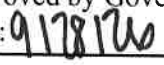


### FISHER COUNTY HOSPITAL DISTRICT

|                                                   |                                                                                                                                  |
|---------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------|
| Administration: Infection Control/Employee Health | Policy #ICEH-2                                                                                                                   |
| <b>Subject: Health Assessment Evaluation</b>      | Reviewed/Revised: 9/2026                                                                                                         |
| Written: Unknown<br>Revision History: 6/23        | Approved by Medical Staff:<br>Date: 9/16/26   |
|                                                   | Approved by Governing Board:<br>Date: 9/18/26  |

### Practice

**Tuberculosis (TB) Screening:** All new employees are required to complete an Employee Health assessment/evaluation prior to beginning work. Baseline TB screening will include a TB risk assessment, TB symptom assessment, and QuantiFERON-TB Gold Plus (QFT-Plus) blood test. Employees with a documented history of a prior positive TB test will be evaluated according to FCHD Employee Health/Infection Control policy and will not routinely receive repeat QFT-Plus testing. Refer to Policy #ICVAC01 for additional TB screening and follow-up requirements.

**Drug Screen:** Prior to the start date, prospective employees must have a negative drug screen documented in their confidential Employee Health record. If the initial rapid drug screen is positive or non-negative, the result will not be considered a final positive result. The specimen will be submitted to an appropriate laboratory using established chain-of-custody procedures for confirmatory testing. If confirmatory testing identifies a substance that may be explained by the lawful use of a prescription medication, the individual will be given an opportunity to provide appropriate documentation verifying a valid prescription or other legitimate medical explanation for the result. Documentation will be reviewed confidentially by Employee Health.

Employees and applicants are not required to routinely disclose all prescription medications prior to drug testing. Prescription information will be requested only when appropriate to evaluate a confirmed or potentially positive result or when otherwise permitted by applicable law.

If at any time during employment an employee is unable to safely perform the essential functions of their position, or there is concern that an infectious or communicable disease may pose a risk to patients, employees, or others, the employee may be restricted from work or specific duties pending evaluation by Employee Health/Infection Control and/or an appropriate healthcare provider. The employee may return to work or resume restricted duties once appropriate evaluation has been completed and applicable return-to-work requirements have been met.