

 <p>Winnipeg Regional Health Authority Office régional de la santé de Winnipeg Caring for Health À l'écoute de notre santé</p> <p style="text-align: center;"><b>POLICY</b></p>	<p><b>REGIONAL</b></p> <p>Applicable to all WRHA governed and funded sites / facilities / hospitals / personal care homes, unless specifically excluded</p>		<p>Level:</p> <p style="text-align: center; font-size: 24pt;"><b>1</b></p>
	<p>Policy Name:</p> <p style="text-align: center;"><b>Immunization and Tuberculin Testing</b></p>	<p>Policy Number:</p> <p style="text-align: center;">20.30.050 (Previous #20.40.200)</p>	<p>Page</p> <p style="text-align: center;">1 of 4</p>
	<p>Approval Signature:</p> <p style="text-align: center;"><i>Original signed by A. Wilgosh</i></p>	<p>Section:</p> <p style="text-align: center;"><b>HUMAN RESOURCES</b></p>	
	<p>Date:</p> <p style="text-align: center;">August 2006</p>	<p>Supersedes:</p> <p style="text-align: center;">New</p>	

## 1.0 PURPOSE:

- 1.1 To protect patients/clients/residents and Health Care Workers from specific infections that may be transmitted within health care practice settings in WRHA facilities and WRHA funded facilities.
- 1.2 To identify the immunizations and testing required to safeguard the health of patients/clients/residents, Health Care Workers and Students.

## 2.0 DEFINITIONS:

- 2.1 Health Care Worker: A person who is either employed by, or under a service agreement/contract with the WRHA in a full time, part time, or casual position and that provides health services directly to patients/clients/residents. Health services include those functions that bring the Health Care Worker in direct physical contact with patients/clients/residents or materials associated with patient/client/resident care.
- 2.2 Newly Hired: hired/entered into service agreement/contract on or after July 1, 2006.
- 2.3 Occupational Health Nurse: A registered nurse holding a degree or diploma in nursing as well as certificate, diploma, degree in occupational health & safety.
- 2.4 Recommended Immunizations: Immunizations suggested for the protection of the health of the Health Care Worker and Students.
- 2.5 Required Immunizations and Testing: Immunizations and tests that are deemed by the WRHA as necessary to protect the health of patients/clients/residents, Health Care Workers and Students.
- 2.6 Student: A person who is engaged in academic study and for whom a period of clinical experience in a healthcare setting within a WRHA facility or WRHA funded facility is a requirement of their educational program or registration/licensure.

## 3.0 POLICY:

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DISCLAIMER: Please be advised that printed versions of any policy, or policies posted on external web pages, may not be the most current version of the policy. Although we make every effort to ensure that all information is accurate and complete, policies are regularly under review and in the process of being amended and we cannot guarantee the accuracy of printed policies or policies on external web pages. At any given time the most current version of any WRHA policy will be deemed to apply. Users should verify that any policy is the most current policy before acting on it. For the most up to date version of any policy please call 204-926-7000 and ask for the Regional Policy Chair's office.

- 3.1 All Newly Hired Health Care Workers shall comply with this policy as a condition of employment; offers of employment, or service agreements/contracts shall be made conditional upon the Newly Hired Health Care Worker adhering to the requirements of this policy, prior to the commencement date or other date as mutually agreed upon between the parties.
- 3.2 Currently employed Health Care Workers are encouraged to follow this policy.
- 3.3 Required Immunizations and Testing will be provided, where applicable, at no cost to the Health Care Worker.
- 3.4 Students in clinical practice who provide health services directly to patients/clients/residents in healthcare practice settings within the WRHA shall comply with this policy.
- 3.5 Volunteers are advised to seek medical attention or information regarding immunization from their own family physician.
- 3.6 **Required Immunizations and Testing:**  
Newly Hired Health Care Workers and Students are required to provide documentation, in accordance with 4.1, confirming immunization or demonstrated immunity to the following communicable diseases at entry into a position or clinical placement in a healthcare practice setting:
- 3.6.1 Rubella Documentation of rubella-containing vaccine, given in accordance with National Advisory Committee on Immunization (“NACI”) guidelines; or documentation of rubella-specific immunoglobulin-G antibodies.
- 3.6.2 Measles Considered immune if a) born before 1970; or b) documentation of measles-containing vaccine, given in accordance with NACI guidelines; or c) documentation of measles-specific antibodies.
- 3.6.3 Hepatitis B Required for Health Care Workers who may be exposed to blood or blood products or who may be at increased risk of sharps injury, bites or penetrating injuries. Considered immune if documentation of Hepatitis B virus (HBV) vaccine, given in accordance with NACI guidelines and /or documentation of HBV-specific antibodies.
- 3.6.4 Varicella / Chickenpox Health Care Workers immune status must be determined. Non-Immune staff must report all exposures to Occupational Health (see 3.8.2 regarding Varicella Vaccine).
- 3.6.5 Tuberculin Mantoux screening Considered tested if documentation of Mantoux testing performed, in accordance with WRHA Mycobacterium Tuberculosis Pre-Placement skin testing adapted from the Canadian Tuberculosis Standards.
- 3.7 **Recommended immunizations:**  
Health Care Workers and Students are encouraged to maintain these other immunizations on their own:

- 3.7.1 Diphtheria/  
Tetanus: Considered immune if documentation of a complete primary series of combined tetanus and diphtheria toxoids and booster given in accordance with NACI guidelines.
- 3.7.2 Mumps: Considered immune if: a) born before 1970; or b) documentation of mumps-containing vaccine given in accordance with NACI guidelines; or c) documentation of mumps-specific IgG antibodies.
- 3.7.3 Polio: Considered immune if documentation of Poliovirus vaccine, given in accordance with NACI guidelines.
- 3.8 **Other:**
- 3.8.1 Influenza  
Vaccine Annual immunization for influenza is strongly recommended for all Health Care Workers and Students.
- 3.8.2 Varicella  
Vaccine  
(chicken pox) Health Care Workers immune status to be documented. Considered immune if a) physician, parent-diagnosed or self-reported chickenpox; or b) documentation of varicella zoster-specific antibodies; or c) documentation of varicella vaccine, given in accordance with NACI guidelines. Non-immune Health Care Workers may choose to access Varicella Vaccine from their own physician. Varicella vaccine and / or immunity is not a requirement.
- 3.9 For the protection of patients/clients/residents and Health Care Workers, WRHA reserves the right to refuse Students or Health Care Workers access to specific patients/clients/residents or groups of patients/clients/residents if the Required Immunizations and Testing outlined in this policy are not met.
- 3.10 Non-compliance may result in termination of the Newly Hired Health Care Worker's employment, and for Students may result in declination of placement.

#### 4.0 **PROCEDURE:**

- 4.1 The immunization and testing status of each Health Care Worker shall be assessed at the time of initial employment by the Occupational Health Nurse or designate. A full vaccination history shall be elicited and efforts made to obtain documentation of the doses received and date of administration.
- 4.2 Immunization and testing records for Health Care Workers will be documented on an occupational health history form and maintained by the occupational health nurse or designate in the site where the service delivery occurs. When a Health Care Worker transfers to another site or works in more than one site, this information can be shared between WRHA Occupational and Environmental Safety & Health Sites with the Health Care Worker's consent.
- 4.3 Contracts and/or agreements that govern the acceptance of Students into clinical placement settings within the WRHA shall include a provision requiring Students to comply with this policy.
- 4.4 In the situation where a Student has not met the conditions of this policy, the educational institution will notify the site clinical placement contact, education services or designate prior to the start of the clinical rotation.

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- 4.5 In the situation where a new Health Care Worker has not met the conditions of this policy, the Occupational Health Department will notify the Human Resources Department.
- 4.6 Health Care Workers or Students who do not meet these requirements due to medical reasons or religious objector shall have their case referred to the occupational health nurse, or designate, for review/decision.
- 4.7 Volunteers will be advised to seek medical attention or information regarding immunization from their own family physician.

**5.0 REFERENCES:**

- 5.1 Canadian Immunization Guide, Sixth Edition 2002
- 5.2 Text prepared by National Advisory Committee on Immunization (NACI)
- 5.3 Tuberculosis – Canadian Tuberculosis Standards, Fifth Edition, 2002.
- 5.4 WRHA Clinical Placement Agreement - Draft
- 5.5 Algorithm for TB Testing. Adapted from Canadian Tuberculosis Standards, Fifth Edition, 2002 and Guidelines for Preventing the Transmission of Tuberculosis in Canadian Health Care Facilities and Other Institutional Settings, Laboratory Centre for Disease Control, Canada Communicable Disease Report, Supp April 1996.

*Policy Contact: Shaun Haas, Director,  
Occupational and Environmental Safety & Health*