

Policy of the Graduate Medical Education Committee
Section: Resident Support/Conditions for Appointment
Subject: Post Employment Medical Screening (joint policy with UAMS, #4.5.18)
Number: 2.400
Date Developed: 3/96
Last Review/Revision: 5/07, 1/2010, 9/2013, 5/2014
Replaces: previous policy of same name, dated 5/03
ACGME Requirement: Common Requirement VI.A.5 VI.A.6.a)

Purpose

To define the policy and procedures for post employment and annual medical screening of residents (includes fellows).

Policy

All aspects of the UAMS Administrative Guide policies are pertinent to residents. According to the post employment medical screening policy of UAMS (UAMS Policy, Human Resources, 4.5.18), all residents must undergo a medical screening at the time of appointment to the residency program as well as an annual screen.

It is the policy of UAMS to perform drug tests (both pre-employment and random) on employees who are employed in positions that have been designated as drug testable. For cause drug tests are also performed on employees, who are suspected of reporting for duty under the influence of drugs.

Procedure

1. In preparation for the initial medical screening, all residents must complete the UAMS Housestaff Medical Screening Form.
2. During orientation/registration, all residents will have a TB skin test and other immunizations as indicated below under Initial Screening.
- 3.

Initial Screening

Non-compliance results in a delayed program start date.

Tuberculin skin test (TST) or TB screen – two tests are placed

- First placement on the 1st day of orientation,
- First reading on the 3rd day of orientation, appointment for second placement given. Residents who provide documented proof of a previous TB skin test occurring within 12 months of start date may move directly to the second test placement.
- Second test is placed and read
- Color vision screening

TB screening for those with a **positive history**: may provide documentation including the name and address of provider, date applied, size (in millimeters) of induration, date read, and signature of provider.
Either TB skin tests or TB screening is to be completed within 31 days after hire date.

Vaccinations

- 2 MMR or physician documented proof of disease
- 2 Varicella or documentation of a positive history of disease (reliable predictor), documentation of vaccination, or lab evidence confirming presence of Varicella antibodies.
- 3-step Hepatitis B or documentation of proof of completing vaccine series or laboratory evidence of the presence of antibodies (reactive titer).
- Influenza seasonally at designated time for entire campus

Drug screen

- Negative results are required before beginning the program.

Annual Screening

Non-compliance with annual screening updates will result in suspended computer access.

Required of everyone within 31 days of anniversary date of hire

- Will include placement of TB test **or** telephone questionnaire for those with a positive history. 686-6565.
- Influenza seasonally at designated time provided for entire campus.

Reference: UAMS Administrative Guide policy 3.1.14 Drug Testing
UAMS Administrative Guide policy 4.5.18 Employment Medical Screening