



Policy Name: <p style="text-align: center;">INFLUENZA IMMUNIZATION & ANTIVIRAL PROPHYLAXIS FOR EMPLOYEES WORKING AT AGAPE HOSPICE</p>	Policy Number: <p style="text-align: center;">1705</p>
Approved By: <p style="text-align: center;">Executive Team</p>	Effective Date: <p style="text-align: center;">DECEMBER 30, 2004</p>
Reason for Revision: Click on item below and select item from list. <p style="text-align: center;">CONTENT- Enter BELOW Reason for change Ex: Combined Policy ## and ##.</p> <p style="text-align: center;">New format being used</p>	Date Revised: <p style="text-align: center;">November 1, 2021</p> Next Date for Review: <p style="text-align: center;">November 1, 2024</p>
Section: <p style="text-align: center;">Section 17 - Infection Prevention and Control</p>	Page No: <p style="text-align: center;">Page 1 of 4</p>

Policy

Canada's National Advisory Committee on Immunization (NACI) states that "Health Care workers and their employers have a duty to actively promote, implement and comply with influenza immunization recommendations to decrease the risk of infection and complications in the vulnerable populations they care for".

POLICY ELEMENTS

Agapé Hospice agrees with this statement and in order to protect vulnerable residents, influenza immunization is recommended. Agapé Hospice will follow the seasonal influenza immunization program requirements set by Alberta Health Services (AHS).

1. When an influenza outbreak has been declared by the Medical Officer of Health (MOH) this policy will be enacted.
2. Employees, contracted staff and physicians who provide care for residents are expected to be immunized annually with influenza vaccine.
3. Influenza vaccine will be offered at no cost to employees on an annual basis. **Exception:** Those who are allergic or medically unable to receive vaccine will receive reimbursement for an antiviral medication prescription.
4. In the event of an influenza outbreak declared by the MOH:
 - a. Vaccinated employee may continue to work in the restricted area provided they received an influenza immunization at least 14 calendar days prior to the influenza outbreak being declared, and if the employee is symptom free.
 - b. Students and volunteers in the restricted area who are vaccinated or taking antiviral medication may be allowed to continue placement/work provided they are symptom free.
 - c. Non-vaccinated employees in the restricted areas will be advised of the policy and will have three choices regarding work schedules:
 - i. Make arrangements to be seen by their personal physician to determine the appropriateness of the antiviral prophylaxis, oseltamivir, for the duration of the outbreak. Employees can continue working if they starting taking their



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antiviral medication prior to their first shift (based on when the outbreak was declared), and continue until the outbreak is declared over. Employees will be allowed to return to work after commencement of therapy as stipulated in the MOH order.

- ii. Make arrangements to have the influenza vaccine, and then return to work until after fourteen (14) days. If they wish to return to work sooner, they will be required to take the antiviral prophylaxis for the duration of the outbreak, or until the end of 14 days following their influenza vaccine.

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- iii. Remain off work until the outbreak is declared over by the MOH.

- 5. For employees who have medically contraindications to receiving the vaccine, or antiviral prophylaxis will be considered as an alternative for confirmed Influenza Type A or B outbreaks.
- 6. Employees who provide documentation satisfactory to the employer of reasons for not receiving the vaccine or antiviral therapy medication will be required to remain off work during the outbreak.
- 7. When an outbreak is declared over by the MOH, all employees may return to normal duties.
- 8. Payment during an Outbreak:
 - a. Employees who are medically able to receive the influenza vaccine or antiviral prophylaxis and have chosen not to do so, will be placed on Leave of Absence without pay during the influenza outbreak. Vacation credits or banked time may be utilized by the employee during the outbreak period.
 - b. Employees who were at work and were sent home, or reported to work and were sent home, will receive full pay for that day, but will receive no further remuneration until they return to work in compliance with this policy.
 - c. Employees medically unable to receive the influenza vaccine or antiviral prophylaxis, during an influenza outbreak, will be paid for all scheduled shifts they are required to be absent. Documentation must be received from the employees' physician/MOH outlining their reaction(s) and/or medical conditions precluding the employee from receiving either therapy. Documentation may be on health file in Employee Relations.

DEFINITIONS

Influenza: (Influenza in the confines of this policy, will relate to Influenza A and/or B). Influenza is an acute contagious respiratory illness caused by various strains of the influenza virus. The incubation period (the time from exposure to symptoms) is 1 to 4 days. The



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period of communicability (time when a person can spread the disease) is 1 to 2 days before symptoms appear to 5 to 7 days after becoming ill.

Influenza-Like Illness (ILI): Is an acute onset of respiratory illness with fever and increased or new cough. Other symptoms may include sore throat, joint pain (arthralgia), muscle pain (myalgia) and exhaustion (prostration). Fever may not be present in patients less than 5 years and greater the 65 years.

MOH Order: A legal term describing the authority of the Medical Officer of Health, under the Public Health Act, to issue a written or oral directive with specified steps necessary to control a communicable disease and interrupt its transmission.

Restricted Area: The area in a site/facility/unit/program where a flu outbreak has been declared by the Medical Officer of Health (MOH).

REQUIRED FORMS AND EQUIPMENT REFERENCES

Electronic forms location – FORMS
 Hardcopy forms location – **Work area file cabinet.**

Agapé Hospice will maintain all documentation in accordance with the AHS, Seasonal Influenza Immunization Program guidelines.

REFERENCES

Alberta Government, Alberta Health. (2016) Alberta Health Influenza Immunization Policy (IIP) 2016-2017. October 2016.
 Alberta Health Services. – Medical Officer of Health (2016). Important Notice to Staff about Influenza Vaccine and Antivirals. September, 2016.
 National Advisory Committee on Immunization (NACI). Statement on Influenza Vaccination for the current influenza season. www.phac-aspc.gc.ca/naci-ccni/



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Procedure

1. Annual notification regarding availability of influenza vaccine for immunization of Agapé Hospice employees will be completed in the fall.
2. Vaccinations will be given to employees as per the guidelines issued by AHS.
3. Employee Relations will maintain records of immunizations. Employees immunized in other facilities, such as AHS, physician's office, community clinics, will provide Employee Relations with a copy of their immunization record.