



Pre-Employment Pathology Ordering Procedure

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. Standards

[National Safety and Quality Health Services \(NSQHS\) Standards](#)

- Standard 3: Preventing and Controlling Health Care Associated Infections

6. Legislation

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

7. 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 \(2010\) 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 \(2014\)](#)

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

8. Related Policy Documents

WACHS [Infection Prevention and Control Policy](#)

WACHS [Occupational Safety and Health Policy](#)

WACHS [Specimen Collection \(including Phlebotomy\) and Pathology Results- Clinical Practice Standard](#)

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

9. Related WA Health System Policies

OD 0388/12 [Health Care Worker Immunisation Policy](#)

OD 0478/13 [Infection Prevention and Control of Methicillin-resistant Staphylococcus aureus \(MRSA\) in Western Australian Healthcare Facilities](#)

OD 0342/11 [Tuberculosis and Health Care Workers](#)

10. Policy Framework

[Public Health Policy Framework](#)

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