

INFLUENZA VACCINATION

It is the policy of Hospice of the Western Reserve that all staff members should be vaccinated against influenza on an annual basis. Those who cannot receive the vaccine or choose not to receive the vaccine must agree to wear a surgical mask within 3 feet of patients and in designated in-patient areas during designated period of the Flu season. The flu season will be defined by Medical Administration in collaboration with infection control.

PURPOSE

Protect the health and safety of patients and health care personnel from complications of influenza infection through annual influenza vaccination.

PROCEDURE

- Annually all staff must complete an influenza form and do one of the following:
 - Receive the influenza vaccine(s), provided by Employee Health.
 - Provide Human Resources (paid staff) or Volunteer Services (volunteer) with proof of vaccination if vaccinated through services other than Hospice of the Western Reserve, by December 1. Proof of vaccination must include a copy of documentation indicating the vaccine was received.
 - Decline vaccination and agree to wear a surgical mask within 3 feet of patients and in designated patient areas. Patient areas are defined as any area, within an inpatient facility where contact with patients is possible.
- Health care personnel who begin or resume employment, a training rotation or volunteer provision of services during the designated flu season are required to receive an influenza vaccination, provide proof of current vaccination or agree to comply with masking requirement.
- Employee health will provide vaccinated staff a sticker to place on their badge indicating vaccination and year. All staff without a sticker must adhere to masking policy.

CORRECTIVE ACTION PROCEDURE

- Unvaccinated paid staff, covered by this policy, who fail to comply with the masking requirement will be subject to corrective action up to and including termination.
- Unvaccinated volunteer staff who fail to comply with the masking requirement will be restricted from patient contact.

INFECTION CONTROL PROCEDURES

- All individuals are responsible for monitoring their health status and reporting to work only when they are not in a condition that would put others at risk of contracting an infection, whether viral or bacterial.
- All staff are responsible for performing appropriate infection control standards to prevent risk to others and themselves. This includes, but is not limited to, frequent hand washing, masking, covering coughs and sneezes, disinfecting equipment and work stations, and not reporting to work when ill.

VACCINE SHORTAGES

In the event of an influenza vaccine shortage, the situation will be evaluated by Hospice of the Western Reserve, relying on the expertise of Employee Health, Infection Control, Pharmacy, Management and Physicians Services. Influenza vaccination will be offered to personnel based on job function and risk of exposure to influenza. Priority will be established in concordance with the recommendations by the Department of Public Health.

REVISION(S) HISTORY

NA

Topics: