

## 12 OCCUPATIONAL HEALTH PROGRAMS

### ANSWERS—QUIZ 1

1. a
2. b
3. b
4. a
5. a
6. a
7. b
8. a
9. c
10. b
11. b
12. f
13. Students may answer this question with any valid example. The example in the book is this: Some industrial chemicals, when improperly handled, represent serious hazards to health, property, and the environment. Depending on workplace conditions, the vapor from a chemical can ignite, explode, or, if inhaled, cause symptoms ranging from dizziness to death. Safety precautions can reduce these risks.
14. The basic components of a good occupational health program include the following: maintenance of a healthful work environment through establishing a comprehensive occupational health and safety program; health examinations, including selective baseline and periodic surveillance for employees performing particular jobs as required by regulatory standards, fit-for-duty, return to work, and job transfer evaluations; diagnosis and treatment services for occupational injuries and illnesses; case management services; immunization programs; confidential health records kept separate from personnel records; health promotion, education, and counseling; open communication between the company's occupational health personnel and an employee's personal physician.
15. Worker education and improved management techniques are the two main ways safety and health professionals have demonstrated their ability to reduce the rates of accidental injury.
16. The two kinds of first aid treatment are emergency and prompt attention. Emergency care must be given for immediate, life-threatening conditions. First aid staff provide care until proper medical treatment can

be given. Prompt attention is used to treat minor injuries such as cuts, scratches, bruises, and burns. Ordinarily, the injured person would not seek medical attention for these injuries. But by requiring all employees to immediately report for treatment, the company can help reduce workers' infection, disability, and missed diagnoses.

17. A first-aid program should include: properly trained and designated first-aid personnel on every shift; instructions for calling an ambulance or rescue squad; posted methods for transporting ill or injured employees; posted instructions for calling a physician and notifying the hospital that a patient is en route; first-aid unit and supplies or first-aid kit approved by the health care professional; first-aid manual with procedures; list of reactions to chemicals and routes of exposure; adequate first-aid record system and follow-up.
18. Simply put, if employees are injured off the job, they are as much a loss to the operations as if they were injured on the job.
19. Light duty is an adaptation of the employee's original job to reduce the worker's tasks. Limited duty is defined as a new job that is appropriate to an injured worker's skills, interests, and capabilities. It is designed for individuals who cannot return to their original work area and is created for either temporary or permanent placement.
20. Marsha will need to equip her first-aid room with the following equipment: examining table, cot for emergency cases, enclosed by movable curtain; dust-proof cabinet for supplies; waste receptacle and bio-hazards-disposable containers; small table; chair with arms and one without arms; magnifying light on a stand; sink and washing facilities; dispensers for soap, towels, cleansing tissues, and paper cups; wheelchair; stretcher; blankets; bulletin boards; beds' appropriate medications in locked cabinet; oxygen and other resuscitating devices to be used by trained personnel.

### ANSWERS—QUIZ 2

1. a
2. a
3. a
4. b
5. b

6. a
7. b
8. b
9. a
10. c
11. b
12. a
13. The basic objectives of a good occupational health program are to: promote health and protect employees against health hazards in their work environment; facilitate placement and ensure that individuals are assigned work that matches physical and mental capabilities and that they can perform with an acceptable degree of efficiency without endangering their own health and safety or that of their fellow employees; promote adequate health care and rehabilitation of employees injured on the job; monitor the work environment for hazards and abate them; encourage workers to maintain their personal health.
14. First-aid treatment to the eye must be prompt and consists of prolonged irrigation of the exposed eye with low-pressure water.
15. Any victim of severe injury, such as a fall, head injury, spinal injury, or any injury resulting in unconsciousness should be secured to and transported on a rigid spine board with proper restraint for head and neck.
16. Periodic health examinations are conducted at intervals during employment to determine the worker's continued compatibility with the job assignment, and whether adverse health effects have occurred that may be attributable to the work or working conditions. A periodic exam permits early detection of highly susceptible individuals and of practice or procedures that workers use to circumvent safety devices and policies.
17. Wellness is way of life that promotes a state of health. Health promotion is defined as activities directed toward increasing the level of well-being and actualizing the health potential of individuals, families, communities, and society.
18. Students are not limited to the following examples and may come up with their own. Primary prevention takes place before disease or illness occurs and consists of programs to increase aware and knowledge of risks. Secondary prevention begins after a condition

or disease is present. An example is blood pressure screening or medical surveillance. Tertiary prevention or rehabilitation begins when the disease or condition has stabilized and no further healing is expected. Examples include chronic illness monitoring.

19. The answer is complicated because of the variety of work-related exposure that can occur. Many chemicals, including pharmaceuticals, anesthetic gases, heavy metals, pesticides, and organic solvents can disrupt the menstrual cycle and affect the course of pregnancy or the development of the embryo or fetus. Of particular concern is that many women may not know when they first become pregnant and thereby remain at risk to potential exposure. In 1991, the Supreme Court decided that fetal protection programs were discriminatory toward women, and thereby unconstitutional.
20. Answer may touch upon the following points: reduction in attention span, chronic fatigue, sleep debt, microsleep, substance abuse, gastrointestinal and digestive problems, increased risk of heart attacks, and feelings of isolation and depression. Solutions may include the following: good lighting for shiftworkers, exercising, napping at work, music in the workplace, and hot meals.

### ANSWERS—CASE STUDY

1. Some of the problems are reduction in attention span, chronic fatigue, sleep debt, microsleep, substance abuse, gastrointestinal and digestive problems, increased risk of heart attacks, and feelings of isolation and depression.
2. Some of the easy fixes are good lighting for shiftworkers, exercising, napping at work, music in the workplace, and hot meals.
3. Some of the advantages of 12-hour shifts are that they allow management to maximize the amount of time off while still controlling salary costs.
4. The disadvantages of 12-hour shifts include the following:
  - Some jobs are too physically or psychologically demanding to be done for 12 hours.
  - Workers may have trouble staying alert and vigilant for extended periods.
  - Routine overtime is difficult or impossible to schedule.

- Noise and chemical exposure standards must be modified to reflect the extended exposure period.
- Pay periods including holiday and overtime pay may have to be recalculated if costs are to be controlled.
- Older workers may not be able to handle extended hours.