



Safety Sensitive Medical with Physician Review

Many organizations have introduced post-hire and periodic medical exams to address the hazard that common health conditions pose in the workplace and to promote a healthy and safe workforce in the short and long term. Introducing medical exams into health and safety standards is a critical measure for managing health risks in the workforce, as well as risks to the public.

INTRODUCTION

Establishing medical fitness is common practice in the Canadian workforce; in fact, it is mandated by many pieces of federal legislation, under the authority of Transport Canada, Labour Canada, Citizenship and Immigration Canada, and the Canadian Centre for Occupational Health and Safety (CCOHS).^[1,4,11,12]

Statistical data underscores both the short and long-term risk of sudden incapacitation and cognitive impairment within the Canadian population. According to recent data from Statistics Canada, 15% of the population (five million people) do not have a family physician, 17.1% report having high blood pressure, 6.3% of females and 5.4% of males are diagnosed with diabetes, and according to Transport Canada 2% of the population will have a seizure in their lifetime.^[4,9,10,16]

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OVERVIEW

The nursing medical exam with physician review is an ideal choice for employers seeking to mitigate the risk that health conditions pose on the job. The medical exam is available nationally and assesses medical status quickly, offering critical flexibility and responsiveness in a competitive recruitment environment. The exam consists of a comprehensive history, current health status, review of the physiological systems, and physical examination.

The medical exam takes 45 minutes to an hour to complete and consists of four parts:

- Part 1: The clinic obtains a consent for release of clinical information both past and present.
- Part 2: The subject's medical history is documented, and a comprehensive head-to-toe physical assessment is performed to identify current and potential future limiting medical conditions.
- Part 3: A physician reviews all the clinical information to determine fitness for duty and provide interventions when required.
- Part 4: The final fitness status is confidentially and securely reported to the authorized company representative.

Introducing medical exams into health and safety standards is a critical measure for managing health risks in the workforce, as well as risks to the public. The exams are often done to achieve legislative or contractual compliance, but they are now emerging as a new minimum standard of due diligence for all safety-sensitive industries.

SAFETY

The main purpose of the medical is to identify any immediate medical risks to individuals operating in safety-sensitive roles or environments. The goal of the assessment is to determine whether an individual is fit to perform his or her job without risk to him/herself, others and the environment.^[2]

An employer's duty to address short-term medical risks is well established.^[2,3,5,6,7,15] Short-term medical risks are classified as sudden incapacitation or cognitive impairment—both of which prevent safe performance of job duties.

Sudden Incapacitation* Main Causes:	Cognitive Impairment Main Causes:
Cardiovascular event	Organ dysfunction
Diabetic event	Oxygen management
Neurological event	Current medications

*These events are also some of the main causes of cognitive impairment.

An employer's responsibility to complete due diligence to address long-term risks is also well established.^[2,3,7,5,6,15]

The medical exam is designed to identify emerging risks and prevent future risks on the job.

LEGISLATIVE AND CONTRACTUAL COMPLIANCE

Employees in many industries and roles are legally obligated to undergo health monitoring. These include:

- **Employees handling hazardous substances,**
Hazardous Products Act
- **Commercial vehicle operators,**
Motor Vehicle Transportation Act
- **Employees in the mining industry,**
Mining Act
- **Pilots, air traffic controllers, and flight engineers,**
Aeronautics Act
- **Designated positions critical to railway operations,**
Railway Safety Act

According to the Occupational Health and Safety Act, all employers have a duty to "Provide for safety-related medical examinations and tests for workers as prescribed."^[13]

Additionally, an emerging trend is for work sites to mandate baseline medical fitness status as a condition of entry. In these cases, a failure to meet the site requirements results in a contractual violation.

WORKFORCE SUSTAINABILITY

Employers of safety-sensitive operations who proactively take steps to address workplace hazards achieve greater fiscal success and operational stability, and promote a culture of productivity and safety.

Safety is the most basic requirement of attraction and retention in a safety-sensitive workplace. If personal safety is in question, no other benefit matters. Employers who recognize and address all the possible risks to the safety of their workforce demonstrate a higher level of commitment and are rewarded by attracting, retaining, and engaging a safe and productive workforce.

Medical testing:

- **Benefits employees with limited access to primary care**
- **Prompts existing employees to address health-related matters before they lead to lost time**
- **Reduces critical incidents, injuries, and illness**
- **Prolongs the productive lifecycle of a workforce**

MEDICAL EXAM DELIVERABLES

Deliverables	CannAmm	Comparable
Compensable Claim Mitigation <ul style="list-style-type: none"> Documentation of prior injuries Documentation of prior workplace claims Baseline: availability of documentation for future claims 	✓	
Safety – Mitigation of Instances of Sudden Incapacitation <ul style="list-style-type: none"> Cardiovascular event Diabetic event Neurological event 	✓	
Safety – Mitigation of Instances of Cognitive Impairment <ul style="list-style-type: none"> Organ function Oxygen management Current medications 	✓	
Defensibility <ul style="list-style-type: none"> Designed to meet bona fide occupational requirements in safety-sensitive roles Fitness status established based on accepted standards of mandatory medical testing—e.g. Canadian Council of Motor Transport Administrators (CCMTA) Records retained in accordance with the College of Physicians and Surgeons, Ministry of Labour by province 	✓	
Privacy <ul style="list-style-type: none"> Personal Information Protection Act Personal Information and Electronic Documents Act Canadian Standards Association's Model Code for Protection of Personal Information 	✓	
National Availability and Transferability <ul style="list-style-type: none"> Standardized Quality assured Available coast-to-coast 	✓	
One-Stop Shopping <ul style="list-style-type: none"> Book multiple tests with just one request Optionally combine with drug and alcohol testing Call or book online 	✓	
Result Management <ul style="list-style-type: none"> Facilitation of medical treatment Health promotion letters Direct employer contact on critical matters 	✓	
Trusted Conclusions <ul style="list-style-type: none"> Accountability to Canadian medical standards Exam performed by licensed medical practitioner Physician determination of final fitness 	✓	

For any questions regarding occupational health testing, please contact your sales associate at CannAmm or email sales@cannamm.com.

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