

New Regulations for Child Care Worker Health Exams

On November 1, 2013, the Department of Human Services issued a revision to its requirements for pre-employment medical examination of childcare workers. The language in the DHS regulations offers some confusion (go figure – confusion caused by a governmental regulation) by making it sound as if the new form only applies to certified in-home providers. However, my conversations with representatives at DHS, including the independent medical examiner branch of the department, have confirmed that the new regulations apply to any employee who may work with children as part of their regular duties.

The new guidelines center around the use of Form 470-5152, an updated and modified physical examination form that DHS is now requiring. All employers of child care workers must ensure that a completed copy of form 470-5152 is on file at their respective medical clinic(s) for each employee who cares for children.

What does this mean for you?

If you employ childcare workers, you have several key obligations:

1. Every employee must have a physical examination prior to hire.
2. Results of the physical examination must be recorded on form 470-5152 (no other form, even if it contains comparable information, may be used).
3. Specific components must be addressed by the medical provider conducting the exam:
 - a. ACIP immunizations (all the shots you've received from birth on, according to CDC recommendations)
 - b. Tuberculosis risk factors must be reviewed
 - c. Tuberculosis signs and symptoms must be reviewed

Resources:

Read the full implementation of the rule here:

<http://www.dhs.state.ia.us/policyanalysis/RulePages/RuleDocuments/RulesInProgress/0996C.pdf>

Child Care Center Appendix – Employees' Manual:

http://www.dhs.state.ia.us/policyanalysis/policymanualpages/Manual_Documents/Master/12-e-app.pdf

Iowa Childcare Resource & Referral Center:

http://www.iowaccrr.org/providers/common_child_care_forms/

DHS Form 470-5152:

http://www.idph.state.ia.us/hcci/common/pdf/physical_exam_form.pdf