



Pre-Employment Pathology ordering Procedure

Effective: 11 November 2021

1. Guiding Principles

The N10 Pre-Employment Health Assessment is used to advise management of an employee's immunisation status and any pre-existing health issues.

Infection Control Clinical Nurses reviewing N10 Part B for vaccine preventable disease (VPD) status, methicillin-resistant **Staphylococcus aureus** (MRSA) status, or baseline assessment of tuberculosis status can complete and sign pathology request forms for routine screening as required by pre-employment assessment.

Nurse Managers in Tom Price, Paraburdoo, Newman, Onslow, and Roebourne can complete and sign pathology request forms for routine screening as required by N10 or as recommended by Infection Control Clinical Nurses.

The costs of testing are met by the state through funding arrangements for health and not claimed through Medicare.

Pre-printed site specific VPD and MRSA health care worker (HCW) pathology requests are to be used to ensure confidentiality and results are directed to appropriate sites.

Pathology request form is completed and signed. The HCW is informed appropriately as to the reason for the testing.

Note: this standing order under the authority of the Regional Medical Director applies to WACHS-Pilbara HCWs. Only the specified screening tests can be ordered.

2. Procedure

2.1 Vaccine-preventable disease screening

The below VPD screening tests can be initiated by Infection Control Clinical Nurses or by Nurse Managers at specified sites:

- Measles IgG antibody
- Mumps IgG antibody
- Rubella IgG antibody
- Varicella IgG antibody
- Hepatitis B surface antibody (HBsAb)
- Hepatitis A IgG antibody – only if the HCW lives in remote indigenous communities or works at a Remote Area Nursing Post (Marble Bar, Nullagine).

2.2 Methicillin-resistant *Staphylococcus aureus* screening

- Nose
- Throat
- Any lesions.

2.3 Tuberculosis screening

- QuantiFERON-TB Gold (QFG)

2.4 Results

The Infection Control Clinical Nurses:

- review screening results
- refer or initiate vaccination for VPDs
- refer abnormal QFG for consideration of further assessment or referral
- refer HCWs colonised with any strain of MRSA for topical decolonisation.

3. Definitions

Health care worker	Refers to doctors, nurses, allied health professionals, students on clinical practice, laboratory staff and mortuary attendants, clerical staff, volunteers, support staff such as cleaners, orderlies, and other staff (including subclass 457 temporary visa holder) who may have contact with patients or with a patient's blood or body substances as a result of their workplace activities.
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4. Roles and Responsibilities

Nurse Managers and Infection Control Clinical Nurses ordering pathology will adhere to principles and aims of this procedure and ensure they operate within the legislative and regulatory frameworks for their scope of practice.

5. Compliance

Failure to comply with this procedure may constitute a breach of the WA Health Code of Conduct (Code). The Code is part of the [Integrity Policy Framework](#) issued pursuant to section 26 of the [Health Services Act 2016](#) (WA) and is binding on all WACHS staff which for this purpose includes trainees, students, volunteers, researchers, contractors for service (including all visiting health professionals and agency staff) and persons delivering training or education within WACHS.

WACHS staff are reminded that compliance with all policies is mandatory.

6. Records Management

All WACHS corporate records must be stored in the approved Electronic Documents and Records Management System. Refer to [Records Management Policy](#)

All WACHS clinical records must be managed in accordance with [Health Record Management Policy](#).

7. Evaluation

Monitoring of compliance with this document is to be carried out by the Regional Infection Control Specialist 6 monthly.

8. Standards

[National Safety and Quality Health Services \(NSQHS\) Standards – 3.15, 3.16](#)

9. Legislation

[Occupational Safety and Health Act 1984 \(WA\)](#)

10. References

[Department of Health and Aging, Government of South Australia, Pathology requisition policy guideline](#)

[KEMH Obstetrics & Gynaecology clinical practice guideline. Pathology & Ultrasound: Ordering by Midwife/ Nurse/ Nurse Practitioner.](#)

[National Coalition of Public Pathology Encouraging Quality Pathology Ordering in Australia's Public Hospitals, Final Report, 2012](#)

[NHMRC \(2019\) Australian Guidelines for the Prevention and Control of Infection in Healthcare. Commonwealth of Australia](#)

[Nursing and Midwifery Board of Australia, A national framework for the development of decision-making tools for nurses and midwifery practice](#)

[The NSW Nurses and Midwives Association, Guidelines on Nurse and Midwife Initiated Diagnostic Investigations, 2017](#)

[The Royal College of Pathologists of Australasia, The Pathology Request-Test-Report Cycle Guideline for Requesters and Pathology Providers \(2019\)](#)

[Department of Commerce- Circular to Department and Authorities No. 2 or 2012](#)

11. Related Forms

Nil

12. Related Policy Documents

[NMHS Guidelines for Tuberculosis Control in Western Australia \(September 2019\)](#)

[WACHS Infection Prevention and Control Policy](#)

[WACHS Occupational Safety and Health Policy](#)

[WACHS Pre-Employment Health Assessment Policy](#)

[WACHS Specimen Collection Procedure](#)

13. Related WA Health System Policies

[Health Care Worker Immunisation Policy](#)

[Infection Prevention and Control of Methicillin Resistant Staphylococcus aureus \(MRSA\)](#)

14. Policy Framework

[Public Health Policy Framework](#)

**This document can be made available in alternative formats
on request for a person with a disability**

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