



Policy Description Employee Tuberculosis Screening, Risk Assessment, Testing and Annual Education		DEPARTMENT Human Resources	POLICY NUMBER: HR-11
ORIGINAL DATE: 7/26/23	RESPONSIBLE PARTY: Clinic Manager		REVISED DATE:
APPROVAL DATE: 7/26/23	DATE REVIEWED: 7/26/23		APPROVED BY: BOARD OF DIRECTORS
RESOLUTION NO:	2023-02	BOARD CHAIR:	Sue Knapp
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TB is both preventable and curable if diagnosed and treated in a timely fashion. Therefore, to ensure the best possible safety of staff, volunteers and patients, the White River Health District has instituted the following guidelines.

POLICY:

All staff and volunteers are required to have an initial tuberculosis (TB) testing and appropriate follow up. In addition to this policy, the White River Health District and Deschutes Rim Health Clinic promote education and practices to minimize the risk of infection. All testing, screening, training, and related time that staff need to perform the necessary undertakings will be paid by Deschutes Rim Health Clinic.

TB is a condition that is subject to mandatory reporting; Deschutes Rim Health Clinic must report confirmed cases to the Oregon Health Authority.

PROCEDURES:

New employee testing

All staff and volunteers must have a TB symptom screening, risk assessment and two step baseline TB skin test or single Interferon Gamma Release Assay (IGRA) such as QuantiFERON® or T-Spot® within six weeks of the date of hire or date of executed contract.

- If the TB test is positive, new employees/volunteers must have a chest x-ray and/or a statement from a physician indicating that he/she is free from communicable disease.
- Employees or volunteers with latent TB infection are encouraged to receive treatment and must be screened annually for symptoms of TB. If the employee/volunteer develops any symptoms of TB, they must immediately notify the DRHC Clinic Manager and/or provider and their personal healthcare provider.
- Employees and volunteers with suspected active TB will be excluded from work until a written physician clearance is obtained.

All new employees and volunteers will fill out a TB Symptom Assessment and Baseline Individual TB Risk Assessment (attached at end of policy) to identify any symptoms of active TB and be evaluated by a health care provider if necessary.

All staff and volunteers will be provided with information about the increased risk of exposure to TB when providing healthcare services. They will also be provided with a list of medical conditions that increase one's risk of developing

active TB so that each person can make their own personal assessment of risk and monitor for symptoms (TB Education slides).

Results of TB screening remain strictly confidential and are treated as personal medical information (except for confirmed cases which must be reported to the Oregon Health Authority).

All new staff and volunteers will be provided with a copy of Deschutes Rim Health Clinic's TB policy within two weeks of hire.

The DRHC Clinic Manager is the TB Liaison and serves as a health resource for staff, coordinates staff TB training, and facilitates TB testing.

Training and Prevention

All staff will instruct coughing persons to cover their mouths and offer masks and/or tissues.

All staff and volunteers are required to fill out an annual TB Symptom Assessment and attend annual TB prevention training provided by Deschutes Rim Health Clinic. DRHC provides training administered by the Oregon Health Authority, which covers TB risk factors, the signs and symptoms of TB disease, and TB infection control policies and procedures. Documentation of attendance at training will be kept on agency file.

DRHC practices the following environmental measures to reduce the risk of TB transmission:

- Order and stock tissues, masks, and place plastic-lined waste baskets in convenient locations
- Arrange for regular maintenance of ventilation system
- Ensuring proper cleaning and sterilization or disinfection of potentially contaminated equipment and surfaces

Attachments: TB Risk assessment form, TB Symptom Screening form, TB Education slides

Passed by a majority of the Board of Directors of the White River Health District, with a quorum in attendance

the 26th day of July 2023

White River Health District dba Deschutes Rim Health Clinic

Wasco County, Oregon

DocuSigned by:
By Sue Knapp
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Suzanne Knapp, Board Chair

7/26/23

Date

Attest:
DocuSigned by:
By Allison Bechtol
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Allison Bechtol, Board Secretary

7/26/23

Date