

**Healthcare Worker Influenza Vaccination
Identification and Management of Personnel**
9-13-11

The Prevention and Control of Respiratory Viruses policy requires that **all persons with direct patient contact or working in clinical areas who do not receive the 2011-12 influenza vaccine will be required to wear a mask within 6 feet of a patient during influenza season.** The dates of the mask requirement will be determined by Hospital Epidemiology and Infection Control (HEIC). The purpose of this requirement is to protect patients from staff potentially infected with influenza and to protect staff from patients potentially infected. Persons infected with influenza can shed virus up to 24 hours before symptoms begin.

Staff Identification

- All personnel receiving the 2011-12 seasonal influenza vaccine will be issued a white badge clip by Occupational Health.
- **Any personnel without a white clip will be required to wear a mask when within 6 feet of a patient during influenza season.**
- Occupational Health will ensure that personnel with privileges at JHH that are vaccinated at sister institutions (e.g., Kennedy Krieger, Bayview, HCGH) are aware of the policy and receive the white clip.
- Occupational Health will issue a white badge clip to personnel who bring in documentation of being vaccinated elsewhere (e.g., their physician's office, grocery store/drug store clinic, health department).
- Persons who lose their badge clip during the season can contact Occupational Health who will review the database to confirm vaccination status and reissue a new badge clip.
- Occupational Health will report to HEIC all positive nasopharyngeal aspirates obtained from personnel.

Management of Non-compliant Personnel

- Unit and clinical managers, residency and fellowship directors and physician leaders are responsible for enforcing this policy just as they are responsible for enforcing other hospital policies.
- Non-compliant personnel should be educated about the policy requirements.
- A PSN should be submitted for unvaccinated personnel who are routinely non-compliant with the mask requirement and appropriate discipline per HR Policy 603 administered.
- Incidents of non-compliance involving employees from outside the unit should be recorded and reported promptly to the employee's Department Manager.