I. Policy

This policy defines the requirements for mandatory documentation of MMR, Varicella, Tdap and Hepatitis B immunization along with annual TB screening for certain medical and advanced practice providers of: 1) an Inova Health System Hospital; 2) Inova Medical Group; and 3) Contracted clinical personnel. The scope of the policy applies to all new and current Inova medical and advanced practice providers as outlined in the table below. Medical staff personnel and advanced practice providers outlined in this policy who have patient contact must adhere to the mandated guidelines that are established through this policy.

II. Purpose

In order to reduce the risk of medical staff personnel and advanced practice providers being infected or acting as vectors of disease to patients, the following policies on MMR, Varicella, Tdap and Hepatitis B immunizations along with annual TB screening have been established.

III. Applies to

All medical staff and advanced practice providers credentialed with medical staff membership and/or clinical privileges or job descriptions with Inova. Following is a table outlining medical staff and advanced practice providers this policy applies to.
Measles (Rubeola), Mumps and Rubella (German Measles) are viral diseases that has a combined vaccination available, which consists of a two-part series.

Varicella Zoster is also known as chicken pox or shingles. Varicella is a viral illness that has a vaccine available, consisting of a two-part series.

Tuberculosis (TB) is an infectious bacterial disease that can remain dormant for years in a host. Annual screening for TB is performed.

Tdap (Tetanus, Diphtheria and Pertussis (whooping cough)) are infectious bacterial diseases that require a one-time Tdap booster after age 19 followed by a Td booster every 10 years for immunity.

Hepatitis B is a blood borne virus that infects the liver and if left untreated can lead to chronic carrier state. Vaccination is via three-part series.

IV. Definition of Terms

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V. Expected Outcomes

All medical staff and advanced practice providers will provide proof of immunity or complete vaccination for MMR, Varicella, Tdap and Hepatitis B. An annual TB screening program for all medical staff will be implemented. These measures are to serve as a prevention strategy in case of a communicable disease outbreak at any Inova facility. Proof of immunity or vaccination should be provided by official documents such as a physician’s office, clinic or laboratory letterhead.

VI. Procedure

1. Current Clinical Members of the Medical Staff and Advanced Practice Providers
   a. Measles, Mumps and Rubella (MMR) - All current Inova Medical Staff and Advanced Practice Providers will be required to provide proof of Measles, Mumps and Rubella immunity. All medical staff part of Women’s and Children’s departments and the Emergency Department will have a deadline of 6/30/17. All other medical staff will have to prove MMR immunity at the time of their next reappointment. Proof of immunity will serve as a condition of medical staff membership and...
maintenance of clinical privileges unless a valid medical or religious reason precludes vaccination. Medical staff will need to demonstrate:

i. Laboratory evidence of MMR immunity based on antibody titers from an accredited Laboratory OR

ii. Physician/clinic documentation of two MMR vaccinations.

b. Varicella – All current Inova Medical Staff and Advanced Practice Providers will be required to provide proof of Varicella immunity. Medical staff part of Women’s and Children’s departments and the Emergency Department will have a deadline of 6/30/17. All other medical staff will have to prove Varicella immunity at the time of their next reappointment. Proof of immunity will serve as a condition of medical staff membership and maintenance of clinical privileges unless a valid medical or religious reason precludes vaccination. Medical staff will need to demonstrate:

i. Laboratory evidence of Varicella immunity based on antibody titers from an accredited Laboratory OR

ii. Physician/clinic documentation of two of Varicella vaccinations.

c. Tdap - All current Inova Medical Staff and Advanced Practice Providers will be required to provide proof of up to date Tdap immunity. Medical staff part of Women’s and Children’s departments and the Emergency Department will have a deadline of 6/30/17. All other medical staff will have to prove Tdap immunity at the time of their next reappointment. Proof of immunity will serve as a condition of medical staff membership and maintenance of clinical privileges unless a valid medical or religious reason precludes vaccination. Medical staff will need to provide:

i. Physician/clinic documentation of one-time Tdap booster after age 11

d. Hepatitis B - All current Inova Medical Staff and Advanced Practice Providers will be required to provide proof of Hepatitis immunity. All medical staff will have to prove Hepatitis B immunity at the time of their next reappointment. Proof of immunity will serve as a condition of medical staff membership and maintenance of clinical privileges unless a valid medical or religious reason precludes vaccination. Medical staff will need to demonstrate:

i. Laboratory evidence of Hepatitis B immunity based on antibody titers from an accredited Laboratory OR

ii. Physician/clinic documentation of three part Hepatitis B vaccination.

e. Tuberculosis screening - All current Inova Medical Staff and Advanced Practice Providers will be required to complete Tuberculosis screening annually. All medical staff will have to provide results of Tuberculosis screening at the time of their next reappointment and annually thereafter.

i. Medical Staff and Advanced Practice Providers will need to demonstrate a negative PPD/Mantoux skin test or negative QuantiFERON-TB Gold or TB-Spot blood test.

ii. Any Medical Staff and Advanced Practice Providers with a positive PPD test or a previously positive PPD skin test will need to either get a chest x-ray OR obtain further testing with the QuantiFERON-TB Gold or TB-Spot blood test. The chest x-ray must be from within the last 6 months. Documentation of screening and results by clinic or physician’s office must be provided.
f. Any current Inova Medical Staff or Advanced Practice Provider that is not able to provide proof of immunization or has negative antibody titers will be required to receive his/her first dose of the vaccination before returning to work, unless contraindicated. Vaccination and titers will be offered free of charge when administered by Inova Health System Employee Health Departments.

g. Those current medical staff members that do not begin the vaccination schedule or complete an exception request within 14 days of the deadline, xx/xx/xx or reappointment will be deemed to have voluntarily given up their medical staff appointment.

2) All new Members of the Medical Staff and Advanced Practice Providers

a. All new Inova Medical Staff and Advanced Practice Providers must provide acceptable documentation of MMR, Varicella, Tdap and Hepatitis B immunity prior to medical staff appointment along with TB screening per above criteria. Applicants must receive appropriate vaccination unless a valid medical or religious reason precludes vaccination. Members will need to demonstrate laboratory evidence of immunity based on antibody titers, OR physician documented vaccination.

b. New members of the medical staff who have not secured an exemption or updated their immunization status by their start date will delay their appointment until vaccination requirements or exemption requests have been met. If not provided 180 days post application signature, medical staff appointment application will be deemed to have been withdrawn.

4) Vaccine Shortage

a. If Inova is found to have a vaccine shortage, Inova may temporarily delay or suspend the vaccination requirement for medical staff.

b. In the event of a vaccine shortage with some vaccine available, the situation will be evaluated on an individual basis and the vaccine will be administered in a tiered fashion with priority given to OB/GYN, Pediatrics and ED medical employees.

5) Exemption requests for medical and/or religious purposes

a. Exemption to immunization may be granted for medical contraindications or religious beliefs. Medical reasons that may preclude vaccination of MMR and Varicella include immunocompromised status, chronic immunosuppressive therapy, active and untreated Tuberculosis, or a history of anaphylaxis or severe adverse side effect when receiving the same vaccine.

b. Exemption approval or denial will be based upon documentation submitted by the individual in accordance with established guidelines. The process is as follows.

   i. Exemption request forms may be obtained through Human Resources, the medical staff office and online at Inova.org. The exemption request form must be submitted by the deadlines outlined above.

   ii. Individuals requesting exemption due to medical contraindications must provide proof in the form of a letter from their private physician (on his/her professional business letterhead) documenting the medical contraindication. Each request for medical exemption will be evaluated at the organizational level.
iii. Individuals requesting a religious accommodation must provide a letter from clergy (on his/her professional letterhead) supporting exemption as documentation. Each request for religious exemption will be evaluated by CMO of each hospital or the System CMO for individuals with ambulatory privileges.

iv. If exemption is:
   - c. Granted: If an exemption is granted for a permanent condition the individual's name will be kept on file at Infection Control in case of a future exposure.
   - d. Not granted: The individual will be expected to adhere to vaccination requirements or face losing their medical privileges at Inova until immunization requirements are met (as stated above).

v. The Central Verification Office will receive a copy of the exemption ruling documentation.