

<p><b>This policy applies to:</b>  <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i>  <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i>  <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i></p>	<p><b>Last Revision:</b>   <b>April 2023</b></p>
<p><b>Name of Policy:</b>  Communicable Disease Screening for Medical Staff</p>	<p><b>Page 1 of 8</b></p>
<p><b>Departments Affected:</b>  All Medical Staff</p>	

**I. PURPOSE**

To ensure a safe hospital environment for patients, personnel, and visitors, and to reduce the rate of hospital-associated infections.

<b>This policy applies to:</b> <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i> <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i> <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i>	<b>Last Revision:</b>  <b>April 2023</b>
<b>Name of Policy:</b> Communicable Disease Screening for Medical Staff	<b>Page 2 of 8</b>
<b>Departments Affected:</b> All Medical Staff	

**II. POLICY STATEMENT**

Stanford Health Care (SHC), Stanford Health Care Tri-Valley (SHCTV) and Lucile Packard Children’s Hospital Stanford (LPCHS) support a strong infection control program. All credentialed Medical Staff, Advanced Practice Providers, and Allied Health Professionals (Credentialed Providers) must comply with the following communicable disease screening and/or immunization requirements. These requirements are regulated by hospital policy, by the Santa Clara County Health Department or Alameda County Department of Public Health, by the State of California Department of Health (title 22), and by The Joint Commission:

- Tuberculosis (TB) screening (annual requirement)
- Chest x-ray within the last 3 months for new staff if a history of positive TB test or if newly positive TB screening result
- Influenza (seasonal)
- Measles
- Mumps
- Rubella
- Varicella
- Hepatitis B
- Tdap
- N95 respirator fit testing (annual requirement)
- COVID 19 Vaccination (See Section IV)

Credentialed Providers (i.e., Medical Staff, Advanced Practice Professionals [APP], \*Allied Health Professionals [AHP]) are required to undergo annual TB screening and N95 respirator fit testing. TB screening includes an annual Symptom Review questionnaire and, if applicable, QuantiFERON testing. Skin testing from outside facilities is accepted. N95 respirator testing requires completion of a respiratory questionnaire, a fit test with the N95 respirator, and/or Controlled Air Purifying Respirator (CAPR) certificate of completion (excluding SHCTV).

\*Allied Health Professionals (AHP) credentialed at SHCTV (i.e., Perfusionist) who are not employed by SHCTV are required to comply with these requirements.

<p><b>This policy applies to:</b>  <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i>  <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i>  <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i></p>	<p><b>Last Revision:</b>   <b>April 2023</b></p>
<p><b>Name of Policy:</b>  Communicable Disease Screening for Medical Staff</p>	<p><b>Page 3 of 8</b></p>
<p><b>Departments Affected:</b>  All Medical Staff</p>	

### III. PROCESS

#### 1. New Applicants:

##### a. Tuberculosis

- i. New applicants to the Medical Staff are required to complete tuberculin skin testing (TST) or QuantiFERON assay within 90 days of appointment date.
- ii. Failure to submit documentation of current TST or QuantiFERON test will deem an application incomplete.
- iii. Workforce Health and Wellness (WHW) will provide, at no charge, TB testing to new applicants in order to complete their application.
- iv. Applicants may provide documentation of TB testing if completed in past 90 days. (See 1.e.1. below for more detail.)
- v. Credentialed Provider applicants with a positive TST or QuantiFERON test must either have a chest x-ray completed or provide valid documentation of a chest x-ray completed within 90 days of appointment date.
- vi. A 2-step TST is required if prior TB testing is greater than 365 days old. At SHC-VC, one TB test can be within 1 year and one with 90-days.

##### b. Immunity to Communicable Diseases

- i. New applicants must provide documentation of immunity or vaccination to Measles, Mumps, Rubella, Hepatitis B, Diphtheria, Pertussis, Tetanus and Varicella. SHCTV offers the Tdap vaccine if the provider has not had it. The provider can also sign a declination form at SHCTV. WHW will obtain titers on a new applicant if documentation is not available.
- ii. SHCTV: MMR (measles, mumps, rubella) requirement is 2 vaccines or positive titers, varicella requirement is 2 vaccines or positive titers, Hep B is three vaccines and a positive titer.

#### 2. Current Credentialed Medical Staff/APP /AHP Requirements:

- a. Immunity to communicable diseases is required for all Credentialed Providers and APPs. Proof of immunity with medical documentation of vaccination for Measles, Mumps, Rubella, Varicella, Hepatitis B, Diphtheria, Pertussis, Tetanus and COVID-19 is required to maintain active privileges.

<b>This policy applies to:</b> <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i> <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i> <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i>	<b>Last Revision:</b>  <b>April 2023</b>
<b>Name of Policy:</b> Communicable Disease Screening for Medical Staff	<b>Page 4 of 8</b>
<b>Departments Affected:</b> All Medical Staff	

- b. If vaccine documentation or titers are not available, titers will be drawn by WHW (this does not include COVID-19 or Tdap). Non-immune individuals must be vaccinated.

#### IV. ANNUAL REQUIREMENTS

##### **Tuberculosis:**

1. Annual TB screening is required for all Credentialed Providers based on appointment date. This includes both the questionnaire and TB testing.
  - a. This requirement can be completed in WHW. Credentialed Providers who receive annual TB tests elsewhere may forward results to WHW for inclusion in their medical file.
  - b. Credentialed Providers will be required to complete the TB questionnaire. Questionnaires from other institutions will be accepted.
  - c. Credentialed Providers with a positive TST or QuantiFERON must have either a chest x-ray or provide valid documentation of chest x-ray completion within the past 90 days. SHCTV requires anyone with a positive TB test to complete a questionnaire.
  - d. In cases where there is discordance between TST and QuantiFERON test results, the Credentialed Provider will undergo a risk assessment by WHW staff.
  - e. Credentialed Providers who receive annual TB tests elsewhere may forward results to WHW for inclusion in their medical file. The Credentialed Provider will be required to complete the TB questionnaire. Questionnaires from other institutions will be accepted.
2. Suspension for Non-Compliance:
  - a. WHW will notify the Credentialed Provider one month prior to due date for TB test completion. If non-compliant by due date, a suspension warning will be issued by WHW stating the provider has one week to complete this requirement. If non-compliant one week after the due date, suspension will occur the following day.
  - b. WHW will notify the Medical Staff Services Department at suspension deadline to suspend privileges and when suspension can be lifted.
  - c. Suspensions for up to 90 days will be considered voluntary resignation as per the Medical Staff Bylaws. (APPs/AHPs reference Human Resource Policy.)

<p><b>This policy applies to:</b>  <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i>  <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i>  <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i></p>	<p><b>Last Revision:</b>   <b>April 2023</b></p>
<p><b>Name of Policy:</b>  Communicable Disease Screening for Medical Staff</p>	<p><b>Page 5 of 8</b></p>
<p><b>Departments Affected:</b>  All Medical Staff</p>	

**N95 Respirator Fit Testing:**

1. Annual N95 respirator fit testing is required for all Credentialed Providers.
2. Annual respiratory questionnaire will be provided during the TB screening. Fit testing with an N95 respirator will be completed. Documentation of completion at an outside facility will be accepted.
3. Those who fail N95 respirator fit testing and those who need to perform high hazard procedures will be trained for CAPR (CAPR training is not offered at SHC-VC).
  - a. Healthstream training for CAPR must be completed prior to CAPR training.
4. Non-compliant providers will be suspended as outlined in 2.c. above.

**Influenza:**

1. Seasonal influenza immunization is required for all Credentialed Providers.
2. Vaccination will be offered by WHW. Credentialed Providers who receive influenza vaccine elsewhere may forward documentation to WHW for inclusion in their medical file.
3. Exemptions: It is the responsibility of the Credentialed Provider to notify WHW of a documented exemption to seasonal influenza vaccination or sign a declination form for SHCTV. During the flu season, all unvaccinated Credentialed Providers must wear a mask in patient care areas in accordance with the Santa Clara County/Alameda County per policy mandate.
4. Suspension for Non-Compliance:
  - a. If a Credentialed Provider has not 1) received the influenza vaccine at OHS or 2) provided documentation of receipt elsewhere or 3) provided documentation of an exemption (or for SHCTV a signed declination form) by the due date on notifications from WHW, privileges and EHR access will be suspended until requirements are completed.
  - b. WHW will notify the Medical Staff Services Department of non-compliant individuals on the suspension due date and when compliance has been completed to lift suspension.

**Covid Vaccinations**

<b>This policy applies to:</b> <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i> <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i> <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i>	<b>Last Revision:</b>  <b>April 2023</b>
<b>Name of Policy:</b> Communicable Disease Screening for Medical Staff	<b>Page 6 of 8</b>
<b>Departments Affected:</b> All Medical Staff	

It is the policy of the SHC, LPCH, and SHCTV Medical Staffs that all applicants, members, APPs and AHPs must be vaccinated against Covid 19. Specific requirements are:

1. All applicants must provide proof of vaccination or an exemption under the SHC/LPCH/SHCTV healthcare policies. Applications will not be processed until this condition is met.
2. Credentialed Providers must provide proof of vaccination or an exemption under SHC/LPCH/SHCTV healthcare policies.
3. Credentialed Providers not meeting the requirements of 2, above, will, after reasonable advance notice, have all clinical privileges suspended in accordance with Section 6.7.L (SHC), 6.7 K. (LPCH), or 7.3.6(c) (SHCTV) of the Medical Staff Bylaws.
4. Suspensions will be considered automatic and deemed a resignation after a period of time in accordance with each site’s by-laws – Section 6.7 (SHC), 6.7 (LPCH) and 7.3.9 (SHCTV). Practitioners so resigned may reapply as new applicants after meeting these Covid 19 vaccination requirements.

**V. RELATED DOCUMENTS**

- A. SHC, SHCTV and LPCH Medical Staff Bylaws and Rules and Regulations
- B. Medical Staff Credentialing Policies
- C. The Joint Commission (TJC)
- D. Title 22  
Recommended Adult Immunization Schedule, U.S. CDC. Immunization of
- E. Health-Care Personnel. Recommendations of the Advisory Committee on Immunization Practices (ACIP). MMWR November 25, 2011.
- F. California OSHA Aerosol Transmissible Diseases Standard Title 5199 at <http://www.dir.ca.gov/title8/5199.html>

**VI. DOCUMENT INFORMATION**

- A. Legal Authority/References
  1. The Joint Commission
  2. Title 22
- B. Original Date

<b>This policy applies to:</b> <input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i> <input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i> <input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i>	<b>Last Revision:</b>  <b>April 2023</b>
<b>Name of Policy:</b> Communicable Disease Screening for Medical Staff	<b>Page 7 of 8</b>
<b>Departments Affected:</b> All Medical Staff	

April, 2004

- C. Gatekeeper of Original Document  
Occupational Health Services Policy Manual
  
- D. Distribution and Training Requirements
  - 1. This policy resides in the Administrative Manuals of all hospitals and in the Medical Staff Services policy manual.
  - 2. New documents or any revised documents will be distributed to Administrative Manual holders. The department/unit/clinic manager will be responsible for communicating this information to the applicable staff.
  
- E. Review and Renewal Requirements  
This policy will be reviewed and/or revised every three years or as required by change of law or practice.
  
- F. Review and Revision History  
Robert Norris, MD – Chief, Emergency Medicine  
September, 2005  
Kelly Murphy, MD – OHS Medical Director  
April, 2007  
Kathleen Nava, RN, CIC – OHS Manager  
Mary Spangler, RN, COHN, Director, Occupational Health Services  
July, 2012  
Dr. Anthony Dubose, MD – OHS Medical Director  
July, 2012  
Dr. Minal Moharir, MD – OHS Medical Director  
December, 2015  
Megan Mahoney, MD, Chief of Staff Stanford Health Care, July 2020  
Jennifer Belmore, OHS, SHC-VC Dec 2019  
Lauren Destino, MD and Megan Mahoney MD, July 2021
  
- G. Approvals  
Beverley Tobias, MBA, RN, COHN-S, CCM, FAAOHN, OHS Director April, 2007  
Kelly Murphy, MD – OHS Medical Director: April, 2007, April 2010  
Dr. Anthony Dubose, MD – OHS Medical Director: July 2012  
SHC Medical Executive Committee October 2012, Jan 2016, Dec 2018, July 2020, July 2021, April 2023  
SHCTV Medical Executive Committee, Mar 2021; Jul 2021, April 2023  
LPCH Medical Executive Committee September 2012, Jan 2016, Dec 2018, July 2020, July 2021, April 2023  
SHC Board of Directors Oct 2012, Jan 2016, Dec 2018, July 2020, July 2021, April 2023  
SHCTV Board of Directors, Mar 2021, July 2021, April 2023

<p><b>This policy applies to:</b></p> <ul style="list-style-type: none"> <li><input checked="" type="checkbox"/> <i>Stanford Health Care (SHC)</i></li> <li><input checked="" type="checkbox"/> <i>Lucile Packard Children’s Hospital/Stanford Children’s Health (LPCHS)</i></li> <li><input checked="" type="checkbox"/> <i>Stanford Health Tri-Valley (SHCTV)</i></li> </ul>	<p><b>Last Revision:</b></p> <p><b>April 2023</b></p>
<p><b>Name of Policy:</b> Communicable Disease Screening for Medical Staff</p>	<p><b>Page 8 of 8</b></p>
<p><b>Departments Affected:</b> All Medical Staff</p>	

LPCH Board of Directors Oct 2012, Jan 2016, Dec 2018, July 2020, July 2021, April 2023