



August 4, 2025

August Safety Tip

Medical Surveillance Program

Medical Surveillance Services Now Available to State Agencies

The WCMB's Medical Surveillance Program is designed to **proactively monitor and protect the health of State of Montana employees** who may be exposed to occupational hazards. This program supports compliance with OSHA and other regulatory requirements while promoting early detection and prevention of work-related health issues.

The program is administered by Benefis Specialty Center in Helena, who works closely with the WCMB and each state agency to design medical surveillance services tailored to the state agencies' specific needs. The **WCMB will work with each state agency to develop a medical surveillance program** that aligns with operational and regulatory requirements and complies with the offerings of the Benefis Specialty Center contract.

Services

Medical Surveillance Exams

Medical surveillance exams provide data to detect early signs of work-related issues allowing for timely intervention, process modifications, or personal protective equipment adjustments before serious illness or accidents occur. By establishing baselines, tracking trends over time, and confirming fitness for duty, medical surveillance exams ensure compliance with OSHA standards and drive continuous safety improvements across the workplace.

Exams include Chest X-Rays, Urinalysis, CBC Panel, CMP Panel, Lipid Panel, Lead/Zinc Protoporphyrin (ZPP), Heavy Metals, Spirometry, Respiratory FIT test, and Audiogram.

- **Initial Exam** - Establish baseline health status
- **Annual Exam** - Monitor for emerging changes
- **Exit Exam** - Document final health conditions to ensure ongoing workforce protection and regulatory compliance

Individual Specialty Screenings

Individual screenings are also available for agency employees. Refer to OSHA guidance on testing frequencies for each screening.

- **Audiogram** - Tests hearing at different pitches to spot early hearing loss from workplace noise

- **Blood Lead Level (BLL) Blood Test** - Monitors how much lead is in an employee's blood to spot any exposure early
- **CBC Panel** - Detects anemia, infection, or blood issues which can reveal if workplace chemicals are impacting health
- **Chest X-Ray**- Screen for early lung problems from dust, asbestos, or other irritants
- **Complete Metabolic Panel Urinalysis** - Tests liver, kidneys, and other systems function to detect early signs of organ damage from work hazards
- **Fit for Duty Exam** - Determines the employee's ability to safely perform their job
- **Respiratory FIT Test**
 - **Qualitative** - Uses a machine to measure how much air leaks into the respirator and provides an exact fit score
 - **Quantitative**- Uses taste or smell agents to check if respirator seals properly
- **Spirometry (Pulmonary Function) Test**- Assesses lung function by measuring how much air a person can inhale and exhale and how quickly
- **Zinc Protoporphyrin (ZPP) Blood Test** - Monitors for long-term lead exposure

To get connected with Benefis Specialty Center in Helena, complete the [State of Montana Medical Surveillance Examination Checklist for Services](#) form and email it to Rob Virts at robert.virts@mt.gov.

Rob is available to answer any questions and guide safety coordinators through establishing a program at your agency.

WORKERS' COMPENSATION MANAGEMENT BUREAU

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