

POLICY ON INFECTION CONTROL FOR IMMUNIZATIONS FOR MEDICAL AND DENTAL RESIDENTS

I. INTRODUCTION

The University of Tennessee Health Science Center (UTHSC) will provide an environment for the safe conduct of its mission in education, research, community service, and patient care. This policy is intended to provide reasonable protection for medical and dental residents against the transmission of infectious diseases within the environment of an educational and health care institution. Verified Credentials is the vendor used to verify the immunizations required by this policy.

II. REQUIRED IMMUNIZATIONS

All medical and dental residents are required to have the following immunizations documented by titers, documented medical source, or vaccination from other institutions or in University Health Services (UHS) by their first day of employment and prior to any patient care activities.

- a. Tdap (Tetanus, Diphtheria, and Pertussis)
- b. MMR (Measles, Mumps, and Rubella)
- c. Varicella
- d. Hepatitis B (positive titer only)

III. MENINGOCOCCAL VACCINE

The meningococcal vaccine is available for any trainee that wishes to have it. It is provided at no cost via the resident health insurance plan. If the resident wishes to decline the meningococcal vaccine, they must complete the GME waiver form.

IV. NEW HIRES/PRE-EMPLOYMENT REQUIREMENT

All UTHSC residents are required to have documentation of the required immunizations listed in this policy to the satisfaction of Verified Credentials by their first day of employment and prior to any patient care activities or they may not begin their training program. Verified Credentials requires documentation of immunity via titers, documented medical source, or vaccination and will accept this documentation from trainee's prior medical schools and hospitals. University Health Services can draw titers for incoming trainees at their own personal expense. Residents may elect to receive an immunization at no cost via their GME health insurance plan on their first day of employment. Residents that elect to receive an immunization that is a series of shots may begin working once they have received the first shot and continue as long as they remain current with the subsequent mandated shots.

It is the sole responsibility of the trainee with a communicable blood-borne infection (i.e. HIV, hepatitis B, or hepatitis C) to confidentially notify the Employee Health or Occupational Health department at each hospital or clinical site where the trainee is scheduled to provide patient care, prior to initiation or continuation of clinical duties.

V. EXISTING RESIDENTS' REQUIREMENT

All residents must have documented all required immunizations by their first day of employment. Any resident that is in the process of a series of shots for a required immunization will continue working while current in the series. When the next shot in the series is due, the resident is expected to make an appointment to receive the vaccine. The resident will be given a two-week deadline from the date specified by Verified Credentials and after that time will be

removed from the program and placed on leave without pay until the shot is received. After GME verification from Verified Credentials of receiving the shot, the resident may return to work. Should the University mandate a new immunization requirement, all current residents must receive/document this immunization by the deadline set forth in the notification or will be removed from their training program and placed on leave without pay until it is secured.

It is the sole responsibility of the trainee with a communicable blood-borne infection (i.e. HIV, hepatitis B, or hepatitis C) to confidentially notify the Employee Health or Occupational Health department at each hospital or clinical site where the trainee is scheduled to provide patient care, prior to initiation or continuation of clinical duties.

VI. UNIVERSITY HEALTH SERVICES

Verified Credentials is the current vendor selected by the University and is responsible for clearing all immunizations based on the requirements set forth by the College of Medicine in the contract. All requirements given by UHS must be followed by each resident and their training program. Failure to follow the guidelines may result in disciplinary action up to and including termination from the program. No resident may begin training until they are cleared by Verified Credentials. Only the Assistant Dean or Director of GME may override a Verified Credential requirement.

VII. COMMUNICATION

Verified Credentials is responsible for documenting all immunization records for residents. Verified Credentials is responsible for communicating in a timely manner with the residents and GME Office the status of all residents regarding immunization particularly those that are deficient. It is the responsibility of the GME Office to communicate with the residents and training programs for those individuals that are deficient and may not begin training.