Group Health Cooperative recognizes the importance of Healthcare Worker immunity to vaccine-preventable diseases to protect against exposure in the workplace and to protect patient health. Therefore, acceptable evidence of immunity status to certain diseases is required from each Healthcare Worker, including contractors and members of external staffing agencies, as a condition of such individuals being permitted to work in any GHC facility where patients are seen or bodily fluids are handled, or to have personal contact with GHC patients.

Healthcare Workers must comply with screening, vaccination and TB skin test requirements prior to any patient contact at Group Health facilities.

Requirements:

1. Seasonal Influenza Vaccine
   - Current season Influenza vaccine, one dose, either nasally or by injection

2. Hepatitis B Screening and Vaccine or proof of immunity
   - Hepatitis B vaccine, three doses

3. Rubella (German Measles) or proof of immunity*
   - Rubella vaccine, one dose, on or after their first birthday

4. Rubeola (Hard Measles) or proof of immunity*
   - Rubeola vaccine, two doses one month apart, after 1968

5. Mumps Vaccination or proof of immunity*
   - Mumps vaccine, two doses, on or after their first birthday

6. Varicella (AKA Chickenpox or Shingles) Vaccine or proof of immunity*
   - Varicella vaccine, two doses, four to eight weeks apart, or
   - History of disease

7. Tuberculosis (TB)
   - Documentation of annual TB skin testing, and if positive, documentation of a negative chest X-Ray as soon as possible after skin test.

Evidence:
Proof of meeting healthcare worker requirements prior to providing services at Group Health:
1. Documentation of immune status (if no history of disease) by laboratory records, or
2. Provider/practitioner documentation of vaccination

Exceptions
Exceptions granted (noted above with *), with acceptable documentation, for:
- Women who are pregnant or those likely to become pregnant within one month of receiving the vaccine, or who are currently breastfeeding
- Persons with congenital or acquired immune deficiency conditions, blood dyscrasias, leukemia, lymphoma, or other malignant neoplasms affecting the bone marrow or lymphatic system, or who are receiving immunosuppressive therapy