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Owner Ashley Boudreau:
Employee Health
Nurse
Area Employee Health

Healthcare Personnel Immunization / Infectious Disease Screening Requirements

Purpose:

To protect the health of our staff and patients, to comply with state, federal, and organizational healthcare personnel disease screening requirements, to comply with OSHA requirements, to provide a means of tracking non-immune healthcare workers in the case of disease outbreaks.

Policy:

The requirements outlined below are for all MDI Hospital (MDIH) and Birch Bay Retirement Village (BBRV) personnel, volunteers who will be in clinical areas and have contact with patients, all non-employed medical staff who see patients on the MDIH campuses, and of all students and contract or traveler staff. Directors are responsible for ensuring employees, volunteers, non-employed medical staff, students/residents/interns, and travelers or contract workers have been screened appropriately as outlined in the procedure.

MDIH will administer the following as indicated at no cost:

- Employee: tuberculosis screening test and required and recommended vaccines, and/or immunity titers.
- Volunteer: tuberculosis screening test and annual influenza vaccine.
- Non-employed medical staff, students, and contract or traveler staff: annual influenza vaccine.

PROCEDURE:

All employees and volunteers are screened directly by the Employee Health Nurse. The MDIH Community Engagement Coordinator assists with collection of this information from volunteers.

The Medical Staff office will collect immunization records from non-employed medical staff and students and forward the records to the Employee Health Nurse.

Department Directors hiring contract and traveler staff, as well as onsite students/interns will collect immunization records and forward the records to the Employee Health Nurse.

All required data are transcribed into the restricted access electronic data base maintained by the Employee Health Nurse and is retained for a minimum of six years after the date of the employee's termination as

required by The State of Maine.

This enables generation of required annual reports for the State of Maine and those needed to support the organization. The Employee Health Nurse will notify any sender of records if the data is not acceptable per State of Maine or organizational standards or is incomplete. The sender will be responsible for contacting the employee, traveler, student, etc. of the missing documentation. Those department Directors hiring contract/traveler staff and having students will submit a term notification which will notify the Employee Health Nurse when a person terminates.

The Employee Health Nurse will submit reports of those not immune to measles, mumps, rubella, varicella, influenza, covid-19 as needed to Infection Preventionist who will need this information in case of disease outbreaks. The Employee Health nurse may also submit the name of any employee identified not in compliance with immunity requirements or authorized exemption as needed to the employee's Director, Senior Leader and/or HR who will need this information for employment purposes for compliance with Immunization Required for Healthcare Workers by the State of Maine.

Authorized Exemptions

The only permissible exemption for Immunizations Required for Healthcare Workers by the State of Maine 10-144 Code of Maine Rules Chapter 264 is in accordance with [22 MRS § 802 \(4-B\)](#). As of 9/1/2021, the only permissible exemption from receiving a required immunization under this rule is a medical exemption. ***A medical exemption is available by providing a written statement from a licensed physician, nurse practitioner or physician assistant (MD, DO, NP, PA) that in the physician's, nurse practitioner's or physician assistant's professional judgment, immunization against the disease(s) may be medically inadvisable (each disease must be listed). Personnel may obtain a Medical Exemption from Vaccination form from the Employee Health Nurse to complete with their Medical Provider when making a request for Medical Exemption. The medical exemption document must be submitted for review and record keeping to the Employee Health Nurse including any medical exemptions for a temporary delay in vaccination.***

Those with a medical exemption for a temporary delay in vaccination, must complete vaccination(s) prior to the medical exemption expiration.

There are no exemptions allowed for testing for immunity. If a new hire employee* reports they have been vaccinated for the required diseases but are unable to provide documentation of vaccination at the time of New Hire Screening, and/or they are likely immune based on age and/or disease history but are unable to provide documentation verifying disease history, they may be permitted to begin work with a Temporary Medical Exemption granted through MDIH Occupational Medicine and will have immunity titers completed to verify immunity to each disease. If any immunity titer results as not immune, the employee will complete the required vaccination series to gain presumptive evidence of immunity to that disease. **Volunteer, non-employed medical staff, students, and contract or traveler staff are not permitted to begin work with this type of temporary medical exemption while awaiting immunity titer results. They must have all required immunities up to date before beginning work.*

An exemption is available to an individual who declines hepatitis B vaccine, as provided for by the relevant law and regulations of the federal Department of Labor, Occupational Health and Safety Administration.

REQUIREMENTS

ALL EMPLOYED HEALTHCARE Personnel, STUDENTS, CONTRACT STAFF/TRAVELERS AND VOLUNTEERS WITH RISK FOR BLOOD/BODY FLUID EXPOSURE **Hepatitis B** immunity:

- Hepatitis B vaccines x3 **or**
- a Hep B Surface Antibody showing immunity **or**
- a signed OSHA Hepatitis B Vaccine Declination

ALL PERSONS REGARDLESS OF DATE OF BIRTH OR OCCUPATIONAL RISKS:

- Proof of immunity to **Measles, Mumps and Rubella**: 2 MMR vaccines or the following:
 - 2 measles vaccines or a titer showing immunity **and**
 - 2 mumps vaccines or a titer showing immunity **and**
 - 2 rubella vaccine or a titer showing immunity
 - **OR** an authorized medical exemption as outlined above.
- **Varicella** (chickenpox)
 - Documentation of a history of varicella or herpes zoster from a medical provider **or**
 - 2 varicella vaccines **or**
 - a titer showing immunity **or**
 - **OR** an authorized medical exemption as outlined above.
- **Influenza** Vaccine (see Influenza Vaccination Policy and Procedure MDIH / BBRV Personnel)
 - Influenza vaccine, annual dose
 - **OR** an authorized medical exemption as outlined above.
- **Covid-19** Vaccination (Recommended, not required): Personnel are highly encouraged to be vaccinated and keep up to date with COVID-19 vaccine doses as soon as they are eligible per [CDC guidelines](#). We request proof of the following if available.
 - Documentation of covid-19 vaccination(s) received, if applicable.
 - **OR** an authorized medical exemption as outlined above, if applicable.
- Baseline **Tuberculosis** Screening and Testing*:
 - Baseline Tuberculosis Screening Form to be completed by all Employed MDIH/BBRV Employees and Volunteers during their Post-Offer Employee Health Screening with the Employee Health Nurse. The form includes:
 - Baseline Individual TB Risk Assessment that is useful in interpreting TB test results given upon hire (i.e., preplacement).
 - TB Symptom Evaluation (included in the Baseline Individual TB Risk Assessment).
 - Plan for TB Test and/or Additional Evaluation as indicated.
 - TB Test (TB blood test or 2 step TB skin test)
 - Quantiferon TB Gold Test or 2 step TB skin test at the time of hire. If documentation provided of negative TB skin test in the last 12 months, it may be used as the first of the 2 step TB skin test.
 - A person with a history of BCG vaccine will receive a TB blood test.
 - Health care personnel with a documented history of a prior positive TB test or have a known history of TB but no documentation of treatment and no documentation of a subsequent negative Chest X-ray will receive a Chest x-ray and complete a Baseline Tuberculosis Screening Form. Instructions to monitor for symptoms will also be provided. Repeating the

TB blood test or TB skin test is not required.

- If a person with known history of TB provides documentation of treatment, a Quantiferon TB Gold test or TB skin test will not be required. Instead, a Baseline Tuberculosis Screening Form will be completed which includes a TB symptom evaluation. Instructions to monitor for symptoms will also be provided.

- Additional testing such as Chest X-Ray and TB Symptom Screen as indicated
 - Healthcare personnel with a new positive TB Test will receive a Positive TB Screening Questionnaire and chest x-ray to rule out TB Disease. Additional work up may be needed based on those results and will be at the Personnel's expense.

**Contract Personnel Baseline Tuberculosis Screening: Must provide documentation of current TB skin test OR TB blood test. If history of a positive TB test, or current positive TB test – a documented negative chest x-ray, and/or documentation of treatment must also be provided. Current is generally considered within 1 year.*

- **Tetanus-Diphtheria-Pertussis** (Recommended not required):
 - Tdap vaccine received as an adult

References

Center for Disease Control and Prevention: Stay Up to Dare with COVID-19 Vaccines Including Boosters. Found at https://www.cdc.gov/coronavirus/2019-ncov/vaccines/stay-up-to-date.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fvaccines%2Ffully-vaccinated.html

Maine Legislature Maine Revised Statutes: [22 MRS § 802 \(4-B\)](#)

State of Maine Rule Chapters for the Department of Health and Human Services. Found at <https://www.maine.gov/sos/cec/rules/10/chaps10.htm>

All Revision Dates

09/2023, 06/2023, 02/2022

Approval Signatures

Step Description	Approver	Date
MEC Approval	Jennifer Abbott: Medical Staff Support Manager	09/2023
Infection Control Committee	Morgan Mackenzie: Senior Executive Assistant	09/2023
Employee Health Coordinator	Ashley Boudreau: Employee Health Nurse	09/2023
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