**Section 380.410 Initial Health Evaluation for Employees, Interns and Volunteers**

a) Each employee, intern, unpaid staff and volunteer regularly scheduled at least weekly to work directly with consumers shall have an initial health evaluation, which shall be used to ensure that employees are not placed in positions that pose undue risk of infection to themselves, other employees, consumers or visitors.

b) The initial health evaluation shall be conducted within 90 days prior to employment through 30 days after employment.

c) The initial health evaluation shall include a health inventory. This inventory shall be obtained from the employee and shall include the employee's immunization status and any available history of conditions that would predispose the employee to acquiring or transmitting infectious diseases. This inventory shall include any history of exposure to, or treatment for, tuberculosis. The inventory shall also include any history of hepatitis, dermatologic conditions, chronically draining infections or open wounds.

d) The initial health evaluation shall include a physical examination and shall include a statement about the presence of any communicable disease that could pose a risk to the person, other employees, consumers or visitors. The evaluation shall also determine whether the employee is physically able to perform the job functions that the facility intends to assign to the employee, intern, unpaid staff and volunteer regularly scheduled at least weekly to work directly with consumers.

e) The initial health evaluation shall include a tuberculin skin test that is conducted in accordance with the Control of Tuberculosis Code. The facility shall have a written policy on its tuberculin skin tests.