



Ambulatory Clinic Policy and Procedure

Title: INFECTION CONTROL SCREENING: NEW EMPLOYEE, STUDENT, VISITOR	Policy Number: EP 7.1
Regulation Reference: Joint Commission	Effective Date: 2/2017

Policy Statement:

It is the purpose of this policy and a condition of employment to provide / maintain a safe environment for both patient and healthcare workers by following CDC, OSHA guidelines for immunization to reduce the risk of transmission of the following diseases:

- Hepatitis B
- Measles (Rubeola)
- Mumps
- Rubella
- Varicella
- Tuberculosis
- Tetanus, Diphtheria and Pertussis
- Influenza (Annual Flu campaign)

New employees, students, volunteers and visitors of Texas Tech University Health Sciences Center El Paso (TTUHSC El Paso) are required to complete an Infection Control Health Screening prior to the individual beginning work, or students/visitors beginning site visits. Visitors who must be screened are defined as anyone on campus for two weeks or more.

Scope and Distribution:

This policy applies and will be distributed to all TTUHSC El Paso ambulatory clinics.

Definitions:

Clinical Personnel: Refers to any personnel involved with direct patient care such as Physician’s, Physician’s Assistants, Medical Students, Residents, Nurses, etc.

Non-Clinical Personnel: Refers to anyone not involved with direct patient care such as Administrative personnel, coders, Human resources and clerical personnel.

Health Care Worker (HCW) - Meaning all paid and unpaid health care personnel who have the potential for exposure to patients and / or infectious material.

Personal Protective Equipment (PPE): Might include, but not limited to, masks, gowns, gloves, face shields.



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Procedure:

1. Immunizations requirements are based on regulations, guidelines and recommendations available from the Texas Administrative Code (TAC), Texas Department of State Health Services (DSHS), the Center for Disease Control and Prevention (CDC).
2. New personnel will be screened at TTUHSC El Paso’s Office of Occupational Health prior patient contact. Preferably screening should be completed before new employee orientation or during first week of employment. Visitors will be screened prior to start date on campus.
3. The department responsible/sponsoring a visitor/student or employee will notify the person to go to Occupational Health for Infection Control Screening.
4. Appointments should be scheduled at least a week prior to the anticipated start date.
5. Personnel must bring the following to the appointment:
 - a. Immunization records (measles, mumps, rubella, varicella, Tdap, hepatitis B) and titers
 - b. Copies of any TB skin testing done within the last 12 months
 - c. Copies of any chest x-ray reports done within the last 12 months
 - d. Medical documentation if requesting work restrictions and or accommodations.
6. All TTUHSC El Paso faculty, staff, students, residents, volunteer’s personnel with direct patient care must have received all required immunizations and/or titers (CDC Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices. See Table 1 for details) or have signed declinations with documentation submitted prior to starting patient related activities as coordinated through the Occupational Health Department. Additional requirements might be mandatory by other facilities outside TTUHSC El Paso.

Table 1: (Modified from Advisory Committee on Immunization Practice Recommendations/<http://www.cdc.gov/mmwr/preview/mmwrhtml/rr6007a1.htm#Tab1> , <http://www.cdc.gov/vaccines/vpd-vac/default.htm#vacc> and WWW.immunize.org/catg.d/p2017.pdf)

Vaccines	Recommendations in brief	Indications	Special considerations
Hepatitis B	<p>If previously unvaccinated / with no documented evidence of a complete Hep B vaccine series, or without blood test that shows immunity to Hepatitis B, then:</p> <p>-Give the 3-dose series (dose #1 now, #2 in 1 month, #3 approximately 5 months after #2).</p> <p>-Get anti-HBs serologic tested 1–2 months after dose #3</p>	Healthcare personnel at <u>risk of exposure to blood and body fluids.</u>	<p>-Healthcare personnel who do not respond to the initial vaccine series will be revaccinated with the entire 3 dose series and will undergo anti-HBs serologic tested 1–2 months after completion of vaccination series.</p> <p>-Healthcare personnel who</p>



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			do not respond to 2 nd vaccination series will be considered non-responders, and will be counseled appropriately by Occupational Health/IC personnel.
MMR	<p>For healthcare personnel born in 1957 or later without serologic evidence of immunity or prior vaccination:</p> <p>-Give 2 doses of MMR, 4 weeks apart.</p>	<p>Avoid Pregnancy for 28 days after vaccination.</p> <p>HCW with no immunity to Measles, Mumps or Rubella and who cannot be vaccinated or declined vaccine, must NOT care for patients with the disease to which the employee is susceptible. In the event of an outbreak, individual with no immunity may be furloughed from work.</p>	<p>Although birth before 1957 generally is considered acceptable evidence of measles, mumps, and rubella immunity, 2 doses of MMR vaccine should be considered for unvaccinated HCP born before 1957 who do not have laboratory evidence of disease or immunity to measles and/or mumps. One dose of MMR vaccine should be considered for HCP with no laboratory evidence of disease or immunity to rubella. For these same HCP who do not have evidence of immunity, 2 doses of MMR vaccine are recommended during an outbreak of measles or mumps and 1 dose during an outbreak of rubella.</p>
Varicella (chickenpox)	<p>For healthcare personnel who have no serologic proof of immunity, prior vaccination:</p> <p>-Give 2 doses of varicella vaccine, 4 weeks apart.</p>	<p>HCW who do not have immunity to Varicella and who cannot be vaccinated or declined vaccine, must NOT care for patients with the disease to which the employee is susceptible. In the event of an outbreak, individual with no immunity may be furloughed from work.</p>	<p>In healthcare settings serological screening before vaccination of personnel without evidence immunity may be cost effective.</p>
Tdap	<p>Give a one-time dose of Tdap as soon as possible if you have not received Tdap previously (regardless of when previous dose of Td was received).</p>	<p>Get Td boosters every 10 years thereafter.</p>	<p>Pregnant employees need to get a dose of Tdap during each pregnancy.</p>
Influenza	<p>Give 1 dose of influenza vaccine annually.</p>	<p>Unvaccinated healthcare personnel in Risk category 1 and 2 will be required to wear a mask while on duty for the duration of the flu season.</p>	<p>If employee wishes not to be vaccinated due to medical, religious or personal reasons a declination form must be completed.</p>



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- a. For more information regarding Influenza vaccine refer to TTUHSC El Paso Policy EP 7.13 Influenza Vaccination Policy.
- 7. All TTUHSC El Paso faculty, staff, residents, students, and volunteers have the option of declining any or all of the vaccines outlined in section four and five (4 and 5) of this policy through a signed declination form that can be obtained on the Occupational Health website or through the Office of Occupational Health.
- 8. The Office of Occupational Health will monitor vaccination compliance for all departments at TTUHSC El Paso. The following actions will be taken if anyone is found to be non-compliant with vaccination/declination requirements:
 - a. An initial reminder will be sent to the non-compliant individual via TTUHSC e-mail.
 - b. If the individual remains non-compliant, a follow-up reminder will be sent to the non-compliant individual via TTUHSC e-mail with copies being sent to the Senior Director of Occupational Health, the Infection Control Nurse, and the person’s immediate supervisor.
 - c. If the individual continues to remain non-compliant, a final reminder will be sent to the non-compliant individual via TTUHSC e-mail with copies being sent to the Senior Director of Occupational Health, the Infection Control Nurse, the person’s immediate supervisor, and the Associate Dean of Clinical Affairs.
 - d. Individuals who do not respond to the final reminder will be referred to the Clinical Operations Committee and the Director of Clinical Operations for appropriate policy enforcement.

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