

Annual Agency Occupational Health Update - 2010

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2010 Occupational Health Annual Meeting

San Antonio, Texas

June 7-11, 2010

Notable Events Since Last Meeting

- Department of Labor initiating POWER initiative
 - Replaces & is similar to former SHARE initiative
 - 4-year Protecting Our Workers and Ensuring Reemployment
 - Initiative to run from 2011 thru 2014
- POWER Objectives
 - Reduce total injury and illness cases
 - Reduce lost time injury and illness case rates
 - Analyze lost time injury and illness data
 - Increase timely filing of workers' compensation claims
 - Increase timely filing of wage-loss claims
 - Reduce lost production day rates
 - Speed employees return to work in cases of serious injury or illness

Notable Events (cont'd)

- Agency Electronic Health Records System gradually getting closer to being a reality
 - Favorable NASA IT Security ruling allowing direct EHRS interface by commercial labs even though unable to meet all FISMA requirements
 - Initiated paperwork to hire IPA physician health IT specialist to be located at HQ
 - First roll-out (SSC) still planned for 2010

Notable Events (cont'd)

- 2010 began 1st calendar year of 3-year OH audit cycle
- Baseline Services Level (BSL) exercise consumed OH activities for 6 months
 - OH Function divided into 6 major areas: Medical, Employee Assistance, Physical Fitness, Industrial Hygiene, Health Physics, and Federal Workers' Compensation

Notable Events (cont'd)

*FINAL REVISED BASELINE
SERVICES LEVEL (BSL)
OCUPATIONAL HEALTH
SUBMISSION*

CENTER & HQ PARTICIPANTS

Functional Sub-Team

BSL Occupational Health Team - Cathy Angotti

BSL Functional Sub-Team Lead - Janine Hardin

CENTER	PRIMARY	ALTERNATE
ARC	Stan Phillips	Joe Shields
DFRC	Anthony Moreno	April Jungers
GSFC/WFF	Ray Rubilotta	Tom Paprocki
GRC	Luz Jeziorowski	Rachel Sedelmeyer
HQ	Cherie Zieschang	Sharon Oby
JSC/WSTF	Sean Kepрта	
KSC	Mike Cardinale	
LARC	Randy Cone	
MSFC	David Thaxton	
SSC	Clyde Dease	Mike Blotzer

CMO Functional Definition

Occupational Health – Center implementation of occupational health includes ~~Broadly covers~~ the areas of environmental health and **all** medical services, including **such diverse disciplines as** industrial hygiene, health physics, hearing conservation, employee assistance programs, **Federal** worker's compensation **claims filing and management, program**, international travel medicine, emergency medicine, occupational and preventive medicine, food service sanitation, **wellness programs, physical fitness/health promotion/employee wellness centers**, drug free workplace, medical review, ~~officers and~~ **hazards** communication, and health training.

Occupational Health - Major Approved Mission Support Activities

- Medical
- Employee Assistance
- Physical Fitness (Health Promotion/Employee Wellness)
- Industrial Hygiene
- Health Physics
- Federal Workers' Compensation

Occupational Health - Major Activities

Baseline Service Levels

- **MEDICAL:** Centers will provide professionally licensed and credentialed medical personnel, equipment, supplies and facilities to ensure adequate Center-wide first-aid and emergency response; AED program management; medical and health maintenance surveillance exams for civil servants and mandatory contractor personnel; compliance with relevant laws, regulations and initiatives; appropriate administration and management; and required training, credentialing or licensure to meet Center mission requirements.
- **Drivers:** Number/Age of Population, Number of surveillance exams based on site operations, Natural and Manmade Disaster Potential, **Location/Isolation, Number of emergency visits.**
- **Source of Requirements:** 5 USC 7901, NPR 1800.1C, State –specific regulations where applicable, **and Office of Personnel Management’s Employee Health Services Handbook Chapter 1.**
- **Final decision made not to use ACOEM staffing guidelines due to the nature of NASA’s work**

Occupational Health - Major Activities

Baseline Service Levels

- **EMPLOYEE ASSISTANCE:** Centers shall provide appropriately credentialed mental health care providers to ensure adequate counseling and group support for civil servant employees; critical incident stress management; **workplace violence prevention initiatives**; threat assessment activities; and appropriate training, management and oversight to meet Center mission requirements.
- **Drivers:** Workforce Behavioral Needs, Center and Agency Emotionally Traumatic Incidents, Substance Abuse Trends, **Center/Agency-driven reorganizations/mission changes**, **Man-made**/Natural Disaster Potential, Federal/Agency
- **Source of Requirements:** EO 12564 Drug-Free Federal Workplace Programs, Office of Personnel Management's Employee Health Services Handbook Chapter 3, NPR 1800.1C, Public Law 79-658 Health Services for Federal Employees, 5 USC 7901.

Occupational Health – Major Activities

Baseline Service Levels

- **PHYSICAL FITNESS/HEALTH PROMOTION/EMPLOYEE WELLNESS:** Centers will provide professionally certified staff and appropriate facilities and equipment to ensure reasonable access for civil servants to fitness and wellness activities; compliance with relevant laws, regulations and initiatives; appropriate administration and management; and required training, credentialing or licensure to meet Center workforce needs **and those dictated by individual contractual requirements.**
- **Drivers:** Recommended OPM Guidelines, American College of Sports Medicine Guidelines, Industry Standards, Health of Workforce.
- **Source of Requirements:** Public Law 79-658, 5 USC 7901, DHHS Healthy People, OPM HealthierFeds, DHHS 2008 Physical Activity Guidelines for Americans, 41 CFR 102-79.35, 41 CFR 102-79.30, Surgeon General's initiatives, President Obama's healthcare reform initiatives, **Office of Personnel Management's Employee Health Services Handbook Chapter 2, and physical fitness contract requirements required by certain groups of employees.**

Occupational Health – Major Activities Baseline Service Levels

- **INDUSTRIAL HYGIENE:** Centers will provide resources as required to ensure compliance with appropriate laws, regulations and policies for Comprehensive Exposure Assessments, Hazardous Substances Management, Emergency HazMat Response, Bloodborne Pathogens, Food Sanitation Assessments, Hearing Protection Management, Ergonomics Assessments, Environmental Physical Stressors – Mitigation, Personal Protective Equipment Programs, OSHA HazMat Programs, Sampling/Lab Activities, and Miscellaneous Program Implementation to meet Center mission requirements.
- **Drivers:** Center Missions, Population Exposed, Onsite Operations.
- **Source of Requirements:** 29 USC 668, 5 USC 7901, 29 CFR 1960, 29 CFR 1910, 29 CFR 1926, State-specific regulations where applicable, NPR 1800.1C

Occupational Health – Major Activities

Baseline Service Levels

- **HEALTH PHYSICS:** Centers shall provide resources as required to meet unique ionizing and non-ionizing Center radiation requirements including Control and the cataloging (con't) of Radioactive Materials, Control of Radiation-Generating Equipment, Laser/Light Source Management, and Radiofrequency/Microwave Control.
- **Drivers:** Nuclear Regulatory Commission Licensure, Equipment and Operations Onsite, Population Exposed.
- **Source of Requirements:** 29 USC 668, 5 USC 7901, 29 CFR 1960, State-specific regulations where applicable, NPR 1800.1C

Occupational Health - Major Activities

Baseline Service Levels

- **FEDERAL WORKERS' COMPENSATION:** Centers will provide resources as required to ensure compliance with appropriate laws, regulations and policies for workers' compensation case management and claims processing, **offsite file reviews, supervisor/employee training, and research.**
- **Drivers:** Federal Employee Population Onsite, Number of Illness/Injury Cases, Types and Numbers of Illness/Injury Trends, **compliance with DOL initiatives (e.g., SHARE, POWER), and Agency chargeback cost reduction.**
- **Source of Requirements:** 5 USC 8102a, 20 CFR 10, NPR 1800.1C

Current Service Level Center Activity Matrix

MAJOR ACTIVITY	CENTER CSL ACTIVITY MATRIX									
	A R C	D F R C	G R C	G S F C / W F F	H D Q T R S	J S C / W S T F	K S C	L A R C	M S F C / M A F	S S C
MEDICAL	X	X	X	X	X	X	X	X	X	X
EMPLOYEE ASSISTANCE	X	X	X	X	X	X	X	X	X	X
PHYSICAL FITNESS (HEALTH PROMOTION/EMPLOYEE WELLNESS)	X	X	X	X	X	X	X	X	X	X
INDUSTRIAL HYGIENE	X	X	X	X	X	X	X	X	X	X
HEALTH PHYSICS	X	X	X	X	X	X	X	X	X	X
FEDERAL WORKERS' COMPENSATION	X	X	X	X	X	X	X	X	X	X

Notable Events (cont'd)

- Congressionally-directed NASA conference ruling relief sought for Annual Meeting
 - Ruling reversed in 2010
 - Officially declared “Training” vs “Conference”
 - In effect for 2010 San Antonio Meeting
 - Future Note: Federal travelers should not classify the OH Annual meetings or the OH and Safety Director meetings as “conferences” in preparing travel orders or expense reports

Notable Events (cont'd)

- First year of new occupational health support contract under Innovative Health Applications (IHA)
 - Verba Moore, MD is new physician manager
 - All former Dynamac staff members retained, ensuring valuable continuity for major EHRS project
- OCHMO is very fortunate to retain its support contractor team in tact with their expertise and dedication

Notable Events (cont'd)

- Completed 5 Center Audits
 - WFF, GSFC, MAF, MSFC, and HQ
- Continue to Support Safety IFO schedules permitting
- Participate in Safety semi-annual OEPs
 - Full membership status
- Continue to review and comment on Safety MIB reports where any form of personal injury is recorded

Notable Events (cont'd)

- OCHMO organized centralized distribution of limited CDC H1N1 vaccine supply via JSC Pharmacy following CDC priority distribution guidelines
- Continued all Discipline-specific ViTS
 - Health physics, industrial hygiene/environmental health, EAP, physical fitness, workers' comp, health promotion, OCHMO special topics

Notable Events (cont'd)

- Completed 4th year of Mayo Clinic's *Embody Health* web portal and HRA
 - Approached OPM about possibility of Federal-wide use of Mayo Clinic EmbodyHealth as part of FEHB reform
- HRA will compliment EHRS when fully implemented
 - Continue to provide incentives for first 1000 CS participants annually
 - Since 2008, eligibility included entire NASA workforce

Notable Events (cont'd)

- 2009 HRA data

- For 2008 and 2009, due to JSC's participation, there has been a significant increase in completed questionnaires
- Male participation slightly exceeded female participation
- Greatest percentage of participation is from JSC due to a partnership with the Contractor Organization at JSC
- Top 4 medical conditions identified in 2009:
 - Allergies 21%, Hypercholesterolemia 11%, Hypertension 9%, Asthma 6%
- Top 4 identified medical risk factors 2009:
 - Weight (61%), Blood Pressure (39%), Hypercholesterolemia (9%), Thyroid disorders (6%), Cholesterol (9%), Blood sugar (8%)

Notable Events (cont'd)

- 2009 HRA data
 - Top 4 Lifestyle Risk Factors:
 - Nutrition (82%), Safety (71%), Emotional Health (47%), Exercise (42%)
 - Individual self report on “readiness for change” stage
 - Exercise (20%) , Nutrition (18%), Weight (17%), Emotional Health (4%)

Notable Events (cont'd)

- Comparison of 3-year Mayo HRA data by participants' age and gender

<u>2007</u>	<u>2008</u>	<u>2009</u>
Males 18-39 (12.3%)	18-39 (10.8%)	18-39 (24.4%)
Females 18-39 (14.9%)	18-39 (16.5%)	18-39 (21.6%)
Males 40-59 (33.3%)	40-59 (31.6%)	40-59 (46.5%)
Females 40-59 (31%)	40-59 (32.6%)	40-59 (23.9%)
Males 60+ (6.1%)	60+ (8.5%)	60+ (4.6%)
Females 60+ (2.3%)	60+ (3.8%)	60+ (2.9%)

Upcoming Activities (cont'd)

- We continue towards our goal of increasing participation in the HRA.
- An in-depth analysis and comparison of 2009 and 2010 Medical risk factors and Lifestyle risk factors and the Mayo Clinic Book of Business will be presented on Wednesday during the plenary session and further discussed during the panel discussion that same afternoon. All are encouraged to attend.

Plans for the Future

- Developing a new Records Management Plan and retention schedule for EHRS
- Roll-out two EHRS sites by end of the calendar year
 - Remaining sites rolled out by 12/31/11
- Locate future OH Annual Meetings generally in the Central US on a trial basis for next 5 years

Plans for the Future

- Work with the Office of Strategic Communications to link Mayo Embody Health website to Agency website's "frequently used links"
- Work with OMB and OPM to promote NASA's OH preventive programs as a model for the FEHB.

Agency Occupational Health Update

Questions?

2011 OH Meeting

