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| SUBJECT: HCW Influenza Vaccination Identification and Management of Personnel | | JC STANDARD: IC.02.04.01 |
| ESTABLISHED BY: B. Derrico RN ICP | | NUMBER: |
| DEPARTMENT: Infection Control/Employee Health | | PAGE: 1 |
| MANUAL CODE: IC | SUPERSEDES: N/A | OF: 2 |
| EFFECTIVE DATE: 9/1/2011 | REVISION DATES:08/2014 | REVIEW DATES: 08/2017 |
| DISTRIBUTION: All Service Units to include Lawton, Anadarko, and Carnegie | | |

PURPOSE: The purpose of this requirement is to protect patients from staff potentially infected with influenza and to protect staff from patients potentially infected. Persons infected with influenza can shed virus up to 24 hours before symptoms begin so vaccination of health care workers is key in prevention.

POLICY:

This policy requires that all persons with direct patient contact or working in clinical areas who do not receive the annual influenza vaccine will be required to wear a mask within 6 ft of a patient during influenza season. The dates of the mask requirement will be determined by the Infection Control(IC) Practitioner and based on the influenza activity within the local community.

STAFF IDENTIFICATION

All staff, volunteers, contract personnel, and students will receive the seasonal influenza vaccine. Any staff not receiving the flu vaccine will be required to wear a mask within 6 feet of a patient during influenza season.

IC will ensure that staffs with privileges at Lawton Indian Hospital, Anadarko Indian Clinic, and Carnegie Indian Clinic are vaccinated at their perspective facilities.

IC will assess the immunization records of staff bringing in documentation of being vaccinated elsewhere (e.g., their physician's office, grocery store/drug store clinic, health department etc.)

The exception to the rule is severe reaction/anaphylaxis to the vaccine or a religious conviction to the vaccine. A letter from the religious affiliation on letter head is required for the latter.

Lab will report to ICP all positive nasopharyngeal aspirates obtained from personnel/patients.

Management of Non-Compliant Personnel

Unit and clinical managers, directors and physician leaders are responsible for enforcing this policy just as they are responsible for enforcing other hospital policies.

Non-compliant staff will be educated about the policy requirements during the Education Event and through seasonal emails and postings during flu season.

A list of non-compliant staff will be submitted to the department manager of those employees that are non-compliant with the vaccine requirement. The managers are responsible for enforcing the mask requirement and appropriate discipline per HR policy administered.

Incidents of non-compliance involving employees should be recorded promptly to the employee's Department Manager.

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References:

American Hospital Association

<http://www.aha.org/advocacy-issues/tools-resources/advisory/2011/110722-quality-adv.pdf>