



Your Healthy Workplace

A Monthly Newsletter
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Violence in the workplace

What is the employer's role?

This country's tragic battle against active shooters unfortunately involves the workplace. In 2016, the Bureau of Labor Statistics reported that the incident of an armed intruder is 30 times more likely than a fire, 60 times more likely than a climactic event and 125 times more likely than a chemical spill.

Yet for many workplaces, it is the incident that employees are the least prepared to handle.

Though OSHA does not have any specific guidelines for active shooter training courses, it has recognized the importance of preparing workers for

these types of incidents. The courts and OSHA alike hold employers responsible for preventing workplace violence under the General Duty Clause, which states that employers must maintain a workplace free from recognized hazards causing, or likely to cause, death or serious physical harm to workers.

In 2017, OSHA released a directive to OSHA inspectors to start implementing proper workplace training for violent events.

Employers who have a priority on their employees' health and safety are taking a proactive approach to the

Continued on back ...

Active Shooter Training

Physicians Quality Care OCCMed offers active shooter seminars to train managers and employees in what to do in those critical minutes after someone with a gun enters the workplace and before law enforcement and medical help arrive.

The seminars are taught by Lt. Donald "Chip" Holland, a 30-year law enforcement veteran who has taught active shooter training at the Tennessee Law Enforcement Academy, and Melanie Hoppers, M.D., Physicians Quality Care Chief Medical Officer, who has over 150 hours of tactical medicine training and is certified by the International School of Tactical Medicine.

Lt. Holland and Dr. Hoppers will also help companies create an active shooter prevention and response plan and teach people how to control hemorrhagic bleeding to save the life of someone with a gunshot wound until the victim receives medical care.

Contact Jennifer Carmack, OCCMed Director, at 731.984.8400 or jennifer@physiciansqualitycare.com.

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Eye-soothing tips for computer users

Screens: They're at work, at home and even in the palm of your hand. But if you stare too long at them, your eyes could pay a price, experts warn.

The average office worker spends 1,700 hours a year in front of a computer screen, according to a recent study. That doesn't include time spent using smart phones and other digital devices.

Here are tips from the American Academy of Ophthalmology for preventing eye problems:

- ▶ Keep the screen at arm's length, about 25 inches away (eyes have to work harder to see

close up) and position the screen so that your gaze is slightly downward.

- ▶ Use a matte screen filter to reduce glare that can aggravate your eyes. Be aware that if a screen is much brighter than the surrounding light, your eyes have to work harder to see. Adjust your room lighting and try increasing the contrast on your screen.

- ▶ Remember to blink and follow the 20-20-20 rule to relax your eyes. Take a break every 20 minutes by looking at an object 20 feet away for 20 seconds.

- ▶ Lubricate your eyes with artificial tears when they feel dry.

Source: HealthDay

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- ▶ NIOSH-approved pulmonary function testing
- ▶ Respirator-fit testing & respirator medical evaluations
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- ▶ Industrial hygiene: noise sampling, air sampling, dust sampling, etc.
- ▶ Nerve conduction studies
- ▶ X-rays & EKGs



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The employer's role with active shooter threats

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possible threat of an active shooter in their workplace. The first step is to understand OSHA's general guidelines for a workplace violence incident ...

- ▶ Employers must have a plan that focuses on the risks most likely to affect their workplace. For example, if you own a retail store that's open early in the morning or late at night, incidents are more likely to occur in those riskier times of the day, and your training should include safety procedures on how to prevent an incident.

- ▶ It's not enough to establish a plan. You need to get both management and employees in on the plan, offering



Physicians Quality Care OccMed Active shooter seminars include training on how to control life-threatening bleeding until medical help arrives.

feedback, and participating in a dialogue, so everyone understands what to do if a work-

place violence incident occurs.

- ▶ Conduct a work site safety analysis that assesses your facility's strengths and weaknesses, both physical and procedural. (Physicians Quality Care OCCMed will do this assessment as part of its active shooter training.)

- ▶ Train managers and employers on how to recognize the early signs of workplace violence, including the signs of domestic violence that can erupt unexpectedly in the workplace.

For more information on workplace active shooter preparedness, contact Jennifer at jennifer@physiciansqualitycare.com or 731-984-8400 or visit the "Education" section of occmcdjackson.com.