

## **WRHA Process for Addressing Shifts in Hearing Loss**

### **1. Initial Baseline Hearing Test**

- All new employees exposed to workplace noise at or above the action level (85 dB over an 8-hour TWA) undergo a hearing test conducted by Protec.
- Baseline results are documented and used for comparison during subsequent biennial testing.

### **2. Biennial Hearing Testing**

- Employees exposed to workplace noise at or above the action level participate in hearing testing every two years, conducted by Protec, the third-party provider.

### **3. Results Review**

- Protec evaluates the hearing test results and identifies any abnormal shifts in hearing thresholds (as defined by CSA Z107.6 or equivalent standards).
- Protec sends test results to the designated WRHA OESH team for review.

### **4. Referral for Further Evaluation**

- If an abnormal shift is detected:
  - Protec refers the employee to an audiologist for further diagnostic testing.
  - Protec provides the WRHA OESH with a summary of the referral and initial test data.

### **5. Audiologist Evaluation**

- The audiologist assesses the employee's hearing and determines the cause of the shift.
- The audiologist sends findings to Protec, who forwards them to WRHA OESH.

### **6. OESH Review and Recommendations**

- WRHA reviews all documentation and determines appropriate next steps, including:
  - Adjustments to the employee's work environment or noise exposure levels.
  - Recommendations for improved personal protective equipment (PPE), such as higher-rated hearing protection devices.
  - Providing education on proper PPE use.
  - Coordinating further medical follow-up if needed.

### **7. Corrective Measures**

- The OHN team collaborates with Safety Coordinators and managers to implement any corrective actions.
- If workplace noise exceeds allowable levels, the team works to investigate and address root causes (e.g., engineering controls, and administrative measures).

## **8. Documentation and Follow-Up**

- All test results, referrals, and recommendations are documented in the employee's health file.
- Employees with confirmed hearing loss are re-evaluated biennially or as recommended by the audiologist.

## **9. Continuous Monitoring and Education**

- Protec provides regular updates on noise exposure data and testing compliance.
- Ongoing training sessions are conducted for employees on hearing conservation and proper PPE use.