

MEDICAL COUNTERMEASURES AND MEDICAL REQUIREMENTS FOR OCCUPATIONAL HEALTH EXPOSURES TO BIOLOGICAL, CHEMICAL, AND RADIOLOGICAL HEALTH HAZARDS AND PSYCHOSOCIAL STRESSORS

I. Purpose

This Directive establishes the Department of Homeland Security (DHS) policy for appropriate medical management of a threatened, suspected, or confirmed occupational health exposure of a DHS employee, detailee or contractor to a biological, chemical, and/or radiological health hazard and to psychosocial stressors.

II. Scope

This Directive applies to all DHS facilities, laboratories, and field worksites and to all occupational health exposures to biological, chemical, and radiological health hazards and psychosocial stressors that affect human physical and/or mental health. This Directive does not apply to facilities, laboratories, and field worksites of the United States Coast Guard (USCG), to the extent that USCG policies currently in place at these locations must already be in compliance with Department of Defense Directives and Instructions related to medical countermeasures for occupational health exposures to biological, chemical, and radiological health hazards and psychological stressors that affect human physical and/or mental health.

III. Authorities

- A. Title 6, United States Code, § 321e, "Chief Medical Officer"
- B. DHS Delegation 5001, "Delegation to the Assistant Secretary for Health Affairs and Chief Medical Officer"

IV. Definitions

- A. **Biological Hazard**: A biological hazard is an organism or substance derived from an organism or plant that poses a threat to (primarily) human health. This can include medical waste or samples of a microorganism, virus or toxin (from a biological source) that has the potential to impact primarily human health.
- B. **Occupational Health Exposure**: An exposure to a biological, chemical, and/or radiological health hazard or psychosocial stressor in the course of carrying out DHS official duties in DHS facilities, laboratories, and field worksites. This includes an actual or reasonably anticipated skin, eye, mucous membrane, or parenteral contact with biological, chemical, or radiological health hazards and psychosocial stressors that affect mental health.
- C. **Medical Countermeasures (MCM)**: Medicine and/or psychological treatment used to prevent and mitigate potentially negative human physical and/or mental health impacts to DHS employees, detailees, and contractors from occupational health exposure to biological, chemical, and/or radiological health hazards and/or psychosocial stressors.
- D. **Component MCM Plan**: Component's documented procedures and guidelines for a medical countermeasure response to occupational health exposures at a DHS facility, laboratory, or field worksite. The MCM plans may be incorporated into Component safety and health program guidance or occupational exposure control plans.
- E. **Contractor MCM Plan**: Contractor's documented procedures and guidelines for a medical countermeasure response to occupational exposure to biological, chemical, and/or radiological health hazards and psychosocial stressors at a DHS facility, laboratory, or field worksite. The plan adheres to all applicable Occupational Safety and Health Administration (OSHA) regulations and is addressed in the individual contract. The MCM plans may be incorporated into Contractor safety and health program guidance or occupational exposure control plans.
- F. **Psychosocial Stressor**: An occupational exposure that challenges an individual's mental health and elicits a mental health response such as stress, anxiety, depression, or post-traumatic stress disorder.
- G. **Field Worksites**: A location other than a primary DHS facility or laboratory where DHS employees, detailees or contractors perform official DHS business, including, but not limited to, chemical facilities, refining plants, work areas established to respond to incidents (naturally occurring or man-made). Field worksites do not include DHS employees', detailees' or contractors' telework or permanently assigned residential work spaces.

V. Planning Responsibilities

A. The **Assistant Secretary for Health Affairs and Chief Medical Officer:**

1. Provides oversight of the implementation of this Directive, by reviewing Departmental plans to ensure that each Component has a Component MCM Plan that reasonably addresses medical countermeasures for occupational health exposure to biological, chemical, and radiological health hazards and psychosocial stressors, adheres to all applicable OSHA Regulations on medical countermeasures to occupational health exposures, and is feasible and current with regard to medical countermeasures to occupational health exposures.

2. Provides medical guidance and policy for the Department and Components on medical countermeasures and medical requirements for pre-exposure, exposure, and post-exposure to biological, chemical, and radiological health hazards and psychosocial stressors, including deployment physicals.

3. Provides guidance on the collection of data and reporting of medical countermeasures as the countermeasures relate to pre- and post-exposure to biological, chemical, and radiological health hazards and psychosocial stressors.

B. The **Component Heads:**

1. Develop, maintain, and update the medical countermeasure requirements in accordance with guidance from the DHS Office of Health Affairs (OHA) for occupational health hazards and applicable OSHA requirements.

2. Ensure that all DHS employees and detailees who have been determined to be or potentially to be at risk of exposure to occupational health hazards requiring medical countermeasures receive initial and annual training on the Component medical countermeasure requirements, and coordinate with OHA and OSHA when necessary.

3. Ensure that medical countermeasure data is collected on all DHS employees and detailees who have received medical countermeasures in the form of medication (e.g., antibiotics, immunizations) because of actual or potential exposure to occupational health hazards in accordance with OHA guidance, applicable OSHA requirements, and applicable privacy requirements.

4. Ensure that MCM Plans include procedures for conducting a thorough medical countermeasures evaluation of reported occupational health exposure events.

5. Ensure that contract requirements developed by the Component include a provision requiring contractors to maintain MCM Plans that provide medical countermeasure requirements for contractor employees providing services likely to involve exposure to occupational health hazards, consistent with the terms of the relevant contract.

VI. Immunization Responsibilities

A. The **Assistant Secretary for Health Affairs and Chief Medical Officer:** provides medical guidance on the collection of immunization records for those DHS Components having employees, detailees, and contractors who perform laboratory work likely to involve exposure to biological hazards against which immunization is an effective medical countermeasure (e.g., select agents).

B. The **Component Heads:** ensure that immunization records are collected and updated for those DHS employees and detailees whose duties are likely to involve exposure to biological hazards against which immunization is an effective medical countermeasure (e.g., select agents).

VII. Policy and Requirements

A. All Components maintain active and effective MCM Plans that address medical countermeasures to occupational health exposures, are accessible to DHS employees and detailees at DHS facilities, laboratories and field worksites, and meet DHS guidance and policy on medical countermeasures to occupational health exposures as well as all applicable OSHA regulations. The MCM Plan requirements include, at a minimum:

1. Initial and annual training appropriate in content to the actual or potential risk(s)/hazard(s) associated with individual job requirements.
2. The procedures for conducting a thorough evaluation of reported exposure events.

B. All Components ensure that contracts entered into after the issuance of this Directive for services likely to involve exposure to occupational health hazards include a requirement for an MCM Plan addressing medical countermeasures for contractor employees providing such services in DHS laboratories, facilities, or field worksites.

C. All Components maintain immunization records for those DHS employees and detailees who perform services in DHS laboratories, facilities or field worksites likely to involve exposure to biological hazards against which immunization is an effective medical countermeasure (e.g., select agents). Components maintain these immunization records as they do other occupational

medical records.

D. All Components ensure that contracts entered into after the issuance of this Directive for laboratory services likely to involve exposure to biological hazards against which immunization is an effective medical countermeasure (e.g., select agents) include a deliverable for the collection of immunization records of contractor employees (to be maintained by the contractor or the Component in accordance with the relevant contract) providing such services in DHS laboratories, facilities or field worksites.

VIII. Questions

Address any questions or issues related to this Directive to the Office of Health Affairs.



Rafael Borrás
Under Secretary for Management

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Date