01.28 Measles, Mumps, and Rubella Immunization Program

Purpose

Because of the risk of occupational exposure to certain infectious agents, health care workers constitute an important target group for specially designed immunization programs. In addition to protection of the healthcare workers themselves, such immunization programs can be expected to have institutional benefits. These include prevention of the transmission of infectious diseases to patients and visitors, reduction of workers' sick days and improved efficiency in the management of outbreaks and exposures. To this end, the following policy is established.

Audience

All employees of UTMB hospitals, clinics, Victory Lakes outpatient specialty care and surgical center, contract workers, volunteers, and students.

Immunity

Immunity to Rubeola (measles), Rubella and Mumps is a condition for employment at UTMB. If immunity to these diseases cannot be documented and there are no contraindications to immunization, MMR (Measles, Mumps, Rubella) vaccine will be made available to the employee.

Immunity to Measles will be defined as having one of the following:

- Birth before 1957.
- Laboratory confirmation of disease.
- Laboratory documentation of immunity (presence of antibody).
- Written documentation of two vaccinations with MMR vaccine administered at least 28 days apart.

Immunity to Mumps will be defined as having one of the following:

- Birth before 1957.
- Laboratory confirmation of disease.
- Laboratory documentation of immunity (presence of antibody).
- Written documentation of two vaccinations with MMR vaccine administered at least 28 days apart.

Immunity to Rubella will be defined as having one of the following:

- Birth before 1957.
- Laboratory documentation of immunity (presence of antibody).
- Laboratory confirmation of disease.
- Written documentation of at least one dose of MMR vaccine.

New UTMB employees will be screened during their new hire health assessment for proof of immunity to Measles, Mumps and Rubella. MMR will be offered if they have no evidence to immunity to one or more of these diseases. The doses will be administered at least 28 days apart.

Non-Compliance With Policy

Any healthcare worker who declines to comply with this policy will be educated regarding the importance of immunity and the risks posed to the healthcare worker and to patients. If the healthcare worker still declines or is unable to comply for whatever reason, the employee will not be eligible to work with patients at UTMB. The declination will be documented in the employee health record.