



2016 e newsletter # 8 - September

Your staff Immunisation Policy

In each of the 10 e newsletters for 2016, I preview a policy template. There are 14 policy templates available for purchase for you to complete yourself or with my assistance - see website. Includes policy, procedures and resources.

1. PREAMBLE

- 1.1 Health care workers (HCWs) are at risk from blood borne viral infections (BBVIs) e.g. hep B due to increased risk of exposure to blood. HCWs may be at increased risk from other immunisable infections such as Influenza.
- 1.4 Booster immunisations for infections relevant to General Practice are available to reduce staff infection.
- 1.5 There are current Australian national guidelines¹ to inform on staff immunisation. This practice follows these guidelines. Immunisation is not mandatory but staff duties may be restricted if not protected.

2. POLICY

- 2.1 A confidential record is kept of all staff immunisations given along with a relevant infectious diseases history - new staff complete this before commencing venepuncture, glucose testing etc. Staff have an option of taking a proforma to their GP to complete, sign and return to the practice manager or by the practice manager seeking this information directly from the staff (latter option may involve further testing).
- 2.2 GP staff do not performing exposure prone procedures (EPPs) and if infected with a BBVI are not restricted in work activities, unlike dentists. They are under no obligation to disclose positive Hep B, Hep C or HIV status.
- 2.3 All staff are expected to be up to date with the community immunization schedule and if known to be unprotected for varicella (chicken pox) and measles, are expected to receive immunisation for these.
- 2.4 Hep B protection is not limited to clinical staff. Reception staff and cleaners may have contact with body fluids (excluding sweat) when handling specimens or cleaning and are expected to be protected for this.
- 2.5 Failure to demonstrate protection to HepB may restrict duties such as venepuncture and glucose testing. Failure to take up the annual Influenza vaccine may require use of specific PPE to be used during an outbreak. Failure to have a booster for Pertussis may restrict work with babies. Vaccines and testing are provided at no cost.
- 2.6 All staff are provided with accurate information about all vaccines in a timely manner. Any immunisation is provided as per the current Immunisation Handbook. Any interim advice is from the Department of Health.
- 2.7 Staff are advised when further immunisations are available and encouraged, e.g. during an epidemic.
- 2.8 Procedures, resources, references and notes to assist policy interpretation for staff immunisation are found attached to this policy.

¹ Australian Guidelines for the prevention and control of infection in healthcare (NHMRC 2010).