Immunisation for Health Care Workers in South Australia Policy Directive 2017

Communicable Disease Control Branch, SA Health
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Outline

> Background and Context

> Policy Directive – main features

> Model and supporting documents

> Implementation issues
Why is this important?

> Transmission of VPD in health care settings → illness (& death) in HCWs, other employees, patients and visitors
> Acquisition of VPD by HCWs in workplace → illness (& death)
> Vaccination (immunity) protects from VPDs
> Duty of care (*Work Health and Safety Act 2012*)
> Australian Safety & Quality accreditation standards
Background & Context 1

> 2010 SA Health Immunisation Guidelines

> 2011-2013 Outbreaks of VPD in SA Health facilities (pertussis and measles) & ACSQHC Accreditation requirements

Background & Context 2

> 2014 Immunisation Guidelines for HCWs in SA Policy Guideline: approved as interim measure.

> 2015 Policy Directive drafted for consultation with SA Health services, education providers and industrial groups

> 2016 delays for various reasons – but Policy Directive submitted to Portfolio Executive in December 2016
Policy Directive approved

- SA Health Policy Committee approval
  1 August 2017

- Policy Directive published 9 October 2017

- Model and supporting documents available online

- Communications package actioned
Policy Directive features 1

> Clear ‘operational’ risk classification of Category A and B work activities

> Covers current employees, prospective employees, contract workers, volunteers and student HCWs

> Mandatory participation in assessment (screening) of immunity – ‘know your immune status’ (vaccination not compulsory – but consequences if not immune)
Policy Directive features 2

VPDs covered by the Policy Directive

- Measles-Mumps-Rubella
- Varicella (chickenpox)
- Diphtheria-Tetanus-Pertussis
- Hepatitis B (Category A only)

- Hepatitis A – for some HCWs
- Poliomyelitis – documentation not required

- Influenza – strongly recommended
- Tuberculosis (TB) – covered by TB Policy Directive
- Hepatitis C and HIV – not covered, but HCWs should know their status (no vaccines)
Policy Directive features 3

> Separate sections for Refusal, Vaccine non-responders and Contraindications to vaccination

> No clinical placement for student HCWs if not compliant with PD

> No offer of employment (Cat A and B roles) to prospective employees (preferred candidate) if not compliant with PD

> Supporting documents for management of current employees not compliant with PD, including Immunisation Expert Advisory Panel and Refusal Form.
Policy Directive features 4

- Roles and Responsibilities – including Managers and Worker/Staff Health Service and ICP (Country Health and SA Dental Services) and HCWs
- Recording immune status for existing employees - on CHRIS 21
- Reporting by extracting de-identified reports using LARS (to be confirmed)
- Separate reporting arrangements for education providers and student HCWs
Model documents for website

- Screening Questionnaire
- Certificate of Compliance
- Refusal forms – for current and prospective employees and student HCWs
- Student HCW Statement of Compliance
- Letter education provider to student HCW
Supporting documents for website

- Frequently asked questions
- Contraindications to vaccination
- Immunisation Expert Advisory Panel TOR
- Organisational compliance checklist
- Education provider compliance checklist
- This Powerpoint presentation!
Documents for operational use

- Communications Plan
- Implementation Working Group TOR
- Consultation reports
- Education Provider workshop report
- Implementation plan
- Evaluation plan
- Costing document
- Random audit discussion paper
Implementation issues

> proposed 4 year phased implementation - initial focus on employees in higher risk clinical areas
> SA Health Worker Health staff shift of focus from prospective employees to current employees
> SA Health staff capacity building for implementation
> monitoring refusal process and IEAP activity – management options
> addressing concerns regarding privacy and confidentiality
> addressing concerns regarding autonomy and discrimination
> education providers – reporting and random audit