

<b>Johns Hopkins Safety Manual</b>	<i>Policy Number</i>	<b>HSE 003</b>
<i>Subject:</i> <b>Pre-Placement Assessment and Immunization</b>	<i>Last Review Date</i>	9/28/11
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POLICY

In the interest of safeguarding the health of patients, employees and healthcare professionals, all applicants who are offered positions of employment with The Johns Hopkins Hospital and selected positions within the Johns Hopkins University will complete a medical assessment. The medical assessment will include required or recommended immunizations, as dictated by the conditions of the applicant’s position. All medical information obtained in pre-placement or job-related assessments shall be strictly confidential.

Offers of employment/training are contingent upon the candidate’s successful completion of a medical assessment.

Failure to conform with the policy may result in an offer of employment/training being withheld or rescinded. In the event an individual starts work pending an assessment, the individual will be removed from duty without pay until assessment is complete.

If a candidate objects to an immunization upon the grounds that it conflicts with bona fide religious beliefs and practices, religious exemption for the individual will be discussed with the Offices of Human Resources, Department Chairpersons or Registrars and denied/granted on a case-by-case basis.

REFERENCES

- Code of Maryland Regulations 10.06.01 Communicable Disease
- 29CFR 1910.1030 Bloodborne Pathogens Standard
- The Johns Hopkins Hospital Medical Staff Manual, Immunization Policy
- Johns Hopkins Safety Manual: Bloodborne Pathogens Exposure Control Plan, HSE 501
- Johns Hopkins Safety Manual: Substance Abuse Policy, HSE 029
- Johns Hopkins Safety Manual: Tuberculosis Exposure Control Plan; HSE 601

RESPONSIBILITIES

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| Occupational Health Services (OHS)                        | <p>Provide consultation on all matters related to the health of students, faculty and employees.</p> <p>Provide pre-employment animal exposure surveillance, medical screening, periodic medical assessments and employee health evaluations.</p> <p>Maintain confidentiality of all medical records obtained.</p> <p>Provide lists of susceptible employees (with employee’s consent) to internal and external organizations when individual or community health problems require such information to be released.</p> <p>Provide recommended or required immunizations.</p> |
| Occupational Health Services (OHS)                        | <p>Retain list of employees who do not have antibodies to Varicella-Zoster Virus (VZV), Vaccinia and Rabies.</p>  |
| Human Resources,<br>Department Chairperson,<br>Registrars | <p>Inform all candidates of JHH employment and select candidates of JHU employment of pre-placement health evaluation and immunization requirements.</p> <p>Direct all candidates offered a JHH position and candidates for select JHU positions to the Occupational Health Services for evaluation and immunization.</p>   |

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## PROCEDURES

- I. General Requirements.
  - A. The Occupational Health Services (OHS) medically screens applicants by obtaining:
    1. Medical and occupational exposure history;
    2. Skin tests for tuberculosis, if appropriate;
    3. Chest x-ray, if indicated;
    4. Visual examination;
    5. Vital signs
    6. Other assessments as indicated by job description.
  - B. OHS will determine if job places employee in Bloodborne Pathogens Exposure Control Program and offer Hepatitis B vaccination to all individuals enrolled in the Program.
- II. General requirements for all employment candidates of The Johns Hopkins Hospital and all employment candidates of The Johns Hopkins University who are scheduled to work in JHH or other patient care environments, excluding medical staff and housestaff.
  - A. Present acceptable documentation to Occupational Health Services for a health assessment and testing of immunity status for Hepatitis B, Rubella, Rubeola, Varicella and Mumps.
  - B. Individuals who are antibody negative to Rubella, Rubeola, Varicella-Zoster (VZV) and Mumps are required to be vaccinated. The vaccine will be administered (free of charge by OHS) except if medically contraindicated. The names of those individuals unable to be vaccinated will be transmitted by Occupational Health Services to the JHH Department of Epidemiology and Infection Control and the manager of the clinical area where the individual works to have on file in the event of an exposure. Employees will receive their immunization or present proof of immunity status to Occupational Health Services prior to commencing patient related services.
- III. Requirement for Students Working at JHH.
  - A. Present acceptable documentation of immune status for Hepatitis B, Rubella, Rubeola Varicella and Mumps and immunization to Varicella (if not immune) prior to working at the Johns Hopkins Hospital.
  - B. Students who fail to present acceptable documentation of immune status and Varicella vaccine (if indicated) are subject to removal from patient care activities at the Johns Hopkins Hospital until the requirement is met.
- IV. Requirements of Medical Staff (Active and Courtesy) Medical Staff, Housestaff and Clinical Fellows.
  - A. Present acceptable documentation or submit to testing of immunity status for Hepatitis B, Rubella, Rubeola and Varicella prior to commencing patient contact.
  - B. Occupational Health Services will verify submitted documentation and complete any necessary testing for immunity to Rubella, Rubeola, Varicella and Hepatitis B.
    1. Rubeola vaccination is optional for staff born before 1957. For staff born in or after 1957, the Rubeola vaccination must be obtained prior to commencing patient related services.
    2. Hepatitis B immunization is optional, but recommended.
    3. Individuals who are Rubella, Rubeola, Varicella-Zoster (VZV), Mumps antibody negative will be vaccinated unless medically contraindicated. Transmit names of individuals unable to be vaccinated to JHH Hospital Epidemiology and Infection Control.
    4. Obtain history regarding TB status. Conduct a tuberculin test and/or a chest x-ray, as required. If indicated, a physician assessment and clearance may be required prior to job placement.
  - C. Failure to conform to this policy will result in rescinding appointment.

## REVIEW CYCLE

Annually