

Employee Management Mumps Guidelines

Disclaimer: The information contained in these documents is not medical advice and should not be relied upon as such. This information is intended solely as general reference material and should not be relied upon solely in making any medical or clinical decisions. Clinicians should base their medical decisions on all data and information available to them, as well as their professional judgment. This information may contain errors or inaccuracies or, due to advances in medical and scientific knowledge, may be or become outdated or inaccurate. Additionally, public health laws and regulations of specific states may vary. These guidelines are generic in nature and not designed to comport with laws of all states.

Screening Procedures

1. Employees currently employed in the following areas should be screened for mumps immunity as described below:
 - a. Emergency Department – Nurses, Techs, EMS/Paramedics, Physicians including ED housestaff, fellows, and attendings
 - b. BJC Medical Groups (physicians and office staff)
 - c. Urgent Care Staff
 - d. Medicine and Pediatric Housestaff physicians
 - e. St. Louis Children’s Hospital Transport Team
2. All employees in the above groups should be screened for immunity to mumps by the following:
 - a. Documented evidence of 2 MMR vaccines, with the first dose given on or after the first birthday and the second dose given at least 4 weeks (28 days) after the first dose
OR (if no documentation available)
 - b. Laboratory evidence of immunity by positive serology to mumps.
 - c. Verbal history of mumps illness is NOT considered sufficient evidence of immunity. The employee must supply documentation of a physician diagnosis of illness.
 - d. Healthcare workers born before January 1, 1941 most likely have natural immunity to mumps due to past disease. They do not need specific proof of immunity, and are not recommended to receive the vaccine.
3. All new employees for all areas of the facility should be screened for immunity to mumps utilizing the above criteria.

Immunization Requirements

Employees with insufficient immunity to mumps should be vaccinated with the MMR vaccine as follows:

1. If the employee has documentation of only one (1) MMR vaccine, a second MMR should be administered as soon as possible, as long as it has been at least four weeks (28 days) since the previous MMR vaccine.
2. If the employee does not have documentation of two (2) MMR vaccines, serology to mumps should be checked and if negative, then two (2) doses of the MMR vaccine must be administered at least 4 weeks (28 days) apart.
3. Even though the MMR vaccine is a live-attenuated vaccine, healthcare workers can receive the vaccine and still work with patients.
4. The MMR vaccine is contra-indicated in employees who are pregnant or immunosuppressed. Pregnancy should be avoided for 4 weeks following MMR vaccination.
5. Close contact with a pregnant woman is not a contraindication to vaccination.
6. Breast feeding is not a contraindication to vaccination.
7. Employees who refuse MMR vaccination must sign a declination statement.

Work Restrictions

1. Employees who lack mumps immunity as described above and have an unprotected exposure to mumps must be excluded from work from the 12th day after the first exposure through the 26th day after the last exposure.

HCWs should be considered exposed only if:
 - a. The source is a confirmed case or if the source is a suspected or probable case during an outbreak
 - b. The employee has experienced direct contact with respiratory, oral or nasal secretions from a symptomatic patient
 - c. The employee has experienced close contact* with a symptomatic person

*Close contact includes activities such as performing a physical examination, suctioning, intubation, bronchoscopy, feeding, bathing, holding/carrying infected infants and other procedures requiring close face-to-face interaction (< 3 feet) without use of proper PPE or *presence in confined space, unmasked, for a total of one hour.*
2. Recently vaccinated employees are not considered to be immune to mumps until 2 weeks after the second dose of the MMR vaccine. Therefore if an unprotected exposure occurs they will be excluded from duty as described above.
3. Non-immune employees who refused vaccination will be furloughed from duty as described above and will be reimbursed in accordance with the BJC HealthCare Earned Time Off (ETO) policy (#4-1).

4. Any staff member with signs and symptoms of mumps should be excluded from duty. Symptoms include: myalgia, anorexia, malaise, headache, and a low-grade fever, which may precede parotitis by several days.
5. Healthcare workers who develop mumps must be excluded from duty until nine (9) days after the onset of parotitis.

