

## Core List New Starter Immune Status Check, Vaccinations, Testing & Blood-Borne Virus Clearance

Developed following discussions and workshops with NHS Health at Work Network, representatives from Occupational Health, Public Health England (PHE), NHS England and NHS Improvement

This is a *core list of minimum requirements only*; Occupational Health (OH) departments should **also** act on their local risk assessments.

**NB** Additional vaccinations and screening may be required for others subject to individual risk assessments of exposure, for example infectious disease unit staff, estates workers and laboratory staff. Refer to [Green Book chapter 12](#).

✓	Occupational Health Service responsibility to determine immune status, test and vaccinate as appropriate
R	Occupational Health Service responsibility to check vaccination status and recommend vaccination by appropriate provider (this could be undertaken via paper screening/advice information sent to worker)
X	Not an Occupational Health Service responsibility to determine immune status, test or vaccinate
^	Refer to the <a href="#">Green Book 'Immunisation against infectious disease'</a> and <a href="#">algorithm</a> for those who are not up to date with the Routine Immunisation Schedule
IVS	<b>Identity Validated Sample</b> required – proof of identity with photo ID, sample of blood should be taken in the OH service and sample should be delivered to the laboratory by the OH service not transported by the healthcare worker.
†	Refer to <a href="#">UKAP Integrated guidance</a> on health clearance of healthcare workers (HCWs) and the management of healthcare workers living with bloodborne viruses (hepatitis B, hepatitis C and HIV & further screening and monitoring requirements if infected. <b>All healthcare workers who are new to the NHS should be offered testing for Hepatitis B, Hepatitis C &amp; HIV</b> in accordance with UKAP guidance on bloodborne virus (BBV) clearance)

Core List of NHS England and NHS Improvement New Starter Immune Status Check/Vaccinations/Testing and BBV clearance					
Infectious Disease and OH service requirements	Staff involved in direct patient care (EPP)	Staff involved in direct patient care (non-EPP)	Non-clinical staff with public/patient contact <sup>1</sup>	Laboratory and pathology staff	Non-clinical staff with no public/patient contact
<b>Vaccinations</b>					
<b>Tetanus, Diphtheria and Polio<sup>^</sup></b>	R	R	R	✓	R
<b>Measles, Mumps and Rubella<sup>^</sup></b> Documentary evidence of 2 doses of MMR or positive antibodies for Measles and Rubella, and vaccinate if non-immune	✓	✓	✓	✓	R
<b>Tuberculosis <sup>^</sup></b> BCG vaccination history, risk assess for tuberculin skin testing. Vaccinate if required	✓	✓	✓	✓	x
<b>Varicella<sup>^</sup></b> Definite chickenpox or shingles history or positive serology (VZV IgG). Vaccinate if non-immune	✓	✓	✓	✓	x
<b>Pertussis<sup>^</sup></b> <a href="#">Pertussis: occupational vaccination of Health Care Workers guidance (July 2019)</a>	✓ Only HCWs with regular contact with pregnant women or young infants as per PHE guidance		x	x	x
<b>Hepatitis B <sup>^†</sup></b> Documentary evidence of vaccination and serological response to vaccine (hepatitis B surface antibody (anti-HBs). Vaccinate if non-immune	✓ (IVS)	✓	✓ following role-based risk assessment	✓	x
<b>Bloodborne virus clearance</b>					
<b>Hepatitis B Testing<sup>^†</sup></b> Serology (Hepatitis B surface Antigen, HBsAg) Documentary evidence and vaccinate if HBsAg negative and Hepatitis B surface antibody (anti-HBs)	✓ (IVS)	✓ Staff with clinical duties in renal units (IVS)	x	x	x
<b>HIV Testing<sup>†</sup></b> Serology (HIV antibody)	✓ (IVS)	✓ Offer / In context of professional responsibilities*	x	x	x
<b>Hepatitis C Testing<sup>†</sup></b> Serology (hepatitis C antibody test, anti-HCV) Documentary evidence required	✓ (IVS)	✓	x	x	x

<sup>1</sup> E.g. café staff or receptionists, Estates workers

		Offer / In context of professional responsibilities*			
Recommended during Employment Vaccinations					
Infectious Disease and OH service requirements	Staff involved in direct patient care (EPP)	Staff involved in direct patient care (non-EPP)	Non-clinical staff with public/patient contact <sup>1</sup>	Laboratory and pathology staff	Non-clinical staff with no public/patient contact
Seasonal Vaccinations					
Influenza	✓	✓	✓	✓	R

\*In context of Professional Responsibility - [Regulatory bodies for statements on professional responsibilities](#)

- [General Medical Council](#)  
Duties of a Doctor: specifically, Domain 3: Colleagues, Colleague and Safety.
- [General Dental Council](#)  
Standards for the Dental Team: specifically, standards 1, 6, 7, 8 and 9.
- [Nursing and Midwifery Council](#)  
The Code for Nurses and Midwives: specifically, standards 5, 8, 16, 17, 19 and 23.
- [Health and Care Professions Council](#)  
Standards of conduct, performance and ethics: specifically, standards 1, 6 and 7.

Version control: V2 - updated 07.10.25 - Covid-19 removed as a standard seasonal vaccination; updated professional responsibility footnotes.