



## Healthcare Personnel Health Inventory Recommendations Resource Document

### Wisconsin Healthcare -Associated Infections in LTC Coalition

The document is intended to inform nursing home providers of the requirements and current resources beneficial to determine the content of a health inventory used to collect evidence of immunity to vaccine- preventable diseases recommended for healthcare personnel (HCP). Implementing a process to systematically collect this important HCP data will assist you in the development of your organization's Infection Prevention and Control Program and Emergency Preparedness and Response strategies. The Wisconsin Healthcare-Associated Infections (HAI) in Long-Term Care (LTC) Coalition has conducted a review of the standards and guidelines to provide key recommendations that you may find helpful when reviewing your organizational process for gathering HCP vaccination status or evidence of immunity.

Nationally Recognized Standard			
Source	Core Practice Category	Core Practice	Comments
Centers for Disease Control and Prevention <a href="#"><u>Core Infection Prevention and Control Practices for Safe Healthcare Delivery in All Settings</u></a>	8. Occupational Health	<ol style="list-style-type: none"> <li>1. Ensure that healthcare personnel either receive immunizations or have documented evidence of immunity against vaccine-preventable diseases as recommended by the CDC, CDC's Advisory Committee on Immunization Practices (ACIP) and required by federal, state, or local authorities.</li> <li>2. Implement processes and sick leave policies to encourage healthcare personnel to stay home when they develop signs or symptoms of acute infectious illness (e.g. fever, cough, diarrhea, vomiting, or draining skin lesions) to prevent spreading their</li> </ol>	It is the professional responsibility of all healthcare organizations and individual personnel to ensure adherence to federal, state and local requirements concerning immunizations; work policies that support safety of healthcare personnel; timely reporting of illness by employees to employers when that illness may represent a risk to patients and other healthcare personnel; and notification to public health authorities when the illness has public



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		<p>infections to patients and other healthcare personnel.</p> <ol style="list-style-type: none"> <li>Implement a system for healthcare personnel to report signs, symptoms, and diagnosed illnesses that may represent a risk to their patients and coworkers to their supervisor or healthcare facility staff who are responsible for occupational health.</li> <li>Adhere to federal and state standards and directives applicable to protecting healthcare workers against transmission of infectious agents including OSHA's Bloodborne Pathogens Standard, Personal Protective Equipment Standard, Respiratory Protection standard and TB compliance directive.</li> </ol>	<p>health implications or is required to be reported.</p> <p>Refer to OSHA's website for specific details on healthcare standards. <a href="#">Occupational Safety and Health Administration, Infectious Diseases</a></p>
Influenza and COVID-19 Vaccination Coverage Among Health Care Personnel — National Healthcare Safety Network, United States, 2023–24 Respiratory Virus Season.		<ul style="list-style-type: none"> <li>ACIP recommends annual influenza vaccination for health care personnel. In September 2023, ACIP recommended receipt of a 2023–2024 COVID-19 vaccine for all persons aged ≥6 months. During the 2023–24 respiratory</li> </ul>	



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MMWR Morb Mortal Wkly Rep 2024;73:966–972.		virus season, influenza vaccination coverage was 80.7% among acute care hospital personnel and 45.4% among nursing home personnel. Coverage with 2023–2024 COVID-19 vaccination was 15.3% among acute care hospital personnel and 10.5% among nursing home personnel. Respiratory viral diseases pose risks for health care personnel in U.S. health care settings, and vaccination is an effective strategy for maintaining a healthy workforce and improving health care system resiliency.	
Centers for Disease Control and Prevention <b><u>Measles Vaccine Recommendations</u></b>	Information for Healthcare Professionals	<ul style="list-style-type: none"> <li>ACIP recommends that people who don't have presumptive evidence of immunity to measles, mumps, and rubella should get vaccinated against these diseases.</li> </ul>	<p>Presumptive evidence of immunity can be established in any of the following ways:</p> <ul style="list-style-type: none"> <li>Written documentation of adequate vaccines for measles, mumps, and rubella</li> <li>Laboratory evidence of immunity</li> </ul>



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Source	Core Practice Category	Core Practice	Comments
			<ul style="list-style-type: none"> <li>Laboratory confirmation of disease</li> <li>Birth before 1957</li> </ul> <p>Although birth before 1957 is considered acceptable evidence of immunity for healthcare personnel in routine circumstances, healthcare facilities should consider vaccinating healthcare personnel born before 1957 who lack laboratory evidence of immunity or laboratory confirmation of disease. Healthcare providers should not accept verbal reports of vaccination without written documentation as presumptive evidence of immunity.</p>

State/ Federal Source	Requirement
Wisconsin Department of Health Service <a href="#">DHS 132.42 Employees</a>	<b>(3) PHYSICAL HEALTH CERTIFICATIONS.</b> (a) New employees. Every employee shall be certified in writing by a physician, physician assistant or an advanced practice nurse prescriber as having been screened for



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State/ Federal Source	Requirement
	<p>the presence of clinically apparent communicable disease that could be transmitted to residents during the normal performance of the employee's duties. This certification shall include screening for tuberculosis within 90 days prior to employment. (b) Continuing employees. Employees shall be rescreened for clinically apparent communicable disease as described in par. (a) based on the likelihood of exposure to a communicable disease, including tuberculosis. Exposure to a communicable disease may be in the facility, in the community or as a result of travel or other exposure. (c) Non-employees. Persons who reside in the facility but are not residents or employees, such as relatives of the facility's owners shall be certified in writing as required in pars. (a) and (b). (4) DISEASE SURVEILLANCE AND CONTROL. When an employee or prospective employee has a communicable disease that may result in the transmission of the communicable disease, he or she may not perform employment duties in the facility until the facility makes safe accommodations to prevent the transmission of the communicable disease. Note: The Americans with Disabilities Act and Rehabilitation Act of 1973 prohibits the termination or non-hiring of an employee based solely on an employee having an infectious disease, illness, or condition.</p>
<p>State of Wisconsin, Department of Health Services, Division of Quality Assurance. DQA <a href="#">Memo 21-006</a> Pre-employment Screening for Clinically Apparent Communicable Disease</p>	<p>Wisconsin Administrative Code s. DHS 132.42 (3)(a)</p> <p>The purpose of the memo is to inform licensed nursing homes that facilities may request a variance to use a registered nurse to certify new employees as having been screened for clinically apparent communicable disease, including tuberculosis.</p>
<p><a href="#">State Operations Manual Appendix PP-F880</a>.</p>	<p><b>CFR 483.80 (a) (1).</b> A system for preventing, identifying, reporting, investigating, and controlling infections and communicable diseases for</p>



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State/ Federal Source	Requirement
§483.80 Infection Control	<p>all residents, staff, volunteers, visitors, and other individuals providing services under a contractual arrangement based upon the facility assessment conducted according to §483.71 (F838 Facility assessment) and following accepted national standards.</p> <p><b>Infection Prevention Policies and Procedures:</b> Written occupational health policies that should address: Reporting of staff illnesses and following work restrictions per nationally recognized standards and guidelines; Prohibiting contact with residents or their food when staff have potentially communicable diseases or infected skin lesions; Assessing risks for tuberculosis (TB) based on exposure or cases of TB in the facility. Then screen staff for TB to the extent permitted under applicable federal guidelines and state law; Monitoring and evaluating for clusters or outbreaks of illness among staff; and implementing an exposure control plan in order to address potential hazards posed by blood and body fluids (e.g., from dialysis, glucose monitoring or any other point of care testing).</p>
<u>State Operations Manual Appendix PP-F882 Infection Preventionist §483.80(b)</u>	<p><b>Specialized Training in Infection Prevention and Control:</b> Occupational health considerations (e.g., employee vaccinations, exposure control plan, and work exclusions)</p>
Occupational Safety and Health Administration (OSHA): <u>1910.1030-Bloodborne Pathogens Standard</u>	<p><b><u>1910.1030(c)(1)(ii)(B)</u></b> The schedule and method of implementation for paragraphs (d) Methods of Compliance, (e) HIV and HBV Research Laboratories and Production Facilities, (f) Hepatitis B Vaccination and Post-Exposure Evaluation and Follow-up, (g) Communication of Hazards to Employees, and (h) Recordkeeping, of this standard and</p> <p><b><u>1910.1030(c)(1)(ii)(C)</u></b> The procedure for the evaluation of circumstances surrounding exposure incidents as required by paragraph (f)(3)(i) of this standard.</p>



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**Key resources relating to HCP vaccination status or evidence of immunity include, but may not be limited to:**

- [Healthcare Personnel Vaccination Recommendations, #P2017 July 2022. Immunize.org.](#)
- [Core Infection Prevention and Control Practices for Safe Healthcare Delivery in All Settings. Centers for Disease Control and Prevention.](#)
- [Infection Control in Healthcare Personnel.](#) Retrieved from Centers for Disease Control and Prevention webpage on 8.07.2024.
- [Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices \(ACIP\), \*Recommendations and Reports\*.](#) November 25, 2011.
- [Key Vaccination Resources for Healthcare Professionals.](#) March 2024. [Immunize.org.](#)
- [Ask the Experts-](#) questions and answers for Healthcare Worker Vaccine Preventable Diseases. [Immunize.org.](#)
- [Immunization Honor Roll.](#) [Immunize.org.](#)
- [Tuberculosis for Health Professionals.](#) WI Department of Health Services.
- [Tuberculosis Screening and Testing: Health Care Personnel \(HCP\) and Caregivers, P-02382.](#) August 2019. Wisconsin Department of Health Services.
- [Tuberculosis.](#) Occupational Safety and Health Administration.
- [Tuberculosis screening, testing, and treatment of U.S. healthcare personnel: Recommendations from the National Tuberculosis Controllers Association and CDC.](#) 2019. *MMWR* 2019; 68 (No. 19).
- [What Vaccines Are Recommended for You.](#) Healthcare Worker section. Retrieved from Centers for Disease Control and Prevention webpage on 4.1.2025.