

A Message to UK HealthCare: Personal Observers and Research Learners from the Director of Employee Health

Welcome, regardless of employment status at UK HealthCare, our Employee Health Policy applies to all. Its mission is to protect you, the workforce, and all patients. Health hazards and risks come with working in any healthcare facility. Specific precautions are taken in order to minimize morbidity and mortality. Frequent hand washing and vaccination(s) against communicable diseases will provide additional protection to you and those around you. To safeguard everyone's health within our UK Healthcare community, immunizations (or known immunity) against: measles, mumps, rubella, tetanus, diphtheria, pertussis and varicella (chickenpox) are mandatory. **The COVID-19 vaccination or an approved exemption is required. Annual seasonal flu vaccination is also required.** In addition, it is recommended that persons in a healthcare setting complete a hepatitis B vaccination series. Finally, our policy requires tuberculosis testing for all volunteers, observers, and students prior to starting at UK Healthcare and annually, thereafter. The information below outlines the required vaccinations and acceptable forms of documentation.

***Non-UK* Observers are NOT eligible for services at UHS Employee Health. See the process information for "Observation and Learning Experience" <https://ukhealthcare.uky.edu/wellness-community/volunteer-observe/observation-learning-experience>.**

Please note:

- All documentation must be in the English language in order to be accepted;
- If there is a medical or religious reason that you cannot receive a required vaccine, you must submit a written declination request and provide supporting documentation.
- Negative titer (lab test for immunity) results and false positives on TB skin tests (if applicable) may result in possible expense and/or extend the timeline to confirm compliance with UK HealthCare immunization requirements.

MMR (Measles, Mumps, and Rubella)

Proof of immunity to rubeola, mumps, and rubella by one of the following:

- Documentation of two (2) doses of MMR vaccines
 - Positive protective rubeola, mumps, and rubella antibody titers
- * If any titer (lab test for immunity) is negative, you will be required to receive booster dose(s) of the MMR vaccine, if there are no records of prior MMR vaccinations.

Hepatitis B

Accidental exposure to infectious body fluids can occur in healthcare environments. Hepatitis B vaccine is strongly recommended, but not required. If you had a Hepatitis B vaccine series in the past, please provide documentation for all doses or a positive HBV (hepatitis B virus) titer.

Tuberculosis Screening

You must have Tuberculosis (TB) test within 2 months of your start date to establish a baseline. Either the TB Skin Test (TST) **2-step or IGRA** blood draw documentation must be submitted. A positive result may be a false-positive due to storage or processing, for example. A true-positive indicates that mycobacterium has been detected, it does **not** confirm active tuberculosis disease. If the test is positive, you may speak with an employee health provider regarding the implications and accuracy of the result.

TST TB Two-step documentation MUST include the following:

- Date given, date read, and reading millimeters
 - Signature of the clinician who performed and read of the test
- *If you have a **positive skin test or positive blood draw (IGRA)**, include physician documentation of the positive test and a negative chest x-ray report.
- *If you have a history of a **prior positive TB test**, we will need all documentation about that test, follow-up evaluations you had (including chest x-rays) and any treatment received.
- *If you received the **BCG vaccine** as a child, the skin test could cause a false positive.

Seasonal Influenza Vaccination

All personnel, including observers, students and volunteers, who will be located in the hospital or a patient care facility between October 1 and March 31 of the current year are required to have the season influenza vaccination for that year. Due to low side-effects and high level of safety (including safety during all trimesters of pregnancy and for those with an egg allergy), the receipt of the quadrivalent Recombinant Influenza Vaccine (RIV4) formulation is widely recommended. Surface protein RIV4 does not contain the influenza virus and cannot cause influenza.

COVID-19 Vaccination

All new employees, UK students and non-UK students in healthcare and volunteers must be fully vaccinated in accordance with manufacturer's recommendations (two weeks post second-dose of a two-dose series or two weeks post primary dose of the single-dose COVID-19 vaccine). -or- You may have an approved exemption (medical or religious). Booster doses are not required.