

TML\MSH Microbiology Department Policy & Procedure Manual	Policy # MI\LS\36\02	Page 1 of 4
Section: Laboratory Safety Manual	Subject Title: Immunization and Surveillance	
Issued by: LABORATORY MANAGER	Original Date: April 20, 2001	
Approved by: Laboratory Director	Revision Date: October 22, 2003	

Policy:

For the health and well being of Mount Sinai Hospital employees, all Microbiology personnel will have a health review and be screened for immunity to certain infectious diseases. Personnel will also be screened for Tuberculosis on an ongoing basis.

Purpose:

To prevent the transmission of infectious, communicable diseases among persons carrying on activities in the hospital, patients and co-workers.

Responsibility:

Occupational Health and Safety and Employees

Key Elements:

- Tetanus
- TB
- Hepatitis B
- Varicella
- Measles
- Rubella
- Influenzae

Related Documents:

<u>JOINT HEALTH & SC AND INTERNAL RESPONSIBILITY SYSTEM</u>	MI\LS\03\v01
<u>TUBERCULOSIS SURVILLANCE PROGRAM</u>	V-f-5
<u>VARICELLA VACCINATION POLICY</u>	V-j-5
<u>RUBELLA SURVEILLANCE PROGRAM</u>	V-k-5
<u>MEASLES SURVEILLANCE PROGRAM</u>	V-l-5
<u>PREVENTION AND MANAGEMENT OF INFLUENZA</u>	V-n-5

Procedure:

The chart below is an outline of the health review procedures for MSH personnel. Refer to individual MSH policies to review the entire process.

ORGANISM	PROCEDURE	PRECAUTIONS
Tetanus	<ul style="list-style-type: none"> It is recommended that staff maintain current immunization status. 	
TB	<ul style="list-style-type: none"> All new hires, students, in house staff, physicians and volunteers will undergo two-step Mantoux screening prior to the commencement of work within the hospital. After initial testing, laboratory staff will be tested annually Written notification of annual requirement for surveillance testing will be sent. Staff not responding within 15 business days will receive a reminder notice. Staff who remain non-compliant for a further 15 business days will receive a copy of a Final Notice – to the staff’s department manager advising of continued non-compliance requesting the staff be placed on an unpaid leave until such time as they undergo TB Surveillance 	<ul style="list-style-type: none"> Any employee who experiences a conversion will be referred to the TB Specialist for follow-up. Occupational Health will inform Infection Protection and Control immediately of any conversion in order that a thorough investigation as to any possible sources can be undertaken. Extensions will be accepted in the case of absence due to illness/injury, vacation, maternity or other types of leaves. However within 15 business days of return to work, the employee must report to Occupational Health to undergo surveillance.
Hepatitis B	<ul style="list-style-type: none"> Immunization to Hepatitis B with Hepatitis B vaccine is strongly recommended. Hepatitis B vaccine provided free of charge 	

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ORGANISM	PROCEDURE	PRECAUTIONS
Varicella	<ul style="list-style-type: none"> All new employees shall, at their initial occupational health visit, be screened for immunity to VZV by having a blood test taken for serology. Employees who are susceptible to varicella (as assessed by serology) will be offered vaccination. Vaccination to prevent illness is recommended for all susceptible health care workers. 	<ul style="list-style-type: none"> The vaccine does NOT contain egg products or preservatives Contraindications to vaccination are: immunocompromised individuals, anaphylactic allergy to gelatin or neomycin, pregnancy Pregnancy should be avoided for one month after vaccination. About 30% of people complain of transient redness, tenderness or pain at the injection site. Within one (1) month of vaccination, a mild vaccine associated maculopapular or varicelliform rash develops in about 8% of adult vaccine recipients Transmission of vaccine associated virus has occurred, but only from people who have rash, and then less than 1% of the time. Shingles are less common after vaccination than after natural infection.
Measles	<ul style="list-style-type: none"> Each employee's status will be determined preferably by serological evidence of antibodies to measles or by documentation of vaccination for measles with live virus vaccine on or after the first birthday. Persons born before 1957 or with physician-documented history of clinical measles will be accepted as proof of measles immunity as well. Susceptible employees must be vaccinated for measles except where precluded on a medical or religious basis. 	<ul style="list-style-type: none"> Anyone who is pregnant, or thinks they might be pregnant should not get the vaccine. They have a responsibility to report to the OHD when they are no longer pregnant.

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ORGANISM	PROCEDURE	PRECAUTIONS
Rubella	<ul style="list-style-type: none"> • At the time of initial health review status will be determined by serological evidence of antibodies to rubella • If status is non-immune, these persons must be immunized for Rubella, except where precluded on a medical or religious basis. 	<ul style="list-style-type: none"> • Females of child-bearing age must first assure Occupational Health that they are not pregnant. • Occupational Health must counsel the women not to become pregnant for three months after receiving the vaccine. • They have a responsibility to report to the OHD when they are no longer pregnant.
Influenza	<ul style="list-style-type: none"> • All employees will have access to influenza vaccination • All employees are strongly encouraged to be vaccinated yearly • All employees have the right to refuse influenza vaccination. • The cost of the vaccine will be covered by the Ministry of Health • The cost of prophylactic medication for staff will be covered by the hospital insurance plan during an influenza outbreak • The staff vaccination campaign will occur during a two-week period in October. 	<ul style="list-style-type: none"> • The influenza vaccine is a killed virus vaccine—one <i>cannot</i> get influenza from receiving the vaccine. • The only significant side effect of the vaccine is arm soreness, which is significantly reduced if acetaminophen is taken with the flu shot.