
**UNIVERSITY OF ILLINOIS MEDICAL CENTER AT CHICAGO
MANAGEMENT POLICY AND PROCEDURE**

NO.: IC 2.05

APPROVAL DATE: September 21, 2011

EFFECTIVE DATE: September 21, 2011

SUBJECT: Immunization of HealthCare Workers to Varicella, Measles, Mumps and Rubella

OBJECTIVE

To protect patients and staff from developing healthcare- associated varicella, measles, mumps and rubella.

DEFINITIONS

For the purpose of this policy, the following definitions apply:

Healthcare workers, for the purposes of this policy, include employees of the medical center, students participating in clinical rotations, and volunteers of the Guest Services Department.

Measles and **varicella** (commonly referred to as chickenpox) are diseases spread primarily through the airborne (inhalation) route. Mumps and rubella are spread via contact of the mucus membranes with infectious droplets containing these viruses.

Any employee who does **not have antibodies** to these diseases is considered to **be susceptible**.

Any employee who does **have antibodies** to these diseases is considered to have **immunity**.

Vaccines are available for employees or volunteers who do not have antibodies (immunity) to varicella, measles, mumps or rubella.

POLICY

1. All employees, (including extra-help), must have antibodies (immunity) to varicella, measles, mumps and rubella or have initiated the vaccine series at University Health Services (UHS) prior to employment at the Medical Center.
2. All volunteers must have antibodies to varicella, measles, mumps and rubella or be vaccinated for these diseases.

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3. All agencies that provide personnel to the Medical Center must ensure that their personnel have evidence of immunity to varicella, measles, mumps and rubella or be vaccinated for such diseases.
4. All students doing clinical rotations at the Medical Center must fulfill requirements of their academic program in regards to demonstrated immunity to varicella, measles, mumps and rubella or be vaccinated for such diseases.

PROCEDURE

I. Employee responsibilities (Pre-employment/post Hire):

- A. Knowing his/her varicella, measles, mumps and rubella antibody/immunity status.
- B. Going to UHS for health clearance preferably at least 10 days before starting work. At this time, the employee must provide proof of immunity to varicella, measles, mumps and rubella. Sufficient proof would be positive antibody titers performed at a reputable laboratory. The employee will not be released to start work until health clearance is received.
- C. Obtaining a vaccine at UHS for any of the above diseases for which he/she lacks immunity, unless vaccination is medically contraindicated.
- D. Giving his/her supervisor a health clearance form signed by UHS, before starting work.
- E. Refraining from contact with patients with chickenpox, herpes zoster (shingles) measles, mumps, or rubella, until he/she has completed the applicable vaccine series or is proven to be immune to those conditions.

II. Supervisor responsibilities:

- A. Ensuring that his/her employees have received health clearance from UHS before starting work at the Medical Center. For an employee that has conditional health clearance (e.g., not fully cleared until the vaccine series is completed), the supervisor should make sure that the health clearance is completed before the end of the employee's probation period. To facilitate work assignments, the supervisor may want to keep the health clearance form in the employee's departmental file.
- B. Ensuring his/her employees who lack immunity to varicella, measles, mumps, or rubella receive the appropriate vaccine(s) at UHS unless vaccination is medically contraindicated.
- C. Ensuring that the employee who has a work restriction, e.g., cannot enter the room of a patient with varicella, herpes zoster (shingles), measles, mumps or rubella, is given an assignment that does not violate his/her work restriction.
- D. Ensuring that any student doing a clinical rotation in his/her department has proof of vaccination or immunity to varicella, measles, mumps and rubella.

III. University Health Services responsibilities:

- A. Assessing every Medical Center employee's susceptibility to varicella, measles, mumps and rubella.

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- B. Providing Human Resources and the supervisor/department head with the health clearance form.
- C. Providing varicella, measles, mumps and/or rubella counseling and vaccination for each employee who lacks antibodies to varicella, measles, mumps, and/or rubella after the employee's antibody titers are known.
- D. Maintaining the following record:
 - 1. Varicella, measles, mumps and rubella immunity status for all Medical Center employees.
 - 2. Vaccination status for employees who received vaccination for varicella, measles, mumps or rubella.
 - 3. Exposure incidences for all Medical Center employees susceptible to varicella, measles, mumps or rubella.
 - 4. Varicella, measles, mumps, and rubella vaccine declination form, and
 - 5. Copies of health clearance forms given to employees.

IV. Volunteer responsibilities:

- A. Knowing their varicella, measles, mumps and rubella antibody/immunity status.
- B. Going to University Health Services (UHS) for health clearance before starting their volunteer duties.
- C. Obtaining varicella, measles, mumps and/or rubella vaccine from UHS if he/she lacks antibodies to varicella, measles, mumps or rubella.
- D. Providing Human Resources and the supervisor/department head with the health clearance form.
- E. Refraining from contact with patients until he/she has completed the applicable vaccine series or is proven to be immune to those conditions.

V. The student doing clinical rotation is responsible for:

- A. Knowing their varicella, measles, mumps and rubella antibody/immunity status.
- B. Providing their supervisor/instructor with proof of immunity to varicella, measles, mumps and rubella. Sufficient proof would be: 1) positive antibody titers performed at a reputable laboratory, or 2) documentation from a physician of immunization.
- C. Obtaining varicella, measles, mumps and/or rubella vaccine from their private physician prior to starting the clinical rotation if he/she lacks immunity to these diseases, and providing documentation of same to supervisor/instructor.

VI. Administration responsibilities:

Ensuring that contracts with agencies state that personnel who work at the Medical Center will have evidence of immunity to varicella, measles, mumps and rubella or be vaccinated for such diseases.

Note: Vaccines for Hepatitis B, Influenza, and Tetanus toxoid, Diphtheria and acellular Pertussis (Tdap) are also available for employees through UHS. Please refer to the Exposure Control Plan for Bloodborne Pathogens, Sec. 11.0 (Hepatitis B) and [HR 1.01 Employee Health](#) (Influenza and DT) for information on these vaccines. The requirement for employees to have antibodies (immunity) to varicella, measles, mumps and rubella was enacted November 1, 1997.

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Reference

University of Illinois Medical Center at Chicago,
Medical Center Management Policy and Procedure Manual,
[HR 1.01 Employee Health](#)

[EC 3.12 Access of Non-Medical Center Employees Engaged in Observing or Providing Patient Care Related Services](#)

Centers for Disease Control and Prevention. Prevention of Varicella, Recommendations of the Advisory Committee on Immunizations Practices (ACIP). MMWR 2007: 56 (No. RR-4)

<http://www.cdc.gov/mmwr/preview/mmwrhtml/rr5604a1.htm>

[Centers for Disease Control and Prevention. Immunization of Health Care Workers, Recommendations of the Advisory Committee on Immunization Practices \(ACIP\) and the Hospital Infection Control Practices Advisory Committee \(HICPAC\). MMWR 1997;46 \(No. RR-18\)](#) Updated recommendations retrieved on September 15, 2011 from <http://www.cdc.gov/vaccines/pubs/ACIP-list.htm>

Rescission

September 2008
February 2006
March 2003

Policy Owner—Maryann Gierloff, Associate Director Infection Control