

TITLE:	EMPLOYEE IMMUNIZATIONS	POLICY 28.07
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Authority: [WAC 246-100 Communicable and Certain Other Diseases](#)
[WAC 296-802 Employee Medical and Exposure Records](#)
[WAC 296-823 Occupational Exposure to Bloodborne Pathogens](#)

Reference: [CDC: Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices \(ACIP\), Recommendations and Reports MMWR \(2011\)](#)

PURPOSE:

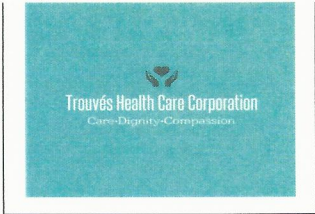
This policy provides for resident and employee safety through the encouraged immunization of employees.

SCOPE:

All Trouves Health Care Employees. Volunteers and Contractors may have immunization requirements if they have the potential for exposed to infectious agents that can be transmitted to and from residents and employees.

POLICY:

- A. Trouves provides a safe and healthy environment for residents and employees through reducing the occurrence of preventable diseases through use of vaccines. Immunizations are encouraged.
- B. All employees complete an evaluation of immunization status as a condition of employment. Evaluation will be conducted during New Employee Orientation. Any vaccinations deemed necessary is provided at no cost to the Trouves personnel. All managers and supervisors are responsible to verify that their employees are in compliance with this policy.
- C. Vaccines are administered only with signed informed consent.
 - 1. Immunizations are documented in the employee’s confidential health record.
 - 2. Confidentiality of all medical records is maintained.



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- 3. Written consent is required for release of medical information.

- D. Trouves employees will complete baseline immunization status screening within Fifteen (15) days of start date.

- E. Immunization recommendations and restrictions are described in the Procedures section. Trouves reserves the right to implement additional immunization requirements as situations occur (e.g., during disease outbreaks or when immunization recommendations change).

- F. Trouves employees declining recommended immunizations must sign an Immunization Declination Statement acknowledging the risks of infection and any work restrictions associated with exposure or illness.

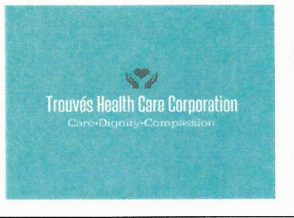
- G. Employees who decline a preventable disease vaccine and are subsequently exposed to that disease will be required to remain off duty using available leave accrual balances until the incubation period has expired or the outbreak is declared over. The employee may withdraw the Immunization Declination Statement at any time.

PROCEDURE:

- A. Immunizations are administered by the latest recommendations by the Centers for Disease Control and Prevention (CDC) Advisory Committee on Immunization Practices (ACIP).

- B. Health screening and immunizations are scheduled during New Employee Orientation or through supervisors.

- C. Hepatitis B
 - 1. Pre-exposure hepatitis B immunization is offered to employees with a risk of occupational exposure to blood or other potentially infectious materials. This immunization is optional.



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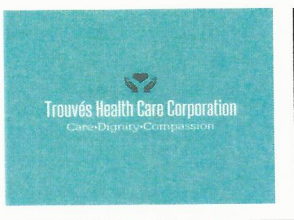
2. Employees with occupational exposure must have documented evidence of one of the following:
 - a. Serologic immunity; or
 - b. Hepatitis B immunization; or
 - c. A signed Immunization Declination Statement on file.

D. Influenza

1. Trouves encourages the prevention of Influenza. Vaccination is recommended annually (usually during the fall season). The timing of immunization is determined through consultation with the state and local health departments.
2. If employees choose to receive their influenza vaccination at a different location, they may provide Trouves with written documentation of vaccination, or sign and date a form stating they received the vaccine elsewhere.
3. All employees will receive the current season influenza vaccination or can decline by signing a declination form. Anyone choosing to decline vaccination will be required to identify a reason they are declining the vaccine. The Immunization Declination Statement may be withdrawn at any time.
4. The Director of Nursing will submit aggregated influenza data to the Pierce County Health Department.

E. Measles, Mumps, Rubella (MMR)

1. Trouves employees must demonstrate immunity to measles (Rubeola), mumps, and Rubella (German measles) through vaccination or serologic immunity.
2. Documentation through immunity includes:

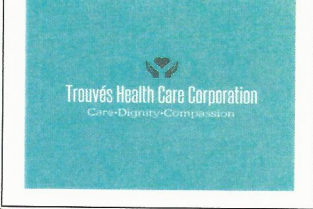


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- a. Mumps and Measles: Written documentation of two MMR or equivalent vaccinations after the age of one; and
 - b. Rubella: Written documentation of one vaccination after the age of one.
3. Employees who do not have written documentation of vaccination will have an appropriate titer ordered. If titer is negative, an MMR vaccination is recommended.

F. Varicella (Chickenpox)

- 1. Trouves employees must demonstrate immunity to varicella (chickenpox) through immunization or serologic immunity.
- 2. Evidence of immunity includes documentation of one of the following:
 - a. Two doses of varicella vaccine given at least 28 days apart; or
 - b. Laboratory evidence of immunity; or
 - c. Laboratory confirmation of disease; or
 - d. Diagnosis/verification of a history of varicella or herpes zoster (shingles) by a healthcare provider.
- 3. Employees who do not have written documentation of vaccination or healthcare provider validation of diseases will have a varicella titer ordered. If titer is negative, two doses of Varicella vaccine are recommended.
- 4. Susceptible employees are restricted from providing direct care to residents with chickenpox or varicella zoster (i.e., shingles).



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G. Tetanus

Tetanus immunization is recommended every ten (10) years. Employees are encouraged to stay current with their tetanus vaccination. Any employee whose history of tetanus vaccination is greater than 10 years will be offered an optional Tdap vaccination. This may occur during New Employee Orientation or at any other time during employment.

EXCEPTIONS:

No exceptions to this policy may be granted without the prior written approval of the Director.

SUPERCEDES:

None