

## Employee Fitness for Duty

According to the Center for Disease Control and Prevention, staff working with children, elderly and the immunocompromised, should have documented immunity to diseases such as pertussis, diphtheria, tetanus, measles, mumps, rubella, hepatitis B, varicella and influenza. Proof of immunity includes a blood draw to show immunity due to prior exposure or by receiving the vaccine. Note, this is recommended for all adults and especially for those who travel outside the country. However, the first step achieving strong immunity among our adult population is to encourage such behavior among individuals in the medical profession. This year, Clark County investigated 2 cases of measles and during the process, found that many of the healthcare workers were not aware of their immune status. These workers were excluded from work for 21 days following the measles exposure to prevent transmission to patients in case they became infectious. Then in a recent flu outbreak in a LTC facility, only 11% of staff had been vaccinated. Also, pertussis (whooping cough) rates have increased 5-fold in 2011 compared to the year 2008. All of these incidences significantly hindered patient safety and work productivity.

In order to protect vulnerable populations in Clark County by ensuring that healthcare workers in medical, dental, childcare and long term care facilities know their immunity status to vaccine preventable diseases, you must have proven immunity to specific communicable diseases or provide written declination of each vaccine and the purpose for declination. For those who opt out of proving immunity, know that you will be asked to stay home indefinitely if illness arises in the facility. One of [insert type of facility] main priorities is to provide a safe environment for the population we serve and an important step in achieving this priority is to ensure that we are immune to these diseases. We have close contact with a vulnerable population. We can also serve as great examples within the community to encourage proven immunity among all adults and stop the spread of vaccine-preventable disease.

Please bring the following:

*Tetanus, Diphtheria and Pertussis*– Please bring the following:

1. Written documentation of 1 Tetanus, Diphtheria and Pertussis (Tdap) immunization

*Measles and Rubella Immunity* – Please the following:

1. Written documentation of 2 measles, mumps, rubella (MMR) immunizations

*Chickenpox Immunity* - Chickenpox (varicella) immunity confirmed by one of the following:

1. History of disease (no written documentation is necessary) **OR**
2. Written documentation of age appropriate varicella vaccinations

*Hepatitis B Immunity* - For employees likely to be exposed to blood, please bring the dates of your Hepatitis B vaccinations, if received, or laboratory evidence of immunity to Hepatitis B.

You will not be allowed to begin work unless the Employee Fitness for Duty requirements are met.

### Annual Employee Health Fitness for Duty Requirements

- *Tuberculosis Skin Testing (PPD)* – Must complete annual PPD on or before your birthdate each year.
- *Influenza Immunization* – Obtain annual influenza immunization each year within the time frame specified