



DEPARTMENT OF THE NAVY  
BUREAU OF MEDICINE AND SURGERY  
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IN REPLY REFER TO  
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19 Oct 2018

BUMED NOTICE 6470

From: Chief, Bureau of Medicine and Surgery

Subj: MEDICAL QUALIFICATION DETERMINATIONS

Ref: (a) 5 CFR §339  
(b) NAVMED P-5055

Encl: (1) Medical Qualification Determinations: Guidance for Navy Healthcare Providers Regarding Radiation Medical Examinations

1. Purpose. This notice implements reference (a) and provides guidance to Navy healthcare providers who make medical qualification determinations for Department of Defense (DoD) civilian employees who require radiation medical examinations (RME) prior to conducting ionizing radiation work. It does not supersede the policies or directives of any Navy health protection program. Reference (a) is available at <https://www.federalregister.gov/documents/2017/01/18/2017-00804/medical-qualification-determinations>.
2. Scope and Applicability. This guidance applies to Navy healthcare providers who perform RMEs for DoD civilian employees per reference (b), Radiation Health Protection Manual.
3. Background. Enclosure (1) assists Navy healthcare providers to make appropriate recommendations to management regarding whether a DoD civilian is medically qualified to conduct ionizing radiation work. Enclosure (1) includes guidance to the providers when they request that the civilian applicant or employee pursue private healthcare to conduct those evaluations, studies, or consults to make a final medical determination. Finally, enclosure (1) specifies the government responsibility to reimburse the civilian applicant or employee for these additional evaluations or studies.
4. Action. Applicable MTFs ensure all Navy healthcare providers who perform RMEs are made aware of this guidance.
5. Records Management
  - a. Records created as a result of this notice, regardless of format or media, must be maintained and dispositioned for the standard subject identification codes (SSIC) 1000, 2000, and 4000 through 13000 series per the records disposition schedules located on the Department of the Navy/Assistant for Administration (DON/AA), Directives and Records Management

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Division (DRMD) portal page at <https://portal.secnav.navy.mil/orgs/DUSNM/DONAA/DRM/Records-and-Information-Management/Approved%20Record%20Schedules/Forms/AllItems.aspx>. For SSIC 3000 series dispositions, please refer to part III, chapter 3, of Secretary of the Navy Manual 5210.1 of January 2012.

b. For questions concerning the management of records related to this notice, or the records disposition schedules, please contact your local records manager or the DON/AA DRMD program office.

6. Forms. OF 178 Certificate of Medical Examination is available at <https://www.gsa.gov/forms-library/certificate-medical-examination>.



C. FORREST FAISON III

Releasability and distribution:

This notice is cleared for public release and is available electronically only via the Navy Medicine Web site, <http://www.med.navy.mil/directives/Pages/BUMEDNotes.aspx>.

MEDICAL QUALIFICATION DETERMINATIONS:  
GUIDANCE FOR NAVY HEALTHCARE PROVIDERS REGARDING  
RADIATION MEDICAL EXAMINATIONS

1. Background. The purpose of the Navy RME is to determine whether DoD civilian applicants or employees are medically qualified to be occupationally exposed to ionizing radiation and be defined as radiation workers. Reference (a) requires that these individuals receive focused medical examinations to establish whether or not cancer is present, which would medically disqualify them from being defined as a radiation worker and receiving occupational radiation exposure. When, in the course of the RME, an individual is discovered to have significant medical history, an abnormal laboratory result or an abnormal physical finding, further studies, evaluations, or consults are required. This document gives guidance to Navy healthcare providers for when they request that the civilian applicant or employee pursue private healthcare to conduct those evaluations, studies, or consults to make a final medical determination, as well as the requirements for the government to reimburse the civilian applicant or employee for these additional evaluations or studies.

2. Medical Qualification for Radiation Workers. The medical qualification examination is a risk-based assessment, not a diagnostic exam. For each applicant or employee, determining medical qualification requires a case-by-case, individualized, facts-based assessment. The specific physical requirements that must be met to find the applicant or employee medically qualified for ionizing radiation work require the Navy healthcare provider to be knowledgeable of the specific functional requirements and environmental factors of the job per the position description, OF 178 Certificate of Medical Examination, and reference (a).

3. Additional Tests and Consults

a. Reference (a) requires repeat studies be performed for an RME for abnormal results of blood and urine studies. If the result of a repeat study remains abnormal, a further clinical evaluation is required to determine if cancer or bone marrow suppression is the reason for the abnormal results. The needed evaluations, studies, or consults may be performed by a private, or government medical treatment facility (MTF) or contract MTF healthcare provider. Once cancer or bone marrow suppression has been ruled out as the reason for the abnormal study result or examination finding, the final determination of physically qualified or not physically qualified for radiation work must be made by the Navy healthcare provider.

b. When additional evaluations, studies, or consultations are required to make a determination whether an applicant or employee is medically qualified, the hiring or employing organization is responsible for reimbursing the costs incurred. There should be an agreement in place between the hiring or employing organization and Budget Submitting Office 18 organization conducting examination, specifying the process and to whom such referrals will be made. It is recommended that referrals be made to either a government MTF when available, or to a healthcare provider with which the employer has contracted for conducting additional

medical qualification tests or consults and who is familiar with the medical qualifications requirements. Using these options for medical services when additional tests or consultation services are required will ensure that the proper information is obtained from the provider and that no unauthorized treatment is being provided at the government's expense. Referring applicants or employees to their private healthcare providers for medical qualification tests or consults is strongly discouraged, but permissible if neither a contract nor government provider is available.

(1) The Navy healthcare provider should presumptively execute a Health Insurance Portability and Accountability Act (HIPAA) release with any applicant or employee who is referred for additional tests or medical consults.

(2) Any applicant or employee who is referred for additional tests or medical consults and fails to provide the results of those tests or consults may be found to be not medically qualified.

(3) All referrals for medical consults will state with as much specificity as possible the information sought from the referred Navy healthcare provider; if the exact test(s) or procedure(s) required are known by the provider, they will be provided in the referral.

4. Breast Examinations and Digital Rectal Examinations. Reference (a) requires a breast examination (manual or clinical) for females age 40 and older and digital rectal examinations for males age 40 and older as part of the RME. Civilian female and male applicants or employees may have these examinations performed by their private healthcare provider, if they so desire. However, if these examinations are performed by a private healthcare provider, the hiring or employing organization will not pay for them.

5. Examinees Found Not Medically Qualified

a. If a disqualifying condition is found, the Navy healthcare provider should refer the applicant or employee to their primary healthcare provider (i.e., either private or government) for diagnosis and treatment (not for qualification determination). The Navy healthcare provider should not assume the role of treating physician.

b. Once a final determination has been made that an applicant or employee is not medically qualified for the position, the hiring or employing organization will not pay for any additional medical tests or consults.

c. Applicants or employees who have been found not medically qualified and wish to dispute those findings may, at their own expense, obtain and submit medical documentation that demonstrates that they are medically qualified for the position based on the standards established by the applicable medical qualification program. The Navy healthcare provider must review any medical documentation provided by the applicant or employee. If the provider determines that a

change in medical qualification status is indicated based on the documentation provided by the applicant or employee, the change in qualification must be performed per the requirements of the applicable program.

d. Upon request of the medically disqualified examinee, the Navy healthcare provider may provide a letter stating specifically why the examinee has been medically disqualified as well as postulate what medical information the applicant or employee can provide which may establish the worker can safely perform his or her essential job requirements. It is imperative that any such letter clearly state a determination has been made that the applicant or employee has been found not medically qualified for the position and that any additional medical information the applicant or employee chooses to provide must be obtained at the applicant's or employee's own expense. The provider should advise the examinee to provide a copy of their position description (obtained from Human Resources) and the OF 178 to their private healthcare provider. Human Resources may wish to provide a letter to the worker identifying the time period the applicant or employee has in which to provide additional medical documentation.

e. Also upon the request of an applicant or employee and at the discretion of the contract or government provider, the applicant's or employee's primary healthcare provider may be contacted to explain the medical condition that caused the medical disqualification. The request must be in writing, clearly state that the applicant or employee understands that the government will not be responsible for any expenses associated with the contact, and be accompanied by the appropriate HIPAA release. The Navy healthcare provider may state what further tests or evaluation may be helpful to the applicant's or employee's medical evaluation, but must be clear that he or she is not directing any such tests or evaluation and that the applicant or employee must make the decision as to whether to undergo further testing or evaluation at his or her own expense.

6. Point of Contact. Questions may be directed to Radiation Health Branch (BUMED-M95), [usn.ncr.bumedfchva.mbx.bumed-radhlth-help@mail.mil](mailto:usn.ncr.bumedfchva.mbx.bumed-radhlth-help@mail.mil) or (703) 681-9285.