**(U) CONSTRUCTION**

**MANAGEMENT**

**MASTER SPECIFICATIONS**

**DIVISION 1**

**(Occupational Medicine Requirements)**

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| **Level of Use: Reference** |

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| **Issue History** |
| Issue | Date | Pages Affected | Comments |
| 001 | 8/1/12 | All | Initial issue of document. |
| 002 | 11/30/12 | 4 | Clarify Occupational Medicine requirement information. |
| 003 | 7/25/13 | 5 | Revise Occupational Medicine information. |
| 004 | 8/27/13 | 6 | Remove Physician Verification Letter from Records |

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SECTION 01450 – OCCUPATIONAL MEDICINE REQUIREMENTS

1. General
	1. Contractor must provide Occupational Medicine services in compliance with the CNS Pantex 10 CFR 851 Appendix A.8, Occupational Medicine Compliance Approach, to all workers, including all lower tiered subcontractors, employed under this contract who:
		1. Work at Pantex Plant more than 30 days in a 12-month period; or
		2. Are enrolled for any length of time in a medical or exposure monitoring program required by this rule and/or any other applicable federal, state or local regulations, or other obligation.
	2. The term "comprehensive" in 10 CFR 851 Appendix A, Section 8(a) refers to the specific services that the occupational medicine provider determines are appropriate, considering the specific work activities performed by the worker under the contract and are necessary for the occupational medicine program to be consistent with DOE requirements, e.g. Hazwoper, respiratory protection, and substance-specific standards. All possible services identified in the Rule are not necessary for all workers. Unless there are other applicable specific requirements concerning the content of workers' medical evaluations (see, for instance, 10 CFR section 712.11), the occupational medicine provider determines the content of the medical evaluations which can range from a "paper" review of a worker's essential job functions and completed medical history questionnaire to a hands-on physical examination and batteries of diagnostic tests.

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| NOTE |
| 10 CFR 851 Appendix A Section 8 (d) (4) states that “Contractor must provide occupational medicine provider access to the workplace for evaluation of job conditions and issues relating to workers’ health.” Occupational medicine providers are allowed access to the Pantex Plant (within established national security protocols) and are encouraged to actively participate in worker safety and health activities. |

1. Requirements
	1. Health Evaluations and Fitness Determinations:
		1. Required health examinations shall be conducted by a licensed physician or a qualified occupational health examiner under the direction of a licensed physician, in accordance with current sound and acceptable medical practices.
		2. Required health examinations shall be done in accordance with applicable regulations, directives, and standards (e.g., 10 CFR 851, 29 CFR 1910, 49 CFR 40, etc.). The exact content of health examinations shall be the responsibility of the physician who is directing the delivery of medical services. The following types of examinations may be required for the purpose of providing initial and continuing assessment of employee health as determined by the physician responsible for delivery of medical services:
			1. Pre-placement in accordance with the American with Disabilities Act (42 United States Code 12101).
			2. Qualification examinations.
			3. Fitness for duty.
			4. Medical surveillance and health monitoring.
			5. Return to work health evaluations.
			6. Exit examinations.
		3. The physician responsible for the delivery of medical services or his/her designee shall inform Contractor Management of appropriate employee work restrictions as determined by an appropriate evaluation. Contractor Management will only place qualified contract employees in a given job.
		4. Contractor must provide Occupational Medicine services in compliance with the CNS Pantex 10 CFR 851 Appendix A.8 Occupational Medicine Compliance Approach (See Appendix D Exhibit 1) contained in CD-0009. CD-0009 is available on [www.pantex.com](http://www.pantex.com). From the home page, follow the “Doing Business with Pantex” link. From this webpage follow the “Documents and Forms” link. The CNS Pantex Worker Safety and Health Program (CD-0009) is linked under “Documents and Forms”. Once CD-0009 is located, refer to Appendix D.
	2. Contractors must document, through their health and safety plan, their specific occupational medicine program and/or process.
	3. During execution of work performed under this contract, Contractor must:
		1. Make records (e.g., medical, health history, exposure history, and demographic data collected for the occupational medicine purposes for each employee) available to CNS Pantex for review within five workdays from receipt of written request.
		2. Use appropriate safeguards to prevent use or disclosure of any personally identifiable protected health information (PHI) as required under the Health Insurance Portability & Accountability Act (HIPAA).
	4. Immediately upon completion of the contract, the Contractor will:
		1. Provide the CNS Pantex Site Occupational Medical Director a copy of applicable medical records limited in relevance to their assigned work at Pantex Plant under this contract.
		2. Use appropriate safeguards to prevent use or disclosure of any PHI as required under HIPAA.

END OF SECTION 01450