WAC 296-307-60405  Provide medical evaluations.

**IMPORTANT:**
If you have provided an employee with a medical evaluation addressing respirator use, as required by another chapter, that evaluation will meet the requirements of this section.

**You must:**
- Follow the medical evaluation process, Steps 1 through 7 in this section, to provide medical evaluations for employees at no cost to them.

**Medical Evaluation Process**

**Step 1:** Identify employees who need medical evaluations AND determine the frequency of evaluations from Table 7. Include employees who:
- Are required to use respirators
- OR
- Voluntarily use respirators that are not filtering-facepiece respirators

**Note:** You may use a previous employer's medical evaluation for an employee if you can:
- Show the employee's previous work and use conditions were substantially similar to yours
- AND
- Obtain a copy of the licensed health care professional's (LHCP's) written recommendation approving the employee's use of the respirator chosen by you.

**Step 2:** Identify a licensed health care professional (LHCP) to perform your medical evaluations.

**Note:** If you select a different LHCP, you do not need to have new medical evaluations done.

**Step 3:** Make sure your LHCP has the following information before the evaluation is completed:
- Information describing the respirators employees may use, including the weight and type.
- How the respirators will be used, including:
  - How often the respirator will be used, for example, daily, or once a month
  - The duration of respirator use, for example, a minimum of one hour, or up to twelve hours
  - The employee's expected physical work effort
  - Additional personal protective clothing and equipment to be worn
  - Temperature and humidity extremes expected during use
- A copy of your written respiratory protection program and this part.

**Note:**
- You may choose to send the questionnaire to the LHCP ahead of time, giving time to review it and add any necessary questions
- The LHCP determines what questions to add to the questionnaire, if any; however, questions in Parts 1-3 may not be deleted or substantially altered.

**Step 4:** Administer the medical questionnaire in WAC 296-307-61605 to employees, OR provide them a medical exam that obtains the same information.

**Note:** You may use online questionnaires if the questions are the same and requirements of this section are met.
- Administer the examination or questionnaire at no cost to employees:
  - During the employee's normal working hours
  - At a time and place convenient to the employee
- Maintain employee confidentiality during examination or questionnaire administration:
  - Do not view employee's answers on the questionnaire
  - Do not act in a manner that may be considered a breach of confidentiality
Note: Providing confidentiality is important for securing successful medical evaluations. It helps make sure the LHCP gets complete and dependable answers on the questionnaire.

- Make sure employees understand the content of the questionnaire.
- Provide the employee with an opportunity to discuss the questionnaire or exam results with the LHCP.

**Step 5:** Provide follow-up evaluation for employees when:
- The LHCP needs more information to make a final recommendation
  **OR**
- An employee gives any positive response to questions 1-8 in Part 2 or to questions 1-6 in Part 3 of the WISHA medical evaluation questionnaire in WAC 296-307-61605.

Note: Follow-up may include:
- Employee consultation with the LHCP such as a telephone conversation to evaluate positive questionnaire responses
- Medical exams
- Medical tests or other diagnostic procedures.

**Step 6:** Obtain a written recommendation from the LHCP that contains only the following medical information:
- Whether or not the employee is medically able to use the respirator
- Any limitations of respirator use for the employee
- What future medical evaluations, if any, are needed
- A statement that the employee has been provided a copy of the written recommendation.

**Step 7:** Provide a powered, air-purifying respirator (PAPR) when the LHCP determines the employee should not wear a negative-pressure air-purifying respirator AND is able to wear a PAPR.


**Note:**
- You may discontinue medical evaluations for an employee when the employee no longer uses a respirator.
- If you have staff conducting your medical evaluations, they may keep completed questionnaires and findings as confidential medical records, if they are maintained separately from other records.

Use Table 7 to determine medical evaluation frequency.

**Table 7**
**Evaluation Frequency**

<table>
<thead>
<tr>
<th>Type of Evaluation:</th>
<th>When required:</th>
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<tbody>
<tr>
<td>Initial medical evaluations</td>
<td>Before respirators are fit-tested or used in the workplace.</td>
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<tr>
<td>Subsequent medical evaluations</td>
<td>If any of these occur:</td>
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<td></td>
<td>– Your licensed health care professional (LHCP) recommends them; for example, periodic evaluations at specified intervals.</td>
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<td></td>
<td>– A respirator program administrator or supervisor informs you that an employee needs reevaluation.</td>
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<td></td>
<td>– Medical signs or symptoms (such as breathing difficulties) are:</td>
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<td></td>
<td>■ Observed during fit-testing or program evaluation</td>
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<td></td>
<td><strong>OR</strong></td>
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<td></td>
<td>■ Reported by the employee</td>
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<td></td>
<td>– Changes in worksite conditions such as physical work effort, personal protective clothing, or temperature that could substantially increase the employee's physiological stress.</td>
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</tbody>
</table>

[Statutory Authority: RCW 49.17.010, 49.17.040, 49.17.050, 49.17.060. WSR 05-01-166, § 296-307-60405, filed 12/21/04, effective 4/2/05.]