



**MEDICAL CENTER POLICY NO. 0281**

A. SUBJECT: Health Screenings and Maintenance for Clinical Staff Members for Enhancement of Patient Safety

B. EFFECTIVE DATE: July 1, 2008

C. POLICY STATEMENT:

In order to support the Medical Center's comprehensive patient safety program, Members of the Medical Center Clinical Staff shall comply with all requirements for infectious disease screening and such other screenings as may be required by the Medical Center from time to time in accordance with requirements of the Joint Commission and applicable Occupational Safety and Health Administration Regulations. This policy sets out annual and ongoing requirements for current Members of the Clinical Staff (i.e., those Members appointed to the Clinical Staff on or before June 30, 2008), as well as requirements for new Clinical Staff Members (i.e., those Members appointed to the Clinical Staff on or after July 1, 2008) upon appointment.

D. PROCEDURE

1. Requirements for all new Members of the Medical Center Clinical Staff:
  - a. All new Members of the Medical Center's Clinical Staff must be seen in WorkMed for an initial health assessment. This initial health assessment shall occur prior to the granting of clinical privileges.
  - b. During the initial health assessment, the new Clinical Staff Member shall provide documentation of immunity for the following infectious diseases; if documentation cannot be provided, the new Clinical Staff Member may elect to receive the vaccination or sign a declination statement:
    - i. Measles-Mumps-Rubella Vaccine (MMR): Documentation of physician diagnosis of all three diseases, administration of appropriate vaccination against measles, mumps and rubella on or after the first birthday, or positive titers to all three diseases.
    - ii. Varicella (Chickenpox): Documentation of completion of vaccination series or positive titer to the disease or prior history of the disease.
    - iii. Tetanus: Documentation of a booster dose of tetanus-diphtheria (Td) vaccine within the past 10 years. If more than two years have passed since the last Td, the Clinical Staff Member will be offered a one time dose of tetanus, diphtheria and acellular pertussis vaccine (Tdap).

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- iv. Hepatitis B: Serologic evidence of hepatitis B immunity or valid documentation of hepatitis B vaccination series or signed declination statement.
- c. The initial health assessment shall include:
  - i. Tuberculosis screening
    - A. If the new Clinical Staff Member has documentation of a previous positive skin test (TST) recorded in millimeters:
      - No further skin testing is required.
      - Chest x-ray must be done. (If the Clinical Staff Member can provide a report of a negative chest x-ray done in the United States within one calendar year of appointment, a repeat chest x-ray is not necessary. Only a symptom review needs to be completed.)
      - Any Clinical Staff Member with symptoms of TB must have a repeat chest x-ray and physician evaluation to rule out active disease. A Clinical Staff Member with suspected TB may not have contact with patients until TB is ruled out.
      - Yearly chest x-ray is not required for a Clinical Staff Member without symptoms.
    - B. If the Clinical Staff Member has no documented history of TST:
      - A two-step TST procedure is required as part of the communicable disease screening.
      - If the two-step TST is negative, a TST will be repeated annually.  
All TST results must be read and recorded in millimeters and the interpretation (positive/negative) recorded.
    - C. If the New Clinical Staff Member has a documented history of negative TST:
      - If documentation is available of a TST done and recorded in millimeters (i.e., 0 mm) within twelve months of appointment, a single TST will be placed.
      - EXCEPTION: If there is documentation of negative TST within the last three months, no further testing is done.
      - If no documentation is available, a two-step TST will be done during the initial health assessment.
  - ii. Respiratory fit testing.
  - iii. A 10 panel drug screen.
2. All Members of the Clinical Staff who were appointed on or before June 30, 2008 shall provide to WorkMed the documentation required in Section D.1.b above. If documentation cannot be provided, the Clinical Staff Member may elect to receive the vaccination or sign a declination statement.
3. Annual and On-Going Requirements for all Members of the Medical Center Clinical Staff (regardless of date of appointment):
  - a. All Members of the Medical Center Clinical Staff shall undergo annual Tuberculosis screening (TST and/or symptom review) and respiratory fit testing through WorkMed.
  - b. Members of the Medical Center Clinical Staff may be required to undergo drug screening from time to time as required by University of Virginia Employee Relations Policy <http://www.hrs.virginia.edu/policies/empstaff/drgalchscreen.html>
  - c. Members of the Medical Center Clinical Staff shall undergo any other screening or tests determined by the Medical Center Hospital Epidemiologist to be necessary for infection control.

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- d. WorkMed shall send annual reminders to each member of the Medical Center Clinical Staff at the beginning of his/her birth month for all required testings, screenings or needed documentation. Immunization data will be reviewed annually.
- 4. If a Clinical Staff Member is exposed to a communicable disease, then the Clinical Staff Member may not be allowed to deliver patient care, or to enter certain Medical Center facilities, as determined by the Medical Center Hospital Epidemiologist.
- 5. For those Clinical Staff Members who fail to undergo the required screening or testing or to provide adequate documentation thereof:
  - a. Work Med will send notice of non-compliance directly to the Clinical Staff Member and the applicable Division Chief or Department Chair at the beginning of the month immediately following the Clinical Staff Member’s birth month.
  - b. If the Clinical Staff Member is not compliant within 30 days following the last calendar day of the birth month, WorkMed will send notice of non-compliance to the Chair of the applicable Department, with a copy to the Clinical Staff Office, and the Clinical Staff Member will be fined \$100.
  - c. Work Med will notify the Clinical Staff Office if the Clinical Staff Member is not compliant within 45 days following the last calendar day of the birth month, and the applicable Department will be fined \$1000.

SIGNATURES:

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John Hanks, M.D., President, Clinical Staff

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R. Edward Howell, CEO, UVA Medical Center

DATE:

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Medical Center Policy No. 0281  
Approved June 2008  
Approved by Quality Committee  
Approved by Clinical Staff Executive Committee