**Section 280.2045 Initial Health Evaluation for Employees**

a) Each employee shall have an initial health evaluation, which shall be used to ensure that employees are not placed in positions that would pose undue risk of infection to themselves, other employees, patients, or family members.

b) 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 in the course of performing anticipated job functions. It shall include any history of exposure to, or treatment for, tuberculosis, any history of hepatitis, dermatologic conditions, chronic draining infections or open wounds.

c) The initial health evaluation shall include a physical examination. The examination shall include at a minimum any procedures needed to:

1) Detect any unusual susceptibility to infection and any conditions that would increase the likelihood of the transmission of disease, and

2) Determine that the employee appears to be physically able to perform the job functions that the hospice program intends to assign to the employee.

d) The health inventory and physical examination shall be completed no more than 30 days prior to and no more than 30 days after the date of initial employment.

e) The initial health evaluation shall include a tuberculin skin test, which is conducted in accordance with the requirements of Section 690.720 of the Control of Communicable Diseases Code.