

Examination Content Outline

1	Clinical Practice and Case Management	45
A	Clinical Practice	20
1	Work-related Injuries and Illnesses	
2	Non-work related Injuries and Illnesses	
3	Nursing Standards of Care	
4	Nurse Practice Laws and Regulations	
5	Clinical Care Counseling and Education	
6	Infection Control Standards of Care Protocols	
7	Cultural Competence and Considerations	
8	Medical Documentation	
B	Case Management	25
1	Fit for Duty	
2	Case Management Counseling and Education	
3	Disability Case Management (e.g., STD, LTD, FMLA)	
4	Workers Compensation	
5	Return to Work	
6	Restricted/Modified Duties and Accommodations	
7	Referrals and Resources	
8	Third-Party Providers and Services Evaluation and Management	
2	Risk and Compliance	32
A	Risk Management and Prevention	20
1	Worker, Worker Population, and Workplace Settings Assessments	
2	Worker Job Requirements (e.g., physical)	
3	Ergonomics and Work Design	
4	Hierarchy of Controls	
5	Environmental Health and Industrial Hygiene	
6	Disaster Planning and Emerging Health Issues	
7	Job Analysis and Descriptions	
B	Compliance	12
1	Ethical, Legal, and Regulatory Compliance	
2	Occupational Health Surveillance Programs	
3	Drug and Alcohol Programs	
3	Program Management and Quality Assurance	30
A	Program Management	15
1	Health, Safety, and Workplace Education and Training Programs	
2	Worker/Employee Assistance Programs (EAP)	
3	Wellness and Health Promotion Programs	
4	Infection Control Program Development	



B	Quality Assurance	15
1	Quality Management/Improvement Programs	
2	Surveillance/Regulatory Compliance Testing Programs	
3	Programs Evaluation and Quality Care Metrics	
4	Audits	
4	Operations and Business Management	28
A	Operations Management	15
1	Scope of Services for Occupational Health Staff	
2	Occupational Health and Safety Program Development and Implementation	
3	Staff Competencies, Requirements, and Protocols	
4	Hiring, Training, Supervising, and Retention of Staff	
5	Strategic Planning	
B	Business Acumen	13
1	Stakeholder Engagement and Education	
2	Budgets, Cost Containment, Cost-Avoidance, and Return on Investment (ROI)	
3	Analysis of Outcomes and Metrics	
4	Communication of Reports to Stakeholders	

