



POLICY ■ PROCEDURE

Number: 8650.HS016

Title: Standard Health Requirements

Originating Department: Human Resources

Approved by: Cheri Meyerhofer, Vice President

Effective: 09/01/96

Revised: 04/17/08

Reviewed: 04/17/08

Page: 1 of 2

GENERAL POLICY

STATEMENT: Employees, volunteers, contractors and students at Southwest Washington Medical Center (SWMC) shall comply with the following standard health requirements.

PURPOSE: To identify infection control guidelines and to prevent the spread of infection within the hospital. This policy shall be adhered to by all volunteers, employees, students and contractors.

PROCEDURE:

- A. All personnel shall be:
1. Tuberculosis free.
 - a. Able to document 1-step PPD testing done within the last year, and 1-step PPD completed at SWMC.
 - b. Individuals with a history of a positive PPD (10mm or greater) must have documented chest x-ray after conversion and have no signs and symptoms of active TB.
 2. Immune to measles, mumps and rubella. This requirement is satisfied by meeting one of the following criteria:
 - a. Providing laboratory evidence of immunity to measles, rubella and mumps.
 - b. Documentation of immunization. Requires two documented MMRs.
 3. Able to document immunity or susceptibility to varicella (chickenpox). Susceptible students and contract personnel are strongly encouraged to seek immunization. Immunity is defined by one of the following:
 - a. History of disease
 - b. Immunity confirmed by positive varicella IgG antibody test
 - c. Documentation of two immunizations at least 30 days apart.
 4. Able to document Hepatitis B immunity or susceptibility. Susceptible individuals are strongly encouraged to seek immunization if they work in high risk occupations. Immunity is defined by one of the following:
 - a. Immunity confirmed by positive Hepatitis B antibody titer result of 10 or greater.
- KEYPOINT:** Any exceptions to the policy will be evaluated on a case-by-case basis in consultation with the hospital epidemiologist, Employee Health and Human Resources. The Infection Control Team shall make the ultimate decision on work restriction necessary for these exempted individuals.

-
- B. Documentation of health requirements as stated in this policy must be provided to SWMC Employee Health Service upon request.
1. For clinical nursing personnel, the Agency Personnel Questionnaire must be completed prior to assignment at SWMC.
- C. Students/Contract Personnel
1. Bloodborne pathogen training shall be provided to all students/contract personnel by the school, agency or company prior to assignment at SWMC.
 2. Exposures to blood or other potentially infective material shall be reported to SWMC Employee Health for initial counseling, testing and evaluation.
 - a. Individuals shall be referred for treatment and follow-up at their expense or that of their employer, e.g., registry, temporary placement agency.
 - b. SWMC is not responsible for expenses related to Workers' Compensation.
- D. All volunteers, employees, contractors and students are expected to be free of communicable disease (refer to the Communicable Disease work restrictions as listed in policy # 8650.HS004).

RELATED POLICIES:

- 8650.HS015 Varicella
8650.HS013 Measles/Rubella
8650.HS012 Hepatitis B
8650.HS004 Communicable Disease