



CKHA POLICY

Title:	COVID-19 Vaccination Policy	Document Number:	
Approved by:	Senior Leadership Team	Date Revised:	08/25/2021
Policy Owner:	Occupational Health & Safety	Date of Origin:	08/25/2021

BACKGROUND

Chatham-Kent Health Alliance (CKHA) recognizes the importance of immunization of staff members, who are considered at high risk for contracting COVID-19 due to the nature of their work. The COVID-19 vaccination policy of CKHA is applicable to all staff, privileged staff, volunteers including board members, and students; the policy meets the requirements of the *Public Hospitals Act 1990*, Revised Statutes of Ontario, Regulation 965 & Ministry of Health directives and is in keeping with the CKHA Mission, Vision and Values.

POLICY:

1. It is strongly recommended that **all** staff and privileged staff who regularly work on-site at CKHA receive the COVID-19 vaccine, unless it is medically contraindicated. The hospital will provide information about the risks and benefits of the vaccine.
2. Proof of vaccination must be given to the Occupational Health, Safety & Wellness Department (OHSW) or Medical Affairs Office (MAO) for privileged staff. Without written documentation, staff are considered to be not immunized.
3. Documentation of receipt of vaccine and declaration will be kept in the Occupational Health, Safety & Wellness file.

To be considered immunized, all vaccinated staff and privileged must provide proof of vaccination to the Occupational Health, Safety & Wellness Department (OHSW) or MAO for privileged staff. Individuals will be given the option to withhold this information; however, those who choose not to declare their status will be considered to be not vaccinated.

COVID-19 vaccine program

All staff and privileged staff who are eligible to receive the vaccine must disclose their status by confirming 1, 2, 3, 4 or 5 as outlined below:

1. Received one dose of the COVID-19 vaccine (must provide proof of vaccination to the OHSW Department or MAO); or
2. Fully vaccinated; received two doses of the COVID-19 vaccine (must provide proof of vaccination to the OHSW Department or MAO) ; or
3. I am unable to receive the vaccine because it is medically contraindicated (must submit a medical certificate the OHSW Department from a physician/nurse practitioner indicating the reason, the documentation must also specify whether the reason is permanent or time-limited); or
4. I have declined to be vaccinated at this time; or
5. I prefer not to provide CKHA with my vaccination status.

Testing & Education

For declarations 1, 3, 4 & 5 per Ontario Health direction, regular antigen testing will need to take place as these individuals are deemed not fully vaccinated.

Those who are unvaccinated or choose not to declare their status will be provided rapid testing kits that must be self-administered at home.

Staff, privileged staff, contractors, students and volunteers coming to work on-site at CKHA will be required to be asymptomatic.

In addition to being asymptomatic, all unvaccinated staff and privileged staff will have completed a negative test prior to entering the worksite. Staff and privileged staff are to conduct a rapid swab test twice per week – Sunday and Wednesday before noon regardless of next shift. Staff and privileged staff will also be required to document the result with a photo, as periodic auditing will be conducted.

Staff or privileged staff who test positive on the rapid test must notify the OHSW Department and arrange for a confirmatory diagnostic PCR test at the COVID-19 Assessment Centre. They must self-isolate at home pending the result of the confirmatory test.

Staff or privileged staff disclosing 4 or 5 will be required to complete a mandatory COVID-19 vaccination education session. It is important that all staff make an informed decision about whether or not to receive the COVID-19 vaccine.

Note: Tests are for the exclusive use of the staff or privileged staff member and are to be used only for routine asymptomatic screening. Educational materials will be provided on how to use the home rapid testing and the documentation that will be required to be provided for each test.

All staff and privileged staff will be required to attest during entry screening that either they have been vaccinated or to have completed a rapid test with a negative test result when coming on-site to work.

Rapid test kits distributed to those staff members in categories 1, 3, 4 & 5 are to be used **only** by the staff members who receive them. The rapid tests may not be given or sold to any other person. Failure to comply with the terms of this policy, including the prohibition on distributing the rapid tests, may result in discipline, up to and including termination of employment or revocation of privileges.

In order to ensure compliance, Managers/Medical Affairs will receive/review compliance reports for follow-up. Compliance reports will verify that the COVID-19 program has been completed; however, they will not provide information related to with which component of the program staff have complied. Failure to comply with the COVID-19 program may result in discipline up to, and including, termination of employment.

Note:

- Companies of contracted labour will be required to attest that all contractor attending the hospital are in compliance with CKHA's policy
- Only fully vaccinated volunteers, students and board members will be permitted to work on premises and must complete the same screening as staff and privileged staff when attending any site of CKHA.
- A status of fully vaccinated for COVID-19 will be a mandatory employment requirement upon hire at CKHA.
- Those who have not been vaccinated with both doses will be excluded from work should they have a high risk contact with a positive COVID-19 person however vaccinated staff may be able to continue working without interruption.
- In the event of a COVID-19 outbreak, a non-vaccinated staff may not be permitted to work in the outbreak area. For those who are non-vaccinated without a medical exemption, and where reassignment is not possible, they may need to be excluded from work without pay.

DEFINITIONS:

Staff: All persons carrying on activities or other business in the hospital. (e.g., physicians, employees, agency staff, students, volunteers, board members)

OHSW: CKHA's Occupational Health, Safety & Wellness Department

MAO: Medical Affairs Office