

Health Requirements

The placement health review is a required process for selected positions at Duke University and Health System based on federal, state, and Duke University regulations and policies. All information is maintained confidentially and separately from personnel and other Duke medical records. In addition to below items, a health review screening is required. Please upload documentation for each item below to our [secure portal](#) or fax to 919-385-7574.

Medical Record Requirements

Official Documentation of your Tuberculosis (TB) status:

- Documentation of a negative TB skin test (mm induration) or TB blood test (IGRA) - within 1 year prior to start date at Duke. (*Note- Individuals who are 55 years or older, have previous equivocal TB testing results, have a history of BCG vaccine, or are from TB endemic areas will be required to show proof of a two-step skin test or a negative IGRA*), or
- Documentation of previous positive result for the TB skin test or blood test
 - **Those who have positive TB skin or blood test will need to provide documentation of chest x-rays, prior TB medication, and completed TB questionnaire form, described further in the FAQs.**

Official Documentation of your Measles immunity, either:

- Two doses of Measles vaccine or 2 (MMR) vaccines or
- A positive blood test (titer) for Measles (Rubeola) Antibody IGG

Official Documentation of your Mumps immunity, either:

- Two doses of Mumps vaccine or 2 (MMR) vaccines or
- A positive blood test for Mumps Antibody IGG

Official Documentation of your Rubella immunity, either:

- One dose of Rubella vaccine or (MMR) vaccine or
- A positive blood test for Rubella Antibody IGG

Official Documentation of your “chicken pox” Varicella (Vz) immunity, either:

- Two doses of Varicella vaccine or
- A positive blood test for Varicella surface Antibody IGG

Official Documentation of “whooping cough” Pertussis immunity is required for anyone who MAY provide care to children 18 months of age or younger as well as in certain designated work areas*

- Tdap vaccination within past 10 years and must have an adult booster (after the age of 18).
* *For all others*, vaccination with acellular pertussis vaccine (Tdap) is strongly recommended.

Official Documentation of influenza immunity:

- Documentation of Influenza vaccine during current flu season. Requests for medical exemptions must be made through Employee Occupational Health. Requests for religious exemptions must be made through Staff and Labor Relations.
- Annual Influenza vaccination is required for your employment at Duke.

Official Documentation of Covid-19 immunity:

- Newly hired employees will be required, at a minimum, to have completed a primary series of World Health Organization (WHO) approved COVID-19 vaccination or have received a single dose of Novavax vaccine* or have a Duke-approved medical or religious exemption prior to their start of work date.
 - *Employees receiving their first Novavax vaccine will be expected to complete the initial series within 60 days from their initial dose.
- COVID website for updated information & resources:
<https://covidvaccine.duke.edu/> and <https://covid-19.dukehealth.org/vaccine-information>

- Requests for medical exemptions must be made through Employee Occupational Health. Requests for religious exemptions must be made through Staff and Labor Relations.

Documentation of polio immunity:

- History of receiving childhood polio vaccine is acceptable.

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Medical Record Requirements (continued)**Documentation of respirator fit testing**

- **Some groups of newly hired** healthcare workers will be required to have a respirator fit test.
 - Duke has walk-in fit testing available. If you come to EOHW during your placement process, your fit test can be done at that time.
 - If you are **fully cleared remotely** then you have 5 business days from your start date to visit a Duke OESO or EOHW site for your respirator fit test. Locations and times are detailed in the links below:
 1. Duke OESO location: Times vary.
<https://www.safety.duke.edu/occupational-hygiene-safety/personal-protective-equipment/respiratory-protection/upcoming-fit-test-sessions>
 2. Duke Employee Occupational “Wellness” location. M-F 8am-4pm. Closed Wed from 12:30-2pm.
<https://hr.duke.edu/wellness/eohw/directions-eohw>

Hepatitis B Vaccination and Post Vaccination Antibody Titer –Vaccine series is strongly recommended. Provide record of vaccination and/or Hepatitis B Antibody results.

Healthcare workers without proof of Hepatitis B antibody titer after vaccine series are encouraged to obtain a titer prior to placement appointment.