

Required Pre-Employment Health Information for all Staff

Te Whatu Ora Te Toka Tumai Auckland has a duty of care to those that work from their facilities to ensure they and their workplaces meet health and safety obligations. The Te Toka Tumai Pre-employment Health Screening (PEHS) Policy requires all employees, temporary workers (supplied by an agency or any other external contractor), students, trainees and volunteers to be assessed to determine they can safely undertake the proposed role and to determine whether any supports or accommodations are required. This process should occur before they start work or when the nature of their role is about to change. The primary purpose is to help prevent work-related illnesses, injuries and the spread of contagious diseases.

- 1) **Category A workers:** protection against specified vaccine preventable diseases is expected, and for some tasks required. Category A workers may have direct physical contact or frequent face-to-face interactions with patients or clients, contact with young children/pregnant women/immunocompromised/frail patients, contact with blood/body fluids/body parts/infectious materials or surfaces that might contain these, and/or may attend clinical areas frequently during their work duties. Where the worker is non-immune to any of the following conditions, vaccination should be commenced prior to starting work where possible, or a risk assessment should be undertaken by Occupational Health.
- 2) **Category B workers:** protection against specified vaccine preventable diseases is recommended but not required for staff that do not perform any of the duties described in Category A. Additional details can be found in the Te Toka Tumai PEHS Policy.

Who should use this information:

- Prospective employees, volunteers, employed trainees, RMOs, and closely held clinical contractors that are not employed through a bureau or locum agency under a framework agreement will be asked to complete a Pre-Employment Health Questionnaire and undergo screening by Te Toka Tumai. They can contact their recruitment advisor or OccHealth@adhb.govt.nz if they need the link. As part of the screening process they will need to provide the immunity information below. Costs will be covered by Te Toka Tumai.
- Where a worker is supplied by an agency or other external contractor under a framework agreement, or is an observer or independent student, the work health assessment should be undertaken by that employer's occupational health provider to the standards below, and a summary **Declaration** Form provided to Te Toka Tumai Occupational Health. Costs are the responsibility of the worker or their employer.
- Contractors for large companies such as construction workers should follow their own companies processes, which will meet the standards below.

Illness	Required Evidence of Immunity / Results
General Health	The worker has the responsibility to advise Occupational Health (or their external employing organisation) if they have any underlying health issues that require workplace support, modifications, accommodations or restrictions to allow them to safely perform all tasks required for the proposed role. Further information can be found in the Te Toka Tumai Pre-Employment Health Screening Policy.
Covid-19 (SARS CoV)	Documented evidence of the <u>primary course</u> . Boosters are recommended as per public health advice.
Measles, Mumps, Rubella	Documented evidence of <u>two doses</u> of MMR vaccine, serology confirms <u>positive IgG</u> , or the person was born in NZ in <u>1968 or prior</u> .
Chicken-pox (Varicella)	Documented evidence of <u>two doses</u> of VZV vaccine, serology confirms <u>positive IgG</u> (preferred for maternity, NICU, Haematology, Oncology), or there is a <u>reliable history</u> of childhood chickenpox.
Hepatitis B	Serology required: HepBsAg and anti-HBs. - Where 3 vaccines are documented but anti-HBs has never been documented as more than 10IU, the worker should have a booster with repeat serology in 1 month confirming immune response. - If HepBsAg +ve then may be a carrier or an active case, will be followed up by Occupational Health. Carriers should be registered with the Hepatitis B Organisation and under the care of their GP. Note: Hepatitis B carrier status will not preclude most healthcare workers from carrying out general care duties in conjunction with excellent adherence to all infection control measures. Workers that

	perform Exposure-Prone Procedures will be reviewed by the Te Toka Tumai specialist panel before carrying out their full duties, along with any workers infected with HIV or Hepatitis C.
Whooping Cough (Pertussis)	Tdap/Boostrix is strongly recommended if there has been no vaccination in the last 10 years for all workers, and is required in the last 5 years if this person will work with infants under one, pregnant women or haematology/oncology patients.
Tetanus	Documented evidence of vaccination in the last 5 years.
Influenza	Recommended annually.
TB	The Ministry of Health requires healthcare providers to detect latent or active pulmonary TB disease in workers. Te Toka Tumai uses the Quantiferon TB Gold test (QTBG) but a Mantoux 2-step or T-spot (IGRA) are also acceptable, within the last 24 months. <ul style="list-style-type: none"> - Latent TB: if positive QTBG, normal CXR within the last 12 months, and no symptoms of concern (e.g. cough, haemoptysis, tiredness, night sweats, unexplained weight loss, lymphadenopathy). GP Referral to Infectious Diseases TB Clinic is recommended by the Ministry of Health to discuss management if this is the first time the QTBG was known to be positive and the worker has not undergone treatment previously. - Possible Active TB: positive QTBG, abnormal CXR and/or symptoms of concern. GP Referral to Respiratory Medicine (abnormal CXR) or Infectious Diseases (extrapulmonary TB) is required. These contractors are not able to commence work until active TB disease has been ruled out and a letter of clearance issued by ID/Respiratory and provided to Occupational Health.
MRSA Clearance	Required only if the worker has a history of skin conditions (face/hands), chronic sinusitis or bronchiectasis. Swabs required: nasal swab plus a swab of any active eczema or wound. If any swabs are positive then the candidate needs to be treated and re-swabbed by their GP prior to commencing work. A skin assessment and special soaps and gloves may be required.
Hepatitis C / HIV	Knowledge of HIV and Hepatitis C status is required if the preferred candidate will undertake Exposure Prone Procedures only (surgical procedures where the workers hands are placed within a patient's body cavity AND where visibility is not maintained at all times AND there is a risk of contact with sharp instruments or bone spicules). If positive, provide specialist's name.

Click [here to access the Te Toka Tumai Auckland Pre-Employment Health Screening Policy](#) and other relevant documents.