



Procedure

Saskatoon & Area - Occupational Health & Safety

Number: 60-002-2

Title: Immunization/Tuberculin Skin Test/Serological Testing

Saskatchewan Employment Act:

OHS Regulation: 85

Date: January 1, 2017

Date Revised/Reaffirmed: June 13, 2018

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Purpose

To protect workers from certain vaccine-preventable diseases

Procedure

Employer

- Offers workers (free of charge), immunizations/tuberculin skin tests as outlined in the SHA – Saskatoon & Area OHS Immunization/Tuberculin Skin Test Medical Directives
- Offers workers, serological testing as outlined in the SHA – Saskatoon & Area OHS Laboratory Testing and Interpretation Medical Directives

Manager/Supervisor:

- Ensures workers are educated and understand the risks of infection materials or organisms associated with the tasks and the environment the worker is exposed to, including the routes of exposure
- Promote vaccine-preventable disease immunization to all workers
- Provide educational materials from OHS, prior to influenza season and as newly hired worker or transferred workers come into your department
- Allow for the worker to receive any vaccination recommended during the worker's normal working hours and that the worker does not lose any pay or other benefits
- If the worker cannot receive recommended vaccinations during working hours, credit the worker's attendance as time at work, and ensure the worker does not lose pay or other benefits
- Facilitate access to influenza immunization offered through SHA clinics
- Identify and designate a nurse peer immunizers for workers as applicable
- Managers with nurse peer immunizers facilitate a time for the nurse peer immunizers to give influenza immunizations on their units/departments/neighbourhoods

Occupational Health & Safety (OHS):

- Will review the immunization records provided and determine if the worker meets the immunity criteria as outlined in the [Saskatchewan Immunization Manual \(SIM\) Table 6.5 Publicly Funded Vaccines – Healthcare – RHA/SCA/FNJ and Students](#)

- Determine if the worker is eligible for any immunizations/tuberculin skin tests/serological testing as outlined the SHA – Saskatoon & Area OHS Immunization/Tuberculin Skin Test Medical Directives and the SHA– Saskatoon & Area OHS Laboratory Testing and Interpretation Medical Directives
- Will send a SHA OHS Immunization Notice and serological requisition (if required) to the worker if they are due for any recommended immunizations/tests/serology
- Will administer the recommended immunizations/tests
- Will provide standardized education to the worker for all immunizations/tests given
- Will document all immunizations/tests given into the SHA OHS Parklane database
- Will document all serological test results into the SHA OHS Parklane database
- Will receive and forward medical exemptions for immunizations/tests from the workers treating medical physician/nurse practitioner to the regional Medical Health Officer (MHO)
- Will complete the Public Health Agency of Canada Report of Adverse Event Following Immunization Form as required
- Document in the SHA OHS Parklane database any immunization contraindications that are confirmed by the regional MHO

Worker:

- Should provide all of their immunization records to OHS
- Contacts the OHS office to make an appointment to review their recommended immunizations/tuberculin skin tests/serological testing
- Can report to the RUH or SPH Test Centre or any Life Labs Laboratory to have serological testing completed
- Will immediately report any adverse event following immunization/tuberculin skin tests to the OHS office
- Will report any adverse event following-immunization/tuberculin skin tests to the SHA Safety Alert System/Incident Reporting Line
- Will provide medical documentation of contraindication to immunizations/tuberculin skin tests, to be reviewed by the regional MHO.

Annual Influenza Immunization

- SHA will schedule an annual immunization campaign each fall, promote the campaign and inform workers about the expectation for annual influenza immunization
- The campaign begins four to six weeks prior to the start of the influenza season
- All workers are encouraged to be immunized as soon as possible
- Written materials describing benefits of influenza immunization and potential side effects or illnesses will be made available prior to and at the time of immunization
- Immunization should not be delayed because of minor acute illness, with or without fever. Workers with serious acute illness should postpone their influenza immunization until their symptoms have abated
- Workers that choose not to receive influenza vaccination in any given year will be offered vaccine in subsequent years
- Post-secondary students are encouraged to receive their influenza immunization from their university, campus clinics or Public Health clinics or pharmacies

Non-Compliance/Breach:

Non-compliance with this policy will result in a review of the incident. A review for non-compliance may result in disciplinary action, up to and including termination of employment or privileges; fines and /or prosecution of individuals under the Saskatchewan Employment Act and OHS Regulations

Resources

- Public Health Agency of Canada An Advisory Committee Statement (ACS) National Advisory Committee on Immunization (NACI) Canadian Immunization Guide Chapter on Influenza and Statement on Seasonal Influenza Vaccine for 2018-2019
- Saskatchewan Immunization Manual
- Saskatchewan Immunization Manual Table 6.5 Publicly Funded Vaccines – Healthcare – RHA/SCA/CC/FNJ and Students (January, 2017)

Review Dates:

January 1, 2017

June 13, 2018

Vaccine	Immunity Criteria	Recommendations
Tetanus Diphtheria (Td)/Tetanus Diphtheria acellular Pertussis (Tdap)	<ul style="list-style-type: none"> Documentation of a 3-4 dose primary series, with last dose given < 10 years ago. 	<ul style="list-style-type: none"> Td vaccine recommended every 10 years after primary series. Adults 18 years and older are eligible for one Tdap vaccine to replace a Td vaccine.
Inactivated Polio Vaccine (IPV)	<ul style="list-style-type: none"> Documentation of a 3-dose primary series given by any age. One dose must be given at or after 4 years of age. 	<ul style="list-style-type: none"> Reinforcement (booster) doses are not publicly funded or recommended after a primary series for Health Care Workers (HCWs).
Hepatitis B (HB) Vaccine	<ul style="list-style-type: none"> Documentation of an age-appropriate 2 or 3 dose HB series and adequate serologic antibodies at least 4 weeks post immunization; <p>OR</p> <ul style="list-style-type: none"> Serological evidence of previous HB infection (anti-HBs+ and anti-HBc+; OR HBsAg+ and Anti HBc IgM) 	<ul style="list-style-type: none"> If titres are < 10 IU/L any time after the completion of a primary series, refer to SIM Chapter 7 Section 6.0 Occupation for recommendations. Non-responders that have completed two HB immunization series are unlikely to benefit from further HB immunizations and are considered indefinitely susceptible to HB virus. They must receive two doses of Hepatitis B Immune Globulin (HBIG) one month apart if exposed.
Influenza	<ul style="list-style-type: none"> None 	<ul style="list-style-type: none"> Annual immunization.
Varicella	<ul style="list-style-type: none"> Serological evidence of Varicella Zoster Virus (VZV) IgG antibodies; <p>OR</p> <ul style="list-style-type: none"> Documentation of two doses of a varicella-containing vaccine. 	<ul style="list-style-type: none"> Contraindicated during pregnancy. Counsel women to avoid pregnancy for 1 month post-immunization.
Measles	<ul style="list-style-type: none"> Serological evidence of measles IgG antibodies; <p>OR</p> <ul style="list-style-type: none"> Documentation of two doses of a measles-containing vaccine. 	<ul style="list-style-type: none"> MMR vaccine is publicly funded for HCWs. Contraindicated during pregnancy. Counsel women to avoid pregnancy for 1 month post-immunization.
Mumps	<ul style="list-style-type: none"> Serological evidence of mumps IgG antibodies; <p>OR</p> <ul style="list-style-type: none"> Documentation of two doses of a mumps-containing vaccine. 	<ul style="list-style-type: none"> MMR vaccine is publicly funded for HCWs. Contraindicated during pregnancy. Counsel women to avoid pregnancy for 1 month post-immunization.
Rubella	<ul style="list-style-type: none"> Serological evidence of rubella IgG antibodies; <p>OR</p> <ul style="list-style-type: none"> Documentation of one dose of a rubella-containing vaccine. 	<ul style="list-style-type: none"> MMR vaccine is publicly funded for HCWs. Contraindicated during pregnancy. Counsel women to avoid pregnancy for 1 month post-immunization.