. The summary must be signed by a company executive – not the keeper of the log.
- Employers in SICs 52-89 may be exempt from recordkeeping requirements.
- OHG will offer training sessions in December for employers interested in learning more about the new regulations. Visit our website (www.OHGonline.org) and click on "Events" for exact dates, locations and cost. **To register call (256) 864-3697**

OHG Directory

Administration	256/864-3697
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Billing Department	256/864-3695
OHG - Decatur	256/353-4325
OHG - Huntsville	256/517-7000
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www.OHGonline.org

Hepatitis B Immunizations

The Centers for Disease Control (CDC) is now recommending follow-up antibody tests to check for immunity 1 – 2 months after the third shot of Hepatitis B Vaccine. OSHA defers to the CDC regarding infectious disease recommendations. Hence, it is likely that OSHA will expect antibody tests to be performed after the 3-shot series is finished. If the recipient fails to develop an antibody titer of at least 10 units, the CDC recommends another series (3 more shots). An antibody test again 1 – 2 months after the completion of the second series is recommended. If no response is generated following the second series, it is unlikely that the vaccinee will be able to develop immunity.

OHG is recommending a follow-up antibody titer 1 – 2 months after the third shot of the series and if needed after the third shot of the second series to determine the immune status of the employee.

Older individuals are less likely to develop immunity to the Hepatitis B virus than younger ones; however, all at risk employees should follow the recommendations noted above.



Also, don't put too much pressure on yourself to be perfect. The house doesn't have to be spotless. Not every meal has to be prepared from scratch. It's really okay to go out and buy the dessert instead of cooking your own cake or pie. And, this is not the time to try out new gourmet recipes for a holiday party. Remember this phrase: "Dare to be average". Give yourself permission to be less than perfect. You will enjoy your holidays much more if you do.



Another holiday stressor comes from over-scheduling or over-committing ourselves. During the holidays we often try to do too much. If your list of holiday activities every year is too long, you have to recognize that you can't do everything, do it well and enjoy doing it. You have to make choices. For example, baking cookies can be fun, but baking 20 varieties at the last minute can be exhausting. Keep things simple for yourself. Also, you can lower your stress level by remembering a simple 2-letter word: NO. If you are saying "yes" to some people, who are you saying "no" to? Some things in life we are obligated to do. In other cases, though, we can say no. During the holidays don't lose sight of what is really important to you: spending time with loved ones. When saying no to a request, keep it short and simple: "I'm going to have to say no. I promised my family we'd spend more time together this month". You may feel a little awkward at first. But remember this too is **your** holiday to enjoy.

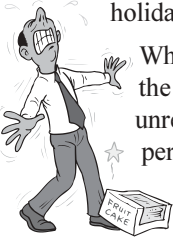
In summary, stay focused on the meaning of the holidays to you and your family. Be good to yourself. Take time for fun, rest, and relaxation. It is important to be organized and well-planned, but keep things simple and easy. You and your family will enjoy the holidays much more!

I wish all of you a wonderful, stress-free holiday season.

Surviving Holiday Stress

Jennifer Eliason

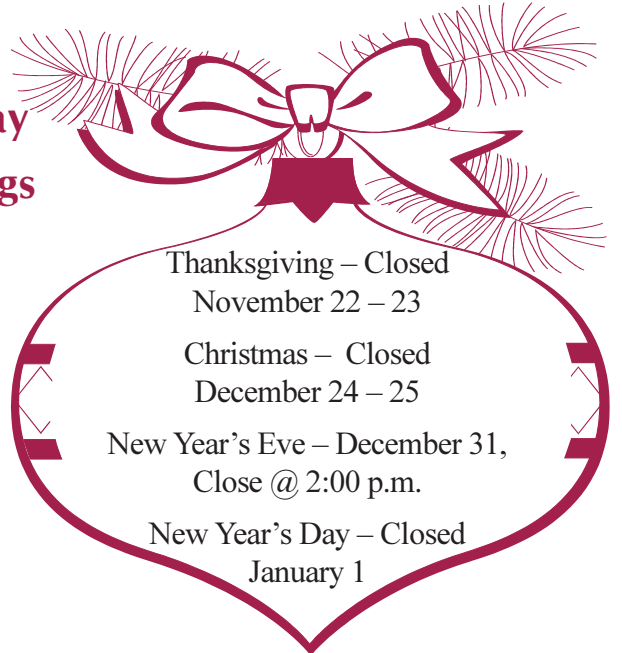
The holiday season is quickly approaching. You may be excited and enthusiastic, or you may be anxious and exhausted. The holidays can be a wonderful time of year but often extremely stressful. Dateline NBC and Prevention Magazine conducted a poll in 1996 to see how people view the holidays. Forty one percent of those polled stated that Christmas and Hanukkah were stressful, as stressful as asking the boss for a raise. Money was viewed as the #1 cause of stress, with 34% saying they worried about money during the holidays. And women were more likely than men to feel "stressed out" during the holidays.



Where does holiday stress come from? Generally speaking, the 2 biggest sources of holiday stress come from our unrealistic expectations and from over-scheduling. The perfect holiday is an illusion. And the quest for perfection is guaranteed to end in frustration and disappointment, because nothing will measure up. One problem is trying to please everyone or do everything for everybody. The fact is you can't please everyone, you can't do it all, and you can't be all things to all people. So take that burden off your shoulders. We want to make sure that everyone has the happiest holiday ever, but ultimately they are responsible for enjoying themselves. Focus on the real meaning of the holidays: gathering with family, connecting with friends and participating in tradition.



OHG Holiday Closings



Thanksgiving – Closed
November 22 – 23

Christmas – Closed
December 24 – 25

New Year's Eve – December 31,
Close @ 2:00 p.m.

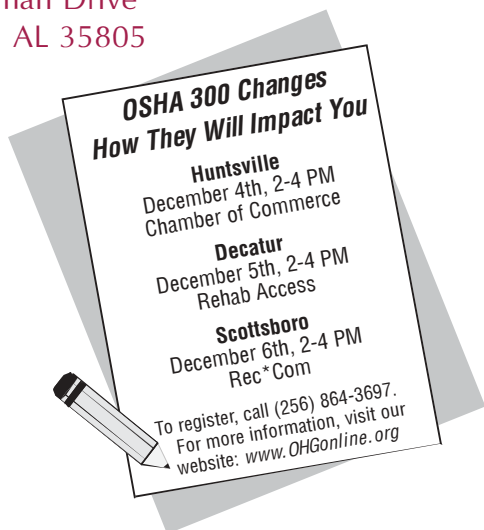
New Year's Day – Closed
January 1



OCCUPATIONAL HEALTH GROUP

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Huntsville, AL 35805

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OSHA 300 Changes How They Will Impact You

Huntsville
December 4th, 2-4 PM
Chamber of Commerce

Decatur
December 5th, 2-4 PM
Rehab Access

Scottsboro
December 6th, 2-4 PM
Rec*Com

To register, call (256) 864-3697.
For more information, visit our
website: www.OHGonline.org