
Subject: Employee TB Screening

Source: Performance Standard 1304.52(j)(1)

Policy

To ensure employees maintain an adequate health status and do not pose a significant risk to the health or safety of other staff, students, or volunteers.

Procedure

1. Upon acceptance of hire, the EHS Program Secretary will provide new hire appropriate forms/documentation to complete a TB screen questionnaire.

2. Every potential employee or volunteer who works over 4 hours per week will have a TB screen questionnaire completed upon acceptance of initial employment, unless the employee has a history of TB. The potential employee will go to the Wichita Falls Health Department to get the TB test performed. 48-72 hours later, a trained health care worker from the health department will measure any swelling that may have occurred, during that time frame and will document the results. After the reading, the employee will give documentation of the TB test results to the EHS program secretary who will place in the employee's personnel file.

3. NEGATIVE TEST RESULTS:

If the test results are negative, no further TB screenings are required during the course of employment, EXCEPT in the event of exposure to someone with an active case of TB. In that case, screenings and follow-up will occur according to Wichita Falls Health Department's recommendations.

4. POSITIVE TEST RESULTS:

Employee will seek diagnostic services (including chest x-ray) and medical treatment as recommended by the Wichita Falls Health Department or private physician. Proof of initiation of prophylactic treatment or treatment for active TB and clearance by attending health care provider must be documented before the employee can initiate active employment.

5. PREVIOUS POSITIVE TEST RESULTS WITH ADEQUATE TREATMENT:

If the employee has had a positive TB test in the past, has adequately completed a course of treatment approved by the Wichita Falls Health Department and can provide a signed statement attesting to the dates and type of treatment, then the employee will not need to have a TB screening at initial employment.

7. However, the employee WILL NEED TO HAVE A CHEST X-RAY IN THE FOLLOWING SITUATIONS:

- a) If the employee experiences signs and symptoms of TB
- b) If the employee experiences an exposure to someone with a diagnosed active case of TB.