



<b>Department Manual:</b> Administrative		<b>Policy Number:</b> 15.04
<b>Title:</b> Mandatory Influenza Vaccination	<b>Category:</b> Administrative	<b>Original Date:</b> 9/2010
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**Policy:**

To assure that all individuals working in an Abington Health affiliated facility are immunized against influenza, on an annual basis. Influenza vaccination is a requirement of working in an Abington Health affiliated facility. Individuals working at Abington Health affiliated facilities include employees, residents, students, members of the medical staff, volunteers and contracted personnel of Abington Health affiliated facilities.

**Purpose:**

The purpose of this policy is to protect all individuals working in an Abington Health affiliated facility including patients, employees, medical staff and co-workers from influenza infection through annual immunization.

**Procedure:**

1. Unless exempted pursuant to paragraph 4 below, all individuals working in an Abington Health affiliated facility will be immunized against influenza each year.
2. If employees are vaccinated through other services other than an Abington Health affiliated facility such as their private physician or another facility, they must provide proof of immunization to Employee Health Services on an annual basis. Proof of immunization may include a physician’s note or copy of immunization records.
3. Individuals working in an Abington Health affiliated facility including residents, students, non-employed members of the medical staff and contracted personnel must provide proof of immunization to their designee. Proof of immunization may include a physician’s note or copy of immunization records.
4. Exemptions:
  - Exemption to immunization may be granted for medical contraindications or religious beliefs.

Medical exemptions include:

- a. Documented hypersensitivity to egg proteins
  - b. Documented past history Guillain-Barre Syndrome or demyelinating illness
- Individuals requesting medical exemption due to medical contraindications must provide proof of medical contraindications from their private physician. The note must include the physician’s name and contact information such as on a prescription note. A physician to physician verbal verification will occur.
  - Each request for medical exemption will be reviewed by a medical review committee. Standard criteria for medical exemptions will be established based upon CDC recommendations.

Religious exemptions

- Individuals requesting a religious exemption must provide a letter from their clergy on letterhead stationary supporting the exemption. Request must be consistent with prior vaccination history.
- Each request for religious exemption will be reviewed by the Office of Diversity committee.

### Exemption granted

- If exemption is granted, the employee will be notified in writing.
- If exemption is granted for a temporary medical condition, the individual must resubmit a request for exemption annually. If exemption is granted permanently, the employee does not need to submit a request annually, unless the vaccine components change eliminating issue related to allergies of eggs or components of vaccine.
- Influenza season will be determined annually based upon influenza being identified in the community. The exact dates will be determined by the Medical Director, Employee Health and Epidemiology.

### Exemption denied

- If an exemption request is denied, the employee will be required to be immunized pursuant to this Policy.

### Failure to comply with the influenza immunization policy

- Failure to be immunized or granted an exemption by the date determined by the organization will result in immediate and automatic suspension.
- Suspended employees will be given two weeks to comply with the immunization requirement or will face termination.
- Salaried physicians of Abington Health will fall under this policy, for all other members of the medical staff issues arising from influenza immunization will be adjudicated by the medical staff rules and regulations.