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Healthcare Personnel Vaccinations

I. Policy Statement

- A. Appropriate vaccinations of healthcare personnel (HCP) are an essential part of infection control and prevention.
- B. HCP are at risk for exposure to, and possible transmission of, vaccine preventable diseases.
- C. Employers and HCP have a shared responsibility to prevent occupationally-acquired infections and avoid causing harm to patients and co-workers by taking reasonable precautions.
- D. DHD#10 follows the guidelines regarding immunization of HCP as recommended by the CDC Advisory Committee on Immunization Practices (ACIP.)
- E. Vaccinations or immune status for the following diseases are required for HCP:
 - 1. Hepatitis B
 - 2. Influenza
 - 3. Measles/Mumps/Rubella (MMR)
 - 4. Varicella (Chicken Pox)
 - 5. Tetanus, diphtheria, pertussis (Tdap)

II. Procedure

A. Hepatitis B

- 1. All unvaccinated will be vaccinated with the complete, ≥ 3 dose Hepatitis B vaccine series per currently recommended vaccination schedule.
- 2. Persons with an incomplete series are not considered protected and should complete the ≥ 3 dose series.
- 3. Post vaccination serologic testing should be performed for all HCP at HIGH RISK for occupation percutaneous or mucosal exposure to blood or body fluids (i.e., Category A job classifications.)
 - a) This would include anyone at risk for needle stick injuries, fluid sprays to the face, spitting to the face or other perceived incident that would cause such exposure.
 - b) If any HCP have documentation of prior serologic testing done at any time in past of ≥ 10 mIU/mL than they do not need repeat testing (enter result in MCIR.)
- 4. Post vaccination serologic testing is to be performed 1-2 months after administration of the last dose of vaccine. Testing for anti-HBs is to be ordered. (*See Attachment A: Flowchart.*)
 - a) Immunity to hepatitis B is documented by an anti-HBs ≥ 10 mIU/mL
 - b) No further testing of this individual is needed
 - c) Persons with anti-HBs < 10 mIU/mL should receive an additional dose of HepB vaccine followed by anti-HBs testing 1-2 months later
 - d) If anti-HBs remains < 10 mIU/mL, administer 2 additional vaccine doses following the standard timing followed by repeat anti-HBs testing 1-2 months after the last dose
 - e) If the anti-HBs is still < 10 mIU/mL, the individual should be evaluated for hepatitis B infection.
 - f) If not infected, they should be considered susceptible to HBV infection and counseled about the need to received hepatitis B immune globulin (HBIG) if they ever have a known or likely exposure
 - g) Enter serologic results into MCIR
- 5. Persons at LOW RISK for occupational exposure (Category B classifications) do not need post

vaccination serologic testing. HOWEVER, they should be counselled to seek immediate serologic testing if an exposure does occur.

B. Influenza

1. Per DHD#10 Policy *Employee Influenza Vaccinations*: all employees shall receive the influenza vaccine during the annual influenza vaccination period unless approved for a medical exemption.

C. Measles/Mumps/Rubella (MMR)

1. All health-care personnel should have presumptive evidence of immunity to measles, mumps and rubella.
2. Presumptive evidence of immunity includes any of the following:
 - a) Written documentation or documentation in MCIR of vaccination with 2 doses of MMR vaccine administered at least 28 days apart
 - b) Laboratory evidence of immunity
 - c) Laboratory confirmation of disease, or
 - d) Birth before 1957. (Most persons born before 1957 are likely to have been infected naturally and may be presumed immune. Per the review and decision of the Medical Director, employees born before 1957 who lack laboratory evidence of immunity, may be required to accept two doses of MMR vaccine.)

D. Varicella

1. All healthcare personnel should be immune to varicella.
2. Evidence of immunity includes any of the following:
 - a) Written documentation of vaccination with two doses of varicella vaccine.
 - b) Laboratory evidence of immunity or laboratory confirmation of disease.
 - c) Diagnosis or verification of a history of varicella disease by a health-care provider.
 - d) Diagnosis or verification of a history of Herpes Zoster by a health-care provider.
3. If no evidence of disease can be provided, serologic screening before vaccination is recommended.
4. Health-care personnel without evidence of immunity should receive two doses of varicella vaccine administered four to eight weeks apart. (Post vaccination serology testing is not recommended.)

E. Tetanus, diphtheria, pertussis (Tdap)

1. All health-care personnel should receive a single dose of Tdap as soon as feasible if they have not previously received Tdap regardless of the time since their most recent Td vaccination.
2. Immunity cannot be demonstrated through laboratory testing.
3. Pregnant HCP should be vaccinated during each pregnancy – ideally between 27 to 36 weeks gestation. DHD#10 will not be responsible for the cost of additional Tdap vaccinations due to pregnancy.

III. Definitions

- Healthcare Personnel (HCP): Per the US Department of Health and Human Services and the Centers for Disease Control, health-care personnel (HCP) are defined as: “All paid and unpaid persons working in health-care settings who have the potential for exposure to patients and/or to infectious materials, including body substances, contaminated medical supplies and equipment, contaminated environmental

surfaces, or contaminated air. HCP might include (but are not limited to) physicians, nurses, nursing assistants, therapists, technicians, emergency medical service personnel, dental personnel, pharmacists, laboratory personnel, autopsy personnel, students and trainees, contractual staff not employed by the health-care facility, and persons (e.g., clerical, dietary, housekeeping, laundry, security, maintenance, administrative, billing, and volunteers) not directly involved in patient care but potentially exposed to infectious agents that can be transmitted to and from HCP and patients (1,2)". All DHD#10 employees and others who work in agency facilities or have contact with clients meet the HCP definition.

- Persons Subject to Mandatory Vaccination: Health care personnel required to be vaccinated or immune to specified diseases. All DHD#10 employees and others who work in agency facilities and have contact with clients are considered to be persons subject to mandatory vaccination. These requirements are noted on position description and communicated upon hire.

IV. Additional Authority

1. US Department of Health and Human Services. Definition of health-care personnel (HCP). Available at <http://www.hhs.gov/ash/programs/initiatives/vacctoolkit/definition.html>. Accessed October 5, 2011.
2. Centers for Disease Control and Prevention. Immunization of Health-Care Personnel. Recommendations of the Advisory Committee on Immunization Practices (ACIP). MMWR 2011;60(No. 1-46)

V. Citations

1. DHD#10 Policy: *Employee Influenza Vaccinations*
2. Advisory Committee on Immunization Practices, Centers for Disease Control and Prevention (CDC), & Centers for Disease Control. (2011). Immunization of health-care personnel: recommendations of the Advisory Committee on Immunization Practices (ACIP). MMWR Recomm Rep, 60(1).
3. DHD#10 Policy: *Exposure Control – Job Classifications*
4. Attachment A: Flowchart – HepB Pre-Exposure Evaluation for HCP