Employee Health Services New Hire Screening Requirements

The new employee evaluation is performed by Employee Health Services to ensure that all who are working for Nationwide Children’s Hospital have the appropriate immunizations and titers, drug screening, and meet health assessment requirements. Please include all vaccination records or blood titers received as a baby, child, and adult. Official 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) or that a vaccine was given by a provider 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**
- 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**
- Required if start date is between September thru March 31st.

**COVID-19 Vaccine** (Required for current employees by October 1, 2021 and new hires within 60 days of start date)
- A vaccine series is considered complete after a WHO/CDC approved second dose in a 2-dose series, such as the Pfizer or Moderna vaccines, or after a single-dose vaccine, such as the Johnson & Johnson vaccine.