


<b>Title:</b>	<b>COVID-19 IMMUNIZATION POLICY</b>				<b>SOUTH BRUCE GREY HEALTH CENTRE</b> <small>CHESLEY   DURHAM   KINCARDINE   WALKERTON</small>
<b>Category:</b>	<i>Occupational Health &amp; Safety</i>	<b>Issue Date:</b>	<i>September 7, 2021</i>		
<b>Policy #:</b>	<i>OHS – P1</i>	<b>Revision Date:</b>			
<b>Version:</b>	<i>1.0</i>	<b>Last Reviewed:</b>			
<b>Owner:</b>	<i>VP Clinical Services / Chief Nursing Executive</i>	<b>Pages:</b>	<i>Page 1 of 4</i>		

## **STATEMENT**

On August 17, 2021, the Chief Medical Officer of Health issued a directive pursuant to section 77.7 of the Health Protection and Promotion Act (the Vaccine Directive) that makes it mandatory for hospitals to have a vaccination policy in effect for their employees, professional staff, contractors, students and volunteers, effective no later than September 7, 2021.

Hospitals have a duty to care under the Occupational Health and Safety Act to protect staff and under the Public Hospitals Act to protect patients and for service continuity. Healthcare organizations are required to remain vigilant and respond to quickly changing circumstances considering all relevant information at the particular time.

Given the COVID-19 pandemic and its impact on the health of individuals and communities, South Bruce Grey Health Centre (SBGHC) supports all employees, professional staff, students and volunteers to be immunized against the SARS-CoV-2 virus. SBGHC is committed to improving the health system and creating a healthier community, championing a culture of quality and safety and the supporting the health and well-being of our staff, patients and volunteers.

## **APPLICATION**

This policy applies to all South Bruce Grey Health Centre (SBGHC) employees, professional staff, students and volunteers working on site. All contractors with whom SBGHC has an agreement will be responsible for ensuring their employees' vaccination status is aligned with SBGHC requirement.

Employees: all individuals paid by the hospital.


Professional Staff: physicians, dentists, midwives with privileges.

Volunteers: all volunteers, including the Board of Directors, Foundation and Auxiliaries.

Contractors: all businesses who direct their staff to attend work on SBGHC property, including lessees.

## **PROCEDURE**

1. All SBGHC employees, professional staff, students and volunteers should make an informed decision about whether to be fully vaccinated against COVID-19 and must take one of the following actions as outlined below:
  - a) Be vaccinated for COVID-19 AND provide proof of full vaccination to Occupational Health & Safety (OHS).
  - b) Where all Health Canada approved COVID-19 vaccines are medically contraindicated, the individual must provide written proof of the medical contraindication from the Medical Officer of Health, Medical Specialist, Family Physician or Nurse Practitioner that indicates the following:
    - Documented anaphylaxis to a previous dose of COVID-19 vaccine or documented anaphylaxis to one of the vaccine components in authorized, available COVID-19 vaccines, that the person cannot be vaccinated against COVID-19; and the effective time period for the medical reason (i.e., permanent or time limited) and complete testing as determined.

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<b>Vaccine Product</b>	<b>Potential allergen included in the vaccine or its container</b>
<b>Pfizer-BioNTech COVID-19 vaccine</b>	Polyethylene glycol (PEG)
<b>Moderna COVID-19 vaccine</b>	PEG Tromethamine (trometamol or Tris)
<b>AstraZeneca COVID-19 vaccine</b>	Polysorbate 80

- c) Complete a COVID-19 Vaccine Information Education module by September 21, 2021, and complete a rapid antigen self-test at home within 48 hours prior to each shift beginning on September 20, 2021. Compensation will not be provided for additional time to complete the COVID-19 Vaccine Information Module or training on administering self-testing, but may be completed during work hours.

Failure to comply with one of the 3 requirements above will result in removal from the schedule.

All new hires, students, professional staff and volunteers must be fully vaccinated by their first scheduled shift.

### **COVID-VACCINE INFORMATION EDUCATION**


The SBGHC COVID-19 Vaccine Information Education addresses all of the following learning components:

- How COVID-19 vaccines work
- Vaccine safety related to the development of the COVID-19 vaccines
- Benefits of vaccination against COVID-19
- Risks of not being vaccinated against COVID-19
- Possible side effects of COVID-19 vaccination.

### **RAPID ANTIGEN SELF-TEST**

Effective September 20, 2021, any SBGHC employee, professional staff, student or volunteers who elects not to be vaccinated, is partially vaccinated, or has a medical exemption against COVID-19 vaccination will be required to perform a rapid antigen self-test at home within 48 hours prior to their shift start time. Testing kits will be provided by SBGHC. Compensation will not be provided for time to complete testing or costs for alternative testing methods.

Verification of negative results must be submitted to OHS.

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Staff who test positive on a rapid antigen self-test:

- Must not report to work
- Will contact Occupational Health
- Will arrange for a PCR test at an assessment centre
- Will need to self-isolate at home pending the result of the confirmatory test.

### **OUTBREAK**

In the event of an outbreak, individuals with a medical exemption will be redeployed where possible. Any staff who are not fully vaccinated and do not have a medical exemption will be reassigned to alternate work at the discretion of the employer, or will be sent home on unpaid leave for the duration of the outbreak. If there is a critical staffing need, a risk assessment will be completed by the organization to determine if employees can work in PPE/work isolation.

### **NON-COMPLIANCE WITH POLICY**

Failure to comply with the terms of this policy will result in staff being placed on an unpaid leave of absence and for credentialed professionals, removal of privileges.

Distribution and/or sale of the rapid antigen test kits may result in disciplinary action up to and including termination of employment.

### **CONFIDENTIALITY STATEMENT**


SBGHC is required, pursuant to the Chief Medical Officer of Health's Directive # 6 for Public Hospitals within the meaning of the Public Hospitals Act, 1990 to report statistical information of the Ontario Chief Medical Officer of Health (OCMOH) or the Ministry of Health (MOH). No identifying information will be provided to the ministry in relation to this policy; all statistical information will be provided in aggregate form.

### **DEFINITIONS**

**COVID-19:** an acute respiratory illness in humans caused by a coronavirus, capable of producing severe symptoms and in some cases death, especially in older people and those with underlying health conditions. It was originally identified in China in 2019 and became a pandemic in 2020.

**Fully Vaccinated:** Have received the full series of a vaccine or a combination of vaccines accepted by the Government of Canada (Pfizer, Moderna, AstraZeneca, Janssen); and received your last dose at least 14 days prior.

**Immunization:** A process by which a person becomes protected against a disease through vaccination. The term is often used interchangeably with vaccination or inoculation.

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Medical Contraindication: Individuals who have a medical reason preventing them from receiving the COVID-19 vaccine.

Vaccination: The act of introducing a vaccine into the body to produce immunity to a specific disease. Vaccination is a simple, safe and effective way of protecting people against harmful disease, before they come in to contact with them. It uses your body's natural defenses to build resistance to specific infections and makes your immune system stronger.

## **REFERENCES**

COVID-19 Directive #6 for Public Hospitals. Issued under Section 77.7 of the Health Protection and Promotion Act. Issued Aug 17, 2021.

Resource Guide to Directive 6. August 18, 2021.

Public Hospitals Act

Occupational Health and Safety Act

Huron Perth Healthcare Alliance COVID-19 Immunization Policy

## **VERSION HISTORY**

<b>Version</b>	<b>Review Date</b>	<b>Changes Made By</b>	<b>Brief Summary of Revisions Made</b>
1.0			

## **APPENDIX**