



ASSOCIATION
OF OCCUPATIONAL
HEALTH PROFESSIONALS
IN HEALTHCARE

Making A Difference...

THE newsletter for occupational health professionals who are making a difference in the workplace lives of our nation's healthcare employees.

AOHP Headquarters, 125 Warrendale Bayne Road, Ste. 375, Warrendale, PA 15086 Tel: 800-362-4347 Fax: 724-935-1560
Email: info@aohp.org www.aohp.org

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Stacy L. Smirl, MSM, BSN, RN, COEE, COHN-S
Executive President

Message from Executive President



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“The way I see it, if you want the rainbow, you’ve got to put up with the rain.” – Dolly Parton

And sometimes, Dolly, you’ve got to put up with the 80-mph wind, falling trees, flooding, and lack of electricity. Regardless, the rainbow will follow!

Perhaps you are reminded of this quote or something similar as you clear the 50-100+ candidates to begin employment the following Monday; or guide your fellow healthcare personnel through a blood or other communicable disease exposure; or coordinate several injured employees to the next level of workers' compensation-related treatment. The rainbow for fellow healthcare workers is represented by the compassion, caring, expertise, smiles, and dedication of time you give to them – and, in turn, the thanks they give to you.

September 6 – 8, 2023, let us only think of rainbows while connecting with our fellow AOHP colleagues at the National Conference in Savannah, GA! If you haven't already, [register](#) today! (I have been promised that the lights will not go out in Georgia while we are there!)

Until we see each other in Savannah, please take time to smile and laugh,

Best wishes and warm regards,

Stacy Smirl, MSM, BSN, RN, COEE, COHN-S
AOHP Executive President



Gain insights! Discover The Future of Occupational Health at the AOHP 2023 National Conference

Prepare to be blown away by our lineup of speakers who are at the forefront of innovation and success. Their insights will challenge your thinking, spark creativity, and ignite your passion for excellence. Get a taste of what's in store by checking out the [session abstracts](#) now!

Have you made your hotel reservation yet? Take full advantage of conference group rate when you plan to stay with us at The Desoto. Hotel rooms may sell out sooner than the cut off date of Aug 16, 2023. Make things easy on yourself when you stay right at the conference hotel. [Go ahead to reserve your room now.](#)

The early bird discount expires on August 4, 2023. Act fast and secure your spot today! Don't miss out on this chance to save while investing in your future.

[Register Now](#)

Don't Misunderstand the Family and Medical Leave Act (FMLA)

Stephen Burt, BS, MFA
Chair, Governance Affairs Committee

We have recently received a lot of questions from occupational health professionals regarding when an employee is eligible to take leave under the Family and Medical Leave Act (FMLA). Occupational Health is often involved with deciding what employees are covered under FMLA and when they are eligible to take leave. Contrary to what many employers may think, not all employees are automatically entitled to leave time under the FMLA. Employees are eligible for FMLA coverage if they meet the following requirements:

- They have been employed for at least 12 months;
- They have worked at least 1,250 hours over the past 12 months; and
- They are employed at a worksite with 50 or more employees within a 75-mile radius.

As all of you know, eligible employees are entitled to 12 weeks of leave for a qualifying reason within a 12-month period. Occupational health professionals can use various methods to calculate those 12 months, as long as they consistently apply the same method to all employees.

Usually, Human Resources must check the employee's eligibility for leave at the first instance of leave for each qualifying reason during the 12-month FMLA period. After Human Resources determines that the employee is eligible for leave for that *specific qualifying reason*, eligibility for leave for that reason does not change for the remainder of the 12-month FMLA period.

Another issue that may arise in calculating FMLA leave eligibility is previous periods of employment. Employers must count months worked during periods of previous employment unless there has been a break in employment of more than seven years. The 12 months of service required for an employee to be eligible for FMLA coverage need not be consecutive. However, in some cases, even breaks in employment of more than seven years must be counted toward FMLA eligibility.

Occupational health professionals should not always assume that every medical condition is a serious health condition within the meaning of the FMLA. A medical condition must require inpatient treatment or continuing care by a healthcare provider to qualify as a serious health condition under the FMLA. As noted above, even if a medical condition doesn't qualify as a serious health condition for the purposes of the FMLA, it may trigger some protections for the employee under the Americans with Disabilities Act (ADA).

Human Resources and Occupational Health must be very careful not to erroneously make eligibility determinations. Designating an employee as eligible for leave under FMLA in error

can have significant unwanted consequences for the employer. Granting FMLA leave to an employee who is not legally entitled to it can set a precedent requiring the employer to grant it to all employees who request it. Otherwise, the employer could face discrimination claims for allowing one employee to take unauthorized FMLA leave but not another. Additionally, suppose the employer inaccurately designates an employee as eligible for FMLA leave. In that case, the employer likely cannot go back later and argue that the employee is ineligible for leave, even if the employer was mistaken. Again, this type of error can set a precedent for other employees based on the nature of the error.

It is important that employers ensure all managers and supervisors are trained to identify potential FMLA issues with their employees. For example, suppose employees mention the need to be off work for health-related issues or to care for a family member with health-related issues. In that case, managers should know how to refer them to Human Resources to discuss potential FMLA leave or, in some cases, the ADA.

CMS COVID-19 Vaccination and Testing Requirements for Healthcare Facilities and Providers to Formally End This Summer

Stephen Burt, BS, MFA
Chair, Governance Affairs Committee

The Biden-Harris Administration announced on May 1, 2023, that the Centers for Medicare and Medicaid Services (CMS) would be eliminating COVID-19 vaccination requirements for hospitals, long-term care facilities, and healthcare providers. On May 31, 2023, CMS issued the long-awaited Final Rule. The Final Rule contains two key changes:

- Removes testing requirements issued in the September 2, 2020, Interim Final Rule (IFR); and
- Removes vaccination requirements for healthcare staff as defined in the IFR.

Although the vaccination requirement is eliminated, the Final Rule will still require healthcare facilities and certain covered providers to provide ongoing education initiatives about COVID-19 vaccination and to offer COVID-19 vaccinations to staff. CMS announced that it will rely on proposed quality reporting measures to encourage providers to stay up-to-date on vaccines.

The Final Rule is expected to be effective on or about August 4, 2023 (60 days after June 5, 2023, its publication in the Federal Register). While the Final Rule is not yet effective, CMS said it does not intend to enforce staff vaccination requirements before the effective date of the Final Rule.

Health systems and healthcare employers may continue to require that workers stay up-to-date on COVID-19 vaccinations, consistent with other federal, state, and local laws. Moreover, some states may require COVID-19 vaccination of healthcare staff. Facilities must maintain compliance with applicable state and local laws pertaining to vaccination.

Elevate Your Career With AOHP: Connect, Learn, Grow

As an occupational/employee health professional, it is crucial to stay informed and connected with the latest developments in your field. AOHP, the Association of Occupational Health Professionals in Healthcare, is an organization dedicated to the professional growth of occupational/employee health professionals working in healthcare settings.

By becoming a member, you will have access to a wealth of resources and educational opportunities that can help you stay current with the latest standards of practice. This includes webinars, conferences, and seminars that cover a wide range of topics, from emerging health trends and best practices to legal and regulatory updates. Through these opportunities, you can deepen your understanding of your field and stay ahead of the curve when it comes to new developments.

Joining AOHP also provides the opportunity to connect with other occupational/employee health professionals, through networking events, online forums, and other venues. This can be especially beneficial for those working in remote or isolated locations. AOHP membership is very affordable, making it an important investment in your professional growth each year.

By renewing or joining today, you are demonstrating your commitment to your profession and your dedication to staying informed, connected, and engaged in the occupational/employee health community.

There is much value in belonging to the organization. [Membership benefits](#) include:

- Listserv Discussion Group for AOHP members (**priceless!**)
- Nine or more FREE live webinars each year (\$180 value)
- FREE CE by reading the Journal Article (\$50 value)
- Many FREE Continuing Education Opportunities
- FREE podcasts
- Discount on annual national conference, scholarship opportunities
- Educational activities from chapters and regions
- Electronic communications, including the quarterly *Journal**, E-newsletter, monthly e-Bytes, resources on our website and networking opportunities
- Legislative advocacy and updates, collaborative relationships with other stakeholders and regulatory agencies

Don't wait, invest in yourself and your career by [renewing](#) or [joining](#) AOHP today.

AOHP Hosts Caring for Healthcare Professionals Podcast

AOHP's Caring for Healthcare Professionals Podcast features subject matter experts in occupational health and safety discussing relevant issues facing occupational health and safety professionals in healthcare. New podcasts on needlestick prevention, personal protective equipment manufacturing and distribution, and respiratory protection are coming every week.

Go to [our website](#) to learn more.

Call for Panelists

Panel discussions for the AOHP Podcast are being organized to share about different hazards, programs, and best practices. If you are interested in participating, please feel free to let us know. The discussions will only cover hazard(s), preventive measures, and best practices; we won't be discussing any specific incidents or employer-specific information.

Please contact Cory Worden at the.wordens01@gmail.com if you'd like to participate on any of the panels.

ROC Campaign

Members are the most important component of AOHP. We learn, grow, and enhance each other's personal and professional development. Please seek out healthcare personnel (HCP) in your area who are not currently involved in AOHP and introduce these colleagues to our conferences, webinars, and listserv. Recruit your colleagues and win a reward.

- R-** Reach out to non AOHP members. Simply call a local hospital's employee/occupational health office and invite the staff to a meeting, webinar, or conference.
- O-** Open up to and engage other HCP in conversations about AOHP and the benefits of joining.
- C-** Communicate your successes to AOHP and other HCP. Encourage all you meet in occupational health to share ideas and information.

Go to our [website](#) to learn more and join the ROC Revival!

Sarah Parris, RN, MSN

NIOSH Launches Free Safety Training for Healthcare Settings

The U.S. Department of Health and Human Services, Centers for Disease Control and Prevention (CDC), National Institute for Occupational Safety and Health (NIOSH) is now offering the training course *Safety Culture in Healthcare Settings* by Rogers B, Francis R, Dembski-Hart P, Hessels A, Hilton T, Casey M, and Martin M (DHHS (NIOSH) Publication No. 2023-135, <https://doi.org/10.26616/NIOSH/PUB2023135>).

This healthcare worker training course provides scientific and evidence-based information. It focuses on six core competencies designed to increase knowledge about work-related hazards and to address organizational and personal strategies to promote a safe and healthful work environment.

There are five knowledge modules, each 20-30 minutes long, along with a list of resources that healthcare workers can utilize. Upon successful completion of all five modules in the course, participants will receive a certificate and continuing education credits.

[Click here](#) to learn more.

Benchmarking Survey Group Update

The Benchmarking Survey Group has reconvened to reconfigure the survey, with our initial meeting on July 20. The purpose is to obtain more useable data from our membership in an easy-to-use format. Watch your inbox for the survey request, and please participate. Please feel free to reach out to me (cohnsbcm@gmail.com) or Annie Wiest at Headquarters to share what data you want to obtain from this survey.

Denise Knoblauch, MSN, RN

Motivational Interviewing Online Training Survey Participants Needed

We are recruiting occupational health providers for a study to evaluate an online training course. The online course teaches the basic principles of Motivational Interviewing (MI), a patient-centered communication method, and how to use MI to address vaccine hesitancy among employees. If the course is effective at improving providers' knowledge of MI, confidence in using MI, and MI skills, it may be made available for occupational health providers to use. It may be adapted for other healthcare providers to use as well.

The total duration of participation would be about 3.5 hours, which includes taking the online training course and completing questionnaires (before taking the training, immediately after taking the training, and again at three months after taking the training).

The course has been approved for 3.0 continuing nursing education hours and approved for 3.0 American Academy of Family Physicians (AAFP) Prescribed/Elective credits. Participants will also receive financial compensation (\$150 in online gift cards) for completing the course and all study questionnaires.

You are eligible to join the study if you are an occupational health provider (nurse, physician, nurse practitioner, or physician assistant), you are not a trainee (e.g., resident or student), you are currently practicing in the United States (including territories), and you interact with employees in some way regarding vaccines. Follow [this link](#) to learn more and to enroll. You are welcome to forward this email to others you think may be eligible and interested.

Feel free to reply to this email with any questions or concerns. We hope you decide to enroll!

Sincerely,
Marianne Cloeren, MD, MPH
Principal Investigator
Associate Professor
University of Maryland School of Medicine

Discovering My Occupational Health Path

I had been in healthcare for just over 20 years when I discovered Occupational Health Services. As a healthcare professional, this discovery changed my professional path. My background ranged from obstetrics to the operating room until occupational health came into my purview. While studying for my Doctor of Nursing Practice (DNP), I had the opportunity to make a career move to the Employee Health Services office at Northwell Health as a Director. I am currently the Senior Director of Operations for Employee Health Services at Northwell Health.

Once I began working in Employee Health Services, I became involved with AOHP, first as the Northeast Chapter Secretary and currently as the Region 4 Director. During my tenure as secretary, the question I had never considered but AOHP made me think of was, "Who is taking care of the healthcare professionals?" The answer is AOHP.

The Association of Occupational Health Professionals in Healthcare (AOHP), which formed in 1981, focuses on four pillars:

- **Advocating for employee health and safety.**
- **Occupational health education and networking opportunities.**
- **Health and safety advancement through best practices.**
- **Partnering with employers, agencies, and associations.**

Northwell Health Employee Health Services provides services for over 83,000 employees across our organization as well as for volunteers, students, licensed independent practitioners, and vendor/contracted staff relationships. It is highly rewarding to be able to support their health and well-being, as well as keep them and others safe while they perform their duties. This is one of the main reasons I chose healthcare as my profession, to ensure the well-being of others. My colleagues and I are making a real difference to the health of workers.

A prime example of ensuring the well-being of others was during the COVID pandemic. Employee Health Services was able to launch COVID testing sites for all team members and their immediate family members within the five boroughs of New York City. Once the COVID-19 vaccine received Food and Drug Administration (FDA) approval, Northwell Employee Health Services was also instrumental in setting up vaccination sites across the five boroughs for team members and their families.

I take tremendous pride in my profession as an occupational health professional because it changed my life. And, I administered the first Pfizer COVID vaccine in the United States and the first Moderna COVID vaccine in New York City as occupational health professionals began the fight to eradicate COVID!

However, occupational health professionals, including me, are not able to perform our professional duties without guidance. This guidance comes from networking with other occupational health professionals at AOHP, conferences, meetings, or simply by emailing a question. The support given by networking with other occupational health professionals is appreciated.

Keeping the question in mind about who is taking care of the safety and well-being of others, and knowing the answer is occupational health professionals, gives me a profound sense of pride as I continue pursuing the health, safety, and well-being of other people.

“One of the deep secrets of life is that all that is really worth doing is what we do for others.” – Lewis Carroll, *Alice’s Adventures in Wonderland*

*Michelle A. Chester, DNP, FNP-BC, MSN, BSN, CNOR, RNFA
AOHP Mid Atlantic & Northeast Region 4 Director
Senior Director, Northwell Health Occupational Health Services*

Region 2

Region 2 is in the midst of the AOHP election season. We will be voting for our new Region 2 Director this year, who will serve from 2023 to 2025. I (Cory), am very grateful for the past six years in the role and am happy about everything Region 2 has been able to accomplish for AOHP.

National Professional Development

The National Professional Development Committee met in April 2023 and had a good discussion about potential webinars, podcasts, and other topics. Our next meeting (virtual call) is planned for August 2023. If anyone is interested in participating, please feel free to email Cory Worden at the.wordens01@gmail.com anytime. The committee is open to anyone interested in sharing ideas about AOHP’s professional development offerings (webinars, podcasts, articles, and more).

Cory Worden, Ph.D. ABD, M.S., CSP, CSHM, CHSP, REM, CESCO, ARM

Fact Sheet on Expanded Reporting Requirements

A new [fact sheet](#) helps employers understand [recently-expanded requirements](#) for submitting injury and illness information electronically to OSHA beginning January 1, 2024. For more information, visit osha.gov/recordkeeping.

- Training Course: [Safety Culture in Healthcare Settings](#). (May 2023)
- Fact Sheet: [Healthcare Worker Wellbeing: Making the System Work for Healthcare Workers](#). (May 2023)
- [Managing Hazardous Drug Exposures: Information for Healthcare Settings](#). (April 2023)

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or call 1-844-NOVAVAX (1-844-668-2829)

FL Chapter

We partnered with the West Florida Chapter of the American Association of Occupational Health Nurses (AAOHN) for a Painting with a Twist event!



Susan Stewart, DNP, MBA, RN, COHN-S, COHC
FL Chapter President

Northeast Chapter

Congratulations to Marlene Davis, PA-C on her retirement. Marlene graduated from the Rutgers-CMDNJ PA program in 1980 and moved to Long Island in 1981. She worked at Brunswick Hospital Center until 2001, covering the general hospital, physical medicine and rehabilitation, psychiatric, detox, nursing homes, and infection control, but had a special passion for employee health. She became a member of AOHP in 1986. In 2001, she joined Winthrop University Hospital (now NYU Langone Health – Long Island). In 2004, she assumed the role of vice president for the Nassau-Suffolk Chapter (now Northeast Chapter) and will remain for the present.

Marlene is exceedingly proud of her 43-year career as a physician assistant and the evolution of the profession. She says it has been her greatest pleasure impacting the lives of thousands of staff members and affiliates, caring for the caregivers. She would like to formally thank her “seasoned” former and current co-officers and friends for the recognition dinners and incredible plaque.

On behalf of Northeast Chapter’s members, thank you, Marlene, for your dedication to the team and to occupational health. Congratulations on your retirement and your wonderful career!



Precillia Fairman, DNP, FNP-BC
Northeast Chapter President

Muscle Health/Physical Activity/Exercise: Do These Equal a Healthy Well-Being?

Thomas B. Gilliam, Ph.D.

Full disclosure before I begin this paper, I have a Ph.D. in Exercise Physiology and I have been working in this profession for 50 years. So, I am biased toward the benefits of physical activity.

I have read a great deal of research regarding lifestyle, disease, and prevention in multiple disciplines related to physical activity. And as a tenured faculty member at the University of Michigan, I was a principal investigator on a NIH grant to study heart disease risk in first, second and third graders in 1977.

The research in the 1970's, 1980's and 1990's overwhelmingly showed the positive impact physical activity had on health – most of the research was on the reduction of blood pressure, obesity and cardiovascular disease and focused on aerobic activities such as walking, biking, swimming and the like. But at the beginning of the 21st century, more research on muscle was being done to study the impact of a healthy muscle mass on the health and well-being of the individual. One of the top scientific organizations to lead the way on promoting muscle strengthening was the American College of Sports Medicine (ACSM).

It wasn't until 2007 that the "Physical Activity Guidelines for Americans" included muscle strengthening as a recommendation but it was only for Americans between ages 18-65. In 2008, the guidelines were modified to include all adults ages 18 and older and added youth 6-17 years. Also, in 2007, the American College of Sports Medicine (ACSM) and the American Medical Association (AMA) co-launched Exercise is Medicine® (EIM) – a United States-based health initiative that has since been coordinated by ACSM.

Many meta-analyses have been published in the last 10-years that show the positive impact muscle health and physical activity have on the well-being of the individual with focus in recent years on mental health, including fewer incidents of suicide. Severinsen reported that physical activity and exercise training decrease the risk of dementia and appear to play a role in the treatment of the disease.

Recently, the research also showed those who were physically active had fewer incidences of COVID and if in fact they got COVID the incidence of death was less.

Just recently, Dr. Liang-Kung Chen published an editorial in Archives of Gerontology and Geriatrics entitled "Skeletal Muscle: A Key Determinant of Healthy Aging". Dr. Chen in his editorial provides multiple examples and research to support why muscle is critical to the healthy aging process and its positive impact on the immune system, anti-inflammatory process and chronic diseases such as Type II diabetes. He concludes by stating, "skeletal muscle emerges as a critical component of healthy aging, yielding significant influence over physical function, metabolic health, cognitive (mental) performance, and overall well-being. Age-related muscle loss and dysfunction can lead to falls, disability, and a loss of independence in older individuals, as well as increase the risk of metabolic dysfunction and chronic illnesses."

While the research is clear that physical activity and muscle health are essential elements to healthy aging and overall well-being, our own (IPCS) strength data indicates that Americans are becoming less active and less likely to maintain muscle strength. Our database of 600,000 strength tests shows the absolute shoulder strength in the workforce in 2022 is 23% weaker than it was 15 years ago and the knee strength is 18% weaker. As Dr. Chen stated, this loss of strength will have a negative health impact on the American worker as he/she ages.

This down turn in the health of the worker can be reversed – the research shows that at any given time in our lifespan, strengthening exercises will benefit our health and well-being. How can the industry and the workplace get more creative to put this message into action and reverse this downward trend?

Key References:

Severinsen, MCK, et. al. Muscle-Organ Crosstalk: The Emerging Roles of Myokines. Endocrine Reviews. 2020. 41(4), 0687

Chen, L-K, Skeletal Muscle Health: A Key Determinant of Healthy Aging. Archives of Gerontology and Geriatrics. 2023. 109, 105011

WEB055-2023

Live on Aug 22, 2023 11 am – 12 pm Eastern

FREEZE THE FACTS: The Role of Aggressive Accident Investigation And Claim Mitigation.

By William A. Lowry

FREE to members. AOHP Members - please [click here](#) and log in to register.

Non-Member: \$45

Join now to become AOHP member to enjoy the FREE live webinar member benefit. [Click here](#) to download the membership application form or [join online](#).

[Register Now](#)

Topic Overview:

Every alleged work accident should be seen as a learning opportunity – an opportunity to assess what precautions may be taken in order to avoid future similar occurrences, an opportunity to aggressively investigate each alleged accident and an opportunity to mitigate costs associated with each claim. Adopting the approach of aggressive accident investigation and a commitment to claim mitigation will allow you to close open matters in a timely fashion and reduce your overall workers' compensation costs. An aggressive and fair workers' compensation program will also strengthen the relationship between the employee and the employer, as communication is the linchpin of an effectively managed workers' compensation program. Remember, employers can win workers' compensation cases but in order to do so, employers must first FREEZE THE FACTS and embrace the role of aggressive accident investigation and claim mitigation.

OSHA Accepting Applications for Graduate Nurse Internships

OSHA is now accepting applications for the Graduate Nurse Internship in the Office of Occupational Medicine and Nursing (OOMN) for the summer of 2023. Both in-person and remote opportunities are available. The graduate nurse internship program is a unique opportunity for occupational health nurses to gain experience in occupational safety and health policy and regulatory affairs at the national level and become worker advocates with direct, hands-on knowledge of OSHA's mission. The program is designed for registered professional nurses pursuing a graduate degree in either occupational health nursing or public health with an occupational health focus.

The internship blends current OSHA projects and issues with the theoretical bases of the intern's academic study into a practical occupational safety and health experience at the national level. Selected interns are assigned to the OOMN in OSHA's National Office in Washington, DC, precepted by OOMN staff, and assigned projects in support of the agency's mission and goals. Full details, including information on applying, can be found at <https://www.osha.gov/nurse-internship>.

AOHP Archived Webinar Library

The AOHP Archived Webinar Library, a treasure trove of valuable knowledge for occupational health professionals. Here, you will find a diverse collection of past webinars featuring expert speakers and cutting-edge topics in the field of occupational health. From best practices in workplace safety to emerging trends in employee well-being, our library offers a wealth of insights to enhance your expertise and advance your career. Whether you're a seasoned practitioner or a newcomer to the field, the AOHP Archived Webinar Library is your gateway to staying informed and staying ahead in the dynamic world of occupational health. Explore our comprehensive archive and unlock a world of learning at your convenience.

WEB057-2023

Promoting Safety and Well-being: Mastering Safe Patient Handling and Mobility in Healthcare Settings by Asha Roy, PhD, OTD, OTR/L, MBA, CSPHP

WEB056-2023

Out-of-Hospital Cardiac Arrest (OHCA) Outcomes by Varsha Vakil, PhD, MPH

WEB054-2023

OSHA Part 1904 Recordkeeping by Valerie C Struve

WEB053-2023

Managing Worker Expectations of the Return-to-Work Timeline by Leslie R. Cadet, MD, MPH

WEB052-2023

Walking the Fine Line Between Patient Advocacy and Obligations to the Employer by Robert E Maciorowski

WEB051-2023

Post-Exposure Investigation from the Infection Prevention View by Laura J. Markman, RN-BC, MS

WEB050-2023

Building an Annual Sharps Review Plan by Amber Hogan Mitchell, DrPH, MPH, CPH

WEB049-2023

Random Drug Testing of Non-Safety Sensitive Healthcare Workers: Honestly? by William G. Buchta, MD, MS, MPH, FACOEM

[Visit our website to learn more.](#)

NIAHO® Revised Accreditation Information for Hospitals

DNV is providing notice to accredited/certified hospitals of the release of the CMS-approved NIAHO® Accreditation Requirements, Interpretive Guidelines and Surveyor Guidance for Hospitals, Revision 23-0.

Revision 23-0 is effective September 5, 2023 and supersedes the NIAHO® Accreditation Requirements, Interpretive Guidelines and Surveyor Guidance for Hospitals, Revision 20-1 and all prior revisions.

Hospitals participating in the Medicare and Medicaid program are expected to comply with current Conditions of Participation. When new or revised requirements are published, hospitals are expected to demonstrate compliance in a time frame consistent with the effective date published by CMS in the Federal Register.

Download the Requirements and Change History for Revision 23-0 [here](#).

Joint Commission Stops Evaluating COVID-19 Vaccination Compliance

The Joint Commission is no longer evaluating compliance with the COVID-19 vaccination requirement. While the standard will remain present in the current manual, surveyors have been advised not to evaluate for compliance. The database will be updated and be reflected in the next standards release later this year.

Protecting Workers from Heat

The Occupational Safety and Health Administration (OSHA) is inviting small business owners and local governments to [give input on a potential heat standard](#). Visit the website to [learn how to participate](#).

OSHA to Require Certain Employers to Submit Certain Injury, Illness Data

OSHA [issued a final rule](#) that revises [requirements for submitting workplace injury and illness information to OSHA](#). This [final rule](#) becomes effective Jan 1, 2024. This final rule requiring employers in certain high-hazard fields, including healthcare, with 100 or more employees to electronically submit data from their Log of Work-Related Injuries and Illnesses (Form 300) and Injury and Illness Incident Report (Form 3010) once a year beginning in Jan 2024. They also must include their legal company name when making electronic submissions to OSHA from their injury and illness records. The requirements apply to establishments covered by federal OSHA, as well as establishments covered by states with their own occupational safety and health program (i.e., State Plans). OSHA plans to publicly report some of the data on its website.

AOHP Listserv Group – Exclusive Benefit for AOHP Members

Are you looking to stay connected with fellow employee/occupational health professionals? Look no further! Our AOHP Listserv is the perfect way to do just that.

As a member, you'll have access to our exclusive Listserv filled with helpful discussions, valuable resources, and the latest news in healthcare. Plus, you'll be able to connect with other members and benefit from their knowledge and expertise.

Don't miss your chance to stay connected and get the most out of your membership. Sign up today and get ready to join the conversation!

AOHP Members – Take Advantage of Your Benefits!

AOHP is the only professional organization that serves the interests and needs of occupational health professionals in the healthcare setting. Improve your practice by consistently using these benefits that our members find most valuable:

- Quarterly AOHP *Journal*
- FREE Live Webinars
- Educational Offerings (AOHP National Conference, webinars)
- Networking (on local, regional, and national levels)
- Legislative Updates
- AOHP Listserv
- Quarterly eNewsletters
- Monthly eBytes
- Beyond Getting Started Resources
- Survey Reports

Access the most important and up-to-date occupational health information and resources, as well as best practices of fellow members. For more information about the benefits of your AOHP membership, [visit our website](#) or email info@aohp.org.

AOHP Social Media

We have a page on LinkedIn. We need your help to increase our online presence by expanding and enhancing the AOHP professional social networking community! Please follow us at [@AOHP_Org](#) on Twitter, follow our [LinkedIn](#) page, and like us on [Facebook](#). Like, share, comment, and repost our posts.



