

# New Employee Health Fitness for Duty Requirements



This form outlines your requirements to meet health and immunity standards to safely perform your job duties.

At Virginia Mason, our mission is to improve the health and well-being of all the patients we serve – and this includes our team members. All employees who work in a healthcare organization must meet certain standards for health and immunity to safely perform their job duties. We ask that you bring your vaccination records on the first day of orientation. These records may include:

✓ Childhood vaccination records	✓ Travel vaccination records (if you have any)
✓ High school or college vaccination records	✓ Influenza vaccination records
✓ Adult vaccination records	✓ Tuberculosis testing records; if you have a positive test result, bring documentation of test and chest x-ray results
✓ Immigration vaccination records	✓ Healthcare worker vaccination records

Each new team member will meet with an Employee Health (EH) nurse at a scheduled time. The nurse will review your information and provide additional testing or vaccination as needed. You must be seen by an EH nurse before you can start your job. **If you miss this appointment, your job start may be delayed.**

It's helpful to have your health and immunization records ready ahead of time. If you do not have these records or they are incomplete, we may proceed with scheduled lab testing and/or vaccinations to ensure your safety and the safety of those around you.

## Frequently asked questions

### 1. Where can I find my health records?

- If you currently work in a hospital or medical center, ask the employee health nurse. They should be able to provide you with an up- to-date copy of your electronic medical record.
- Request copies of your immunization records from your pediatrician, OB/GYN and/or primary care physician.
- Check with your parent, high school or college for school immunization records.
- Bring immunization cards such as your yellow international immunization record.
- Bring a copy of your immigration medical check list.
- Check with the Public Health Department if you have received vaccinations from them.

NOTE: Please call or visit these places ahead of time so you have ample time to obtain records. It may take several days, in some instances, to get copies.

### 2. What if I don't have the requested health records?

When you are seen by the EH nurse during orientation, the nurse will review what is missing and either complete or schedule the necessary lab tests or vaccinations. We must ensure your safety and those around you by the time you start your job.

### 3. Will I be charged for tests or vaccinations done by EH?

There is no charge to you for any service provided or ordered by EH.

### 4. What are the immunity requirements for VM employees at hire?

Requirement	Details	Policy
Tuberculosis (TB) screening	TB screening test or documentation of positive test and chest x-ray results	Required
Measles, mumps, rubella (MMR)	Two doses of MMR vaccine or positive lab test for each	Required
Chickenpox immunity	Positive lab test or two (2) doses of vaccine	Required
Influenza vaccination	Annual seasonal	Required
Hepatitis B vaccination	Three doses of vaccine	Optional
Pertussis vaccination	One dose Tdap	Strongly Encouraged