



Policy

TITLE: TB Surveillance

EFFECTIVE DATE: 1/1/10 Revised 3/22/2022

APPROVER(S): Dean of Medical Education, OCS Head of School

NUMBER: Reference # OCS 400.5

I. Purpose

This policy provides guidelines on the screening and treatment of Ochsner Health System's Ochsner) Workforce for tuberculosis (TB) prior to start of work (preemployment), per annual requirements, or following an occupational exposure.

II. Scope

This policy applies to the Workforce of (i) Ochsner Health System, (ii) Ochsner Clinic Foundation, and/or (iii) all facilities and entities wholly-owned, leased or managed by Ochsner Clinic Foundation ("Ochsner").

III. Definitions

A. Ochsner Physicians- For purposes of this policy, physicians employed directly by Ochsner, its subsidiaries or affiliates.

B. Ochsner Residents and Fellows- For purposes of this policy, medical residents and fellows in Ochsner accredited programs.

C. TB Exposure- Exposure to a patient who has been diagnosed with active infectious tuberculosis and was not in approved isolation.

D. TB Risk Questionnaire – Non-clinical TB Screening method, a list of questions the employee answers to determine TB risk.

E. TB Screening- Methods used to screen for tuberculosis infection via IGRA (blood test) or TB Risk Questionnaire.

F. Workforce- For purposes of this policy includes, Ochsner employees, Ochsner Physicians, Advanced Practice Providers, Ochsner Residents, Ochsner Fellows, students and volunteers.

IV. Policy Statements

A. Ochsner will monitor the Ochsner Workforce to reduce the risk of employees acquiring tuberculosis (TB) and to help prevent the spread of the disease by conducting TB Screening, including, but not limited to the following:

1. As part of the pre-employment clearance process, new hires will receive the IGRA blood test.

2. Every 12 months or less employees will receive a TB Screening, to include:

a. the TB Questionnaire; and

- b. For areas and job functions identified as high-risk by Infection Control, employees shall also receive the IGRA blood test.
3. Upon active TB Exposure in the workplace, the exposed employee will receive the IGRA blood test, regardless of whether they work in a high-risk area.

V. Policy Implementation

A. Pre-Employment Clearance Process

1. Ochsner's Employee Health Department shall screen all new Ochsner Workforce members for TB as part of the pre-employment clearance process using the TB Risk Questionnaire and IGRA blood test.
2. Minors working at Ochsner Fitness Center or volunteering for Ochsner will submit a TB Risk Questionnaire as part of the pre-employment clearance/on-boarding process and a parent's consent will be obtained to verify the records through LINKS.

B. On-Going

1. TB Screenings shall be administered annually after an employee is hired. It is the responsibility of the employee and the employee's leader to monitor and maintain compliance with TB Screening requirements.
2. TB Screenings in the form of an IGRA blood test will be provided after a work-related TB Exposure.
3. All employees working at Benson Tower, Dickory or Ochsner Fitness Center locations will be administered an annual TB Screening in a form of a TB Risk Questionnaire.

C. Any employee who fails to meet the new hire, annual or post-exposure requirements for TB Screening must not be allowed to work until they have come into compliance with this requirement. The employee must remain off the schedule until TB Screening has been completed and the results confirm no active TB is present or an exception has been made in the event of extenuating circumstances.

VI. Enforcement

Failure to comply with this policy may result in progressive discipline up to and including termination of employment for employees or termination of contract or service for third-party personnel, students or volunteers.

VII. References

OHS.HR.408 Occupational Exposure to a Communicable Disease

OHS.HR.614 Contract and Other Non-Employed Labor Clearance Requirements

Centers for Medicare and Medicaid Services

The Department of Health and Hospital Services

Louisiana State Sanitary Code, Title 51

The Joint Commission

Occupational Safety & Health Administration

Center for Disease Control & Prevention (CDC)

Sosa LE, Njie GJ, Lobato MN, et al. Tuberculosis Screening, Testing, and Treatment of U.S. Health Care Personnel

National Tuberculosis Controllers Association and CDC, 2019. MMWR Morb Mortal Wkly Rep 2019;68:439–443. DOI:
<http://dx.doi.org/10.15585/mmwr.mm6819a3>