



TUBERCULOSIS POLICY FOR NEW EMPLOYEES

1.02

Effective Date: 07/18

Purpose: The purpose of the policy is to inform employees of the Tuberculosis guidelines for employees of BRDHD (BRDHD); reduce the risk of employee, patient, and visitor exposure to TB disease; meet the intent of the Centers for Disease Control and Prevention (CDC) Guidelines; and to ensure compliance with health department regulations, federal and state, and Occupational Safety and Health Administration (OSHA) regulations.

Failure to Comply: Employees who fail to comply with this policy will be subject to disciplinary procedures. Agency failure to comply could result in illness among employees as well as patients and visitors to our facilities.

Policy: All new employees will submit a copy of their previous TB screening records upon the first day of employment and receive a baseline TB Risk Assessment (TB-4) and TB skin test (TST) or IGRA (if applicable), prior to or on the first day of employment. The results will be documented in the employee's medical record within the first week of employment. If an employee tests positive on a test, the employee must fill out P-03 Employees with Positive TB Questionnaire Form.

Contract employees (not employed by BRDHD), volunteers, interns, and students must provide proof of TB screening that meet BRDHD requirements prior to assignment.

All employees will be required to receive an annual TB screening. The screening will be done utilizing the TB-4. Employees will be screened on the anniversary of their hire dates and following any unprotected exposure to an infectious TB patient.

In addition, screening of employees that have been determined to be at increased risk for TB exposure will include an 1) annual TB risk assessment and 2) annual TB skin test or IGRA, as applicable. Employees determined to be at increased risk for TB exposure include the following: clinic nurses, communicable disease team staff members, dental staff, patient-care personnel who provide directly observed therapy (DOT), physicians, medical assistants, and interpreters.

The BRDHD Respiratory Protection Program requires designated employees who provide care to infectious TB patients to wear NIOSH-certified respirators, which have been approved for protection against TB. The annual training provided to designated employees includes: selecting and issuing of respirators and conducting respirator fit tests.

TB prevention training for employees is provided as mandated by [OSHA](#) and recommended by the [CDC](#). Training is offered to all employees upon employment during regular work hours and annually thereafter. The training is provided via a web-course module on [TrainingFinder Real-time Affiliate Integrated Network \(TRAIN\)](#). TB Part 1 and 2 modules are to be completed within 60 days of employment and annually thereafter.

Forms: [P-03 Employees with Positive TB Questionnaire Form](#)

References: [Occupational Safety and Health Administration \(OSHA\)](#); [Centers for Disease Control and Prevention \(CDC\)](#); [TrainingFinder Real-time Affiliate Integrated Network \(TRAIN\)](#); [BRDHD Tuberculosis Infection Control Plan, 16th Edition](#)

Contact Person: Human Resources Manager, Director of Nursing

Policy Origination, Revision, and Review Tracking

Policy Version Number	Origination Date	Description of Revision or Reviewer Name
1.02	12.14.2017	HR Manager – Policy Creation
1.02	9.24.2020	HR Manager-Review