Examination Content Outline

1	**Clinical Practice and Case Management**	**72**
A	Clinical Practice	42
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	30
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	
2	**Risk and Compliance**	**40**
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	Environmental Health and Industrial Hygiene	
5	Disaster Planning and Emerging Health Issues	
B	Compliance	20
1	Ethical, Legal, and Regulatory Compliance	
2	Occupational Health Surveillance Programs	
3	Drug and Alcohol Programs	
3	**Program Management and Quality Assurance**	**23**
A	Program Management	23
1	Health, Safety, and Workplace Education and Training Programs	
2	Worker/Employee Assistance Programs (EAP)	
3	Wellness and Health Promotion Programs	
4	Surveillance/Regulatory Compliance Testing Programs	
5	Stakeholder Education and Collaboration	

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	