

MAIMONIDES MEDICAL CENTER

CODE: HR-059 (Reissued)

DATE: April 17, 2023

ORIGINALLY ISSUED: January 26, 2012

(Formerly EHS-02-01 5-25-07)

SUBJECT: PRE-EMPLOYMENT PHYSICAL EXAM PROTOCOL

I. POLICY

All Medical Center new hires are required to meet pre-employment health standards as a condition of their employment. These standards are subject to change from time to time at the Medical Center's sole discretion. They include documented immunity to measles, mumps, rubella and varicella and other immunization requirements, which currently includes the Tdap vaccination and the Influenza vaccination (from the current influenza season), as required by policy HR-60.

II. PROCEDURE

Documented immunity can be achieved by blood draw or vaccination administered during a pre-employment physical or documented proof from a health care provider.

- A. All new hire employees are required to provide documented proof of immunity to measles, mumps, rubella and varicella prior to the start of their employment. A new hire employee who fails to do so or is determined to NOT be immune to measles, mumps, rubella and varicella will be required to be vaccinated at no cost to the employee.
- B. All new hire employees are required to provide documented proof from a health care provider of current Tdap vaccination and Influenza vaccination (if the Influenza season is in effect) prior to the start of their employment. New hires who fail to do so, will be required to receive the Tdap and/or Influenza (in season) vaccination, if they have not received one or both, at no cost to the employee.
- C. All new hire employees will be provided with a copy of the Medical Center's Influenza vaccine policy, HR-60. As a condition of employment, a new hire must agree to abide by the terms of HR-60. New hires, who are hired outside of any Influenza season, are required to abide by HR-60 during any time of year the Medical Center requires the Influenza vaccination.
- D. New hires seeking a medical exemption to the Influenza vaccination must follow the procedures set forth in HR-60.
- E. Exemptions will be documented in the employee's medical record.
- F. Employees who receive any required vaccinations outside of the Medical Center will be required to provide appropriate documentation satisfactory to the Medical Center.

- G. The failure to comply with this policy may result in the revocation of an employment offer made to a prospective employee or, in the case of an existing employee, discipline, up to and including the termination of employment.

III. **CONTROLS**

- A. The Director of Employee Health Services will control this process and the Vice President of Human Resources will oversee compliance.
- B. Employee Health Service and/or the Infection Control Department will report immunization compliance data to hospital leadership, relevant hospital committees, and NYSDOH and CMS, as needed.



Kenneth D. Gibbs
President & CEO

REFERENCES:

- CDC Vaccines and Preventable Diseases Routine Measles, Mumps, and Rubella Vaccination
- <https://www.cdc.gov/vaccines/vpd/mmr/hcp/recommendations.html> (last accessed 9/27/2022)
- CDC Vaccines and Preventable Diseases Diphtheria, Tetanus, and Pertussis Vaccination: Information for Healthcare Professionals
- <https://www.cdc.gov/vaccines/vpd/dtap-tdap-td/hcp/index.html> (last accessed 9/27/2022)
- CDC Vaccines and Preventable Diseases Seasonal Influenza (Flu) Vaccination and Preventable Disease
- <https://www.cdc.gov/vaccines/vpd/flu/index.html> (last accessed 9/27/2022)

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DEPARTMENT RESPONSIBLE: Human Resources/Employee Health Services