

PURPOSE:

Influenza vaccination is the most effective method for preventing transmission of the influenza virus and its potentially severe conditions. This policy has as its purpose to protect the health and well-being of patients, families/visitors, employees, physicians, volunteers, and the community at large.

A Mandatory Influenza Vaccination Program supports our organizational purpose to provide *Wellness, Healing and Hope to all, including the underserved*. Providing a safe environment for our patients is our responsibility. A Mandatory Influenza Vaccination Program supports our values of reverence, integrity, compassion, and excellence by protecting patients from further illness. It is our moral obligation **not** to infect those in our care. This program supports compliance with The Joint Commission expectation of a 90% vaccination rate. In addition, influenza vaccination rates are an important measure of hospital quality by the Centers for Medicare/Medicaid Services (CMS) Hospital Quality Reporting Program.

DEFINITIONS: OMITTED

POLICY:

1. All employees, physicians, volunteers, students, faculty and any others who have responsibilities within a patient care facility are required to be vaccinated for influenza annually. The vaccine will be provided at no cost.
2. Influenza vaccinations will be administered in accordance with:
 - a. national recommendations in effect at the time of vaccination
 - b. manufacturer guidelines for administration
 - c. availability of the vaccine: this policy may be suspended and/or the deadlines may be extended
3. All employees, volunteers, physicians and other health care providers are required to
 1. complete the LEARN module on the influenza vaccine (if assigned)
 2. read the annual Influenza Vaccine Information Statement(VIS)
 3. take an annual influenza vaccine by October 31st each year unless contraindicated

All non-employees/contractors will be provided information on the vaccine and will be asked to comply with the policy.

Compliance with this policy is an expectation of employment and an expectation of those non-employees working in a facility. Non-Compliance may result in corrective action.

Vaccines are available through the Employee Health Offices. Nasal spray is not recommended and is not provided nor considered an option for anyone subject to this policy.

If the vaccine is provided at another location, written documentation must be presented to the Employee Health Office. The documentation must include details on the type of vaccine, the date of the injection and be signed by the person who administered the vaccine.

Vaccines will be available from September 15th until October 31st or as soon as available from manufacturer (current employees and those hired during this time).

Employees hired after October 31st will be required to present documentation of a vaccine or receive a vaccine during on-boarding from October 31st– March 31st (or longer depending on community surveillance and recommendations from the local health departments).

Employee health will have latex-free, preservative-free and egg-free vaccines as available through normal sources.

Only those with a history of Guillain-Barre or those with a previously documented severe life threatening allergy to the vaccine or vaccine ingredients will be exempt and only with documentation by the employee's primary care provider or by the employee health nurse in consultation with infectious disease physician consultants.

Those requesting exemption for religious/moral/ethical convictions must present a written statement to the Employee Health Office and sign a document agreeing to the required patient safety procedures.

Those with approved exemptions who could be within 6 feet of patients or who have prolonged exposure to patients regardless of distance must wear an approved mask or be reassigned during influenza season. Reassignment is based on position availability and cannot be guaranteed.

Any failure to comply with appropriate mask-wearing will be viewed as a violation of the vaccination requirements and may result in corrective action.

After the effective date of this policy, prospective employees, physicians, volunteers, and students will be informed that influenza vaccination is a condition of employment, volunteer placement or education, all of which are subject to this policy.

COMPLIANCE:

1. All those receiving a vaccine must wear an "I got my flu vaccine" sticker on their name badge. Stickers will be placed on the employee badge at the time of vaccination by the Employee Health staff or designee.
2. Individuals with approved exemptions must wear a sticker on their badge that displays a mask as an indication to others that a mask is required if patient care is provided. Stickers will be placed on the employee badge by the Employee Health staff after the appropriate documentation is completed and presented to the Employee Health Office.

3. Individuals who have a moderate or severe illness with a fever should delay vaccination until symptoms lessen.
4. Employee Health will maintain employee vaccinations records in the Employee Health data base.
5. Records for all non-employees that receive their vaccinations in an Employee Health office will be maintained in a spreadsheet and/or paper file; in addition, leaders of non-employees (physicians, students, volunteers, contract workers etc.) will be asked to maintain vaccination records for their respective parties.
6. Compliance will be shared with managers and Human Resource Business Partners regularly throughout the vaccination period.
7. A final report of compliance will be produced by each Employee Health Office on November 1 pending complete data entry by the employee health team.
8. Final reports will be submitted to managers and Human Resource Business Partners for further action.
9. It is imperative that all influenza vaccination documentation be provided to Employee Health.

NON-COMPLIANCE:

Non-compliance with the policy will be grounds for corrective action.

INFLUENZA VACCINATION DATA:

OMITTED