



Institutional Handbook of Operating Procedures

Policy 03.07.07

Section: Human Resources	Responsible Vice President: Executive Vice President of Business and Finance
Subject 3.7: Health and Wellness	Responsible Entity: Human Resources

I. Title

Vaccination of Healthcare Workers to Protect Patients from Vaccine Preventable Infections

II. Policy

The Employee Health Clinic (EHC) will provide occupational healthcare services to UTMB Health employees for work-related diseases and injuries. The EHC will receive direction from and interact closely with the Department of Healthcare Epidemiology (HCE) to decrease the risk for acquisition of communicable diseases by UTMB Health employees and to protect patients from vaccine preventable diseases. Health care workers at UTMB Health shall meet CDC guidelines for immunity or, for annual influenza only, complete a declination which will be kept in the employee medical record maintained by the EHC.

III. Responsibilities

A. Responsibility of EHC

1. Assures up-to-date immunization status and health records for employees.
2. Maintains immunization status and provides consultation regarding vaccination, immunity titers, prophylaxis, and provides annual PPD skin testing for at-risk employees or employees who could pose a risk to patients.
3. Reports any work-related infection to HCE.
4. Reports infection hazards to the appropriate department.
5. Assures that communicable diseases in employees are reported to HCE, who will report to the local Health Department, as required.
6. Assures the adequacy of policies through regular review and revision.
7. Maintains a database of employee immunization status and employees who are required to have a PPD skin test. Reports PPD conversions by job title and employee location to HCE on a routine basis. Reports on employee compliance with required immunizations and PPD skin tests to HCE as requested.
8. Determines the immunity required to be a health care worker, based on the risk presented by the health care worker to patients in the worker's routine course of duties and direct exposure to patients, as determined by the recommendations of HCE.
9. Risk of communicable disease is established by HCE and will identify health care workers who are required to have immunity and/or PPD skin tests and the frequency of these tests.
10. Will review data regarding PPD skin test conversions for employees and take appropriate corrective action as necessary.
11. Will review data regarding employee immunization, compliance, and annual PPD skin testing and influenza. Will work with hospital management to increase compliance if necessary.

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12. Will advise appropriate action, including prophylaxis, after exposure of employees to communicable diseases.
13. Develop policies as needed.

B. Responsibility of UTMB Management

1. Supports the Employee Health Program in mitigation of risk from communicable disease.
2. Encourages employee participation in programs by allowing employees to be seen in the EHC during working hours.
3. Communicates information regarding programs and advocates participation (i.e. influenza vaccination, review of immunizations, and TB skin testing).

IV. Vaccines

- A. New employees deemed to be health care workers must report to the Employee Health Clinic and receive a clearance from Employee Health prior to direct patient care, entering a patient's room, or meeting patients face-to-face within six feet in the course of their duties.
- B. Employees will be evaluated by EHC to assure immunity compliance.
- C. Employees who are health care workers must have immunity against influenza; measles, mumps, and rubella; varicella; and pertussis and be evaluated for Hepatitis B. Employees who work in clinical microbiology will be evaluated for the meningococcal vaccine.
- D. Employees will be provided the opportunity for written declination of immunity for the medical conditions identified as contraindications or precautions by the Centers for Disease Control and Prevention.(See Matrix below in the Appendix)
- E. UTMB Health will not discriminate or retaliate against a covered individual who is exempt from the required vaccinations due to contraindications or precautions identified by the Centers for Disease Control and Prevention, except that the required use of protective medical equipment, such as gloves and masks, may not be considered retaliatory action.

V. Screening

- A. Health care workers shall register with the EHC and complete a screening survey for evaluation by EHC related to communicable diseases. An immunization history or proof is required.
- B. The EHC will evaluate the immunization records of health care workers/ employees hired prior to October 1, 2012, to determine their level of immunity and determine the appropriate action to comply with this policy.
- C. [Criteria for screening for specific diseases is available for review.](#)

VI. Definitions

Health care workers: individuals, who may present, or be at risk for, transmission of vaccine preventable diseases, because they provide direct patient care, enter a patient's room, or meet patients face-to-face within six feet in the course of their duties.

Covered individuals: health care workers and other individuals who provide care, enter a patient's room, or meet patients face to face within 6 feet in the course of their duties. This may be volunteers, students, pastoral care clergy, or contractors.

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Health care facility: all settings in which patient care is provided at UTMB Health, including all hospitals, ambulatory care centers, and clinics.

Vaccine preventable diseases: diseases included in the most current recommendations of the Advisory Committee on Immunization, Practices of the Centers for Disease Control and Prevention.

Proof of immunity: documentation of previous immunizations or serologic evidence of immunity.

Written flu declination: a signed document indicating the reason for declining the influenza vaccine and agreement to wear a mask during influenza season.

VII. Related UTMB Policies and Procedures

[UTMB Epidemiology Policy 01.08: Employee Furlough Due to Occupational Exposure to Infectious Diseases](#)

[UTMB Epidemiology Policy 01.17: Influenza Vaccination](#)

[UTMB Epidemiology Policy 01.28: Rubella \(Measles\), Mumps, Rubella Immunization Program](#)

[UTMB Epidemiology Policy 01.34: Varicella-Zoster Virus Infection Control Program](#)

[UTMB Epidemiology Policy 01.45: Pertussis Infection Control Program](#)

VIII. References

Centers for Disease Control and Prevention. Update: Prevention of Hepatitis A after exposure to Hepatitis A virus and in International Travelers. Updated Recommendations of the Advisory Committee on Immunization Practices (ACIP). MMWR 2007;56(41):1080-1084.

Centers for Disease Control and Prevention. Prevention and Control of Meningococcal Disease: Recommendations of the Advisory Committee on Immunization Practices (ACIP). MMWR 2005;54(RR-7):1-21.

Siegel JD, Rhinehart E, Jackson M, Chiarello L and the Healthcare Infection Control Practices Advisory Committee, 2007 Guideline for Isolation Precautions: Preventing Transmission of Infectious Agents in Healthcare Settings. <http://www.cdc.gov/ncidod/dhqp/pdf/isolation2007.pdf>

Centers for Disease Control and Prevention. Updated Recommendation from the Advisory Committee on Immunization Practices (ACIP) for Revaccination of Persons at Prolonged Increased Risk for Meningococcal Disease. MMWR 2009;58(37):1042-1043.

Centers for Disease Control and Prevention. Licensure of a Meningococcal Conjugate Vaccine (Menveo) and Guidance for Use--Advisory Committee on Immunization Practices (ACIP), 2010. MMWR 2010;59(9):273.

Centers for Disease Control and Prevention. Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices (ACIP). MMWR 2011; 60(RR07):1-45.

IX. Dates Approved or Amended

<i>Originated: 10/03/2012</i>	
<i>Reviewed with Changes: 8/17/2016</i>	<i>Reviewed without Changes</i>
10/18/2016	

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- X. Contact Information**
HR – Employee Health
(409) 747-9172

APPENDIX

Vaccine & PPD Roadmap for HCWs working in Clinical Areas							
Vaccine	Influenza	MMR OB / PEDI OR / Day	Varicella (If non disease)	TDAP	Hep B (or sign disclosure)	Menin- gococcal	PPD
RN/LVN	✓	✓	✓	✓	✓		✓
PCT/OSA/PSS	✓	✓	✓	✓	✓		✓
HUC	✓	✓	✓	✓	✓		✓
MD	✓	✓	✓	✓	✓		✓
PT/OT	✓	✓	✓	✓	✓		✓
RT	✓	✓	✓	✓	✓		✓
Department Tech*	✓	✓	✓	✓	✓		✓
Micro Med Tech	X	X	X	X	✓	✓	✓

* Technicians include anyone who provides a service to a patient in the patient's exam room or on the unit (i.e. EKG Tech/Pharmacy Tech/EEG Tech)

X = Recommended
✓ = Required