



Infection Control: Employee Health Medical Director Role

Policy Statement

The Medical Director shall advise the facility about employee health and safety issues; help develop employee health policies.

Policy Interpretation and Implementation

1. The Medical Director will advise the facility about employee health issues, including safety, immunization, and the risk of infection exposure and transmission. Examples of such involvement may include:
 - a. Helping identify the scope and contents of a pre-employment medical questionnaire.
 - b. Reviewing and helping the facility identify the physical and emotional demands of a particular position or job category.
 - c. Helping interpret the significance of any health problems or physical limitations in relation to job responsibilities.
 - d. Interpreting and discussing findings related to employee health problems.
 - e. Helping make appropriate referrals for follow-up of employee illnesses and injuries.
2. The Medical Director will advise the administration and Staff Development Coordinator concerning clinical aspects of employee health policies, including emergency and follow-up care of injuries and illnesses.
3. The Medical Director will advise the facility Infection Preventionist regarding infection control issues involving employees.
4. The Medical Director will help the facility identify and address safety issues, including protecting employees against health hazards in the work environment; for example, transmission of bloodborne illnesses and preventing injuries while caring for individuals with dementia who are physically aggressive.
5. The Medical Director will advise the Employee Health Coordinator about medical topics or issues related to employee health education and counseling.
6. The facility's Medical Director and other physicians are not expected to treat the staff, but they may establish a doctor-patient relationship outside of the work setting by mutual agreement.
7. An employee with a work-related health problem or injury will report to his/her supervisor, who will evaluate the situation and identify the need for subsequent referral for medical evaluation and care.
8. The facility will only render first aid on site and will refer staff for subsequent evaluation; for example, to a physician's office or a medical clinic.

References	
Generations Revision	January 2020
Related Documents	Employee Health – Role of the Medical Director
Version	1.0 (H5MAPL0260)