



# INSIDE SRHS

A NEWSLETTER FROM THE CORPORATE HEALTH STAFF  
OF SPARTANBURG REGIONAL HEALTHCARE SYSTEM

April 2019

## Welcome Mary Black Associates



## One system positioned to serve Upstate South Carolina...

For almost a century, two hospitals have operated in our community bonded by a common mission – to provide the best health care for the Upstate. Today, that mission is the same, but the bond is stronger. Spartanburg Regional Healthcare System acquired Mary Black Health System, becoming one system positioned to serve Upstate South Carolina for decades to come. Over the past several years, Spartanburg Medical Center continued to experience increased demand for access to inpatient services. This opportunity provides an expedited solution rather than 8-10 years to address the growing access needs in Spartanburg.

Buildings will have different names and staff will have a different employer. But everyone's core purpose will remain. "Everyone will continue doing what they've been doing all along, healing the sick and serving the community. And we'll be doing it together." said Spartanburg Regional's chief operating officer, Mark Aycock. "All our employees have a passion for healthcare and service," former Mary Black CEO Parkes Coggins said. "We're going to work together to continue the high standards of excellence set by both hospitals over the years." Coggins will be an essential part of that work, as he leads integration efforts as vice president, hospital integration.

### CONGRATULATIONS PHYLLIS LONG

Phyllis Long, City of Simpsonville, won lunch at California Dreaming last month for completing our Feedback Survey.

### We value your feedback.

Anytime you have comments or suggestions please feel free to enter your feedback via the following surveymonkey link:

<https://www.surveymonkey.com/r/CorpHealthFeedback>

### Corporate Health Holiday Schedule

#### Occupational Health Westside & Pelham Offices:

Monday, May 27<sup>th</sup> – Closed

Thursday, June 20<sup>th</sup> – Close at 2:30 p.m.

Thursday, July 4<sup>th</sup> – Closed



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## Functional Capacity Evaluations, Explained

Functional Capacity Evaluations, or "FCE's" for short, is an effective tool in the realm of Corporate Health when used appropriately.

When should you consider an FCE?

- Objective job specific fit for duty determination when essential function test does not exist
- RTW case with extensive medical-legal complexity
- Disability determination and finalization of functional limitations when full RTW does not exist
- Provide objective testing for documentation of permanent restrictions
- Question ability versus self-limitation
- When initial RTW has been unsuccessful
- Upon completion of work conditioning/work hardening



We selected WorkWell Work Systems as the FCE system for our clients. This FCE system is internationally researched and respected; making it one of the most valid and defensible FCE systems on the market.

A trained evaluator will assess and determine maximum safe capacity; thus removing subjective biases and allowing the evaluator to make an assessment on the capability to return to work with or without limitations to simplify the handling of worker's compensation cases.

Our team of FCE evaluators have vast experience in Industrial Rehab at a variety of manufacturing environments giving us the unique capability to make enhanced RTW recommendations compared to other FCE providers.



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## DOT Physical Examinations

We are seeing more cases of sleep apnea and would like to provide some guidance and education to you, the employer. If a person receives a diagnosis of obstructive sleep apnea then they should be using a CPAP in order to drive with a CDL. Also be aware use of narcotics and benzodiazepenes increase risk of drowsiness and potential crashes and injuries especially in those with sleep apnea.

### **Obstructive Sleep Apnea (OSA)**

High risk criteria for OSA requiring further testing are:

- BMI > 35
- Neck Circumference: 15.2" females and 17.0" males
- Mallampati Score Class 3 or greater
- Micrognathia (small jaw)
- New or uncontrolled high blood pressure. Or blood pressure requiring 2 or more medications to control.
- History of witnessed apnea
- History of snoring
- Diabetes
- Hyperthyroidism
- Male gender
- Age 50 or greater

If you have three (3) or more risk factors or unclear reasons for sleepiness/fatigue, this would necessitate a 3-month card and a sleep study. All Positive OSA diagnosis require CPAP treatment and compliance.

If the driver is being treated for sleep apnea, adequate control of this condition must be documented before medical certification can be given. Drivers will need annual certification for this condition. Please provide a copy from the sleep specialist certifying compliance and effectiveness annually. CPAP records should show 3 months or more of data, minimal acceptable compliance with CPAP is at least 4 hours/day of use 70% of days.

It is important for drivers with medical conditions to plan ahead. Scheduling and completing their DOT exams prior to the expiration of the current DOT card ensures a smoother and more efficient visit. Keep in mind we have a 'DOT Driver Letter' and exam paperwork available in the documents section of our website for distribution prior to their appointment.

[www.spartanburgregional.com/corporatehealth](http://www.spartanburgregional.com/corporatehealth)



## Employee donors "love to give"

Spartanburg Regional associates are among the most generous donors to Spartanburg Regional Foundation. And they came through once again in 2018 – to the tune of \$1.2 million. These contributions will support a wide range of healthcare system initiatives and community health needs.

The Spartanburg Regional Foundation is organized around its cancer, heart, and hospice divisions. In each of these areas, donors support training for staff, equipment upgrades, community education, and assistance to patients facing financial hardship. Other funds managed by the Foundation support areas such as pediatric care, organ donation awareness, stroke prevention, and mental health.

Spartanburg Regional employees' reasons for giving back are diverse. You can read a few of their reasons and much more at [www.discoverhealth.org](http://www.discoverhealth.org)



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Visit and share Spartanburg Regional's Discover Health webpage anytime to find health articles and events in the Upstate.

Spartanburg Regional hosts a myriad of events each month throughout the Upstate to support our community. You and your employees are always welcome to attend. Please feel free to promote any and all events that you feel are appropriate.

We have an on-going **Diabetes Self-Management Education** class. Physician referral is required, and insurance will be filed for program's cost. Call 864-849-9705 to attend a class near you.

Our **Maternity Department offers Educational Tours** about the Labor & Delivery Unit as well as Mother/Baby units at SMC. You may call 864-560-BABY to join a tour or to attend a Childbirth or Birth Basics classes.

We offer monthly **Grocery Store Tours** throughout the Upstate. This is an interactive tour to learn what to look for on a food label, healthy cooking tips & recipes, and advice on navigating any grocery store. Each month is a new location. Call 864-560-4472 to learn the location of our next grocery store tour and register.

You can find links to our monthly Discover Health flyers on our webpage, to download and distribute to direct your employees to these events and resources! Please visit [www.SpartanburgRegional.com/CorporateHealth](http://www.SpartanburgRegional.com/CorporateHealth)



April 2019



## OSHA Surveillance Physicals and Screenings

OSHA medical surveillance is required for workplaces with hazardous chemicals or substances. The medical requirements for each OSHA at risk substance vary depending on the nature of the hazardous substance. At the core of an OSHA medical surveillance program is the need for a baseline medical exam when an employee starts work in 'at risk' areas of the plant with appropriate tests for the exposed substance. Then periodic follow-up exams and testing are required per standards specified by OSHA. We recommend referencing medical screening and surveillance in OSHA standards to aid in the understanding of what is necessary for your organization and employees.

Certainly, when your workplace levels for hazards are at or above OSHA action levels Personal Protective Equipment (PPE) is needed, and thus OSHA medical surveillance is expected. A separate OSHA respirator standard exists which must be followed when respirator use is necessary to protect the health of the employee or required because of hazards in the workplace usually determined through industrial hygiene measurements.

Corporate Health understands exposures or potential exposures to occupational hazards, and the need for individual assessment. We also have mobile units available to come onsite and perform annual surveillance testing. Please contact Ms. Javonna Wilkins at 864-560-9619 today to reserve your dates!