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Owner Elizabeth Kang:
Human Resources Compliance Manager
Area Employee Health
Applicability Memorial Healthcare System

EH-18 Influenza Vaccination

PURPOSE

To establish guidelines for seasonal flu vaccination and the use of facial coverings in compliance with Florida Statute § 408.824, Florida Administrative Code 59AER23-2, and organizational standards for infection control. These guidelines are intended to supplement the Memorial Standard Practice, "Influenza Infection Control."

SCOPE

This policy applies to all healthcare workers (employees, contractors, and volunteers) within the organization

POLICY

While not required, all Memorial Healthcare System staff are encouraged to receive the influenza vaccination each season to protect themselves and others. Vaccination is a key preventive measure that aligns with our mission to provide safe and high-quality care. Employees who choose to not be vaccinated may be required to wear facial coverings ("masks") in designated areas/circumstances as defined below.

PROCEDURES

Influenza Vaccination

Individuals may choose to receive flu vaccination from Employee Health or may obtain vaccination from

a healthcare provider/clinic of their choosing. Those electing to obtain vaccination from their own healthcare provider/clinic should provide Employee Health with documented proof of vaccination, including the name of the individual vaccinated, the name of the healthcare provider/clinic that administered the vaccination(s), with the date(s) of vaccination, and brand name of the vaccine. Individuals may send vaccination records through the ServiceNow portal (MHS intranet). This voluntary step assists Memorial with its obligation to report aggregate numbers of vaccinated individuals.

Auditing and Monitoring of Vaccinations

- The Employee Health Department tracks and reports employee vaccinations.
- The Medical Staff Office tracks and reports medical staff vaccinations.
- Volunteer Services tracks and reports volunteer vaccinations.
- Organizational Development/Education tracks and reports student vaccinations.

Use of Facial Coverings

Unvaccinated individuals are strongly encouraged to wear facial coverings in clinical settings for the duration of the flu season.

Opt-Out

Employees may opt out of wearing facial coverings, unless:

- Conducting a sterile procedure, including aseptic procedures or surgeries, that call for practices that minimize the risk of microbial contamination to reduce the rate of invasive or surgical site infection;
- Caring for a patient or being present while sterile procedures are being performed, including aseptic procedures or surgeries;
- Working in a sterile area of any hospital location, including where surgeries or procedures that require aseptic techniques are performed;
- With a patient who is on droplet or airborne isolation;
- Working with a patient whose treating health care provider has:
 - Diagnosed the patient with, or confirmed, a condition affecting the immune system in a manner which is known to increase the risk of transmission of an infection to the patient from others without signs or symptoms of infection and;
 - Determined that the use of a facial covering is necessary for the patient's safety;
- Engaging in potentially hazardous activities that require a facial covering to prevent infection, injury or harm in accordance with national, state, and industry standards, and state and federal laws, rules, requirements, and regulations;
- Experiencing signs or symptoms of, or diagnosed with, an infectious disease that may be transmitted through droplets or aerosols.

Memorial reserves the right to consider other exclusions from the opt-out provisions in order to comply with applicable state and federal laws, rules, requirements and regulations, as well as to ensure safety in units with patients at high risk, such as NICU, oncology and transplant.

Employees who wish to opt-out of wearing facial coverings in clinical setting (other than those excluded above) must contact Employee Health, who will confer with Infection Control to determine if any of the above circumstances apply.

DEFINITIONS

Clinical Setting: for the purposes of this policy, clinical settings are defined as the entire building or office in which patient care or treatment is provided. All rooms and areas within the building are defined as a clinical setting, with the exception of the lobby, cafeteria, and break rooms.

Facial Covering/Mask: Standard surgical or procedure mask.

REFERENCES

Centers for Disease Control and Prevention. (n.d.). *Prevention strategies for seasonal influenza in healthcare settings: Guidelines and recommendations*. Retrieved from <https://www.cdc.gov>

Centers for Medicare & Medicaid Services. (n.d.). *Condition of participation: Infection prevention and control*. 42 C.F.R. § 482.42(a)(2). Retrieved from <https://www.ecfr.gov>

Florida Agency for Health Care Administration. (2023). *Standards for the appropriate use of facial coverings for infection control*. Florida Administrative Code § 59AER23-2. Retrieved from <https://www.flrules.org>

Florida Legislature. (2023). *Facial covering requirements for health care practitioners and health care providers*. Florida Statutes § 408.824. Retrieved from <https://www.leg.state.fl.us/statutes/>

Memorial Standard Practice, "Influenza Infection Control"

Occupational Safety and Health Administration (OSHA) Bloodborne Pathogens (29 CFR 1910.1030); Personal Protective Equipment (29 CFR 1910. 132); Respiratory Protection (29 CFR 1910. 134)

POLICY OWNER

Employee Health / Human Resources

If any of the statements contained in this policy conflict with any verbal statements or agreements made by any representatives of MHS, then the statements contained in this policy shall control the outcome of any such conflict.

Memorial reserves the right to modify this policy in whole or in part, at any time, at the discretion of the Healthcare System, or as required by any legislative, regulatory, or accrediting agency.

Employees who have questions regarding information contained in this policy should contact the Employee Health Department.

This Policy / Guideline / SOP is intended to provide Memorial health care professionals with guidelines for addressing the subject matter herein. This Policy / Guideline / SOP is not meant to be a substitute for the standard of care or to restrain professional judgment or opinion.

Approval Signatures

Step Description	Approver	Date
Policy Owner	Elizabeth Kang: Human Resources Compliance Manager	12/2024

Applicability

Memorial Healthcare System

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