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Certified Occupational Health Nurse Specialist (COHN-S)

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Question: 1

Which of the following laws and regulations affects nursing practice, including licensure and practice acts?

- A. Occupational Safety and Health Act (OSHA)
- B. Health Insurance Portability and Accountability Act (HIPAA)
- C. Americans with Disabilities Act (ADA)
- D. Nurse Licensure Compact (NLC)

Answer: D

Explanation: The Nurse Licensure Compact (NLC) is the law and regulation that affects nursing practice, including licensure and practice acts. The NLC allows registered nurses (RNs) and licensed practical/vocational nurses (LPN/VNs) to have one multistate license, which grants them the ability to practice in their home state as well as other compact states. This compact enhances nursing mobility and facilitates the delivery of healthcare services across state borders, while maintaining regulatory standards for safe and competent nursing practice.

Question: 2

Which of the following actions by an occupational health nurse demonstrates an understanding of ethical issues in practice?

- A. Disclosing confidential employee health information to coworkers.
- B. Accepting gifts from pharmaceutical companies promoting their products.
- C. Advocating for fair and equitable treatment of workers in the workplace.
- D. Engaging in dual relationships with workers, such as becoming their personal friends.

Answer: C

Explanation: Advocating for fair and equitable treatment of workers in the workplace demonstrates an understanding of ethical issues in practice.

Occupational health nurses have a responsibility to promote a safe and healthy work environment, protect workers' rights, and ensure equal access to resources and opportunities. By advocating for fair treatment, the nurse upholds ethical principles such as justice, beneficence, and non-maleficence, and contributes to the overall well-being of the worker population.

Question: 3

Which of the following is the primary purpose of identifying physical requirements to fulfill essential job functions?

- A. To determine the appropriate level of compensation for workers.
- B. To ensure compliance with occupational health and safety regulations.
- C. To match workers' physical capabilities with job demands.
- D. To assess workers' compliance with fitness for duty requirements.

Answer: C

Explanation: The primary purpose of identifying physical requirements to fulfill essential job functions is to match workers' physical capabilities with job demands. This helps ensure that workers can perform their job duties safely and effectively, minimizing the risk of work-related injuries and promoting productivity. By assessing the physical demands of a job and comparing them to an individual's abilities, the occupational health nurse can make informed decisions regarding job placement, reasonable accommodations, and the prevention of work-related health issues.

Question: 4

An occupational health nurse is responsible for monitoring new developments

related to emerging healthcare issues. Which of the following actions demonstrates effective monitoring of emerging healthcare issues?

- A. Attending annual conferences and workshops on general healthcare topics.
- B. Subscribing to professional journals and publications specific to occupational health.
- C. Conducting regular surveys among the workforce to identify healthcare concerns.
- D. Participating in local community health initiatives and programs.

Answer: B

Explanation: Subscribing to professional journals and publications specific to occupational health is an effective way for an occupational health nurse to monitor new developments related to emerging healthcare issues. These publications often provide the latest research findings, best practices, and updates on regulations and guidelines specific to the field of occupational health. By staying informed through these sources, the nurse can enhance their knowledge and ensure that their practice aligns with current evidence-based approaches.

Question: 5

As part of a health risk assessment, the occupational health nurse is tasked with conducting a job hazard analysis. What is the primary purpose of a job hazard analysis?

- A. To identify potential health hazards in the work environment.
- B. To assess the physical requirements of essential job functions.
- C. To evaluate the effectiveness of occupational health programs.
- D. To determine workers' compliance with safety regulations.

Answer: A

Explanation: The primary purpose of a job hazard analysis is to identify potential health hazards in the work environment. This analysis involves systematically examining each job task, identifying potential hazards, and evaluating the associated risks to workers' health. By identifying these hazards, the occupational health nurse can develop strategies to mitigate or eliminate them, promoting a safer work environment and reducing the risk of occupational injuries and illnesses.

Question: 6

As a certified occupational health nurse, how do you monitor new developments related to emerging healthcare issues?

- A. Attend professional conferences and seminars
- B. Engage in continuing education programs
- C. Read relevant research articles and publications
- D. Follow social media influencers in the healthcare industry

Answer: A, B, C

Explanation: To monitor new developments related to emerging healthcare issues, a certified occupational health nurse can attend professional conferences and seminars, engage in continuing education programs, and keep up-to-date with relevant research articles and publications. While social media can be a source of information, relying solely on social media influencers is not recommended for comprehensive monitoring of emerging healthcare issues.

Question: 7

When assessing workers with work restrictions or limitations, what is the role of the occupational health nurse?

- A. Conduct a comprehensive physical examination
- B. Determine the worker's level of job satisfaction
- C. Evaluate the worker's compliance with restrictions
- D. Recommend appropriate accommodations or job modifications

Answer: C, D

Explanation: The role of the occupational health nurse when assessing workers with work restrictions or limitations is to evaluate the worker's compliance with the restrictions and recommend appropriate accommodations or job modifications to ensure the worker's safety and well-being while allowing them to perform their job effectively. Conducting a comprehensive physical examination is not explicitly part of this role, and determining job satisfaction is not directly related to assessing work restrictions or limitations.

Question: 8

What does it mean to identify the physical requirements to fulfill essential job functions?

- A. Determine the worker's physical fitness level
- B. Assess the worker's ability to perform specific tasks
- C. Evaluate the worker's ergonomic workstation setup
- D. Recommend exercise programs for overall health improvement

Answer: B

Explanation: Identifying the physical requirements to fulfill essential job functions involves assessing the worker's ability to perform specific tasks required for their job. It focuses on evaluating whether the worker possesses the physical capabilities necessary to carry out the essential duties and responsibilities of the position. Determining the worker's physical fitness level, evaluating ergonomic workstation setup, and recommending exercise programs

are relevant but not synonymous with identifying the physical requirements for essential job functions.

Question: 9

Which of the following health surveillance programs is aimed at protecting workers from hearing loss due to occupational noise exposure?

- A. Respiratory protection program
- B. Laser safety program
- C. Hearing conservation program
- D. Hazardous materials program

Answer: C

Explanation: The health surveillance program aimed at protecting workers from hearing loss due to occupational noise exposure is the hearing conservation program. This program involves regular audiometric testing, education on the hazards of noise exposure, and implementation of control measures to reduce noise levels and prevent hearing loss. The respiratory protection program focuses on protecting workers from respiratory hazards, the laser safety program addresses hazards related to laser use, and the hazardous materials program deals with the safe handling and management of hazardous substances.

Question: 10

An occupational health nurse is assessing individuals for specific hazards. Which of the following scenarios involves health surveillance for a specific hazard?

- A. Implementing a wellness program to promote healthy lifestyle choices.
- B. Providing ergonomic assessments to prevent musculoskeletal disorders.

- C. Conducting hearing tests for workers exposed to high noise levels.
- D. Offering stress management workshops for employees.

Answer: C

Explanation: Conducting hearing tests for workers exposed to high noise levels involves health surveillance for a specific hazard. The occupational health nurse monitors the workers' hearing capabilities to identify any changes or deterioration resulting from their exposure to high noise levels. This surveillance enables early detection of noise-induced hearing loss and helps institute appropriate preventive measures and interventions to protect workers' hearing health.

Question: 11

Which of the following is an example of a law or regulation affecting nursing practice?

- A. Occupational Safety and Health Act (OSHA)
- B. Health Insurance Portability and Accountability Act (HIPAA)
- C. American Nurses Association (ANA) Code of Ethics
- D. Centers for Disease Control and Prevention (CDC) guidelines

Answer: A, B, C

Explanation: Laws and regulations affecting nursing practice encompass a range of areas. The Occupational Safety and Health Act (OSHA) establishes standards for workplace safety and health. The Health Insurance Portability and Accountability Act (HIPAA) protects the privacy and security of patients' health information. The American Nurses Association (ANA) Code of Ethics provides ethical guidelines for nursing practice. The Centers for Disease Control and Prevention (CDC) guidelines are not a law or regulation but provide recommendations for disease prevention and control.

Question: 12

What is the purpose of health surveillance for individuals/groups exposed to specific hazards?

- A. To monitor and detect early signs of adverse health effects
- B. To provide medical treatment for existing health conditions
- C. To promote general wellness and healthy lifestyle choices
- D. To assess the overall job satisfaction of workers

Answer: A

Explanation: The purpose of health surveillance for individuals/groups exposed to specific hazards is to monitor and detect early signs of adverse health effects resulting from the exposure. It involves regular medical examinations, testing, and monitoring to identify any health changes or conditions related to the specific hazards in the workplace. Providing medical treatment, promoting general wellness, and assessing job satisfaction are not the primary objectives of health surveillance in this context.

Question: 13

Which of the following scenarios involves assessing workers with work restrictions or limitations and making appropriate job placement recommendations?

- A. Conducting audiometric testing for employees exposed to high noise levels.
- B. Administering respiratory fit testing for workers using respirators.
- C. Evaluating workers for fitness for duty after a workplace injury.
- D. Providing first aid treatment for minor workplace injuries.

Answer: C

Explanation: Evaluating workers for fitness for duty after a workplace injury involves assessing workers with work restrictions or limitations and making appropriate job placement recommendations. The occupational health nurse evaluates the worker's physical capabilities, restrictions, and limitations resulting from the injury and determines their fitness to perform essential job functions. Based on this assessment, the nurse may recommend job modifications, temporary alternative assignments, or other accommodations to ensure the worker's safe and productive return to work.

Question: 14

During a post-offer/pre-placement health assessment, the occupational health nurse discovers that a worker has a medical condition that may impact their ability to perform essential job functions. Which of the following actions should the nurse take?

- A. Recommend the worker for a different job position.
- B. Retract the job offer and terminate the worker's application.
- C. Communicate the medical condition to the worker's supervisor without consent.
- D. Initiate a dialogue with the worker to determine reasonable accommodations.

Answer: D

Explanation: When a worker has a medical condition that may affect their ability to perform essential job functions, the occupational health nurse should initiate a dialogue with the worker to determine reasonable accommodations. This aligns with the principles of the Americans with Disabilities Act (ADA) and promotes a collaborative approach to addressing potential barriers to employment. The goal is to explore accommodations that enable the worker to perform essential job functions while considering their medical condition.

Question: 15

As an occupational health nurse, how do you identify ethical issues in practice?

- A. Reviewing professional ethical guidelines and codes of conduct
- B. Engaging in discussions with colleagues and ethics committees
- C. Assessing the potential risks and benefits of different courses of action
- D. Applying ethical principles such as autonomy, beneficence, and justice

Answer: A, B, C, D

Explanation: Occupational health nurses identify ethical issues in practice by reviewing professional ethical guidelines and codes of conduct, engaging in discussions with colleagues and ethics committees, assessing the potential risks and benefits of different courses of action, and applying ethical principles such as autonomy, beneficence, and justice. These approaches help nurses navigate complex ethical situations and make informed decisions that uphold the well-being and rights of workers.



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