POLICY: Immunizations and Infection Control Training

Chapter: Conditions for Employment

Purpose:
To assure all trainees meet federal, state, and local occupational health requirements.

Definitions:
A. **MMR**: Tripple antigen immunization containing measles-mumps-rubella combination.
B. **MR**: Double antigen immunization containing measles-rubella combination.
C. **BAMT**: (Blood assay for Mycobacterium Tuberculosis): A blood test which can be done instead of a TB skin test.
D. **Antibody titer**: A blood test which can demonstrate immunity or susceptibility to certain diseases, such as measles, rubella, chickenpox (varicella), and hepatitis B.
E. **Documentation**: Medical record or immunization record signed by a physician, nurse, or health care provider.
F. **Respirator Fit Testing**: The process of testing tight-fitting respirators for certain healthcare workers, who must wear these respirators on the job, including as required by Federal and State Occupational Safety and Health Administration.
G. **Personnel Protection Equipment (PPE)**: Specialized clothing or equipment, worn by an employee for protection against infectious materials.
H. **Powered Air Respiratory Protection (PAPR)**: Air-purifying respirator used to protect employees who may be exposed to aerosolized pathogens causing acute respiratory infections.

Policy:
GME trainees are required to provide documented proof of specific pre-employment immunizations as outlined by occupational health and safety guidelines before they will be permitted to begin their training program, as stated in GME Policy 1.1. The University of Utah Health Work Wellness Center (WWC) can
assist with follow-up vaccinations, at no cost, after a trainee is employed.

**Procedure:**

**Incoming GME Trainees**
All incoming trainees will comply with the University of Utah Employee Health requirements policy. [https://pulse.utah.edu/policies/Lists/Policies/DispForm.aspx?ID=1889](https://pulse.utah.edu/policies/Lists/Policies/DispForm.aspx?ID=1889)

**Annual Influenza Vaccine:**
A. All trainees are required to comply with the University of Utah Health’s annual influenza immunization requirement during influenza season, typically October-May.
B. Legitimate reasons for refusal are outlined below and must be approved by the WWC by the provided deadline.

**Legitimate Refusals/Exemptions:**
A. Trainees who have legitimate refusals, e.g., permanent/temporary medical conditions or religious exemption, must submit an exemption request by the provided deadline for approval from the University of Utah Health WWC.

1. Trainees who are documented to be susceptible via an antibody titer and who have a permanent medical condition in which the administration of a live-virus immunization, e.g., measles, mumps, rubella and chickenpox, is contraindicated must provide a written statement from a health care provider documenting the presence of a permanent medical exemption. The trainee’s medical diagnosis is not required on such documentation.

2. Trainees who have a temporary contraindication, such as pregnancy, to receiving live-virus immunizations, e.g., measles, mumps, rubella and chickenpox, should have antibody titer drawn, and if susceptible must receive the immunization within one month of when its administration is no longer medically contraindicated.

3. Trainees who are documented to be susceptible via an antibody titer and who have a religious objection to immunizations will provide documentation of religious affiliation and beliefs.

**Immunization Records:**
A. The University of Utah Health WWC maintains a complete immunization history record for all trainees.
B. This confidential and secure file may only be released with permission from the trainee.
Infection Control/PPE:
A. Trainees in GME programs that are at higher risk of exposure to airborne infections (TB, varicella, and potential pathogens that may be associated with pandemics) will be required to complete Infection Control and Personnel Protection Equipment training.
B. This training includes Respirator Fit training (e.g., N95 respirator) and PAPR training, and will occur prior to the GME orientation as well as annually while employed at University of Utah Health as a trainee.
C. Training and completion of tracking will be coordinated between the respective training program, the WWC, and University of Utah Health Infection Control.
D. The specific GME programs consist of the following:
   - Anesthesiology
   - Emergency Medicine
   - Infection Disease (adult)
   - Internal Medicine
   - Obstetrics and Gynecology
   - Pediatrics
   - Pediatric Critical Care
   - Pulmonary/Critical Care.

Vaccines for Future Employment:
A. The University of Utah Health WWC will not administer immunizations to fulfill requirements for future employment that will occur outside of the University of Utah Health system.
B. It is the responsibility of the trainee to obtain and pay for any such immunizations via an alternative option, e.g., primary care appointment, the University Student Health Services, the Salt Lake County Health department, etc.