

Title: Healthcare Personnel Testing & Immunization Requirements		
Doc Type: Policy	Doc. #:	Effective Date: January 2015
Owner(s): Denece Kesler, MD, MPH	Version #: 1	Applies To: UNM Health Sciences Center Health Care Personnel

PURPOSE

1. The University of New Mexico Health Sciences Center recognizes its responsibility to provide a workplace free of recognized hazards.
2. Disease screening practices, immunity assessment, and vaccination protects patients and staff and the integrity of the University of New Mexico Health System (Health System).
3. This policy is intended to minimize risk for possible transmission of vaccine-preventable diseases among the personnel of the Health Sciences Center whose work requires their presence in patient care settings. The goal is to protect patients, employees, employees' family members, others affiliated with the Health System, and the broader community.
4. Recognizing we are an academic institution that supports the training and education of the community, we must require compliance from all individuals who enter our facilities for business or academic purposes.

APPLICABILITY

1. This policy applies to all Health Care Personnel (HCP). HCP is defined as all who provide services or work in patient care or clinical care areas. HCP for purposes of this policy include the following:
 - a. Employees of the following entities:
 - i. Sandoval Regional Medical Center (SRMC)
 - ii. UNM Cancer Center
 - iii. UNM Hospitals
 - iv. UNM Medical Group
 - v. Other UNM Health Sciences Center employees and students within the UNM School of Medicine, College of Nursing, College of Pharmacy and all other allied health programs.
 - vi. Any newly created Health Sciences Center entities providing a patient care setting.
 - b. Any non-employee who provides services or work in patient care or clinical care areas such as volunteers; vendors; external allied health students, residents, or personnel; and external health care providers.
2. Each Health Sciences Center entity and their organized medical staff as listed in 1.a above shall enforce these minimum standards through written policies.
3. Individual HCP have the responsible to be compliant with meeting these standards.
4. This policy shall be managed by the UNM Health Sciences Center Immunization Committee. The policy is to be updated and modified based on changes in local, state and federal requirements, laws, and current best practices.
 - a. Each Health Sciences Center entity shall modify their policies to remain compliant with changes to these standards.

REFERENCES

- HIPAA Privacy – 45 CFR Parts 160 and 164. (“Notice to Employees” relating to workplace protected health information)
- OSHA Bloodborne Pathogens Standard 29 CFR 19.1030
- Needlestick Safety and Prevention Act (Pub. L. 106-430)
- New Mexico Requirements for Acute Care, Limited Services, and Special Hospitals, 7.7.2 NMAC Section 21, effective 6/15/04
- Centers for Disease Control and Prevention (CDC) Health Care Personnel Recommendations
 - a. Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices (ACIP) published in the *Morbidity and Mortality Weekly Reports MMWR*. 2011; 60(RR07):1-45.
 - b. Maintained and updated recommendations online at: <http://www.cdc.gov/vaccines/adults/rec-vac/hcw.html> (accessed 3.15.15)

PROCEDURES

1. The Health Sciences Center requires HCP to be in compliance with the following requirements for screening, immunity assessments and immunizations (See Appendix 1 for specific immunization requirements).
2. Baseline Compliance Requirements:
 - a. Measles, Mumps and Rubella Proof of Immunity
 - b. Varicella Proof of Immunity
 - c. Tuberculosis (TB) Baseline Screening
 - d. Hepatitis B (if applicable) OSHA Compliance
3. Annual Compliance Requirements:
 - a. Influenza Vaccination
 - b. Tuberculosis (TB) Screening (if applicable)
4. Highly Recommended HCP Immunization:
 - a. Tetanus, Diphtheria and Acellular Pertussis (Tdap)
5. All screenings, assessments, diagnostics and vaccinations shall be provided to employees through the following clinics:
 - a. Occupational Health Services (UNMH OHS)
 - i. UNMH Employees
 - b. Employee Occupational Health Services (UNM EOHS):
 - ii. UNM
 - iii. UNM Medical Group
 - iv. UNM Cancer Center
 - c. Sandoval Regional Medical Center Occupational Health (SRMC OHS)
 - v. SRMC Employees
 - d. Employee baseline compliance requirements will be initiated before or at a new hire Pre-Placement Health Screen through procedures under the direction of each of the listed clinics.
 - e. Annual compliance requirements will be completed through procedures under the direction of each of the listed clinic.
6. All other HCPs not identified in 5 above must have documented proof of meeting the requirements contained in this section on file with their component / supporting entity.
 - a. Each entity shall provide compliance data to the OEM Center.
7. Proof of compliance for all HCP will be entered into the Health Sciences Center OEM Center database.

Exceptions

1. Exceptions for individual requirements are granted for recognized medical or religious reasons according to the policy of each entity.
 - a. Medical: Exceptions to required immunization(s) may be granted for certain medical contraindications under the directions of the UNM Health Sciences Center Immunization Committee. Standard criteria will be established and include severe allergy to the vaccine or components as defined by the most current recommendations of the CDC's Advisory Committee on Immunization Practices (ACIP) as published in the General Recommendations on Immunization: Recommendations of the Advisory Committee on Immunization Practices (ACIP), *MMWR*. 2011; 60(RR07):1-45.
 - b. Religious exceptions will be according to the policy of each entity.

Compliance

1. Health Sciences Center HCP employees must be in compliance with the baseline requirements preferably before patient care assignments begin or at least within 3 months of employment or appointment, with the exception being the Hepatitis B vaccine series.
2. Non-employees (e.g., students, vendors, volunteers, etc.) must be compliant with this policy prior to assuming any duties that involve direct patient care/contact with compliance validated periodically.
3. All Health Sciences Center HCP must be in compliance with the annual requirements in the timeframe specified by the UNM Health Sciences Center Immunization Committee.
4. See Appendix 1 for compliance information for all vaccination and screenings.

Failure to comply with any of the outlined requirements shall be subject to disciplinary action up to and including termination as outlined by each entity.

Vaccine Shortage Contingency

1. In the event of a vaccine shortage, vaccines will be offered to personnel based on risk to patient population cared for, job function, and risk of exposure. Priority will be given to those who provide hands-on patient care with prolonged face-to-face contact with patients and/or who have the highest risk of exposure to patients. Those who are prioritized to receive vaccine will be held to the mandatory standard. Those who are not prioritized to receive vaccine will not be held to the mandatory standard for the duration of the vaccine shortage period. Recommendations will be provided to those who do not receive the vaccine by the UNM Health Sciences Center Immunization Committee in conjunction with the institutional Infection Prevention and Control entities.

Definitions

Healthcare Personnel (HCP): All employees, faculty, residents, fellows, temporary workers, trainees, volunteers, students, vendors, and health care providers who provide services or work in patient care or clinical care areas. For the purposes of this policy, HCP includes others traditionally considered "non-clinical" but who fulfill the above criteria. See Appendix 2 for examples of HCP. All such persons are covered by this policy.

UNM Health Sciences Center Immunization Committee: Representatives of the Occupational and Environmental Medicine (OEM) Center programs, Infection Prevention and Control (IPCD), and associated academic colleges and Health System entities as designated by the Medical Director, Occupational and Environmental Medicine Center. See Appendix 3 for the membership.

Patient care or clinical care area: These include the licensed and/or accredited patient care areas as well as any other physical or recognized borders of inpatient and outpatient areas where patients may be seen, evaluated, treated, or wait to be seen. This applies to ambulatory facilities and any other operations buildings if patients are present. Each Health System Entity will list in their written policy their patient care and clinical care locations.

Patient: an individual undergoing medical assessment or active treatment.

BCG or Bacille Calmette-Guérin: a vaccine for Tuberculosis (TB) disease used in many countries with a high prevalence of TB.

Visitor: any person visiting or accompanying a person (patient) or visiting department/departmental contact for unofficial/official business within the Health System.

RESPONSIBILITY

Dr. Paul Roth (HSC Chancellor and Dean of UNM School of Medicine), Dr. Michael Richards (Executive Physician in Chief), and Mr. Steve McKernan (CEO UNMH/COO of UNM Health System) will ensure adherence to this policy.

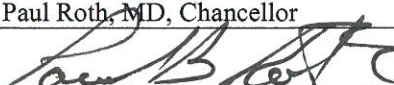
RESOURCES & TRAINING

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SUMMARY OF CHANGES

New document

DOCUMENT APPROVALS

Owner	Denece Kesler, MD, Medical Director, Occupational & Environmental Medicine Center	
Consultant(s)	Meghan Brett, MD, Hospital Epidemiologist, UNM Hospitals	
Committee(s)	UNM Health Sciences Center Immunization Committee	
Recommendation for Approval	Michael Richards, MD Robert Fritch, MD Richard Lauer, MD Tony Ogburn, MD David Pitcher, MD Kori Beech, DNP, CFNP Stephen McKernan, COO UNM Health System	
Official Approver	Paul Roth, MD, Chancellor	
Signature of Approver		Date: 7/6/15
	Effective Date	
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	Issue Date	

ATTACHMENTS

Appendix 1

Appendix 2

Appendix 1

COMPLIANCE INFORMATION FOR EACH INFECTIOUS DISEASE**MEASLES, MUMPS AND RUBELLA (MMR)**

Presumptive evidence of immunity to measles/mumps for persons who work in health-care facilities includes any of the following:

- written documentation of vaccination with 2 doses of live measles or MMR vaccine administered at least 28 days apart,
- laboratory evidence of immunity,
- laboratory confirmation of disease

Required evidence: Yes No

Recurring: Yes No

VARICELLA (Chickenpox)

Presumptive evidence of immunity can include any of the following:

- written documentation of vaccination with 2 doses of varicella vaccine,
- laboratory evidence of immunity or laboratory confirmation of disease,
- diagnosis or verification of a history of varicella disease by a health-care provider,
- diagnosis or verification of a history of Herpes Zoster (HZ) by a health-care provider,
- written documentation of HZ (ZostaVax) vaccination

Required evidence: Yes No

Recurring: Yes No

HEPATITIS B

Note: OSHA Bloodborne Pathogens Standard 29 CFR 19.1030 requires the employer offer, free of charge, Hepatitis B immunizations for all workers who can be reasonably anticipated to contact blood or other potentially infectious materials (OPIM). The employee is free to decline the vaccine series but must sign a declination.

If not declining, the following constitutes presumptive evidence of immunity:

- written documentation of vaccination with 3 doses of Hepatitis B vaccine,
- laboratory evidence of immunity or laboratory confirmation of disease,
- diagnosis or verification of a history of hepatitis B disease by a health-care provider

Required vaccine or declination: Yes No

Recurring: Yes No

INFLUENZA

The effective dates for influenza season will be identified by the University of New Mexico Hospitals Infection Prevention and Control department.

Presumptive evidence of immunity include the following:

- written documentation of seasonal vaccination

Recurrence: Annual

Compliance due by: December 1 (of each year)

UNM Hospitals employees may request a personal exception to the Influenza vaccination through July 1st, 2016 at which time it will become a mandatory requirement.

TUBERCULOSIS (TB) SCREENING

1. Screening requirements for initial entry:

- TB skin test (TST) or approved interferon gamma release assay (IGRA) test for all new employees/faculty/staff/students who have the potential to be at risk for TB exposure will be followed.
- Those with a history of a positive TST must complete a symptom questionnaire and must have documentation of a 2-view chest x-ray

2. Annual screening requirements for identified Health System personnel populations:

- TST or IGRA test
- If history of either TB infection, positive TST or positive IGRA: completion of TB Symptom Survey for the current year

Recurrence: Annual

Compliance due by: December 31 (of each year)

Appendix 2

EXAMPLES OF HEALTH CARE PERSONNEL AS DEFINED IN AND COVERED BY THIS POLICY

Examples of health care personnel who may provide services in patient care or clinical care areas (see Definitions, section B) include but are not limited to:

1. Physicians
2. Nurses and other certified/non-licensed clinical personnel
3. Pharmacists
4. Nurse Practitioners and Physician Assistants
5. Allied Health Professionals
6. Hospitality Services personnel
7. Facilities Management personnel
8. Food and Nutrition Services personnel
9. Sterile Processing and Material Services technicians
10. Security personnel
11. Patient transporters
12. Environmental Services personnel
13. Clerical personnel
14. Students
15. Vendors
16. Volunteers

As indicated above, personnel traditionally considered as “non-clinical” are also included in this policy’s definition of Health Care Professionals (HCPs).

Appendix 3:

UNM Health Sciences Center Immunization Committee Membership

Appointed Representatives from the following Entities:

1. Health System Occupational and Environmental Medicine Center
2. UNMH Epidemiologist/Infection Control
3. School of Medicine
4. School of Pharmacy
5. School of Nursing
6. SRMC
7. UNMMG
8. UNMH