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**EFFECTIVE DATE: 12/01/2021**

**POLICY & PROCEDURE TITLE:**

Immunizations Required for Employment Policy and Procedure

**REVIEW BY: 12/01/2023**

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**PURPOSE**

St. Mary Medical Center protects colleagues from acquiring communicable diseases including measles, mumps, rubella, varicella, pertussis and Hepatitis B via an immunization program required on hire to the facility. St. Mary Medical Center follows the Centers for Disease Control and Prevention's recommendations for immunizations of healthcare providers.

**POLICY**

Documentation of appropriate number of vaccines per disease type or documented evidence of disease or documented immunity to diseases including measles, mumps, rubella, varicella and Hepatitis B are required upon hire at St. Mary Medical Center.

A Quantiferon Gold and/or T-Spot test is required upon hire.

Tdap vaccination or documentation of vaccination is required on hire.

Flu vaccination or documentation of vaccination is required on hire during the flu vaccination period, and then annually.

COVID-19 Vaccination or documentation/exemption/deferral of vaccination is required upon hire and may be required annually as per the CDC Recommendations. **Please note:** If a 2-Dose vaccine was administered, the second vaccine has to be administered prior to work start date.

**PROCEDURE**

Immunizations Required for Employment

**Pre-Employment**

1. All Colleagues during the pre-employment physical are required to bring documented evidence of COVID-19 Vaccination (If 2-Dose vaccine was administered, proof that both

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**NOTE:** To ensure the policy end user is using the most up-to-date document, the end user is to view the version on the electronic policy management system (Policy Tech).

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the 1<sup>st</sup> and 2<sup>nd</sup> vaccine have been given), two doses of measles, mumps, and rubella, two doses of varicella, three doses of Hepatitis B, one dose of Tdap or documented laboratory evidence of immunity to the stated diseases. Without documented evidence of vaccination or immunity to these diseases, titers will be drawn to verify immunity on hire.

2. COVID-19: COVID -19 is either a 2-Dose vaccine, or a single dose vaccine administered via intramuscular injection.
    - a. During the pre-employment physical those who are unvaccinated will be required to be vaccinated.
    - b. The vaccine will be provided to the healthcare worker unless contraindicated.
    - c. If the 2 - Dose vaccine is administered, both doses must be given prior to work start date.
  3. MMR: Measles, mumps and rubella (MMR) vaccine is provided via subcutaneous injection
    - a. Routine serology testing is not indicated post measles, mumps or rubella vaccination.
    - b. During the pre-employment physical those who are unvaccinated and lack laboratory evidence of immunity or proof of two doses of MMR vaccine will be required to be vaccinated.
    - c. The vaccine will be provided to the healthcare worker unless contraindicated.
  4. Varicella: All adults without documented laboratory evidence of immunity will receive two doses of varicella vaccine, if not previously vaccinated. Evidence of immunity is defined as a written documentation of two doses of varicella vaccine, laboratory evidence of immunity, or documentation by a Healthcare Provider on a provided medical record. .
    - a. One additional dose of varicella vaccine is provided if the healthcare worker provides evidence of one dose already received.
    - b. A pregnant healthcare worker without evidence of immunity receives the first dose of varicella vaccine upon completion or end of term of pregnancy. The second dose is provided 4-6 weeks after the first dose.
4. Hepatitis B:
- a. Healthcare workers not previously vaccinated with the Hepatitis B vaccine series are offered the series at the time of hire, free of charge.
  - b. Healthcare workers that decline the vaccine must sign a declination form.
  - c. Healthcare workers that state they have received the series of Hepatitis B vaccine without documentation will have a titer drawn during the pre-hire physical to assess for immunity. If antibodies are low, the series will be repeated and titers will be drawn after 4-6 weeks.
  - d. Hepatitis vaccine is administered by intramuscular injection.
  - e. Titers of immunity are drawn 4-6 weeks after completion of the series at no cost to the colleague.

5. Quantiferon Gold and or T-Spot Test:

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- a. All new hires will receive a Quantiferon Gold/T-Spot test during the pre-employment physical unless history indicates otherwise.
  - b. If the test is negative, no further testing is needed on hire or annually.
  - c. If the test is equivocal, Colleague Health will assess patient for corticosteroid therapy, or history of autoimmune disorders and retest in one month. The colleague is allowed to work if they do not have signs or symptoms of active Tuberculosis disease.
  - d. If the test is positive, Colleague Health will repeat the test order a chest x ray if the repeated test is positive and refer colleague to the PA Department of Health for follow-up.
  - e. If the test is positive, the Colleague will complete a screening questionnaire annually.
6. Tetanus, diphtheria and a cellular pertussis (Tdap):
- a. Healthcare workers of all ages are required one dose of Tdap upon hire.
  - b. Tdap can be given regardless of interval since previous Td.

**Healthcare Worker Exemptions**

- a. Only those who provide documentation of medical contraindications for example; previous anaphylactic reaction to components of a vaccine, history of Guillain-Barre Syndrome, pregnancy and in certain vaccine situations severe immunocompromised conditions are excluded from immunization administration. Certain religious exemptions are considered. The determination of exemption is made by the VP of Colleague Resources & Development.
- b. Colleagues who present with such medical conditions as previously noted are instructed on the potential risk of acquiring a communicable disease.
- c. Non-immune colleagues exposed to communicable diseases may be asked to stay out of work for extended periods of time based on the Centers for Disease Control Guidelines.

**Annual Vaccination**

1. Seasonal Influenza Vaccine
  - a. All healthcare workers are required to receive the annual seasonal influenza vaccine
  - b. The influenza vaccine is free of charge to the colleague.
  - c. The influenza vaccine is usually available to colleagues after September and during the appropriate time periods for administration of this vaccine. It can be obtained through the Colleague Health Department during the designated time frame..
2. Tuberculosis Questionnaire:
  - a. If the healthcare worker has had a positive Quantiferon Gold Test/T-Spot during the pre-employment physical, they will complete an annual Tuberculosis Screening Questionnaire.

**Outbreak Management**

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During an Outbreak:

1. All unvaccinated healthcare workers who lack laboratory evidence of Measles, Mumps or Rubella receive two doses of MMR vaccine for a Measles, Mumps, or Rubella outbreak. And two doses of Varicella vaccine for Chicken Pox outbreak
2. In the event of another disease requiring vaccination, healthcare workers are vaccinated based on requirements set by a governing body such as the Pennsylvania Department of Health, the Centers for Disease Control and Prevention or The Department of Health and Human Services.
3. A Colleague may be restricted from work or from direct patient care if the colleague is non-immune and exposed to an active communicable disease.

**SCOPE/APPLICABILITY**

All Colleagues

**DEFINITIONS**

**RESPONSIBLE DEPARTMENT**

Further guidance concerning this Policy may be obtained from Colleague Health

**RELATED PROCEDURES AND OTHER MATERIALS**