Receive annual audiogram results

Review annual results to determine if additional action is required

Report documents medical condition not related to occupational noise exposure (such as heavy wax buildup, foreign object in ear, infection, etc.)

Inform the employee in writing of the STS within 21 days of receipt of test results by company.

Employee must be retrained on hearing conservation, protected from noise exposure by removing employee from noise exposure or required to wear hearing protection and if currently wearing hearing protection then required to wear a more protective hearing protector, such as dual hearing protection (ear plugs and ear muffs).

If employee exposure is over 90 dBA then feasible engineering controls are required to be implemented.

If the STS is a 25 dB overall reduction in hearing level then the injury MUST also be recorded on the OSHA 300 injury and illness log.

Annual audiogram indicates a standard threshold shift (STS).

Notify employee of non-work related medical condition. (Document notification)

Does company want to accept STS as hearing injury?

Yes

Inform the employee in writing within 21 days of the physician’s determination that the STS is not work related or aggravated by occupational noise exposure.

Have a PHYSICIAN determine if the STS is work related or aggravated by occupational noise exposure.

Yes

Document the PHYSICIAN’s determination that the STS is not work related.

No

Notify the employee in writing within 21 days of the physician’s determination that the STS is not work related.

No

Obtain a retest of the audiogram for the employee within 30 days.

Have an audiologist, otolaryngologist, or physician review the retest and determine if the STS is persistent?

Yes

Does the retest indicate that the STS is persistent?

Yes

Notify the employee of the retest results within 21 days of receipt of test results by company and the retest becomes the annual audiogram.

No

No

More action is required.

Determine if the STS is persistent and work related.

No

Obtain a retest of the audiogram for the employee within 30 days.

Have an audiologist, otolaryngologist, or physician review the retest and determine if the STS is persistent?

Yes

Does the retest indicate that the STS is persistent?

Yes

Notify the employee of the retest results within 21 days of receipt of test results by company and the retest becomes the annual audiogram.

No

More action is required.

If the STS is a 25 dB overall reduction in hearing level then the injury MUST also be recorded on the OSHA 300 injury and illness log.