**Name of Policy:** Healthcare Worker Immunizations

**Policy Number:** 3364-109-EH-603

**Department:**
- Infection Prevention and Control
- Hospital Administration
- Medical Staff

**Approving Officer:**
- Chief Medical Officer
- Chief of Staff
- Chair, Infection Control Committee

**Responsible Agent:** Infection Preventionist

**Scope:** The University of Toledo Medical Center and its Medical Staff, Residents, Fellows, Salaried and Hourly employees

**Effective Date:** 08/28/2017

Initial Effective Date: 2/1/1999

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(A) **Policy Statement**

Healthcare workers (HCWs) reduce the personal risk of infection and reduce the spread of vaccine-preventable infections by receiving appropriate vaccines. Recommendations within this policy are in accordance with the Centers for Disease Control and Prevention (CDC) guideline for Immunization of Health-Care Personnel. All vaccination policies will be consistent with state and federal laws that may occur prior to policy updates.

(B) **Purpose of Policy**

The purpose of this policy is to outline the immunizations required by HCWs at The University of Toledo Medical Center (UTMC) hospitals and clinics.

(C) **Scope**

This policy, unless otherwise noted, applies to all HCWs of the University of Toledo Medical Center (UTMC) hospitals and clinics who come into contact with patients, including employees, medical staff, residents, fellows, students, faculty, volunteers, and contracted service providers (collectively “HCWs”).

(D) **Procedure**

1. **Immunizations (Appendix A- summary immunizations chart).**
   
   (a) Hepatitis B Vaccine:
   
   (i) Hepatitis B vaccine (3364-109-EH-502) is available to all employees with occupational exposure to blood or other potentially infectious materials. The Federal Standard (OSHA 1991) defines occupational exposure as reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that might result from the performance of an employee’s duties. The vaccine is available after new employee orientation and within ten days of initial work assignment. Vaccine is provided by Employee Health.

   (ii) HCWs in certain populations at high risk for chronic hepatitis B (e.g., those born in countries with high and intermediate endemicity) should be tested for HBsAg and anti-HBc/anti-HBs to determine infection status prior to vaccination.
(iii) New employees, with reasonable risk of exposure must show proof of completion of Hepatitis B vaccine series or serology showing immunity. Serologic testing of HCWs will be performed prior to administering Hepatitis B vaccine in those who state they have received prior vaccination but are unable to show proof. HCWs who have test results that indicate prior immunity will not receive the vaccine.

(iv) Employees have the option to decline Hepatitis B vaccination and will receive appropriate counseling.

(v) Post vaccination screening for immunity to Hepatitis B will be performed within 1 to 2 months after the administration of the third vaccine dose for those personnel who perform tasks involving contact with blood other body fluids and sharp medical instruments or other sharp objects.

(vi) HCWs found to have negative antibody response (defined as <10mIU/mL) after the initial Hepatitis B vaccine series will be revaccinated with a second three-dose vaccine series. If a HCW still does not respond after revaccination, they will be considered a non-responder and referred for evaluation for lack of response and counseling.

(vii) Post exposure to Hepatitis B (needlestick, percutaneous, or mucous membrane exposure to blood known or suspected to be at high risk of being HBsAg seropositive), susceptible persons will be offered Hepatitis B vaccine.

(2) Measles, Mumps and Rubella (MMR) Vaccine
   (a) HCWs must have documented immunity to measles, mumps, and rubella. Documented immunity includes birth in or before 1957 (presumed natural immunity), written documentation of appropriate vaccination, or laboratory evidence of immunity.

   (b) Personnel without evidence of immunity will be offered MMR vaccine during the employment process unless contraindicated.

   (c) Routine serologic screening for measles, mumps, or rubella before administering MMR vaccine to personnel is not performed.

   (d) MMR is the vaccine of choice. If the recipient is known to be immune to one or more of the components, monovalent or bivalent vaccine may be used.

(3) Tetanus- Diphtheria-acellular Pertussis (Tdap)Vaccine
   (a) Pertussis is highly contagious. Vaccinating HCWs with Tdap will protect them against pertussis and is expected to reduce transmission to patients, other HCWs, household members, and persons in the community.

   (b) HCWs who have not received Tdap previously should receive a single dose of Tdap regardless of the time since their last Td (Tetanus-diptheria) dose. Tdap is not licensed for multiple administrations; therefore, after receipt of Tdap, HCWs should receive Td for future booster vaccination (every 10 years) against tetanus and diphtheria.
(c) Pregnant women should get a dose of Tdap during every pregnancy to protect the newborn from pertussis. Infants are most at risk for severe, life-threatening complications from pertussis.

(d) Pre and post vaccination testing for antibodies is not recommended.

(4) Varicella Vaccine
(a) HCWs must have documented immunity to varicella. This includes laboratory or healthcare provider confirmation of prior disease or written documentation of two varicella vaccine doses.

(b) Serological testing for varicella will be performed if there is no documentation of immunity.

(c) Susceptible personnel who do not have contraindications to immunization should be given two doses of varicella vaccine, at least 30 days apart.

(d) Post vaccination testing of personnel for antibodies to varicella will not be performed.

(5) Influenza Vaccine
Influenza vaccine is required annually. All individuals must receive the influenza vaccine through University of Toledo Medical Center or provide proof of influenza vaccine administration at an outside provider by uploading a record of administration through the Flu website for the current influenza season: http://www.utoledo.edu/fluprep/vaccination.html.

a. If medically contraindicated or vaccination compromises sincerely held religious beliefs, a request for exemption from vaccination along with any supporting documentation can be completed and submitted to Infection Prevention. Forms and directions for requesting an exemption are located at: http://www.utoledo.edu/fluprep/vaccination.html.

i. NOTE: Egg allergy is no longer an indicator for exemption as an egg free vaccine is now available for immunization.

ii. Exemption requests must be completed and submitted annually.

   − Influenza exemptions are to be completed and submitted before the end of the calendar day of November 15th (23:59) in order to allow time for review or prior to start of work for new associates.

iii. HCWs are required to receive vaccinations each year, unless an exception has been granted prior to the end of the calendar day on November 30 (23:59).

b. Exemption requests will be reviewed by either the Medical Exemption Committee or the Religious Exemption Committee as appropriate. Committee decisions determining eligibility for exemption are final and subject to appeal only when new supporting evidence for exemption need is provided.

c. All HCWs declining the influenza vaccination without an approved exemption will be subject to progressive discipline.
d. Any HCWs granted a medical or religious exemption will be required to wear a surgical face mask when working with a patient population during any designated flu season. Flu season is generally defined as December 1st through an end date determined by the Infection Control Committee.

e. Visit: www.utoledo.edu/fluprep for more information.

References:


CDC: Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices (ACIP) MMWR. 2011/60(No. 7); 1-45.

CDC: Prevention and Control of Influenza with Vaccines: Recommendations of the Advisory Committee on Immunization Practices, United States, 2015-2016 Influenza Season. MMWR 2015/64(30); 818-825.

## Appendix A: Immunization of Health Care Workers Chart

<table>
<thead>
<tr>
<th>Patient Contact</th>
<th>Non Patient Contact</th>
<th>Vaccine</th>
<th>Documentation of Immunizations</th>
<th>Additional Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td></td>
<td>Hepatitis B</td>
<td>Documentation of completed 3 doses OR proof of positive serologic titer.</td>
<td>Certain HCWs may be screened for chronic hepatitis B prior to vaccination. If vaccination is not administered a declination for HepB vaccination is required according to OSHA standards.</td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>Measles, Mumps, Rubella (MMR)</td>
<td>Documentation of completed 2 doses OR proof of positive serologic titer to all three diseases.</td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>Varicella (chicken pox)</td>
<td>Documentation of completed 2 doses OR proof of positive serologic titer.</td>
<td></td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>Tetanus-Diphtheria-acellular Pertussis (Tdap)</td>
<td>Single Tdap for all HCWs Repeat Tdap for pregnant HCWs</td>
<td>Give Td booster every 10 years.</td>
</tr>
<tr>
<td>X</td>
<td>X</td>
<td>Influenza</td>
<td>Annual influenza immunization is required for all employees, students, faculty, providers, volunteers and contracted employees on the Health Science Campus(s).</td>
<td>Request for exemption for medical or religious reasons can be made. See <a href="http://www.utoledo.edu/fluprep">www.utoledo.edu/fluprep</a> for details. Individuals granted an exemption will be required to wear a surgical mask according to manufacture recommendations when in the hospital or clinics during flu season.</td>
</tr>
</tbody>
</table>