

## **Influenza Vaccination Standard and Procedures**

### **Background Information**

The Centers for Disease Control and Prevention have expanded their requirements for influenza vaccination. The recommendation went into effect in Colorado in October of 2012 and requires that all health care workers now be vaccinated with the influenza immunization to prevent the spread and contamination of the virus to the elderly population. Within this priority population it is recommended that all health care personnel are vaccinated annually.

### **General Policy Statement**

The purpose of this standard is to help protect the employees, non-employees, residents and families of Christian Living Communities (CLC) from acquiring seasonal influenza disease and to help prevent the unnecessary spread of influenza virus between employees, non-employees, residents and families. As a condition of employment Christian Living Communities requires an annual influenza of all employees. Exceptions to an employee receiving or demonstrating the appropriate paperwork required, are considered medical in nature or due to a religious conviction.

### **Definitions:**

Health care personnel are defined as all persons whose occupation involve contact with residents or contaminated material in a health care setting or home care setting. Health care personnel are involved in a range of occupations, many of which do not include resident contact such as dining services and housekeeping, but are still exposed to the contaminated material. Health care personnel include but are not limited to clinical, non-clinical, licensed independent contractors, temporary employees, students, volunteers, chaplains, physicians and contractors. Persons paid or unpaid, working in an health care entity who has the potential for exposure to residents or consumers of the health care entity and/or infectious materials, including body substances, contaminated medical supplies and equipment, contaminated environmental surfaces or contaminated air.

### **General Guidelines**

1. Employees of CLC must receive the influenza vaccine or provide written proof of receipt of required influenza vaccine from another source. Proof of the immunization must have been completed within the last year.
2. New hire employees will be required to present proof of the immunization or will be given the influenza vaccine during their orientation period.
3. The influenza season in Colorado runs from November through March each year. Vaccinations will be given to employees without charge during the month of October.
4. Employees who have a medical exception or are declining the influenza vaccination due to religious conviction will need to wear a mask for the entire influenza season (November through March).
5. Compliance with the annual vaccination will be required no later than November 1<sup>st</sup> of each year.
6. Only healthcare personnel meeting medical contraindications or religious conviction will be exempt from receiving the vaccination. These include:
  - A. Persons with allergies to eggs or other components of the vaccine. (The declination form must be completed to indicate the allergy)
  - B. A history of Guillain-Barre' Syndrome
7. For a declination based on medical contraindication, the Declination of Influenza Vaccination form must be completed and signed by a physician. For a declination based on religious reasons, the religious leader needs to sign the declination. A mask will then be worn at all times during their scheduled shift.
8. Masks are to be removed during break times, when they become moist or wet, coughed or sneezed into and if exposed to a resident with an infectious or potentially infectious respiratory condition.
9. Education of all employees regarding the influenza vaccination will occur on an annual basis.
10. Each community is required to track and report the annual vaccination rate for its employees in a given year. The report is to be submitted no later than March 31<sup>st</sup> of each year. Employees who receive the influenza vaccine are tracked from January 1<sup>st</sup> through December 31<sup>st</sup>. The minimum targets are as follows"
  - A. 60% of employees vaccinated by December 31<sup>st</sup> 2012
  - B. 75% of employees vaccinated by December 31<sup>st</sup> 2013
  - C. 90% of employees vaccinated by December 31<sup>st</sup> 2014
  - D. By December 31<sup>st</sup> for each year after 2014
11. The influenza vaccine will be given intramuscularly to all employees and residents.
12. Employees will not be permitted to work if they develop symptoms suggestive of influenza and until the symptoms have resided for 48 hours. Abrupt symptoms may include:
  - A. Fever of 100 degrees orally or greater
  - B. Chills

- C. Headache
  - D. Malaise, body aches, fatigue
  - E. New Dry Cough
  - F. New Sore Throat
13. Two or more confirmed cases within a 48 hour period will be considered an outbreak during the months of November through March. Utilization of the Biocide technology is highly encouraged during an outbreak.
  14. Residents who display symptoms should be cohabitated, if separation curtains are available they need pulled to maintain the 3 foot separation. The medical director needs notified so anti-viral medication can be administered. Notification of Tri-County health department is also required.
  15. During an outbreak the community will close the dining rooms and life enrichment exercises will be contained to each neighborhood.
  16. Should an outbreak occur, visitors will be notified via signage at the main entrances. The Executive Director or designee will make the decision on the posting and communication of the outbreak.

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