



<p>Team Name: Infection Prevention and Control</p> <p>Team Lead: Regional Director - Staff Development, Infection Prevention and Control</p> <p>Approved by: Regional Lead – Acute Care & Chief Nursing Officer</p>	<p>Reference Number: CLI.8011.PL.008</p> <p>Program Area: Infection Prevention and Control</p> <p>Policy Section: Infection Prevention and Control</p>
<p>Issue Date: December 1, 2020</p> <p>Revision Date: February 11, 2021</p>	<p>Subject: Occupational Health: Immunizations for Health Care Workers</p>

Use of pre-printed documents: Users are to refer to the electronic version of this document located on the Southern Health-Santé Sud Health Provider Site to ensure the most current document is consulted.

POLICY SUBJECT:

Immunizations for Health Care Workers

PURPOSE:

To protect patients/clients/residents and health care workers from identified infections that may be transmitted within health care practice settings in Southern Health-Santé Sud (SH-SS).

To identify the immunizations and testing required to safeguard the health of patients/clients/residents, health care workers and students.

To meet Manitoba Workplace Safety and Health Regulations.

BOARD POLICY REFERENCE:

Executive Limitation (EL-03) Treatment of Staff
 Executive Limitation (EL-07) Corporate Risk

POLICY:

- 1.1 All newly hired health care workers or existing employees transferring to a new job classification having direct contact with clients or working in a client care area are required to have a record of having received, or will receive all required vaccinations as a condition of employment. Offers of employment shall be conditional upon the newly hired health care worker adhering to the requirements of this policy, prior to the commencement date, or other date as mutually agreed upon between the parties.

- 1.2 Contracts and/or agreements that govern the acceptance of students into clinical placement settings within SH-SS shall include a provision requiring educational institutions to ensure students meet the requirements identified in this policy.
 - 1.2.1 It is the responsibility of the educational facility to ensure immunization requirements have been met. In the situation where a student has not met the requirements of this policy, the educational institution will notify the site clinical placement contact, education services, or designate prior to the start of the clinical rotation. SH-SS reserves the right to deny placement for those students who have not met the immunization requirements as outlined in this policy.
- 13 Currently employed health care workers are strongly recommended to follow this policy. In the event of a communicable disease exposure, existing employees will be required to comply with the required immunizations and testing as outlined in this policy.
- 14 All vaccines shall be administered in accordance with recommendations from the Canadian Immunization Guide and the National Advisory Committee on Immunizations (NACI).
- 15 Volunteers are advised to seek medical attention or information regarding immunization from their own family physician, Nurse Practitioner, or Public Health Nurse.
- 16 Individuals under a service agreement with SH-SS are responsible for their own employment risk assessments and/or immunizations (i.e. DSM).
- 17 For the protection of patients, SH-SS reserves the right to refuse students, health care workers or others access to patients or patient groups if the required immunizations and testing outlined in this policy are not met.
- 18 Non-compliance may result in termination of the newly hired health care worker's employment, and for students, may result in declination of placement.
- 19 Required Immunizations and Testing:
Newly hired health care workers and students are required to provide documentation, in accordance with 1.1, confirming immunization or demonstrated immunity to the following communicable diseases at entry into a position or clinical placement in a healthcare practice setting:
 - 19.1 Measles:
 - Considered immune if documented: a) 2 doses of measles-containing vaccine, given in accordance with National Advisory Committee on Immunization (NACI) guidelines; or b) laboratory evidence of immunity.
 - 19.2 Mumps: Considered immune if documented: a) 2 doses of mumps-containing vaccine given in accordance with NACI guidelines; or b) laboratory evidence of immunity.
 - 19.3 Rubella:
 - Considered immune if documented: a) one dose of rubella-containing vaccine; or b) laboratory evidence of immunity.
 - 19.4 Hepatitis B:
 - Required for health care workers who may be exposed to blood or blood products or who may be at increased risk of sharps injury, bites or penetrating injuries. Considered immune if health care worker has documentation of receiving a complete Hepatitis B vaccine series, and serologic testing showing adequate anti-HBs antibodies as per the Canadian Immunization Guide. Specific

antibodies (HBsAb) should be checked within 1-6 months of completion of the vaccine series. Please refer to the Canadian Immunization Guide for complete recommendations on Hepatitis B.

1.95 Varicella/ Chickenpox:

- Considered immune if documented: a) laboratory evidence of immunity; or b) if not immune, 2 doses of varicella vaccine given in accordance with NACI guidelines.

1.96 Tuberculin TST (Mantoux) screening:

- Baseline tuberculin skin testing (TST or Mantoux testing) is required for all health care workers at start of employment. A 2-step TST is required for all health care workers. Exceptions: those who have documented previous 2-step TST only require a 1-step TST at start of employment if no documented completed TST done within the last year; those who previously had a documented positive TST or previous tuberculosis disease do not require TST. Documentation of the TST screening result is required.
- Previous Positive TST: Health care workers with a previous positive TST are required to submit documentation of the positive TST, the chest x-ray report that was taken after the positive TST and any related follow-up documentation.
- New Positive TST: Health care workers who have a positive TST on screening will require a chest x-ray which will be ordered by the Occupational Health Consulting Physician. The Occupational Health Nurse will advise the health care worker if any further follow-up is required.
- Yearly TST screening may be done depending on tuberculosis levels in the facility and type of work done.

1.97 Pertussis:

- A single dose of Tdap is required for all health care workers who have not previously received an adolescent or adult dose. Require documented evidence of one dose of pertussis containing vaccine (Tdap) in adulthood, even if not due for a tetanus and diphtheria booster. Td is recommended every 10 years after adult dose of Tdap.

1.10 Recommended Immunizations:

- Health care workers and students are encouraged to maintain these other immunizations on their own:

1.10.1 Influenza Vaccine:

- Annual immunization for influenza is strongly recommended for all health care workers and students.

1.10.2 Diphtheria/ Tetanus:

- Considered immune if documentation of a complete primary series of combined tetanus and diphtheria toxoids and booster given in accordance with NACI guidelines. Td is recommended every 10 years after adult dose of Tdap.

1.10.3 Polio:

- Considered immune if documentation of Poliovirus vaccine given in accordance with NACI guidelines.

DEFINITIONS:

Health care worker (HCW): A person who is either employed by or under a service agreement / contract with SH-SS in a full time, part time or casual position; and who may have the potential to acquire or transmit an infectious agent during the course of his or her work in the health care workplace and/or provides health services directly to clients. Health services include those functions that bring the health care worker in direct physical contact with patients or materials associated with their care.

Patient: An individual who accesses and/or receives health care related services. A patient may be a patient in an acute care setting, a resident in a personal care home, or client in a community program or facility.

Health care workplace: The hospital, building, program or area where healthcare is provided.

Current health care worker: A health care worker providing health care services for SH-SS at the date of this policy.

New health care worker: A health care worker hired to provide healthcare services for SH-SS after the date of this policy.

Student: A person who is engaged in academic study and for whom a period of clinical experience in a healthcare setting within a SH-SS facility is a requirement of their educational program or registration/licensure.

Occupational Health Nurse (OHN): A registered nurse with occupational health courses and/or certification and work experience who is employed by SH-SS as an occupational health nurse.

Recommended Immunizations: Immunizations suggested for the health and safety of patients and health care workers based on best practice evidence and research from the Public Health Agency of Canada (PHAC) and National Advisory Committee on Immunizations (NACI).

Required Immunizations and testing: Immunizations and tests that are deemed necessary to safeguard the health of patients, staff, students and volunteers as recommended by NACI.

PROCEDURE:

New health care workers (HCWs):

- Complete and submit the SH-SS Confidential Employee Immunization Form (CLI.8011.PL.008.FORM.01) to the Occupational Health Nurse (OHN).
- Provide the OHN with a full immunization history including documentation of the vaccine doses received and dates of administration, relevant lab reports of titres to confirm immunity, documentation of tuberculin skin testing and chest x-ray reports if applicable.
- Follow through with recommended immunizations and testing to ensure adequate protection against vaccine preventable diseases.
- Maintain their immunization record(s) as a part of their personal health care information.

- Completion of the form confirms that all required immunization requirements have been met within 6 months of start date and if they have not been, the employee has communicated and agreed on a mutually acceptable date with the OHN.
- It is the responsibility of the HCW to ensure these requirements are met.

Current health care workers (HCWs):

Are strongly recommended to be immunized or provide evidence of adequate immunity as outlined in this policy. In the event of a communicable disease exposure current HCWs will have their immunizations and testing reviewed by the OHN. The OHN will facilitate testing and the provision of immunizations required for the protection of these workers.

Human Resources Department:

Ensures applicable job descriptions and letters of offer for health care workers include the appropriate statements related to immunizations.

- Includes on all job descriptions the following statement:
 - “All Health Care workers are required to be immunized as a condition of employment in accordance with Southern Health-Santé Sud policy.”
- Includes on all letters of offer the following statement:
 - “It is a condition of employment for this position to have current immunizations. A SH-SS Confidential Employee Immunization Form is attached. Please complete and submit to the Occupational Health Nurse.”

The Hiring Manager:

- Advise new staff in the letter of offer that the completion of the SH-SS Confidential Employee Immunization Form (CLI.8011.PL.008.FORM.01) is a condition of employment.
- Advise new staff to refer to the SH-SS Employee Immunization Information Hand Out in the SH-SS New Employee Package.

The Occupational Safety and Health Program:

- The OHN/designate will assess the immunization status of each HCW at the time of initial employment and facilitate the administration of any incomplete immunizations as identified, documenting on the SH-SS Confidential Employee Immunization Form (CLI.8011.PL.008.FORM.01) and the SH-SS Occupational Health Immunization Intake Form (CLI.8011.PL.008.FORM.02).
- All immunizations and TSTs shall be administered in accordance with the Southern Health-Santé Sud Occupational Safety & Health Standard Orders (CLI.8011.PL.008.SD.02).
- The OHN/designate will complete the Occupational Health Immunization Review Summary Form (CLI.8011.PL.008.FORM.03) after the HCW’s initial assessment and provide a copy to the HCW.
- The OHN/designate may refer the HCW to the site Infection Control Practitioner to receive required immunization using the Occupational Safety & Health Employee Immunization Referral Form (CLI.8011.PL.008.FORM.04).
- The OHN/designate may refer the HCW to a SH-SS Nurse Practitioner (NP) to receive required Tuberculin Skin Tests (TST) using the Occupational Safety & Health Employee Tuberculin Skin Test (TST) Referral Form (CLI.8011.PL.008.FORM.05).

- The NP/designate will follow the Tuberculin Skin Test (TST) Referral Guideline (CLI.8011.PL.008.SD.01).
- The OHN/designate will use the Positive Tuberculin Skin Test (TST) Physician Referral Form (CLI.8011.PL.008.FORM.06) to initiate follow up for a HCW with a positive TST.
- Vaccines and Tuberculin will be ordered from Pharmacy by the OHN/designate using the Staff Immunization Vaccine and Tuberculin Order Form (CLI.8011.PL.008.FORM.07).
- The OHN/designate shall enter immunization information into Quadrant Workforce (QHR) and Public Health Information Management System (PHIMS).
- The OHN/designate will access QHR reports of HCWs to monitor compliance of HCWs required to complete immunization.
- The Occupational Safety and Health Program will provide a general overview of the Occupational Health: Immunizations for Health Care Workers Policy (CLI.8011.PL.008) at Regional Orientation.
- The Occupational Safety and Health Program will retain the Confidential Employee Immunization Form and other related health information according to regional protocols and the Personal Health Information Act.
- Health care workers or students who do not meet these requirements due to medical reasons, religious objector status, or other factors will be identified by the OHN/designate and referred to the HCW Manager/Supervisor for follow up with Labour Relations for review/decision.

SUPPORTING DOCUMENTS:

CLI.8011.PL.008.SD.01	Tuberculin Skin Test (TST) Referral Guideline
CLI.8011.PL.008.SD.02	SH-SS Occupational Safety and Health Standard Orders
CLI.8011.PL.008.FORM.01	SH-SS Confidential Employee Immunization Form
CLI.8011.PL.008.FORM.02	SH-SS Occupational Safety and Health Immunization Intake Form
CLI.8011.PL.008.FORM.03	Occupational Health Immunization Review Summary Form
CLI.8011.PL.008.FORM.04	Occupational Safety & Health Employee Immunization Referral Form
CLI.8011.PL.008.FORM.05	Occupational Safety & Health Employee Tuberculin Skin Test (TST) Referral Form
CLI.8011.PL.008.FORM.06	Positive Tuberculin Skin Test (TST) Physician Referral
CLI.8011.PL.008.FORM.07	Staff Immunization Vaccine and Tuberculin Order Form

REFERENCES:

Government of Manitoba. (2019, September 27). Workplace Safety and Health Regulations. Retrieved July 16, 2020, from <https://www.gov.mb.ca/labour/safety/wshl.html>

Interlake-Eastern Regional Health Authority. (2019, November 12). Immunizations for Health Care Workers.

National Advisory Committee on Immunization (2020, June 2). NACI: Statements & Publications. Retrieved July 16, 2020, from <https://www.canada.ca/en/public-health/services/immunization/national-advisory-committee-on-immunization-naci.html>

Public Health Agency of Canada. (2020, May 13). Canadian Immunization Guide. Retrieved July 16, 2020 from <https://www.canada.ca/en/public-health/services/canadian-immunization-guide.html>

Public Health Agency of Canada. (2014). Canadian Tuberculosis Standards, 7th Edition. Retrieved July 17, 2020, from http://strauss.ca/OEMAC/wp-content/uploads/2013/11/Canadian_TB_Standards_7th-edition_English.pdf#:~:text=Canadian%20Tuberculosis%20Standards%20%20%28the%20%20Standards%20%29,in%201974%29%2C%201981%2C%201988%2C%201996%2C%202000%20and%202007.

Southern Health-Santé Sud (2016). *Administration of Tuberculin Skin Test (TST)*
CLI.8011.PL.003

Southern Health-Santé Sud Occupational Safety Standard Orders (2020, Dec 1).
<https://portal/collaboration/StaffDev/Occupational%20Health/Occupational%20Health%20Standard%20Orders/SH-SS%20Occupational%20Safety%20Standard%20Orders.pdf>

Winnipeg Regional Health Authority. (2006) Policy # 20.30.050 Immunization and Tuberculin Testing. Retrieved July 16, 2020, from
https://professionals.wrha.mb.ca/old/professionals/safety/policies_section02.php