

## Aurora Employee Health and Wellness Services

### J. HEALTH REQUIREMENTS FOR STUDENTS, INSTRUCTORS AND NON-EMPLOYEE TEMPORARY STAFF

#### Purpose:

To identify the health requirements for students, instructors and agency personnel.

#### Policy:

Aurora Health Care requires all students, instructors and temporary staff working within the system to fulfill OSHA, CDC, State of Wisconsin and Aurora policies for health care workers. Aurora

requires that all educational facilities and employers of temporary staff assume the responsibility of providing education and administering vaccines for any student/temporary staff placed at Aurora.

Aurora Health Care also requires these agencies to maintain all documentation for annual education and required laboratory/immunization status.

#### Procedure:

1. Any student who receives pay directly from Aurora and is considered an employee will be required to complete the pre-employment requirements for all new applicants.
2. Agency personnel, school or University affiliated students/instructors will be required to have on file at their respective school or agency the following information:

#### ***Mandatory Requirements:***

- a. Negative drug screen (not necessary for students)
- b. Pre-employment health assessment, including a history of communicable disease and immunizations as defined in the Wisconsin Administrative Code 124.
- c. Evidence of immunity to Rubella, as documented by laboratory blood testing or documented evidence of immunization (1 dose of MMR).
- d. Each student will be questioned as to whether or not the student has had chicken pox or the varicella vaccine and documentation will be made in the student's file
- e. Pre-employment and annual TB test, or chest x-ray as appropriate.
- f. Proof of being offered Hepatitis B Vaccine (dates vaccine given or a signed declination form). This requirement is ***mandatory*** for any non-employee in a patient care, specimen handling, trash collection, laundry production, or housekeeping area.

#### ***Mandatory Education will Include:***

- a. Annual bloodborne pathogen training as mandated in 29CFR1910. This will include the school/agency offer of Hepatitis B vaccine and maintenance of vaccination records.
- b. Annual Hazardous Communication as mandated in 29CFR. This will include "Right to Know" Law, labeling, and MSDS definitions.
- c. Annual Tuberculosis training as mandated by the CDC and Public Health Services.
- d. OSHA requirements also necessitate that employees caring for known or suspect tuberculosis patients be covered under a Respiratory Protection Program. This includes medical screening and fit testing of a NIOSH approved particulate respirator, which ***must*** be worn while caring for such patients. Therefore, students and temporary staff will not be allowed to care for these patients unless they have been screened and fit tested as well. The ability of the institution to provide this to

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- non-employees will have to be determined on a case-by-case basis.
- e. Site-specific education will be done by the organization and the records will be maintained by DCI or the organization accepting the student/nonemployee.

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3. If an individual program requires additional testing prior to the clinical experience, it will be the student's responsibility to complete as mandated.
4. The agency/school will need to provide a letter (on letterhead) to verify that their employees/students have met the Aurora criteria. The letter must also state that the documentation for each individual is on file in their agency.