



Employee Health Services  
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## Employee Health Services New Hire Screening Requirements

The health screening ensures that all who are working for Nationwide Children's Hospital 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 team members 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 T-Spot) 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 (November 1-March 31). Medical or religious exemption requests must be submitted by the announced deadline. When the announced deadline has passed, will need to receive a flu vaccine or submit a completed exemption request form by hire date.

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