

STAFF IMMUNISATION POLICY

STATEMENT:

All staff at Lakeview Private Hospital (LPH) are required to meet certain immunisation requirements as detailed in the policy.

POLICY REFERS TO:

All staff

POLICY

LPH will assess all potential employees and students to ensure they are vaccinated against the infectious diseases specified by the current NSW Health NSW Occupational Assessment, Screening and Vaccination against specified Infectious Diseases policy directive.

All job advertisements will advise potential applicants of the requirements of the occupational vaccination requirements to work at LPH.

All new employees are responsible to provide evidence of their immunisations and immunity against the infectious diseases specified in the policy directive at their own cost, and will also be required to complete and sign LPH137 Immunisation Declaration form.

A new employees immunisation and immunity history is provided to the Infection Control Coordinator for assessment and signature prior to seeking approval to offer employment from either the General Manager or Director of Nursing.

All roles within LPH are categorised into one of the following categories for infection control purposes:

- **Category A - Clinical Roles**– This includes nurses, ward staff including clerks, porters, allied health, catering staff and sterilisation staff as well as maintenance roles that have direct physical contact with patients, deceased persons, blood, bodily substances or infectious material or surfaces/equipment that might contain these or contact that would allow acquisition and/or transmission of a specified infectious disease by respiratory means.
- **Category B – Non-Clinical Roles** - This category is for all administration roles (with the exception of ward clerks) that have no direct physical contact with patients, deceased persons, bodily substances or infectious material or surfaces/equipment that might contain these and no greater risk of acquisition and/or transmission of a specified infectious disease than for the general community or visitors. This includes staff working in stores, the executive office (with the exception of the DON and GM), café, reception, administration and admissions staff.

Exposure Prone Procedures

All Health Care Workers who perform Exposure Prone Procedures are required to know their Hep C status and must not perform exposure prone procedures if they are antibody positive.

Employment Terms

Candidates will only be offered employment if they provide the following:

- a signed declaration form.
- supporting evidence in the form of serology reports (blood test results), or
- evidence a vaccine has been administered (e.g. batch # of vaccine) – for Diphtheria, Tetanus and Pertussis only.
- a TB assessment report is required if a candidate has travelled or lived in a high-risk country.

These immunisation documents will be retained as part of an employee's personnel file.

Refer to the table on page 2 for the required vaccinations and the supporting evidence to demonstrate compliance with our policy.

	Category A Roles	Category B Roles
Hepatitis B	<ul style="list-style-type: none"> Serology showing anti-HBs \geq 10mIU/mL, 	<ul style="list-style-type: none"> Serology showing anti-HBs \geq 10mIU/mL; or Prior to commencement, evidence of 1st dose of vaccinations (e.g batch number or letter from GP) with agreement to complete course *
Diphtheria Tetanus Pertussis	<ul style="list-style-type: none"> Evidence of vaccination (e.g label with batch number), or Medicare vaccination statement <p><i>NB – A booster dose is recommended if 10 years have elapsed since previous dose</i></p>	
Measles Mumps Rubella	<ul style="list-style-type: none"> Serology showing positive 1gG for measles, mumps and rubella, or Birth date before 1966 	
Varicella	<ul style="list-style-type: none"> Serology showing positive 1gG for varicella 	
Optional – influenza	<p><i>Recommended</i></p> <ul style="list-style-type: none"> Evidence of vaccinations (e.g label with batch number), or Medicare vaccination statement 	<p><i>Optional</i></p> <ul style="list-style-type: none"> Evidence of vaccinations (e.g label with batch number), or Medicare vaccination statement
Tuberculosis	**	**

* For category B roles only – It is expected that if any potential new employee cannot provide evidence of vaccinations/immunity from Hep B, they will undertake to complete the full three dose course of the appropriate vaccination as outlined by NSW Health, and will provide the appropriate evidence of each vaccination received (ie evidence of batch number or letter from GP), as well as undertake to have a blood test at the end of the vaccination schedule to show immunity status.

** In addition to the above, Tuberculosis (TB) screening may be required dependant on place of birth and/or residence in a country with high incidence on TB. Potential employees will answer a TB assessment as part of their immunisation declaration, and this will be used to determine if TB screening will be required prior to commencing in a role. With this, Interferon-gamma release immunoassay (IGRA) is not generally accepted. In the event that an IGRA has been performed, screening by Tuberculin Skin Test (TST) will be required if the IGRA result is negative or equivocal. Persons with positive TST/IGRA must be symptom free and be fully assessed by a TB service within 3 months of commencement of clinical duties or clinical placement.

EXPECTED OUTCOMES:

To prevent or reduce the risk of transmission of infection from patients to staff; staff to patients; and staff to other staff.

RELATED DOCUMENTS:

LPH-INF016 Staff Health Program

LPH137 Immunisation Declaration Form

REFERENCES:

- NSW Health PD2020-017 Occupational Screening and vaccination against infectious diseases
- NSW Health PD. 2017-013 Infection Control Policy
- NHMRC Guidelines for Prevention and Control of Infections in Healthcare 2019

APPROVAL AND IMPLEMENTATION:

Policy Custodian: Human Resources

Authorising Committee: CQI

VERSION CONTROL:

Version	Date	Comments
1.1	2021	Reviewed, renamed and form separated out

Date of next review: February 2024

PATIENTS FIRST