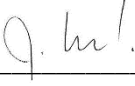



Leamington Mennonite Home
Long Term Care

**INFECTION CONTROL
POLICY AND PROCEDURE**

CATEGORY: Outbreak Management	SUBJECT: Influenza Outbreak: Non-Immunized Staff	SECTION: F POLICY: 4
DATE: July 12, 2022	Administrator's Signature: <u></u>	
REVISION DATES: November 2023	IPAC Lead's Signature: <u></u>	

INFLUENZA OUTBREAK: NON-IMMUNIZED STAFF

POLICY:

Unvaccinated staff are subject to exclusion from work within the outbreak floor or reassignment without altering the schedule of others until the outbreak is declared over.

An exception to exclusion of unvaccinated staff may be made if unvaccinated staff take antiviral medication (Tamiflu) as prescribed and antiviral medication is continued until the outbreak is declared over. These staff must be alert to the signs and symptoms of influenza, particularly in the first two days after starting antiviral prophylaxis and should be excluded from the resident care environment should they develop symptoms.

During an outbreak of laboratory confirmed influenza, unvaccinated staff or those vaccinated within two weeks of the onset of outbreak must obtain antiviral medication if they are to work on the outbreak floor.

Asymptomatic staff who are not vaccinated for influenza, are not taking Tamiflu, and have worked on an outbreak floor within three days of the outbreak declaration will be unable to work on another floor for three days after the last shift they worked on the outbreak floor. This is to ensure that they remain free from infection following their last exposure. Once three days have lapsed, and if they remain without symptoms, they may work on a non-outbreak floor. This includes casual staff who work in several areas.

PROCEDURE:

The IPAC Lead or designate will:

- 1) Maintain a list of all staff who did not receive the flu vaccine. Maintain a list of those who have obtained a Tamiflu prescription, which is to be taken in the event the Home goes into outbreak.
- 2) Ensure staff who do not receive the flu vaccine and are not willing to take Tamiflu are notified about the consequences of this decision should an influenza outbreak be declared.

- 3) Review the listing of all staff who did not receive the flu vaccine upon confirmation of an influenza outbreak.
- 4) Review immunization dates and identify any staff who were immunized less than two weeks prior to the declaration of influenza outbreak.
- 5) Send Department Leaders the list of all non-immunized staff and have them contact them to inform them that an outbreak has been declared and that they cannot work on the outbreak floor. If relocating of the non-immunized staff member is not possible, they will be unable to work.
- 6) Contact all staff who were immunized less than two weeks prior to declaration of the outbreak and provide them with information about antiviral medication. Staff will need to take the antiviral medication until two weeks have passed since receiving their influenza vaccine, if they are to be working on an outbreak floor.
- 7) Document the option chosen by the staff and follow up to ensure that it was carried through.
- 8) Communicate staffing needs to ward clerk so that replacement is secured.