

Yale Required Medical Clearance Documentation for Healthcare Worker Employees

The following checklist will provide you with information on the various Healthcare Worker (HCW) medical clearance requirements and what the options are for satisfying them. You may have documentation of many of these requirements already.

- For **new regular employees**, health clearance items that you do not have documentation for, or may be out of date for, can be completed via Employee Health at no cost to you. Please email employeehealth-business@yale.edu or call at 203-432-7978. Alternatively, you can elect to have these completed through your Primary Care Provider (PCP).
- **New per diem employees** must complete health requirements through their own PCP.

All documentation must be submitted through the Health On Track Portal (NET ID Required) – <https://healthontrack.yale.edu> . Please be prepared with appropriate documentation when you log in. This will allow the system to review your submitted documentation and approve any identified health records or route them to the Employee Health team for review. Any discrepancies will be communicated back to the employee. Employees must be compliant with health requirements before beginning in the healthcare role.

Hepatitis B Immunity

Hepatitis B Immunity provides protection against Hepatitis B Virus (HBV) which is a high risk for Healthcare Workers.

Required to provide one of the following:

- Proof of completed immunization series; **OR**
- Proof of positive **Quantitative** Hepatitis B Surface Antibody blood test; **OR**
- Declination of vaccination after Bloodborne Pathogens Training (through Workday Learning)

Measles, Mumps, Rubella (MMR) Immunity

Measles, Mumps and Rubella Immunity provides protection from three contagious viruses that pose a health risk to staff and immunocompromised patients.

Required to provide one of the following:

- Proof of completed immunization series; **OR**
- Proof of positive MMR Antibody blood test (for all three); **OR**
- Attest that you are born before January 1, 1957

Varicella (Chicken Pox) Immunity

Varicella (Chicken Pox) Immunity provides protection from this contagious virus that poses a health risk to staff and immunocompromised patients.

Required to provide one of the following:

- Proof of completed immunization series; **OR**
- Proof of positive Varicella Antibody blood test; **OR**
- Medical provider certification of past disease

Tuberculosis (TB) Screening

Healthcare Workers may incidentally come into contact with individuals within a healthcare setting that exposes them to TB. Many of these individuals do not have any symptoms. Screening for TB upon hire allows for the prevention of staff members potentially exposing others to TB and provides an initial baseline in the event of future exposures.

Required to provide one of the following:

- Preferred:** QuantiFERON or TSpot blood test for TB (resulted no earlier than 6 months from start); **OR**
 - Skin Test / PPD for TB (resulted no earlier than 6 months from start)
- * If above testing is positive or previous history of disease – Required to submit negative Chest Xray OR medical provider proof of adequate treatment for TB.

Influenza (Flu) Vaccination

Seasonal Influenza (Flu) vaccination is required by Healthcare Workers to prevent the spread of Influenza within the workforce and to patients.

Required to provide one of the following:

- Required to obtain vaccination between August 1 and March 31 of each season; **OR**
- Exemption (religious or medical) must be submitted for review and approval.

COVID-19 Vaccination

COVID-19 vaccination is required by Healthcare Workers to prevent the spread of COVID-19 within the workforce and to patients.

Required to provide one of the following:

- Completed primary series with at least 1 booster dated before 9/22/2023; **OR**
- 1 dose of COVID-19 mRNA vaccine (Pfizer or Moderna) after 9/22/2023; **OR**
- Exemption (religious or medical) must be submitted for review and approval.

Tetanus Vaccination

Healthcare Workers are recommended to be up-to-date with Tetanus vaccination.

There is no requirement to submit this documentation but the recommendation is one of the following:

- Preferred:** Tetanus, diphtheria and acellular pertussis (Tdap) vaccination within the last 10 years; **OR**
- Tetanus-diphtheria (Td) vaccination within the last 10 years