

Employee Health

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Hours of Operation:

- ❖ Monday through Friday
- ❖ By Appointment
- ❖ Closed on Holidays and Administrative Closure Days
- ❖ Located at 7 McKay Avenue

Services Provided:



- Pre-Placement Assessments
- Immunizations
- Return to Work Exams
- Follow up on Work Related Injuries
- Fit Testing for Respirators
- Work with Safety and Infection Prevention to provide a safe working environment

Pre-Placement Assessments

- Assess ability to perform essential functions of job
- Screen for Tuberculosis
- Check immunity to Measles, Mumps, Rubella, Chickenpox and Hepatitis B virus
- Provide Tdap vaccine
- Provide Hepatitis B Vaccine for employees with possible exposure to blood or body fluids
- Medical evaluation for N-95 respirator use



Tdap Vaccine- Why?

Tdap=Tetanus, diphtheria and Pertussis whooping-cough



- TETANUS (T) causes painful tightening of the muscles. It can cause “locking” of the jaw so you cannot open your mouth or swallow. About 1 person out of 5 who get tetanus dies.
- DIPHTHERIA (D) can cause breathing problems, paralysis, and heart failure. Before vaccines, diphtheria killed tens of thousands of children every year in the United States.
- PERTUSSIS (aP), also known as Whooping Cough, causes coughing spells so bad that it is hard for infants and children to eat, drink, or breathe. It can cause pneumonia, seizures, brain damage, or death.
- Immunity for Pertussis wanes by adolescence
- All healthcare workers should have a dose of Tdap

Tuberculosis Screening:

- Initial testing required for all new hires
 - 2 step testing
- Annual screening
 - Based on TB Risk Assessment
- Post exposure
 - Baseline and then 8 -10 weeks later



Hepatitis B Vaccine

- Highly recommended for employees who have potential for exposure to blood/body fluids in job.
- Series of three intramuscular injections (0, 1, and 6 months)
- Highly effective with minimal side effects
- Provided free of charge to employees
- Require positive blood antibody titer or signed declination form
- *There is no vaccine available to prevent HIV and Hepatitis C*



Influenza (Flu)

- 5% to 20% of the population gets the flu
- More than 200,000 people are hospitalized from flu complications and about 36,000 people die from flu.
- Symptoms of flu include:
 - Fever (usually high), headache, extreme fatigue, dry cough, sore throat, runny or stuffy nose, muscle aches



Influenza Vaccine:

- **Flu Shot is mandatory as a condition of employment.**
- Need physician documentation if medical contraindication.
- Vaccine is from inactivated virus so it is not possible to get the flu from the injection.
- Mild sore arm is typical side effect.

COVID-19 EMPLOYEE HEALTH Screening and Medical Management:

- Employees are screened before each work day and shift, via DAILY ATTESTATION/ BILH Staff Symptoms Monitoring
- Employee Health will provide opportunity for testing, PER cdc GUIDELINES, at no cost to the employee;
- Please promptly notify EMPLOYEE HEALTH when the you are diagnosed as COVID-19 positive, suspected of having COVID-19, or experiencing symptoms;
- Employee Health will notify and manage Covid-19 positive employees.
- Employee Health will follow requirements to remove employees who have suspected or confirmed COVID-19, certain COVID-19 symptoms, or have had close contact to a person who is COVID-19 positive in the workplace. This includes making decisions on returning employees to work in accordance with guidance from a licensed health care provider or specified CDC guidance;
- The Hospital will provide ample time and opportunities for Covid-19 vaccination
- Employee Health will maintain a direct hotline for vaccine side effects

Notify Employee Health if You Develop the Following Conditions:

- Gastrointestinal/
Stomach bugs/Diarrhea
- Strep or Staph infections
- Open, draining wounds
- Whooping Cough/
Pertussis
- Fifth Disease
- MRSA Infections
- Conjunctivitis
- Chickenpox
- TB
- Shingles

Work-Related Injuries

- Report any injury or accident immediately to your supervisor
- Seek medical attention, if needed
- Complete Occupational Injury/Illness Report
- Notify Employee Health if any lost time or ongoing problems

Work-Related Injuries

- Complete Occupational Injury/Illness Report

The screenshot displays the Beth Israel Lahey Health website interface. At the top, there are links for 'Epic', 'mytime', 'WebMail', 'Remote Access', and 'Public Website'. Below these are 'Colleague Connection' and navigation tabs for 'My Employment', 'Tools & Resources', 'Departments', and 'News & Events'. A search bar is present with the text 'Search for policies, forms, msds, employees, or anything at all'. A dropdown menu is open, listing various departments, with 'Employee Health' highlighted in red and 'Employees & Locations' circled in red. The main content area shows the 'Employee Health' page, which includes a sub-navigation bar with 'My Employment', 'Tools & Resources', 'Departments', and 'News & Events'. Below this is another search bar and a 'Sign In' button. The breadcrumb trail reads 'Home \ Departments \ Employee Health \ Employees & Locations'. The page title is 'Employee Health'. A dark blue box contains the text 'Employees & Locations' and 'Your Health at Work'. To the right, there is a photo of a healthcare professional and a text block describing Employee Health's focus on employee health and safety. At the bottom right, a red circle highlights the links 'Flu Central', 'Occupational Injury Form', and 'Blood/Body Fluids Exposure Instructions'. The phone number '781-756-2148' is listed at the very bottom.

Epic mytime WebMail Remote Access Public Website
Colleague Connection

My Employment Tools & Resources Departments News & Events

Search for policies, forms, msds, employees, or anything at all

To Care. To Heal. To Excel.
In service to our community.

Latest

WinNotes: Live Better Well Winter EHS Campaign Winner takes P

WinNotes: 2019 ECHO Fund m new disinfectio Winter talks be continue and m

WinNotes: PAWE Harvard Campaign, Goo Unit & Sack

All News >

My Employment Tools & Resources Departments News & Events

Search for policies, forms, msds, employees, or anything at all Search Sign In

Home \ Departments \ Employee Health \ Employees & Locations Print Page | Text Size A A

Employee Health

Employees & Locations
Your Health at Work

Employee Health focuses on the health and safety of employees, administering pre-placement assessments, back to work exams and immunizations. Additionally, all work-related injuries are managed and reviewed by Employee Health. Injury causes are analyzed and preventative actions are targeted to reduce workplace injuries.

Flu Central
Occupational Injury Form
Blood/Body Fluids Exposure Instructions

Phone: 781-756-2148

Beth Israel Lahey Health
Winchester Hospital

Most Common Injuries

Falls

- Wet floors, parking lots, improper footwear



Patient Handling

- Strains/sprains from lifting, boosting, positioning patients

Needlestick Injuries

- Don't get stuck! Learn how to prevent sharps injuries.
- Plan for the safe handling and disposal of sharps before use.
- Always engage safety devices.
- Follow standard precautions, infection prevention, and general hygiene practices consistently.



BE ALERT WHEN SHARPS ARE IN USE

Needle stick Injuries / Blood and Body Fluid Exposures

- Needlestick injuries are wounds caused by needles that accidentally puncture the skin
- Blood and body fluid exposures occur when an individual is exposed to blood or other body fluid that touches your skin, eyes, mouth, or other mucosal surface
- Provide immediate care to the exposed area
- Wash wounds with soap and water; flush mucous membranes with a large amount of water
- Report exposure immediately to a supervisor; provide the name of source Patient.
- Go to the Emergency Department for evaluation.
- Follow up with Employee Health- Confidential, provided at no cost to you



Back to Work Clearance

You will need a doctor's note and appointment with Employee Health to return to work if:

- Ill for 4 or more calendar days
- Have been hospitalized
- Had **any** surgery
- Your mobility is impaired (crutches, cane, cast, splint, neck collar, etc.)
- Work restrictions are needed



Modified Duty



- Temporary Disability
- Up to supervisor, depending on job position, staffing, and availability of light duty tasks
- Requires doctor's note to be specific regarding your abilities/restrictions

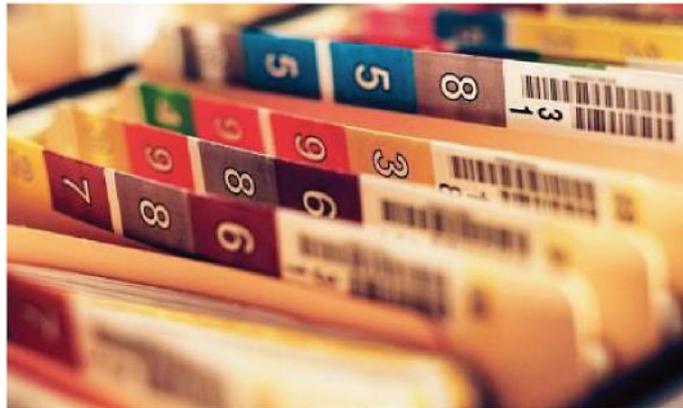
Substance Abuse-Zero Tolerance Policy

- What's included?

- No one should work under the influence of drugs/alcohol or smell of alcohol or bring alcohol into the workplace
- Includes prescription narcotics/controlled substances
- Any drug that may alter ability to safely perform job
- Expectation that ALL healthcare workers be fit for duty
- Obligation to patients, employees and the public to provide safe workplace and quality care
- All employees have important jobs

Employee Health Records

- Confidential
- Separate from Human Resources
- Test Results Available to Employees



Where Can I Get Information About Employee Health Services?

Valuable information available on WinNet under Employee Health page:

- Staff Directory
- Back-to-work information
- Injuries at work
- TB information
- Infection Control information
- Authorization form for record release

Contact Information

Employee Health-

Ph: 781-756-2148

Fax: 781-756-2045

Beeper:6607

Win With Wellness

Win with Wellness for Employees

What is Win with Wellness?

Win with Wellness is a program developed to raise awareness about healthy living and provide education and resources to improve and maintain the health of Winchester Hospital employees. Win with Wellness was developed in response to growing evidence of the health concerns affecting workforce members across the country, particularly healthcare workers, who tend to care more for others' health while often neglecting their own. Maintaining a healthy work/life balance is important. The hospital established an Employee Wellness Committee to explore the best wellness practices and options we could offer. The results of their



research determined that the committee's focus should be on nutrition, weight management, fitness and stress management.

Nutrition and Weight Management

Individual Counseling – provided by Registered Dietitians for specific medical conditions as well as customized weight loss and optimal health. This service is covered by most insurance plans. Contact Nutrition Services with any questions at 781-756-2605 or make an appointment by calling Central Scheduling at 781-756-2211. Also, the hospital cafeteria offers mindful food selections that balance nutrition with enticing flavors to create an indulgent way to enjoy healthy eating. Please remember to download the Bite by Sodexo app (<http://bite.sodexo.com/>) to access nutritional information and our live menu.

HMR Weight Management Program – awarded #1 for "fast weight loss" by U.S. News & World Report the last 4 years! Provides structured diet plans, weekly group classes, one-on-one counseling with a registered dietitian, or a remote program with free phone coaching. Winchester Hospital Employees only pay for HMR foods; group classes (not one-on-one) and medical fees are free. To learn more, e-mail hmrinfo@lahey.org or call 781-396-6221, ext. 1.

Stress Management

HeartMath® – assists you in managing and reducing stress and helps with blood pressure management, sports performance enhancement, emotional eating reduction, test anxiety reduction, sleep promotion and pain management. To learn how to use HeartMath's® emWave®2 (individually or as a team), call the Center for Healthy Living at 781-756-4700.

Two Minute Guided Meditation – call 781-744-9355. This is a free line with a recorded voice to help you through a stressful moment.

Fitness

Moving Moments – Start every meeting with a brief movement, stretch or exercise. Moving Moments can be easily accessed through the employee Wellness page on WinNet. Participants should modify the movement to their personal range of motion and stop if any movement causes pain.

Fitness Challenge – This event is held every year to engage staff in some new physical activity. Teams are formed and employees support each other in achieving the team goal. The competition is fierce (and fun!).

WinNet Employee Wellness Info

Winchester Hospital employees have access to health and wellness information on WinNet by accessing My Employment, clicking on Health and Wellness, and then choosing the Wellness option. Links include programs held at the Center for Healthy Living, Nutrition Services, HMR Weight Management Program, Integrative Therapies, Stress Management, and special events to help you reach your fitness goals. You can even earn valuable points to help offset a portion of your medical plan premiums. The Wellness page will also enable you to access videos. Check the Wellness page regularly for updated events.

Beth Israel Lahey Health
Winchester Hospital

Questions?

The End