

WEISMAN CHILDREN'S REHABILITATION HOSPITAL(WCRH)

INFECTION CONTROL MANUAL

SUBJECT: COVID 19 Vaccination Program For
Employees

No: EH 117

EFFECTIVE DATE: 8/ 12/2021

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REVIEWED/REVISED: 10/27/2021; 01/25/2022, 7/19/23, 1/2024

BACKGROUND:

CDC recommends everyone ages 5 and older to be fully vaccinated as soon as possible to help protect against COVID-19 and the related, potentially severe complications that can occur. According to the NJDOH, COVID-19 vaccines are safe and highly effective at preventing you from getting severely ill. The best available scientific evidence indicates that:

- COVID-19 vaccinations are safe.
- Among unvaccinated individuals, COVID-19 infections pose a substantial risk of severe illness and death and may lead to long-term adverse impacts to health. These risks are higher among those individuals with certain underlying health conditions, like many patients in hospitals or who are seen in hospital-based ambulatory settings.
- According to the CDC, studies show after getting the primary series of a COVID-19 vaccine, protection against the virus and the ability to prevent infection may decrease over time, in particularly due to changes in variants.

The program will include the following elements:

- Strongly encourage that each employee remain up to date with COVID-19 vaccination as described by the Centers for Disease Control and Prevention (CDC).
- Require that each employee submit documentation of any and all COVID-19 vaccines they have received.

PURPOSE:

Weisman Children's recognizes its responsibility to provide employees a workplace in which recognized hazards are minimized. This policy is intended to encourage up to date vaccination against COVID19 among Weisman Children's personnel, especially those whose work requires their presence in clinical settings. The goal is to protect patients, employees, employees' family members, students, others affiliated with Weisman Children's, and the broader community from COVID-19 infection.

Vaccination against COVID 19 has been found to be safe and effective for those 5 years and older. The Centers for Disease Control and Prevention (CDC) recommend vaccination of all workers in a health care setting.

Up to date means a person has received all recommended COVID-19 vaccines, including any booster dose(s) when eligible (CDC,2022).

POLICY:

1. Up to date vaccination against COVID 19 is strongly encouraged for all Weisman Children's employees.
2. All students, volunteers, contractors, and consultants who provide services at Weisman

Children's are also strongly encouraged to be up to date with COVID 19 vaccination vaccinated.

3. As a condition of employment, all Weisman Children's employees agree to comply with all federal, state, and local health and safety requirements and applicable guidance for healthcare workers. This may include government mandates for vaccinations to prevent the spread of contagious or deadly diseases. Should any employee require an exemption for any applicable requirements, they must immediately contact their supervisor or Human Resources representative.
4. All WCRH employees and covered workers are required to submit documentation of any and all COVID-19 vaccines they have received to Employee Health.

SCOPE AND RESPONSIBILITY:

1. It is the responsibility of the institution's administration to allow time off for vaccination as well as symptoms associated with vaccine.

PROCEDURE:

1. Weisman Children's will inform all personnel of:
 - a. Education regarding COVID-19 vaccination, booster doses, non-vaccine COVID-19 control measures, and the symptoms, transmission, and potential impact of COVID-19.
 - b. Procedure for scheduling vaccination, if requested by employee.
2. All WCRH employees and covered workers will be required to submit documentation of any and all COVID-19 vaccines they have received to Employee Health.
3. All newly hired employees should provide documentation of any and all COVID-19 vaccines they have received to Employee Health.

RECORDKEEPING & REPORTING

1. Weisman Children's will maintain a record of COVID-19 vaccinations for each employee.
2. Collective information will be reported to the department of health and/or federal agencies, as directed.

SUSPENSION OF PROGRAM

1. Weisman Children's will suspend the program only if the Health Commissioner declares a shortage of available vaccine.

PERFORMANCE IMPROVEMENT

1. Weisman Children's will conduct an annual evaluation of the program with a goal of improving the vaccination rate and report results to the Infection Control Committee.

REFERENCES

- American College of Obstetricians and Gynecologists (ACOG). (2023, September 25). *COVID-19 Vaccination Considerations for Obstetric-Gynecologic Care*.
<https://www.acog.org/clinical/clinical-guidance/practice-advisory/articles/2020/12/covid-19-vaccination-considerations-for-obstetric-gynecologic-care>
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Centers for Disease Control and Prevention (CDC). (2024, April 25). *Stay Up to Date with COVID-19 Vaccines*. https://www.cdc.gov/coronavirus/2019-ncov/vaccines/stay-up-to-date.html?CDC_AA_refVal=https%3A%2F%2Fwww.cdc.gov%2Fcoronavirus%2F2019-ncov%2Fvaccines%2Ffully-vaccinated.html

U.S. Equal Employment Opportunity Commission. (2023, May 15). *What You Should Know About COVID-19 and the ADA, the Rehabilitation Act, and Other EEO Laws*. <https://www.eeoc.gov/wysk/what-you-should-know-about-covid-19-and-ada-rehabilitation-act-and-other-eeo-laws>