



Health examinations after an offer of employment and prior to the first date of employment (or on the first day of employment), and periodically during employment, are required by some KDADS facilities. Questions regarding health examinations should be directed to your local Human Resource representative.

KDADS will enforce the recommendations of the Centers for Disease Control and Prevention (CDC) & the Kansas Department of Health and Environment (KDHE) Tuberculosis Prevention and Control Program regarding prevention of the transmission of Tuberculosis (TB) among patients, residents, clients, and employees.

Any employee who has been directly exposed to Tuberculosis is to report that exposure to his/her appointing authority. If the appointing authority determines the employee has in fact been directly exposed, he/she shall require the employee to seek an appropriate testing and follow-up. An employee who tests positive for active TB shall not be allowed to return to work until cleared by an appropriate medical practitioner.

Employees who must miss work due to a positive TB test shall be allowed to use accumulated leave or compensatory time credits for the period of their absence. Employees who do not have, or who exhaust, accumulated leave or compensatory time credits are to be authorized leave without pay and, if necessary, a leave of absence for the duration of their absence. The conditions and limitations of K.A.R. 1-9-6 apply in all circumstances of leave without pay and leaves of absence.

If the appointing authority believes other staff has been directly exposed, he/she shall notify those staff and require they be tested in accordance with the requirements of this policy.

As with any personnel issue, information about an employee's medical condition or circumstance is confidential and shall not be shared except with those who have a need to know, as determined by the appointing authority.