



## Influenza Vaccination Policy Columbine Health Systems

### GENERAL INFORMATION

On February 24, 2010, the Centers for Disease Control and Prevention (CDC) expanded the recommendations for influenza vaccination to everyone aged six months and older and went into effect in the 2010 - 2011 influenza season. The new recommendation seeks to remove barriers to influenza immunization and signals the importance of preventing influenza across the entire population. Within this priority population is the recommendation that all healthcare personnel are vaccinated annually with influenza vaccination. In 2012 the Colorado Department of Public Health and Environment (CDPHE) adopted the CDC recommendation and developed stringent influenza immunization requirements for Colorado healthcare personnel.

### POLICY

Columbine Health Systems requires annual influenza vaccination as a condition of employment of all staff that has job duties or physical presence inside any Columbine Health Systems owned and operated businesses in the course of conducting their work. This includes all Columbine Health Systems employees, physicians, nurse practitioners, physician assistants, contract employees, consultants, students, volunteers, and vendors who enter the facility.

### PROCEDURES

#### I. WHERE and WHEN TO GET THE VACCINE:

- A. The influenza vaccine will be made available every fall as soon as the supply of vaccine has been received and will continue to be available throughout the duration of the influenza season. Staff must receive the influenza vaccine provided by Columbine Health Systems annually by December 1 or provide written proof of receipt of required influenza vaccine(s) from another source. Immunization or proof of immunization must be completed annually.
- B. New employees hired between November 1 and March 31 will be required to present proof of influenza immunization or submit the signed medical contraindication declination by the first day or orientation, or will be given the influenza vaccine during orientation. New hires hired outside of the months when influenza vaccine is available will be notified of the policy and will be expected to comply with vaccination the next influenza season.
- C. Columbine Health Systems will set the relevant dates of the anticipated influenza season each year which will correspond to the dates for masking. In general, influenza season typically extends from December to March, but can start earlier or extend longer in certain years.
- D. Compliance with annual mandatory influenza vaccination will be required no later than December 1st.

#### II. APPROVED CONTRAINDICATIONS and MASK USE:

- A. Only healthcare personnel meeting the medical contraindications listed below will be exempt from annual influenza vaccination. Contraindications are limited to these specific medical circumstances:
  - a. Persons with severe (life-threatening) allergies to eggs
  - b. A history of Guillain-Barré Syndrome within six weeks following a previous dose of influenza vaccine is considered to be a precaution for use of influenza vaccines by the CDC. Documentation is required from a licensed healthcare provider.
  - c. Severe allergic reaction to previous influenza vaccine
- B. If a person has a contraindication, but still desires to get the influenza vaccine, they should discuss it with their primary healthcare provider. If the primary healthcare provider administers the influenza vaccination, the staff member must provide documentation of vaccination to Columbine Health Systems.

- C. Healthcare personnel who meet the requirements of contraindication for influenza vaccination must complete the Declination of Seasonal Influenza Vaccination for Medical Contraindication form and have it signed by a licensed healthcare provider. This document will then be reviewed and verified by the facility Infection Preventionist, or assigned designee, with follow up as needed to the licensed healthcare provider.
- a. All persons with approved contraindications to vaccination will be required to provide signed written documentation which states that he/she will wear a mask at all times during the scheduled shift throughout the influenza season when they are in areas where there is the potential for patient/resident contact. These areas include, but are not limited to all resident rooms, common areas, nurse's station, dining room, activity room, etc. The employee is not required to wear a mask during scheduled breaks if breaks are taken in non-resident care areas.
  - b. If the facility meets or exceeds a vaccination rate of 90% or higher by December 31<sup>st</sup>, all persons with approved contraindications to vaccination will not be required to wear masks in areas of potential patient/resident contact except during times of a flu outbreak in the facility as defined by the facility Infection Preventionist. This may be extended to times of flu outbreak in the community even if there is not a current outbreak in the facility, which will be determined by Columbine Health Systems administration with input from the facility Infection Preventionist and Medical Director.

### III. CONSEQUENCES FOR NON-COMPLIANCE:

- A. Healthcare personnel without documentation of vaccination or valid medical contraindication by December 1st will be considered noncompliant with annual influenza vaccination requirements and will receive a written warning from their supervisor that they are not in compliance with the Columbine Health Systems influenza vaccination policy.
- B. Healthcare personnel will then have 7 calendar days to be in compliance (either through vaccination or proof of valid medical contraindication).
- C. If the healthcare personnel is not in compliance within 7 calendar days of the written warning issuance, the worker will be suspended for 3 days without pay. After the three day suspension, if the worker is still not in compliance, the healthcare personnel will be terminated
- D. If persons who have a documented medical declination are not in compliance with wearing a mask at all times during the scheduled shift when they are in areas where there is the potential for patient/resident contact, the worker will receive written warning from their supervisor that they are not in compliance with the Columbine Health Systems influenza vaccination policy. These areas include, but are not limited to all resident rooms, common areas, nurses station, dining room, activity room, etc.. The employee is not required to wear a mask during scheduled breaks if breaks are taken in non-resident care areas.
- E. On a second offense, the disciplinary process through the healthcare personnel's supervisor will be initiated, and may include termination.

### RELATED DOCUMENTS / REFERENCES

- A. ACIP Provisional Recommendations for the Use of Influenza Vaccine: Date of ACIP vote: February 24, 2010 Date of posting of provisional recommendations: March 2, 2010 Accessed at [http://www.cdc.gov/mmwr/preview/mmwrhtml/rr59e0729a1.htm?s\\_cid=rr59e0729a1\\_w](http://www.cdc.gov/mmwr/preview/mmwrhtml/rr59e0729a1.htm?s_cid=rr59e0729a1_w)
- B. Centers for Disease Control and Prevention (CDC). Prevention and Control of Seasonal influenza with Vaccines. Recommendations of the Advisory Committee on Immunization Practices (ACIP) 2010. August 6, 2010; 59 (rr08); 1-62. <http://www.cdc.gov/media/pressrel/2010/r100224.htm>
- C. [Association of Professionals in Infection Control \(APIC\) Position Paper: Influenza Immunization of Healthcare Personnel.](#)

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Signature

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Date

Effective 9/20/2012