

GENERAL MEDICAL 8.0

Occupational Health Services -- 8.2

Employee Immunity for Measles, Mumps and Rubella -- 8.2.c

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POLICY

All employees, including part-time, contractual and volunteers, born in 1957 or later shall show proof of immunity to measles, mumps, and rubella viruses, or be offered MMR immunization.

APPLICABILITY

This policy applies to Local Health Department, Regional and Central Office personnel.

PURPOSE

To protect the health of all people receiving services from public health departments.

PROCEDURE

At the time of employment, employees born in 1957 or later shall show proof of immunity to measles, mumps, and rubella (MMR) viruses.

Proof of immunity to measles virus is established by a physician - documented illness, a positive serologic test for antibody, or documented receipt of two (2) doses of live - virus measles vaccine on or after the first birthday.

Proof of immunity to rubella virus is established only on the basis of serologic tests or documented proof of live rubella virus immunization on or after the first birthday. All susceptible persons shall be immunized with live rubella virus vaccine or MMR before initial contact with patients.

Proof of immunity to mumps virus is established by laboratory evidence of immunity or documentation of mumps vaccine received on or after the first birthday.

In all cases above, the preferred documentation route is proof of prior immunization. In an occasional case, other documentation routes may be necessary.

Employees born in 1957 or later who cannot show proof of immunity to measles, mumps, and rubella viruses may receive immunizations at the health department at no cost to themselves. If two (2) doses of MMR vaccine are required, they should be separated by at least one (1) month. If the employee refuses immunization, a refusal statement must be signed and placed in his/her personnel file.

A dose of MMR should be considered for unvaccinated workers born before 1957 who are in either of the following categories:

- a. those without a history of physician documented measles or laboratory evidence of measles immunity, or
- b. those who lack laboratory evidence of rubella immunity.

Rubella vaccination or laboratory evidence of rubella immunity is particularly important for female employees born before 1957 who become pregnant.

If an employee is pregnant and does not have evidence of immunity to MMR, the employee shall be advised to receive MMR vaccine as soon as possible at termination of pregnancy.

Pregnant women should not be given MMR vaccine. Identification of pregnancy should be based on a statement from the employee that she is not pregnant. Exclude from immunization those known to be pregnant. No laboratory test is necessary to determine pregnancy.

If a pregnant woman is inadvertently immunized or she becomes pregnant within three (3) months of vaccination, she should be counseled on the theoretical risk to the fetus. The risk is low, and the latest information on this risk is available from the Medical Director of the Communicable and Environmental Disease Services Section of the Bureau of Health Services.

REFERENCE DOCUMENT

1. 2006 Red Book, Report of the Committee of Infectious Diseases, American Academy of Pediatrics
2. Adult Immunization, A Report by the National Vaccine Advisory Committee, National Vaccine Program, Centers for Disease Control, current edition
3. Morbidity and Mortality Weekly Report (MMWR), "General Recommendations on Immunization", Recommendations of the Advisory Committee on Immunization Practices (ACIP), Centers for Disease Control, current edition

OFFICE OF PRIMARY RESPONSIBILITY

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