

University of Mississippi Medical Center

Employee Health Requirements

Urine Drug Screen Requirement

- All participants must complete a pre-employment urine drug screen.
- The urine drug test must be done at a Substance Abuse and Mental Health Services Administration (SAMHSA)-certified laboratory.
- The test may be done 1-90 days before starting work at UMMC.
- The test panel must include the following drugs: Oxycodone, Cocaine, cannabinoid, benzodiazepines, barbiturates, opiates, methadone and propoxyphene

Vaccination Requirements for Clinical and Laboratory Staff

- Hepatitis B vaccine – 3 doses of the hepatitis B vaccine or serological proof of immunity to hepatitis B virus (quantitative anti-HBs).

This is a requirement for all employees who perform tasks that may involve exposure to blood or bloody body fluids.

- Measles, Mumps and Rubella (MMR) - 2 doses or serological evidence of immunity to measles, mumps and rubella.
- Influenza vaccine - 1 dose annually during the flu season (October-March)
- Varicella vaccine - 2 doses or serological evidence of immunity
- Tetanus, Diphtheria and Acellular Pertussis (Tdap) - 1 dose of Tdap within the past 10 years, received as an adult or adolescent.
If the dose of Tdap was received > 10 years, a booster Tetanus and Diphtheria toxoid (Td) vaccine is required. Submit documentation for both.
- Meningococcal vaccine – 1 dose of MenACWY (Menactra or Menveo) and Meningitis B vaccines (Bexsero x 2 doses, or Trumemba x 2 or 3 doses) are recommended for microbiologists who are routinely exposed to isolates of Neisseria meningitides.

Vaccine Requirements for Non-Clinical and Non-Research Staff

- Measles, Mumps and Rubella (MMR) - 2 doses or serological evidence of immunity
- Influenza vaccine - 1 dose annually during the flu season (October to March)
- Varicella vaccine - 2 doses or serological evidence of immunity

- Tetanus, Diphtheria and Acellular Pertussis (Tdap) - 1 dose of Tdap received within the past 10 years as an adult or adolescent. If the Tdap was received > 10 years, the employee must receive a booster dose of Tetanus and Diphtheria toxoid (Td) and Td every 10 years thereafter.

Tuberculosis (TB) Screening – All Employees

- UMMC is a designated medium-risk TB facility. A baseline TB screen, completed 1- 30 days before starting work at UMMC is required of all students, trainees, visiting researchers, volunteers, contractors and other Health care workers. TB screening may be done either by a TB skin test or a TB blood test.
- TB screening by skin testing (PPD) will require a baseline 2-step TB skin test and subsequently, an annual TB skin test.
- Screening by a blood test will require a baseline and a subsequent annual TB IGRA blood test (QuantiFERON-TB Gold or T-Spot test). Individuals with prior BCG vaccination or allergic skin reaction to TB skin test should do the TB blood test.
- Prior TB disease or latent TB infection: submit proof of treatment, a completed pulmonary history form and a clearance certificate or letter by the treating agency or a healthcare professional. Subsequently, a pulmonary history form has to be completed annually.

Pre-placement Employment Physical

- All employees who work 20 hours or more are required to have a pre-placement employment physical exam.

Respirator Fit Test

- A baseline and an annual respirator fit test is required of all employees who have potential risk for exposure to aerosol transmissible pathogens, fumes, surgical smoke or other respiratory hazards.

Color-Blind Test (Ishihara test): All employees

Risk of Exposure to Hepatitis B Virus and Human Immunodeficiency Virus

- All employees must sign the “Risk of exposure to hepatitis B virus and human immunodeficiency virus in the performance of job duties” form, either to accept or to decline hepatitis B vaccine.

Commercial Vehicle Drivers: Need DOT– specific medical examination.