

**Conducting a Vision Medical Surveillance Process: Evaluating, monitoring, and protecting employee vision from occupational hazards**

No.	Activity/Decision Point Name	Description	Regulations and Supporting Resources	Documents and Forms	Systems	Notes
1	Perform Vision Analysis	Industrial Hygiene (IH) Technician performs a Vision Hazard Evaluation to determine if an employee or process requires employee to be in the Vision Medical Surveillance Program.	DA PAM 40-506 USAPHC TG 006			
2	Review Vision Analysis	Occupational Health Program Manager (OHPM) reviews the Vision Hazard Evaluation and looks at job codes to determine which employees need to be in the Vision Medical Surveillance Program.	DA PAM 40-506 NGR 750-410 USAPHC TG 006			
3	Develop Vision Standard Operating Procedure (SOP) (OHN/OHPM and Safety Personnel)	OHPM and Safety Personnel develops Vision SOP IAW all applicable Regulations and Statutes.	DA PAM 40-506 OSHA Statute 29 CFR 1910.132 USAPHC TG 006			
4	Perform initial Vision Assessment	Occupational Health (OH) Physician and Occupational Health Nurse (OHN) perform vision screening tests associated with each Vision Standard (reference charts in USAPHC TG 006 (Vision and Safety Eyewear Guide for U.S. Army Civilian and Military Job Series)).	USAPHC TG 006			Employees in eye-hazardous work or areas are required to have a vision screening at least every three years.
5	Determine if employee meets Vision Acuity Standard?	OH Physician and OHN determine if the employee meets the Vision Acuity Standard.  If employee does not meet Vision Acuity Standard and it is not correctable to standard, go to step 6.  If employee meets the Vision Acuity Standard or does not meet the vision acuity standard and it is correctable to standard, go to step 8.	DA PAM 40-506 NGR 750-410			
6	Refer employee to HR for employability determination	OH Physician and OHN refers the employee to HR for employability determination.				

No.	Activity/Decision Point Name	Description	Regulations and Supporting Resources	Documents and Forms	Systems	Notes
7	Employee still eligible for position?	<p>Human Resources Officer (HRO) determines if the employee is still eligible for the position.</p> <p>If the HRO determines the employee is eligible, go to step 8.</p> <p>If the HRO determines the employee is not eligible, this process ends.</p>				
8	Provide safety glasses	Safety Personnel provides safety glasses for the employee.				
9	Record results	OHPM records results in the Civilian Employee Medical Record.				
10	Coordinate Vision Protection Training (OHN/OHPM and Safety Personnel)	OHPM and Safety Personnel coordinate training on Vision Protection IAW Regulations and Statues for the employee.	DA PAM 40-506 NGR 385-10 OSHA Statute 29 CFR 1910.132 USAPHC TG 006			
11	Provide training on Vision Protection (OHN/OHPM and Safety Personnel)	OHPM and Safety Personnel provide training on Vision Protection IAW Regulations and Statutes.	DA PAM 40-506 NGR 385-10 OSHA Statute 29 CFR 1910.132 USAPHC TG 006			