

# MAINEGENERAL HEALTH

**FUNCTIONAL AREA:** Human Resources

**POLICY #:** HR-26

**TOPIC:** Immunization Requirements

**EFFECTIVE DATE:** 01/98

**REVISED:** 01/01, 03/04, 04/04, 05/05  
09/06, 11/07, 05/09, 05/10, 07/12, 07/13  
11/13, 01/15, 10/16, 10/18, 05/19

**AUTHORIZATION:**

Chief Human Resource Officer

Medical Director, Employee Health Services

- I. PURPOSE:** To define the procedures to be followed so that MaineGeneral Health employees, volunteers, non-employed clinical contractors, vendors, contractors, students and sales representatives meet immunization requirements.
- II. POLICY:** Employees, non-employed clinical contractors, contractors, vendors, students and sales representatives, as well as patient care volunteers, all of whom hereinafter called "individuals," will meet MaineGeneral Health, State of Maine and federal immunization requirement guidelines for health care workers.
- III. RESPONSIBILITY:** The Center for Employee Health Services will be responsible for overseeing this medical surveillance program.
- IV. PROCEDURE:**
  - A. Documentation of the above shall be provided prior to the individual providing services or beginning work.
  - B. Individuals who provide services at the Early Learning Center should provide proof of Tetanus Diphtheria (Td) vaccination every ten [10] years. Administration of Tetanus Diphtheria and Pertussis (Tdap) will serve as proof of Td and a single dose of Tdap is recommended if no prior administration of Tdap is documented.
    - 1. The Center for Employee Health Services tracks compliance with this requirement.
  - C. Specific vaccine administration protocols may be referenced at the Center for Employee Health Services.
    - 1. For all individuals, a single dose of Tetanus Diphtheria and Pertussis (Tdap) is recommended if no prior administration of Tdap is documented.

MaineGeneral Health Immunization Documentation Requirement Options:

<b>Acceptable Evidence of Immunity</b>	<b>Immunity:</b> Laboratory evidence of immunity	<b>Immunization:</b> Acceptable Immunization Certification: (1) physician certificate of immunization or (2) school record including month + year or (3) military immunization record or	
--	---	--	--

		(4) previous employer certificate of immunization	
<b>Rubella (German measles)</b>	<b>X</b>	Two doses of live Rubella vaccine, separated by at least four weeks on or after 1 <sup>st</sup> birthday	
<b>Rubeola (measles)</b>	<b>X</b>	Two doses of live measles vaccine, separated by at least four weeks, on or after 1 <sup>st</sup> birthday.	
<b>Mumps</b>	<b>X</b>	Two doses of live mumps vaccine, separated by at least four weeks, on or after 1 <sup>st</sup> birthday	
<b>Varicella (chicken pox)</b>	<b>X</b>	Two doses of live chicken pox vaccine, separated by at least four weeks, on or after 1 <sup>st</sup> birthday	
<b>Hepatitis B</b> <u>If Bloodborne Pathogen Risk</u> Works with patients, in patient care environment, and may perform tasks with potential for exposure (OSHA category I or III)	<b>X</b>	Three doses of Hepatitis B vaccine-usually given @ 0,1, 6 months <b>AND/OR</b> documented laboratory evidence of +HepBSAb	Or a declination on file. <i>Individuals who decline Hepatitis B vaccination must have a signed declination on file using the terminology required by OSHA.</i>
<b>Influenza</b>		One dose per current vaccination season	Or a declination on file
<b>Tuberculosis (TB )</b> Symptoms of TB: Cough that lasts 3 or more weeks, blood in phlegm, weight loss, night sweats, fever, fatigue		(1) Two documented TB skin tests (TST), at least 7 days apart, which were planted and read by a healthcare professional who routinely plants/reads TB tests (self-read not acceptable). One TST within the prior 12 month period and the other TST within 30 days prior to commencing work at MaineGeneral and remains symptom-free from Tuberculosis; <b>or</b> (2) A single Blood assay for Mycobacterium Tuberculosis (BAMT) test within 30 days prior to commencing work at MaineGeneral and remains symptom-free from Tuberculosis ; <b>or</b> (3) Documented history of a prior positive TST <u>and</u> a documented recent negative chest x-ray (within 24 months) following the +TST <u>and</u> remains symptom-free from Tuberculosis.	

***Immunization Exceptions and Declinations***

A Participant may be exempt from MG's immunization and screening requirements with the following documentation:

- A physician's written statement that immunization against one or more of these diseases is medically inadvisable for the Individual.
- The Individual's written statement in opposition to immunization for sincere religious or philosophical reasons.

**V. POLICY ACCESSIBILITY:**

- Original approved MaineGeneral Health Policies are maintained in Administration at the ACH.
- Entities of MaineGeneral Health maintain and file policies specific to their areas in a designated Administrative area of their own.
- Copies of MGH policies are filed in the Health Sciences Library of the Thayer Center for Health, Waterville.
- Employees can access policies via the MaineGeneral Connect site.

**VI. POLICY APPLIES TO:**

- MaineGeneral Medical Center
- MaineGeneral Rehabilitation & Long Term Care
- MaineGeneral Retirement Community
- MaineGeneral Community Care
- All

**VII. CITATIONS/BEST PRACTICE REFERENCES:**

- Shefer A, Atkinson W, Friedman, et al. Immunization of health-care personnel: recommendations of the Advisory Committee on Immunization Practices. MMWR 60(7):1-45. 2011.
- 29 CFR Part 1910: Occupational safety and health standard; 1910.1030(f)(2) Blood borne pathogens: Hepatitis B Vaccination

**VII. POLICY ATTACHMENTS:**

- Attachment 1- Immunization Requirements Classifications