



FACTSHEET

Influenza Immunization of Health Care Workers

Colorado Board of Health rulesⁱ direct licensed healthcare entities to implement measures to prevent the transmission of seasonal influenza. The requirements of the regulation are summarizedⁱⁱ below in three sections. Health care entities must comply with the provisions in:

- Section 1, and
- *either* Section 2 *or* Section 3.

Section 1. Tracking and Reporting Flu Vaccination Rates

All healthcare entities must report by March 31 of every year the number of employeesⁱⁱⁱ who received their annual flu shot through December 31st of the previous year. Vaccination data can be submitted via the Colorado Health Facilities Web Portal (state portal) or the National Health Care Safety Network (NHSN).

- To access the state portal, go to: cohportal-egov.com. A hyperlink on the main page will link directly to the form for reporting vaccination data. For the purposes of reporting, the term “HCP (healthcare personnel)” is the same as “employee.”
- Reporting using NHSN is suggested only for facilities which already maintain an account for other required reporting.^{iv} For instructions to report through NHSN please refer to the Influenza Immunization Healthcare Workers Toolkit (find it under “Featured Topics”).

Section 2. Vaccination Targets and Documentation

Health care entities must comply with *either* the vaccination targets and the documentation requirements specified in this Section 2 *or* meet the alternate requirements specified in Section 3, below.

Facilities must:

- Meet the following minimum vaccination rate targets for employees:
 - 60% by 12/31/12
 - 75% by 12/31/13
 - 90% by 12/31/14 and every year thereafter
- Have the following:
 - defined procedures to prevent the transmission of flu from its unvaccinated health care workers^v
 - supporting documentation for a period of three years to verify the vaccination rate figures

Section 3. Alternate Requirements

If health care entities do not meet the provisions of Section 2, above, they must meet the requirements in this Section 3.

- *Hospitals, hospital units, ambulatory surgical centers, nursing homes.* For all healthcare workers, these facilities must:



- provide or make available an annual flu shot
- have either proof of immunization or a medical exemption
- ensure that those who do not have proof of immunization wear a surgical or procedure mask (made available by the facility) during the flu season when in direct contact with patients in common areas
- *All other health care entities.*^{vi} The health care entity must:
 - conduct an initial assessment that includes a calculating the number of health care workers as well as clients served and evaluating their existing mechanisms to prevent flu transmission
 - develop a written policy that ensure that the employees are offered the opportunity to receive an annual flu shot
 - maintain records of each employee’s annual immunization, declination, or exemption from immunization
 - provide information regarding the benefits and risks of immunization, the availability of immunization and the importance of adhering to standard precautions.

ⁱ See [6 CCR 1011-1](#), Chapter II, Part 10 – Influenza Immunization of Healthcare Workers.

ⁱⁱ This summary outlines the main provisions of the rule, but does not detail every requirement. To ensure compliance, please read the regulation in its entirety and review the relevant sections of the Influenza Immunization Healthcare Workers [Toolkit](#) (find it under “Featured Topics”).

ⁱⁱⁱ “Employees” means persons who are paid by the health care entity. It does not include volunteers or persons who provide services through a contractual arrangement between the licensee and a separate organization, such as a janitorial service.

ⁱⁱⁱ NHSN is a national data collection system managed by the Centers for Disease Control (CDC). The process of enrollment in NHSN is fairly complex and may take several weeks to complete.

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^v “Healthcare Worker” includes employees as defined in the footnote above and persons who provide services through a contractual arrangement between the between the licensee and a separate organization, such as a janitorial service. It does not include volunteers.

^{vi} This applies to: acute treatment units, birth centers, facilities serving persons with developmental disabilities, assisted living residences, hospices, end-stage renal dialysis clinics, home care agencies,