



**Massachusetts Bay
Transportation Authority**

Occupational Health Services

MBTA Safety, Health & Environmental Subcommittee

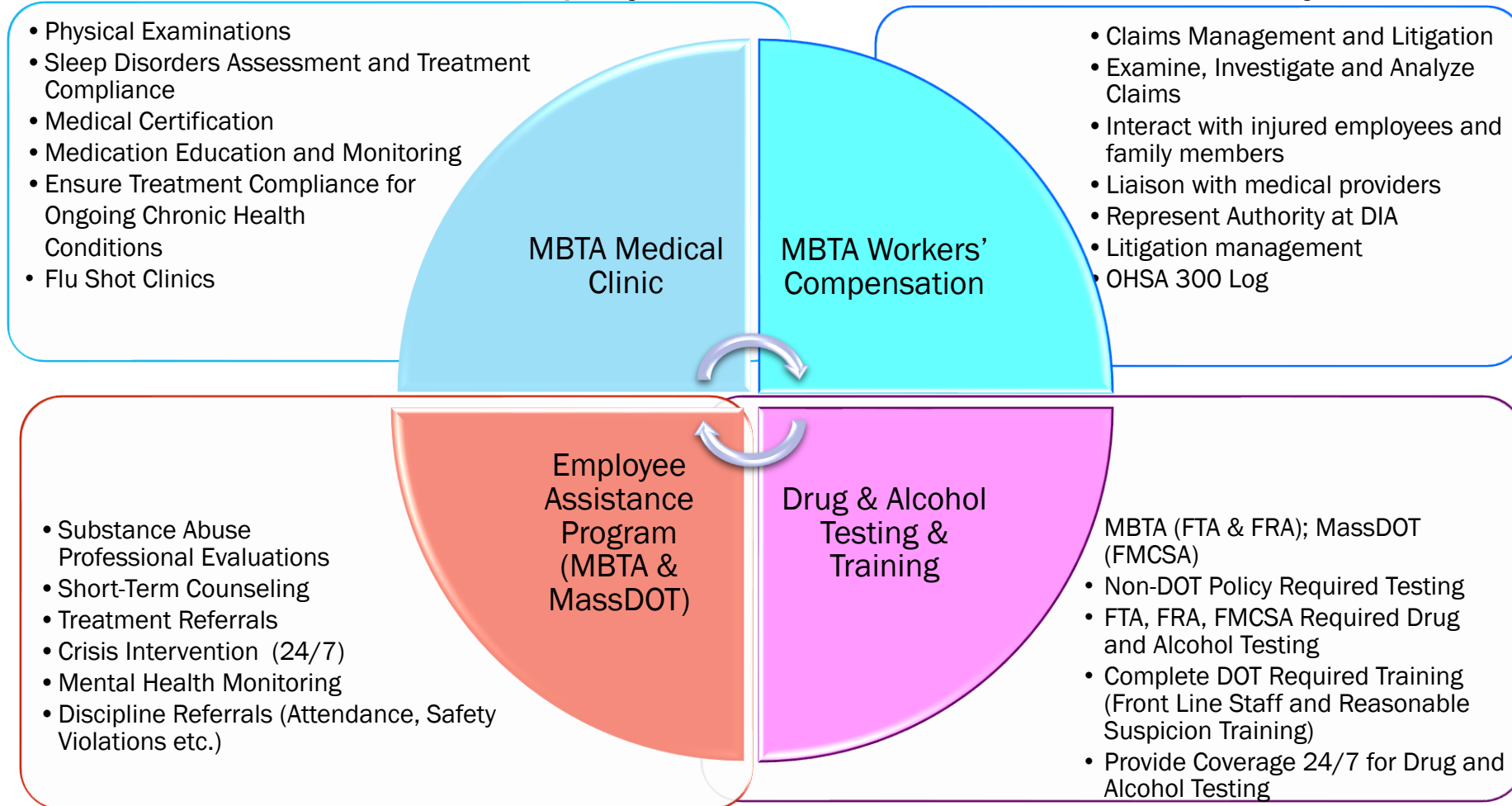
February 8, 2024

Kate LeGrow

Chief Occupational Health Services

Occupational Health Services Department Overview

OHS Promotes Employee Health Wellness and Safety



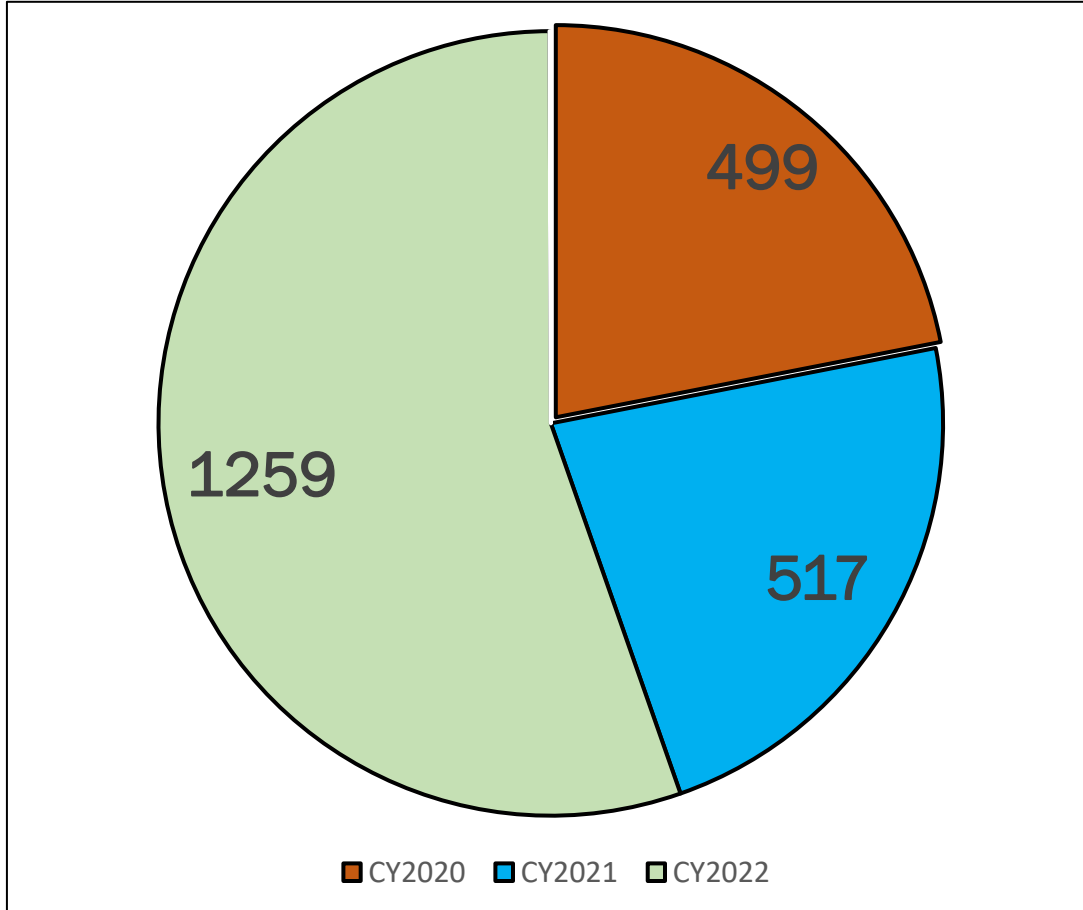
MBTA Medical Clinic

- The Clinic has been an internal department since the early 60's
- Performs physical examinations on applicants and employees
 - Pre-employment examinations
 - Licensing physicals (CDL)
 - Medical Recertifications
 - Return to Work after extended illness or absence
 - Post Accident Follow-up examinations
 - Return to Duty examinations
- Monitors Chronic Health Conditions

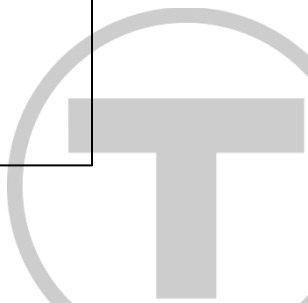
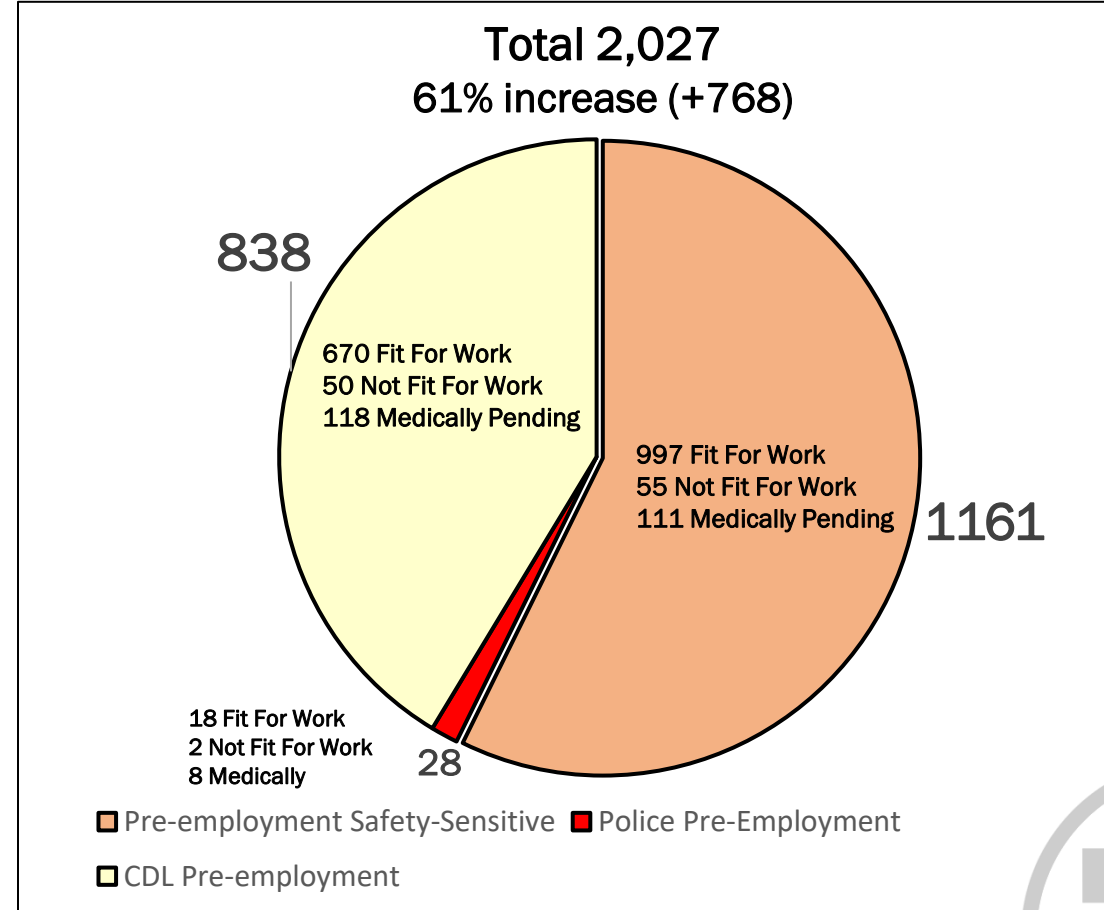


Pre-employment Physical Examinations Mission Critical to Authority Hiring

Prior Years



CY2023



OHS Medical Clinic Priorities

- Provide pre-employment physicals to meet the hiring goals
- Implement the Medical Certification Policy which codifies ongoing practice of regular physical examinations for critical personnel
- Ensure continued compliance with licensing regulations on required physical examinations



Workers' Compensation Priorities

- Manage employee injury claims
 - Early intervention with injured employees
 - Coordinate medical treatment with medical providers
 - Manage litigation
 - Direct return-to-work process
- Sustain ongoing connections within the Safety Department
 - Identify trends in employee injuries, including causation
 - Identify injury mitigation strategies, including but not limited to:
 - Training
 - Procedural changes at the Area level to reduce risk



Employee Assistance Program Overview

- Internal program at the Authority since the early 60's
- Offers brief solution-focused counseling
- Treatment referrals
- Critical Incident responses
- Mandatory referrals through MBTA Discipline Policy
- Substance Abuse Professional (SAP) Evaluations



OHS: The Year Ahead

- Continue to expand the clinic service delivery in partnership with Workforce Management Department to meet the hiring needs of the Authority and our applicants.
- Implement the Medical Certification Policy in conjunction with Workforce Management Department to ensure compliance of applicable employees.
- Work collaboratively with the Safety Department to identify trends in employee injuries and mitigation plans to prevent/reduce injuries.
- Increase the visibility of the available EAP services throughout the Authority.



Thank you

Do you have any questions?

