**Section 295.3030 Initial Health Evaluation for Direct Care and Food Service Employees**

a) Each direct care and food service 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, residents, or visitors.

b) The initial health evaluation shall be conducted not more than 30 days prior to and no later than 30 days after the employee's initial employment in the establishment.

c) The initial health evaluation shall include the employee's immunization status.

d) The initial health evaluation shall include a physical examination. The examination shall include a determination that the employee appears to be physically able to perform the job functions that the establishment intends to assign to the employee.

e) Each employee shall have a tuberculin skin test in accordance with the Control of Tuberculosis Code (77 Ill. Adm. Code 696). The test must meet one of the following time frames:

1) The test must be completed no more than 90 days prior to the date of initial employment in the establishment; or

2) The test must be commenced no more than ten days after the date of initial employment in the establishment.