

TUBERCULOSIS SCREENING AND DOCUMENTATION REQUIREMENTS FOR HARRISON COLLEGE OF PHARMACY FACULTY AND STAFF

Responsible Administrator: Associate Dean for Clinical Affairs and Outreach
Updated 11/9/23

APPLIES TO: All faculty, administrative and professional employees, and staff who are employed by Auburn University Harrison College of Pharmacy (HCOP) (including full-time, part-time, TES, student workers, and work-study students) whose job increases their risk of TB exposure through their job responsibilities (examples include: receptionists, technicians, healthcare providers, and human subjects researchers). The level of exposure risk and hence the applicability of this policy to a specific employee will be determined by the HCOP Risk Management Committee.

POLICY:

- It is HCOP's policy to prevent the spread of mycobacterium tuberculosis (TB) by enforcing a tuberculosis (TB) screening program for all HCOP employees who are at increased risk of infection.
- The CDC recommends that U.S. healthcare personnel be screened for TB upon hire and educated on TB annually. The CDC also advises organizations to consider annual screening for personnel at increased risk of occupational exposure.
- **The CDC recommends certain populations be tested for TB infection because they are at higher risk for being infected with TB bacteria, including:**
 - Health-care workers who care for patients at increased risk for TB
 - People who live or work in high-risk settings
 - People from a country where TB disease is common (most countries in Latin America, the Caribbean, Africa, Asia, Eastern Europe, and Russia)
 - People who have spent time with someone who has TB disease

<https://www.cdc.gov/tb/topic/testing/whobetested.htm> (accessed November 8, 2023)
<https://www.cdc.gov/tb/topic/testing/healthcareworkers.htm> (accessed November 8, 2023)
<https://www.cdc.gov/tb/topic/infectioncontrol/pdf/healthCareSettings-assessment.pdf> (accessed November 8, 2023)

PROCEDURES:

- All HCOP employees who are health care personnel or who's job increases their risk of TB exposure must complete or provide proof of the following upon hire:
 - A baseline individual TB risk assessment
 - TB symptom evaluation
 - A TB test (blood or skin test)
 - Any additional evaluation for TB disease as needed
- All documentation must be filed in the employee's HCOP employee health file which is maintained in the AUPCC's secure EMR
- For employees who are not healthcare providers the level of risk of exposure, and hence the applicability of this policy will be determined by the HCOP Risk Management Committee at the time of hire. This will be re-assessed as needed due to change in job duties or occupational exposure risk.
- Responsible party: Associate Deans, Department Heads, Chief Operations Officer / Human

Resources Liaison, and the HCOP Risk Management Committee

- After initial hire procedures, all HCOP healthcare providers or other at-risk employees must complete the following annually.
 - Employee education will be provided annually to all employees whose role or responsibilities are applicable to this policy.
 - Employees who have previously tested positive for untreated latent TB must undergo annual TB symptom screen per CDC guidelines
 - If employee's practice site requires yearly testing due to policy or employee's increased exposure, it is the employee's responsibility to ensure all practice site requirements are met before providing clinical care within that site.
 - Failure to comply with any aspect of this policy will result in progressive discipline.
Responsible Party: Employee's Supervisor

Clinical Health Services:

- All employees of AU HCOP's Clinical Health Services (CHS) must comply with this policy. CHS employees can obtain their TB skin test at the State Wellness Center (SWC) or the AUPCC (TB skin tests will be purchased by CHS for use on CHS- Montgomery-based employees). Responsible party: Executive Director of Clinical Health Services
- Only TB skin tests that are administered/ placed by a CHS healthcare provider will be read within CHS clinics.

Department of Pharmacy Practice:

- All healthcare providers within the Department of Pharmacy practice will be required to comply with this policy. Responsible party: Department Head of Pharmacy Practice
- TB skin tests will be provided at no cost to employees through the Auburn University Pharmaceutical Care Center The TB skin test must be administered/ placed and read by the AUPCC clinical staff. Faculty and staff are not allowed to read or interpret their own TB skin test results and report these to the AUPCC (per verbal order or photograph). The reading/ evaluation must be conducted within the clinic by a CHS healthcare provider.
- Clinical faculty and staff may also provide test results from outside facilities to record compliance with the above policy. Those should be submitted to the AUPCC (so that PHI can be stored within the secure EMR per HCOP policy). Responsible party: Department Head of Pharmacy Practice

Other Departments:

Enforcement of these policy and procedures must be monitored by the Department Head (such as PP, HORP and DDD) or the employee's direct supervisor to ensure compliance. Clinical results should be stored within the AUPCC's secure EMR and documentation of completed testing will be given to the individual employees to use for reporting to their supervisor.

Approved by:

HCOP CSAC

HCOP Risk Management Committee

Associate Dean of Clinical Affairs and Outreach