

Employee Health Services New Hire Screening Requirements

The health screening ensures that all who are working for Nationwide Children's Hospital (NCH) have the appropriate immunizations and titers, drug screening, and meet health assessment requirements. Official vaccine records can be obtained from your high school, prior employers, colleges, health care providers or the military and must include your full name and an identifier (e.g. birth date). A signed statement that you had a disease (e.g. Varicella) is not acceptable.

Please provide written documentation of the following:

MMR (measles, mumps, rubella)

- 2 doses of MMR vaccine given after 12 months of age and/or
- Positive antibody titers to measles, mumps and rubella

Varicella (chickenpox)

- 2 doses of Varicella vaccine after 12 months of age and/or
- Positive varicella antibody titer

Tdap (Tetanus, diphtheria, and pertussis)

- One dose Tdap vaccine as adult (age 11 or after)
- If no Tdap documentation, new personnel will receive the Tdap vaccine at assessment

Hepatitis B (optional but recommended if working with human blood, tissue or cell lines)

- Completed Hepatitis B series and/or
- Documented positive surface antibody titer or
- Written declination for Hepatitis B vaccine

TB (tuberculosis)

- A 2-step Mantoux skin test within 1 year without recent travel or development of symptoms since completion date. One must be within the last 90 days.
- Two consecutive annual TST with negative results, with completion in the last year, without recent travel or development of symptoms since completion date. One must be within the last 90 days.
- A negative IGRA (Quantiferon Gold or Tspot) within the last year without recent travel or development of symptoms since completion date
- If a record of a positive IGRA is provided, documentation of a follow-up negative chest x-ray and treatment or counseling for LTBI, without recent travel or development of symptoms since completion date, is needed. If a chest x-ray is unavailable, NCH will perform chest x-ray
- If a documented positive TST or verbal PPD history, a baseline IGRA is required

Influenza Vaccine

- Mandatory during **designated** flu season (typically September 1st. - May 31st.). Medical and Religious exemption requests must be submitted by announced deadline. If deadline has passed, requests must be submitted no later than 30 days from hire date.

COVID-19 vaccination (i.e. primary series, booster) is optional for new hire employees.