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<u>POLICY TITLE</u> COMMUNICABLE DISEASE - PREVENTION AND MANAGEMENT OF OCCUPATIONAL EXPOSURE		<u>Catalogue Page Number</u> #02-1094
<u>AUTHORIZATION</u> Vice President, Employee Experience	<u>DATE APPROVED</u> March 2014	<u>CURRENT VERSION DATE</u> March 2018

DATE(S) REVISED / REVIEWED SUMMARY

Version	Date	Comments / Changes
1.0	June 2009	Policy Initially published as a Workplace Health Policy
2.0	March 2014	Policy raised to the Corporate Policy level.
3.0	March 2018	Policy refreshed and updated to reflect reporting requirements under the Continuing Care and Licensing legislation/Residential Care Regulations - Community Care and Assisted Living Act (CCALA)

INTENT / PURPOSE

Fraser Health is committed to providing a safe and healthy work environment for all health care workers (HCW). This commitment includes a protocol for screening, surveillance, education, vaccination and outbreak management that will minimize the risk to patients/residents/clients and health care workers from communicable diseases. Screening, education and vaccination are incorporated into the recruitment and orientation process for new employees.

POLICY

All employees must report their immunization and communicable disease history to Workplace Health. New employees must report by calling the provincial Workplace Health call centre (PWHCC) within two weeks of hire.

Exception - All staff applying to work in Fraser Health Residential Services will undergo a tuberculosis and immunization screen prior to commencing work as per the CCALA

Employee's immunity status will be determined for specific diseases using current guidelines provided by the British Columbia Centre for Disease Control ([Immunization Manual, Chapter II Immunization of Special Populations](#) – Health Care Workers).

The following vaccinations are recommended for health care workers:

- Diphtheria
- Hepatitis B (if exposure to blood/body fluids is possible through work tasks)
- Influenza
- Measles
- Mumps
- Polio (booster required if exposure to fecal matter is possible through work tasks)
- Rubella
- Tetanus
- Varicella

Other vaccines may be recommended for specific health care workers who may be at higher risk for specific diseases (i.e., Menactra is offered to specific laboratory workers who may perform high risk procedures that may expose them to meningococcal disease).

Although vaccination is not mandatory for employees who are non-immune to the vaccine-preventable communicable diseases for which Fraser Health offers vaccination, non-immune employees are strongly encouraged to receive vaccination in order to protect themselves as well as susceptible patients, residents, clients and co-workers.

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In the event of an exposure/outbreak of a vaccine-preventable communicable disease, employees may be excluded from work for the period of communicability. An employee may be excluded with pay if there are medically documented contraindications to receiving the vaccine (i.e., pregnancy is a contraindication for a live vaccine) and/or known severe reaction to the vaccine or any of its components. An employee may be excluded without pay if there are no medical contraindications or known severe reactions.

Fraser Health will ensure that all agreements with contracted employers and academic institutions will contain the provision that their workers and students will have documented evidence of screening and vaccination histories consistent with the provisions of this document.

DEFINITIONS

Health Care Workers: any individual who has the potential to acquire or transmit infectious agents during the course of his or her work in health care and includes employees, students, residents, physicians, emergency responders, researchers and volunteers.

Screening: includes verbal and documented health history taking, examination of documented evidence and/or laboratory serological tests to determine current or previous infection and/or vaccination status regarding a communicable disease.

Proof of Immunity: is day/month/year of a vaccination or a laboratory serological result or, in the case of Varicella, a statutory declaration of history of disease.

Education: includes informing health care workers of their obligations under this policy and educating them about risks, preventive measures and appropriate procedures following work-related exposure.

Vaccination: the safe and appropriate administration of vaccines to health care workers by licensed professionals.

Exposure: may occur when a health care worker is in direct or indirect contact with a patient/resident/client or with a co-worker who has a known or suspected infection with a communicable disease. This contact may occur through, but is not limited to, needle-stick injuries, splashes, airborne droplets, contact with nasal or throat secretions or close contact during examinations/treatment.

STANDARDS

Senior Management

- Supports and actively promotes Fraser Health’s commitment to control the spread of communicable diseases
- Provides the financial resources necessary to cover the costs of screening and vaccination
- Ensures that directors/managers/supervisors cooperate with the screening, education and vaccination program and ensures employee compliance
- Ensures that directors/managers/supervisors implement appropriate prevention strategies

Infection Prevention/Control

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- Informs HCW of infection prevention and control policy/procedure and the use of appropriate personal protective equipment through employee orientation and education
- Collaborates with directors/managers/supervisors to decrease the risk of infection to employees through engineering controls, acquisition of safety devices and effective protective equipment
- Collaborates with Workplace Health regarding confirmation of diagnosis, laboratory results and possible work restrictions or reassignments for exposed/infected HCW
- Participates in infection prevention and outbreak management education and initiatives including institution of the infection control outbreak notification process

Public Health

- Identifies communicable disease outbreaks and facilitates response in Fraser Health facilities including processes/protocols to mitigate further spread of communicable disease
- Advises Workplace Health of new/emerging communicable diseases
- Declares the start and end of communicable disease outbreaks
- Collaborates with Workplace Health on the confirmation of diagnosis, laboratory results, treatment/ prophylaxis recommendations and possible work restrictions for exposure/outbreaks of communicable disease as required

Executive Directors/Directors/Managers/Supervisors

- Ensures that employees are provided with the information, instruction, training, supervision and personal protective equipment necessary to enable them to comply with Fraser Health's policies and procedures for preventing the spread of communicable diseases
- Ensures that all employees comply with the screening, education and vaccination program, including the requirement for new hires to report their immunization and communicable disease history to the Workplace Health call centre within two weeks of hire
- Provides assistance to Workplace Health in determining and locating all staff that may have experienced a communicable disease exposure

Occupational Health Nurse

- Implements, maintains and evaluates the communicable disease screening, contact tracing, education and vaccination program
- Ensures that employees are given adequate information, education, and where appropriate, pre and post-test counseling to make informed decisions about screening and vaccinations.
- Collaborates with the Public Health Infection Prevention/Control, medical health officer and/or tuberculosis control to manage occupational exposure/outbreak of communicable disease, including the confirmation of diagnosis, laboratory results, treatment/prophylaxis recommendations and possible work restrictions for exposure/outbreaks of communicable disease as required
- Creates and maintains employee health records related to immunity and occupational exposures to communicable disease
- Documents and maintains confidentiality of all communicable disease screening and serological testing of HCWs
- Accesses HCW's screening and vaccination records in the event of an exposure
- Issues each employee a personal record card that includes all screening results and vaccinations given
- Provides employees with education on modes of transmission, incubation and communicability

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of diseases. Educates on appropriate safe work practices, use of personal protective equipment, reporting and documentation processes

- When a communicable disease exposure occurs:
 - Contacts department manager(s) or designate to initiate the process of compiling a list of exposed employees
 - Receives calls from the exposed employee(s) as soon as possible to conduct an assessment and determine immune status. Initiates appropriate testing and/or treatment as required.
 - Notifies identified contracted service managers and academic institutions of potential exposures as appropriate
- Provides education and counseling to HCW as required. If vaccination is declined, documents the HCW's understanding of the possible risks of non-participation
- Ensures appropriate documentation
- Communicates any work restrictions/ precautions or recommendations to the HCW and manager(s)

Employee

- All new employees must contact the PWHCC to report his/her immunization and communicable disease history within two (2) weeks of hire.
Exception - All staff applying to work in Fraser Health Residential Services will undergo a Tuberculosis and Immunization screen prior to commencing work as per the CCALA
- Participates in Fraser Health's screening, education and vaccination protocols.
- Reports adverse reactions following immunization to the Occupational Health Nurse.
- Reports any known or suspected exposures to the PWHCC.
- Keeps an accurate record of immunizations and screening.
- Utilizes personal protective equipment and safe work practices to prevent the transmission and spread of communicable disease.
- Complies with relevant Fraser Health policies and procedures in regard to the control of communicable diseases.
- Takes reasonable steps to be aware of their own communicable disease and vaccination status and to minimize the risk of transmitting infectious diseases to patients/residents/ clients and co-workers.