



Banner employees are required to provide documentation of immunizations and other related health issues (or proof of immunity) prior to working in Banner facilities. **You will be contacted by Occupational Health to schedule your Occupational Health appointment.**

**To ensure that your work clearance is received in a timely manner your Occupational Health initial appointment must be attended and completed within 2-3 business days of being contacted.**

- **Valid Photo Identification is required for your appointment.**
- **Please bring your immunization and other records with you to your Occupational or Employee Health physical.**
- **Immunizations will be administered, or blood titers will be drawn during employment physical if immunization records or proof of immunity is not presented. Electing to have blood titers may result in a delayed start date due to lab processing time.**
- **Some job classifications require or recommend additional immunizations and testing which will be administered during your physical exam.**
- **If you do not bring other needed records, your hire date may be delayed until provided.**

#### **Tuberculosis Test – T-SPOT® (Blood Test)**

Banner requires a TB test at time of hire.

Individuals with a positive test will be given a chest x-ray. Documentation of a **chest x-ray** taken within the past 12 months will be accepted for this requirement. Please bring a copy of the CXR report. Negative IGRA done within the past 90 days according to Banner's current policy are accepted in lieu of the TB skin test.

#### **TB Mask Fitting**

All clinical staff, environmental services staff, and facilities staff will be fitted for a TB mask at the time of physical exam. Fit testing shall not be conducted if there is stubble beard growth, beard, mustache or sideburns that cross the respirator-sealing surface. Anyone not clean shaven will be asked to shave and return.

#### **Measles, Mumps, Rubella (MMR)**

You must provide proof of immunity to measles, mumps and rubella by providing:

- Documentation of 2 Measles, Mumps Rubella vaccines OR
- Documentation of blood titers proving immunity for rubella, rubeola, and mumps.

#### **Hepatitis B**

Hepatitis B vaccination is encouraged for clinical staff. You may begin or complete the Hepatitis B vaccination series at the time of physical exam.

#### **Chicken Pox**

To verify immunity from Chicken Pox you must provide:

- Varicella titer proving immunity OR
- Documentation of receipt of Varicella Vaccine, or you may receive a Chicken Pox vaccine
- Physician notes documenting episode of Varicella.

#### **TDAP (Tetanus, Diphtheria, Pertussis)**

A current TDAP vaccine is strongly recommended for pediatric clinicians.

#### **Laser Eye Exams**

All operating room staff will receive a laser eye exam.

#### **Color Exam**

Clinical staff must be able to discern color.

#### **Drug Screen**

All Banner employees are required to pass a urinalysis drug screen at the time of hire. Drug screens must be completed at a Banner Occupational/Employee Health facility.

#### **No Flu for You Policy & Vaccination**

All Banner employees are required to get the flu vaccine. We allow exemptions for those who cannot get the vaccine due to medical or religious reasons. Employees who obtain an exemption are required to wear a mask during flu season while they are in any facility where patients are present. (Flu season is usually December through March.) We will consider alternatives to the mask if the employee is unable to wear a mask because of a health condition, or if wearing the mask will prevent the employee from performing his or her job. Employees receiving an exemption must undergo a formal mask fitting via Occupational Health as part of the pre-hire visit.

#### **History of Work-Related Injuries that required treatment in the past 12 months**

If you have documentation that you were released to regular duty from your physician, or if you have documentation that you are released for duty with work restrictions, please bring this with you to your appointment.