

[your logo here] GENERAL HOSPITAL ### EMPLOYEE IMMUNIZATION POLICY

AIM

All health professionals working in hospital settings are at an increased risk of Vaccine Preventable Diseases (VPDs). Pathogens transmitted via blood or infectious droplets, are known health and occupational risks for Health Care Workers (HCWs), many of which have died while caring for patients, as a fundamental ethical rule in health care is that sick persons must receive care.

Immunization of HCWs is an important preventive measure not only for the protection of patients but equally important for the protection of the health professionals themselves and their families. In addition, the immunization of HCWs is the most important measure against employee absenteeism which may prove to be a major operational challenge during disease outbreaks or major crises (large scale accidents, natural disasters).

HCW is any employee who is involved in the delivery of health care services. However, in a hospital all employees are equally important for the smooth delivery of health care services regardless if they come in close contact with patients. Even employees who do not come in close contact with patients likely contact HCWs who do.

The aim of our hospital's immunization policy outlined in this document is to protect employees, patients and visitors alike.

GENERAL HOSPITAL ### IMMUNIZATION POLICY

I. LABORATORY SECTOR¹

This includes all personnel (medical, nursing, assistants and technicians) employed in biochemistry, microbiology, radiology, pathology.

Laboratory personnel are mainly at risk from

- blood borne pathogens, through accidental contact with patient fluids and tissues,
- exposure to dangerous pathogens from cultures, patient fluids and tissues,
- transmission of pathogens from person-to-person through contact with colleagues.

Employees in the laboratory sector should be immunized in priority against:

- Hepatitis B
- Seasonal Influenza (annual vaccination)
- Varicella

- Measles, Mumps and Rubella
- Tetanus, Diphtheria and Pertussis

II. CLINICAL SECTOR¹

This includes all personnel (medical, nursing, assistants and technicians)² employed in all departments or units delivering patient care and coming in contact with patients (medicine and subspecialties, pediatrics and subspecialties, surgery and subspecialties) with specific attention to departments and units caring for immune compromised patients (intensive care units (ICUs including pediatric, neonatal and burn), oncology departments, transplant units etc). Allied health professionals such as respiratory and physical therapists, speech and occupational therapists are also included. Medical students and volunteers (preferably before starting their hospital clinical work) are also included, due to their contact with patients.

Clinical personnel are mainly at risk from

- transmission of pathogens from person-to-person, through direct contact with patients and colleagues
- blood borne pathogens, through accidental contact with patient fluids and tissues
- transmission of pathogens through fomites (e.g. doorknobs, phone receivers, keyboards, linen etc).

Employees in the clinical sector should be immunized in priority against:

- Seasonal Influenza (annual vaccination)
- Hepatitis B
- Measles, Mumps and Rubella
- Varicella
- Tetanus, Diphtheria and Pertussis

In addition, in certain hospital departments and/or units (e.g. pulmonary medicine, bronchoscopy etc) employees including medical students may also need a vaccine against tuberculosis (BCG vaccine) or regular tuberculosis skin testing (Mantoux test).

III. OTHER SECTORS¹

This includes all personnel employed in ancillary and technical services, such as electricity, informatics and other technicians, cleaning personnel including laundry, receptionists, social services, accounting department, library, etc

- transmission of pathogens from person-to-person, through direct contact with patients and mostly with colleagues,
- transmission of pathogens through fomites (e.g. doorknobs, phone receivers, keyboards, linen etc).

Employees in any other sector of the Hospital should be immunized in priority against:

- Hepatitis B
- Seasonal Influenza (annual vaccination)
- Measles, Mumps and Rubella
- Varicella
- Tetanus, Diphtheria and Pertussis.

Immunizations are offered³ by the Occupation Medicine Unit during your orientation period and by appointment after that. Cost is

All employees who decline to receive the necessary vaccines against which they are not able to prove immunity will need to sign an immunization declination form.

1 The specialties involved may differ from hospital to hospital and can be modified according to needs.

2 Employee specialties should also be modified according to hospital or national standards.

3 This part should be modified according to each Hospital's plan or arrangements.