



News Shifts Need New Determinations

A frequent question posed to T K Group regarding Work Relatedness Determinations is: “Employee Jones sustained a potentially OSHA Recordable shift event two years ago, which was determined to be non-occupational (by an in-house professional, third party professional or current vendor). Employee Jones indicates a “new” Recordable shift event this year. *Is another Work Relatedness Determination recommended, although a previous non-occupational determination was made?*”

Answer: If the determination option is exercised as permitted by OSHA, a new and separate determination is required for each distinct shift event. It is not uncommon, however, for an employee to sustain a Recordable event in one ear, only to turn around to sustain another shift in the other ear upon retest. When this occurs, your T K Group reviewing Audiologist will address both shift events in the determination such that both shift events are properly addressed.

Although employee Jones shifted last year and that event was deemed non-occupational (by a T K Group, in-house, or third party professional), a new determination must be secured for each “new” shift event. Employee case histories (noise exposures, hobbies, health status) may change from year to year; accordingly, a “fresh” case history (Extended Questionnaire) is required to rule out newly developed occupational influences.

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