
First Do No Harm: Mandatory Influenza Vaccination Policies for Healthcare Personnel (HCP) Help Protect Patients

Refer to the position statements of the leading medical organizations listed below to help you develop and implement a mandatory influenza vaccination policy at your healthcare institution or medical setting. Policy titles, publication dates, links, and excerpts follow.

American Academy of Family Physicians (AAFP)

AAFP Mandatory Influenza Vaccination of Health Care Personnel (6/11)
www.aafp.org/online/en/home/clinical/immunizationres/influenza/mandatoryinfluenza.html

“The AAFP supports annual mandatory influenza immunization for health care personnel (HCP) except for religious or medical reasons (not personal preferences). If HCP are not vaccinated, policies to adjust practice activities during flu season are appropriate (e.g. wear masks, refrain from direct patient care).”

American Academy of Pediatrics (AAP)

Policy Statement—Recommendation for Mandatory Influenza Immunization of All Health Care Personnel (10/1/10)

<http://pediatrics.aappublications.org/cgi/content/abstract/peds.2010-2376v1>

“The implementation of mandatory annual influenza immunization programs for HCP nationwide is long overdue. For the prevention and control of influenza, now is the time to put the health and safety of the patient first.”

American College of Physicians (ACP)

ACP Policy on Influenza Vaccination of Health Care Workers (9/1/10)

www.acponline.org/clinical_information/resources/adult_immunization/flu_hcw.pdf

“Vaccinating HCWs [healthcare workers] against influenza represents a duty of care, and a standard of quality care, so it should be reasonable that this duty should supersede HCW personal preference.”

American Hospital Association (AHA)

AHA Endorses Patient Safety Policies Requiring Influenza Vaccination of Health Care Workers (7/22/11)

www.aha.org/advocacy-issues/tools-resources/advisory/2011/110722-quality-adv.pdf

“To protect the lives and welfare of patients and employees, AHA supports mandatory patient safety policies that require either influenza vaccination or wearing a mask in the presence of patients across healthcare settings during flu season. The aim is to achieve the highest possible level of protection.”

American Medical Directors Association (AMDA)

Mandatory Immunization for Long Term Care Workers (3/11)

www.amda.com/governance/resolutions/J11.cfm

“Therefore be it resolved, AMDA - Dedicated to Long-Term Care Medicine supports a mandatory annual influenza vaccination for every long-term health care worker who has direct patient contact unless a medical contraindication or religious objection exists.”

American Pharmacists Association (APhA)

Requiring Influenza Vaccination for All Pharmacy Personnel (4/11)

www.pharmacist.com/sites/default/files/files/2011ActionsOftheAPhAHoD-Public.pdf

“APhA supports an annual influenza vaccination as a condition of employment, training, or volunteering, within an organization that provides pharmacy services or operates a pharmacy or pharmacy department (unless a valid medical or religious reason precludes vaccination).”

American Public Health Association (APHA)

Annual Influenza Vaccination Requirements for Health Workers (11/9/10)

www.apha.org/advocacy/policy/policysearch/default.htm?id=1410

“Encourages institutional, employer, and public health policy to require influenza vaccination of all health workers as a precondition of employment and thereafter on an annual basis, unless a medical contraindication recognized in national guidelines is documented in the worker’s health record.”

Association for Professionals in Infection Control and Epidemiology (APIC)

Influenza Vaccination Should Be a Condition of Employment for Healthcare Personnel, Unless Medically Contraindicated (2/1/11)

www.apic.org/Resource_/TinyMceFileManager/Advocacy-PDFs/APIC_Influenza_Immunization_of_HCP_12711.PDF *“As a profession that relies on evidence to guide our decisions and actions, we can no longer afford to ignore the compelling evidence that supports requiring influenza vaccine for HCP. This is not only a patient safety imperative, but is a moral and ethical obligation to those who place their trust in our care.”*

Infectious Diseases Society of America (IDSA)

IDSA Policy on Mandatory Immunization of Health Care Workers Against Seasonal and Pandemic Influenza (rev. 7/28/10)

www.idsociety.org/HCW_Policy

“Physicians and other health care providers must have two special objectives in view when treating patients, namely, ‘to do good or to do no harm’ (Hippocratic Corpus in Epidemics: Bk. I, Sect. 5, trans. Adams), and have an ethical and moral obligation to prevent transmission of infectious diseases to their patients.”

National Business Group on Health (NBGH)

Hospitals Should Require Flu Vaccination for all Personnel to Protect Patients’ Health and Their Own Health (10/18/11) <http://businessgrouphealth.org/healthpolicy/statements.cfm>

“Hospitals should require flu vaccination for all personnel to protect patients’ health and their own health.”

National Foundation for Infectious Diseases (NFID)

Immunizing Healthcare Professionals Against Influenza (9/23/10) www.nfid.org/idinfo/influenza/influenza-info-hcps/hcp-immunization

“NFID supports the public statements supporting mandatory healthcare worker influenza vaccination policies from AAP, IDSA and SHEA. Meaningful increases in healthcare worker immunization rates are essential to patient safety, a hallmark of our healthcare system.”

National Patient Safety Foundation (NPSF)

NPSF Supports Mandatory Flu Vaccinations for Healthcare Workers (11/18/09) www.npsf.org/updates-news-press/press/media-alert-npsf-supports-mandatory-flu-vaccinations-for-healthcare-workers

“NPSF recognizes vaccine-preventable diseases as a matter of patient safety and supports mandatory influenza vaccination of health care workers to protect the health of patients, health care workers, and the community.”

Society for Healthcare Epidemiology of America (SHEA)

Influenza Vaccination of Healthcare Personnel (rev. 8/31/10)

www.journals.uchicago.edu/doi/full/10.1086/656558

“SHEA views influenza vaccination of HCP as a core patient and HCP safety practice with which noncompliance should not be tolerated.”

continued on page 2

Practical Resources for Vaccinating HCP Against Influenza

American Nurses Association (ANA)

- *Unite to Fight the Flu!* tool kit provides a listing of links for staff and patient educational materials, posters, recommendations, and PSAs: www.anaimmunize.org/flutookit
- *Nurse-to-Nurse Influenza Vaccination* video uses principles of risk communication to address the concerns of a nurse hesitant to receive influenza vaccine: www.anaimmunize.org/flu-video

Association for Professionals in Infection Control and Epidemiology (APIC)

Protect Your Patients. Protect Yourself tool kit features a variety of helpful resource materials for healthcare institutions to implement or expand their healthcare worker immunization programs: http://utility.apic.org/Content/NavigationMenu/PracticeGuidance/Topics/Influenza/toolkit_contents.htm

Centers for Disease Control and Prevention (CDC)

- Read the joint HICPAC/ACIP Recommendations *Influenza Vaccination of Health-Care Personnel* (MMWR, 2/24/06): www.cdc.gov/mmwr/PDF/rr/rr5502.pdf
- For more recent guidance from CDC, see *Immunization of Health-Care Personnel: Recommendations of the Advisory Committee on Immunization Practices* (MMWR, 11/25/11): www.cdc.gov/mmwr/pdf/rr/rr6007.pdf
- Visit CDC's Influenza web section: www.cdc.gov/flu

Department of Health and Human Services (HHS) See HHS's *Influenza Vaccination of Healthcare Personnel: Disease, vaccine, beliefs, barriers, and recommended strategies to improve vaccination*: www.hhs.gov/ash/initiatives/vacctoolkit/presentation.html

Immunization Action Coalition of Washington Tool Kit

Make the Case toolkit promotes influenza and Tdap immunization among healthcare providers: www.immunizewa.org/healthcare_worker_toolkit

The Joint Commission

Providing a Safer Environment for Health Care Personnel and Patients Through Influenza Vaccination monograph helps healthcare organizations of all types improve seasonal influenza vaccination rates in healthcare personnel: www.jointcommission.org/assets/1/18/Flu_Monograph.pdf

National Influenza Vaccine Summit (NIVS)

Co-sponsored by the American Medical Association and CDC. Visit the summit website: www.preventinfluenza.org



Video Commentary

Why Hospital Workers Should Be Forced to Get Flu Shots by Arthur L. Caplan, PhD, New York University: www.medscape.com/viewarticle/770383 (log-in required)

Immunization Action Coalition (IAC)



Visit the Immunization Action Coalition's *Honor Roll for Patient Safety* to view stellar examples of influenza vaccination mandates in healthcare settings: www.immunize.org/honor-roll

Get these IAC print materials online:

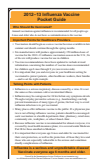
- Access Influenza Vaccine Information Statements (VISs) in more than 35 languages: www.immunize.org/vis
- *How to Administer Intramuscular, Intradermal, and Intranasal Influenza Vaccines*: www.immunize.org/catg.d/p2024.pdf
- *Influenza Vaccine Products for the 2012–13 Influenza Season*: www.immunize.org/catg.d/p4072.pdf

The collage includes several documents:

- Standing Orders for Administering Influenza Vaccine to Children and Adolescents**
- Standing Orders for Administering Influenza Vaccine to Adults**
- Screening Checklist for Contraindications to Inactivated Injectable Influenza Vaccination**
- Screening Checklist for Contraindications to Live Attenuated Intranasal Influenza Vaccination**
- Guides for determining the number of doses of influenza vaccine to give to children ages 6 months through 8 years during the 2012-2013 influenza season**
- INACTIVATED INFLUENZA VACCINE** and **LIVE INTRANASAL INFLUENZA VACCINE** posters.
- Influenza Vaccine Products for the 2012–2013 Influenza Season** table.

- *Standing Orders for Administering Influenza Vaccine to Adults*: www.immunize.org/catg.d/p3074.pdf
- *Screening Checklist for Contraindications to Inactivated Injectable Influenza Vaccination*: www.immunize.org/catg.d/p4066.pdf
- *Screening Checklist for Contraindications to Live Attenuated Intranasal Influenza Vaccination*: www.immunize.org/catg.d/p4067.pdf
- *Influenza Vaccination of People with a History of Egg Allergy*: www.immunize.org/catg.d/p3094.pdf
- *Declination of Influenza Vaccination* (for healthcare worker refusal): www.immunize.org/catg.d/p4068.pdf

Visit IAC's Influenza web section: www.immunize.org/influenza



Free! Order bulk quantities of Influenza Vaccine Pocket Guides for distribution to healthcare professionals: www.immunize.org/pocketguides