

Examples of Measles Policies & Procedures that Some Companies Have Developed

Example #5

375-bed Comprehensive Medical Center with Patient-facing Employees

SAMPLE IMMUNIZATION POLICY AND PROCEDURE

POLICY:

- A. 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 XYZ Healthcare.
- B. A Quantiferon Gold and/or T-Spot test is required upon hire.
- C. Tdap vaccination or documentation of vaccination is required on hire. (refer to Tdap Policy # _____)
- D. Flu vaccination or documentation is required on hire during the flu vaccination period, and then annually thereafter. (refer to Influenza Policy # _____)

PURPOSE:

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

PROCEDURE:

A. Pre-Employment

1. All employees, during the pre-employment physical are required to bring documented evidence of 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. 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.
3. 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: (REFER TO HEPATITIS B VACCINE POLICY _____)

- 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 that is placed in the
- 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:

- 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, Employee Health will assess patient for corticosteroid therapy, or history of autoimmune disorders and retest in one month. The employee is allowed to work if they do not have signs or symptoms of active Tuberculosis disease.
- d. If the test is positive, Employee Health will repeat the test order a chest x ray if the repeated test is positive and refer employee to the _____ Department of Health for follow-up.
- e. If the test is positive, the employee will complete a screening questionnaire annually.

6. Tetanus, diphtheria and a cellular pertussis (Tdap): (REFER TO TDAP VACCINE POLICY)

- 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.

7. 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 in collaboration with the Medical Director, Human Resources and Spiritual Services Departments.

- b. Employees who present with such medical conditions as previously noted are instructed on the potential risk of acquiring a communicable disease.
- c. Non-immune employees 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.

B. Annual Vaccination

1. Seasonal Influenza Vaccine (refer to Influenza Policy)

- a. All healthcare workers are required to receive the annual seasonal influenza vaccine
- b. The influenza vaccine is free of charge to the employee.
- c. The influenza vaccine is usually available to employees after September and during the appropriate time periods for administration of this vaccine. It can be obtained through the Employee 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.

C. Outbreak Management

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 Department of Health, the Centers for Disease Control and Prevention or The Department of Health and Human Services.
3. An employee may be restricted from work or from direct patient care if the employee is non-immune and exposed to an active communicable disease.

REFERENCES:

- A. The Immunization Action Coalition (2011). Healthcare Personnel Vaccination Recommendations, www.immunize.org.
- B. The Joint Commission (2010). Comprehensive Accreditation Manual for Hospitals: The Official Handbook, Joint Commission on Accreditation of Healthcare Organizations.
- C. Centers for Disease Control and Prevention:MMWR Recommendations and Reports /Vol.60/No.7 November 25,2011