

Pages 1 through 2 redacted for the following reasons:

S13

Murray, Heather HLTH:EX

From: Foran, Grace E HLTH:EX on behalf of Whitmarsh, Graham HLTH:EX
Sent: Friday, November 30, 2012 1:24 PM
To: Cranston, Lynda EHSC:IN; XT:HLTH Halpenny, Robert; XT:HLTH Murray, Nigel; XT:HLTH Ostrow, David; XT:HLTH Ulrich, Cathy; XT:HLTH Waldner, Howard
Cc: Carroll, Sandra HLTH:EX; Manning, Nichola HLTH:EX; Kendall, Perry HLTH:EX
Subject: For review: DM Letter to HA CEOs re: Health Care Worker Influenza Control Policy
Attachments: 121130 DM Ltr 2 HA CEOs flu policy.pdf

Importance: High

Good afternoon: Enclosed for your review is a letter from Graham Whitmarsh, Deputy Minister, respecting the Health Care Worker Influenza Control Policy.

Regards, Grace for Graham Whitmarsh

Grace Foran
Director, Executive Operations - DMO
Ministry of Health
Physical Address: 5-3, 1515 Blanshard Street, Victoria BC V8W 3C8
Tel: 250 952-1410; Cell: S17 grace.foran@gov.bc.ca

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955316

November 30, 2012

Dear Health Authority Chief Executive Officers:

As you are aware, the *Health Care Worker Influenza Control Policy* (the Policy) comes into effect on December 1, 2012. I am writing to provide an overview and clarification on the implementation and enforcement provisions of the Policy.

The Policy is designed to protect vulnerable patients and seniors from contracting influenza from their caregivers. As a result, all health care workers who come into contact with patients at publicly funded health care facilities, or in the community, including long-term care facilities, need either to be immunized against influenza, or to wear a mask.

In the first year of implementing the Policy, we will focus on educational efforts and onsite influenza clinics to promote compliance. However, over the coming few months, the Ministry of Health (the Ministry) will be engaging in additional consultation with both impacted unions and impacted excluded groups to best determine a comprehensive approach to full-scale implementation of the Policy. Therefore, in the first year, the enforcement components of the Policy will be in abeyance, and non-compliant staff are not to be disciplined.

I recognize that protecting vulnerable patients in British Columbia is, and will continue to be, a shared responsibility between employers and staff. I would like to afford health care workers the additional opportunity to voice their opinions on how best to achieve our shared objective.

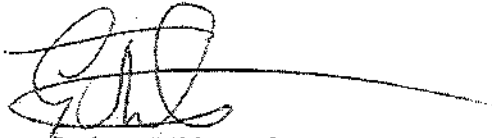
I will also commit to sending you regular updates as our talks progress. The weekly conference calls on this issue will also continue.

While taking a measured approach to the implementation of the Policy during the first year, I want to be clear that operative standards of existing policies regarding influenza outbreaks remain in effect.

...2

We have a common vision for patient care, and we share a common desire for patient safety. It is my hope that, through the forthcoming dialogue, we can establish a shared vehicle for moving the Policy forward.

Sincerely,

A handwritten signature in black ink, appearing to read 'GWH', with a long horizontal line extending to the right.

Graham Whitmarsh
Deputy Minister

pc: Ms. Sandra Carroll, Chief Operating Officer
Dr. Perry Kendall, Provincial Health Officer
Ms. Nichola Manning, Assistant Deputy Minister, Medical Services and
Health Human Resources Division

Stewart, Sharon A HLTH:EX

From: Leach, Wendy HLTH:EX on behalf of Manning, Nichola HLTH:EX
Sent: Friday, November 30, 2012 2:05 PM
To: XT:HLTH Webb, Andrew; 'Brendan Carr (Brendan.Carr@viha.ca)'; XT:HLTH Etherington, Jeremy HLTH:IN; Pelletier, Marc; XT:HLTH O'Connor, Patrick; XT:HLTH Gray, Steve; XT:HLTH Coleman, Jeff; XT:HLTH Johnston, Suzanne; XT:MacDonald, Susan EHSC:IN; XT:Neuner, Andrew HLTH:IN; Arimare, Tony EHSC:EX; Brown, Kevin HLTH:EX; 'Collins, Tony'; 'Crampton, Geoffrey'; 'Harvey, Anne'; 'Johnston, John'; 'Lindstrom, Jane'; 'McInnes, Marno'; XT:HLTH Russell, Mike; 'Sachedina, Zulie'; Sheikh, Umar HLTH:EX; XT:HLTH Stevenson, Lynn; Stewart, Sharon A HLTH:EX; 'Wannamaker, Susan'; XT:HLTH Marchbank, Michael; Kendall, Perry HLTH:EX; Korabek, Barbara HLTH:EX; Sheikh, Umar HLTH:EX; Hagerman, Shannon GCOPE:EX; Carroll, Sandra HLTH:EX
Cc: Whitmarsh, Graham HLTH:EX; Carroll, Sandra HLTH:EX
Subject: Direction for Provincial Approach to Implementation of the Health Care Worker Influenza Control Policy
Attachments: 955316 GW to CEOs of HAs HCW Influenza Control Policy Nov 30.pdf

Direction for Provincial Approach to Implementation:

- The Health Care Worker Influenza Control Policy comes into effect on December 1, 2012.
- Consistency in application amongst Health Authorities, no matter the provider, is necessary.
- At this time, the best avenue for success is through education and effective data collection on compliance rates for influenza vaccination.
- In the first year of policy implementation the enforcement components of the policy will be in abeyance. Therefore, non-compliant staff are not to be disciplined.
- Health Authorities should focus on educational efforts and continue to offer onsite influenza clinics to promote compliance.
- Health Authority management should have a visible presence as of December 1, 2012 and should actively educate employees about the policy requirements.
- Health Authorities should leverage practice leaders to promote influenza vaccinations.
- The Ministry will be engaging in additional consultation with impacted unions and excluded groups over the next few months.
- The operative standards of existing policies regarding influenza outbreaks remain in effect.
- The Ministry in partnership with Health Authorities will reassess how this approach is working on an ongoing basis. The weekly implementation team meetings chaired by Dr. Kendall will remain. In addition, the Ministry has arranged a call with VPs Medicine and VPs Human Resources on December 3, 2012 (11:00).
- Note: for further detail, please refer to the November 30, 2012 letter from Graham Whitmarsh

Immunization Coverage Progress

- Health Authorities continue to experience vaccination uptake and have offered a last minute push prior to the Dec 1 effective date, as well as continuing over the next 2 weeks.
- Many HAs have identified that rates for full/part time staff are much higher than when casual staff are factored in. There was agreement all three groups need to be tracked, but tracking should exclude any casual staff that have not worked in the past 3 months.
- It is critical that employee privacy is maintained.

Messaging

- CEOs are encouraged to release follow-up messaging to staff with a reminder the policy comes into effect December 1, 2012, and positive messaging about progress to date.

Union Issues Update

- Discussions actively underway with unions regarding grievances.

- The Ministry will be engaging in additional consultation regarding full scale policy implementation with both impacted unions and excluded groups.

Nichola Manning
Assistant Deputy Minister
Medical Services and Health Human Resources Division
Ministry of Health
3-1 1515 Blanshard Street
Victoria, BC V8W 3C8



955316

November 30, 2012

Dear Health Authority Chief Executive Officers:

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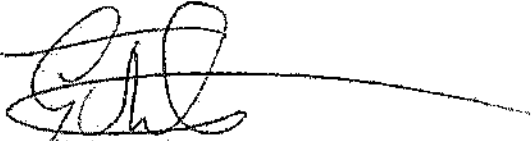
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...2

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Sincerely,

A handwritten signature in dark ink, appearing to read 'GWH', with a long horizontal line extending to the right.

Graham Whitmarsh
Deputy Minister

pc: Ms. Sandra Carroll, Chief Operating Officer
Dr. Perry Kendall, Provincial Health Officer
Ms. Nichola Manning, Assistant Deputy Minister, Medical Services and
Health Human Resources Division

Stewart, Sharon A HLTH:EX

From: Kendall, Perry HLTH:EX
Sent: Tuesday, December 4, 2012 11:00 AM
To: Neufeld, Laura R GCPE:EX; Manning, Nichola HLTH:EX; Stewart, Sharon A HLTH:EX; Carroll, Sandra HLTH:EX
Cc: Jabs, Ryan GCPE:EX; Hagerman, Shannon GCPE:EX; Kendall, Perry HLTH:EX
Subject: RE: Messaging for the Minister's Office - Flu Vaccination for Healthcare Workers

See suggested changes in CAPS

S13

P. R. W. Kendall
OBC, MBBS, MSc, FRCPC
Provincial Health Officer
Ministry of Health
4th Floor, 1515 Blanshard Street
Victoria BC V8W 3C8
Phone: 250 952-1330
Fax: 250 952-1362
perry.kendall@gov.bc.ca
<http://www.health.gov.bc.ca/pho>

From: Neufeld, Laura R GCPE:EX
Sent: Tuesday, December 4, 2012 10:54 AM
To: Manning, Nichola HLTH:EX; Stewart, Sharon A HLTH:EX; Carroll, Sandra HLTH:EX; Kendall, Perry HLTH:EX
Cc: Jabs, Ryan GCPE:EX; Hagerman, Shannon GCPE:EX
Subject: FW: Messaging for the Minister's Office - Flu Vaccination for Healthcare Workers

Hi there – see below. MO looking for response lines to workers who are mad they got the shot....

Does this look ok?

From: Jabs, Ryan GCPE:EX
Sent: Tuesday, December 4, 2012 10:52 AM
To: Neufeld, Laura R GCPE:EX; Marsh, Jania HLTH:EX; Belanger, Matthew GCPE:EX
Cc: Boomer, Joanne HLTH:EX
Subject: RE: Messaging for the Minister's Office - Flu Vaccination for Healthcare Workers

Laura just pulled together the following on the first piece of this. Program would need to sign-off.

S13

Ryan Jabs
Manager, Media Relations and Issues Management
Ministry of Health Communications
Government Communications and Public Engagement
(250) 952-3387
Cell: (250) 413-7121
Ryan.Jabs@gov.bc.ca

From: Neufeld, Laura R GCPE:EX
Sent: Tuesday, December 4, 2012 10:15 AM
To: Jabs, Ryan GCPE:EX; Marsh, Jania HLTH:EX; Belanger, Matthew GCPE:EX
Cc: Boomer, Joanne HLTH:EX
Subject: RE: Messaging for the Minister's Office - Flu Vaccination for Healthcare Workers

Yes, health authorities and HEABC should be providing info to affiliates...

From: Jabs, Ryan GCPE:EX
Sent: Tuesday, December 4, 2012 10:08 AM
To: Marsh, Jania HLTH:EX; Belanger, Matthew GCPE:EX
Cc: Boomer, Joanne HLTH:EX; Neufeld, Laura R GCPE:EX
Subject: RE: Messaging for the Minister's Office - Flu Vaccination for Healthcare Workers

Hi Jania,

Best bet is to check with Nichola Manning's area on this. They are coordinating. I believe health authorities may also be communicating with their providers.

Thanks,

Ryan Jabs
Manager, Media Relations and Issues Management
Ministry of Health Communications
Government Communications and Public Engagement
(250) 952-3387
Cell: (250) 413-7121
Ryan.Jabs@gov.bc.ca

Not Responsive

Stewart, Sharon A HLTH:EX

From: Kendall, Perry HLTH:EX
Sent: Saturday, December 8, 2012 11:39 AM
To: Stewart, Sharon A HLTH:EX; Manning, Nichola HLTH:EX; Neufeld, Laura R GCPE:EX
Subject: Fwd: CNA position statement regarding influenza vaccination
Attachments: CNA letter re HCW influenza vaccination dec 2012.pdf; ATT00001.htm; AMMI position statement influenza vaccination.pdf; ATT00002.htm

FYI

Sent from my iPad

Begin forwarded message:

From: Anne Sutherland Boal <asutherlandboal@cna-aicc.ca>
Date: 8 December, 2012 10:37:38 AM PST
To: "Kendall, Perry HLTH:EX" <Perry.Kendall@gov.bc.ca>
Subject: Fw: CNA position statement regarding influenza vaccination

Dear Perry

C below

We sent out the Liz Bryce et al article /statement to our board yesterday

Currently Ontario union very active with a campaign against

We r staying the course

ASB

From: Mildon, Barbara [<mailto:mildonb@ontarioshores.ca>]
Sent: Saturday, December 08, 2012 01:16 PM
To: Rachel Bard; Anne Sutherland Boal; June Webber
Subject: Fw: CNA position statement regarding influenza vaccination

Hello All
A most welcome letter!
Warmly
Barb

From: Velji, Karima (2111) [<mailto:KVelji@baycrest.org>]
Sent: Saturday, December 08, 2012 12:48 PM
To: Mildon, Barbara
Subject: FW: CNA position statement regarding influenza vaccination

From: McGeer, Dr. Allison [<mailto:amcgeer@mtsina.on.ca>]
Sent: Saturday, December 08, 2012 12:33 PM
To: 'president@cna-aicc.ca';
Joyce Douglas'; Velji, Karima (2111)
Subject: CNA position statement regarding influenza vaccination

Dear Dr. Mildon:

Please find attached a letter regarding the recent CNA position statement regarding influenza vaccination, as well as the newly published position statement from AMMI Canada.

With thanks, and best regards,
Allison McGeer

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Anne Sutherland Boal

Chief Operating Officer | Chef des opérations

Canadian Nurses Association | Association des infirmières et infirmiers du Canada

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youtube.com/CNAVideos

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MOUNT SINAI HOSPITAL
Joseph and Wolf Lebovic Health Complex



Allison McGeer, MSc, MD, FRCPC
Microbiologist & Infectious Disease Consultant
Director, Infection Control
Professor, Laboratory Medicine and Pathobiology
& Dalla Lana School of Public Health
University of Toronto

December 6, 2012

Barb Mildon, RN, PhD, CHE, CCHN(C)
President, Canadian Nurses Association
50 Driveway
Ottawa, Ontario, K2P 1E2

Dear Dr. Mildon:

A nursing colleague forwarded to me your open letter regarding the recent Canadian Nurses Association position statement on the influenza immunization of registered nurses.

I would like to offer my congratulations on a well considered and carefully reasoned statement regarding this issue, and thank you for your strong recommendation that all nurses accept influenza vaccination annually, and that their employers act to ensure that they are vaccinated. The recognition by the CNA that influenza is an occupational risk to nurses and a risk to nurses' families and patients, that vaccination is a important preventive measure but must be part of an integrated prevention and education program, that front-line nurses should be involved in creating and maintaining such programs, and that healthcare employers may need to consider vaccination as a condition of service provides a very useful framework for all of us in understanding and building better programs to protect our patients and healthcare providers.

As a healthcare professional, I depend on my professional organizations for support and assistance, but I also depend on them to take leadership positions about issues that are important to my health, and that of my colleagues and my patients. Your willingness to take a position on this issue is an important step forward in improving the health of all Canadians, and protecting our most vulnerable citizens.

All Canadian nurses should be proud that the CNA is the first Canadian organization and the first nursing organization worldwide to make clear their position on influenza immunization for their member healthcare providers. I am pleased to tell you that a second Canadian healthcare professional organization - the Association of Medical Microbiologists and Infectious Diseases of Canada - has joined you this week (copy of position statement attached; it is also available at: [http://www.pulsus.com/journals/abstract.jsp?origPg=abstract.jsp&sCurrPg=abstract&jnl\(Ky=3&atlKy=11406&isuKy=1093&isArt=t&Hctype=Physician\)](http://www.pulsus.com/journals/abstract.jsp?origPg=abstract.jsp&sCurrPg=abstract&jnl(Ky=3&atlKy=11406&isuKy=1093&isArt=t&Hctype=Physician))).

If there is anything I can do to support educational programs related to influenza immunization, please do not hesitate to ask.

Sincerely,

Allison McGeer, MSc, MD, FRCPC
Director, Infection Control, Mount Sinai Hospital

cc. Dr. Karima Velji, President Elect, CNA

**AMMI Canada position paper:
2012 Mandatory influenza immunization
of health care workers**

Elizabeth Bryce MD FRCPC¹, Joanne Embree MD FRCPC², Gerald Evans MD FRCPC³, Lynn Johnston MD FRCPC⁴,
Kevin Katz MD FRCPC^{5,6}, Allison McGeer MD FRCPC^{6,7}, Dorothy Moore MD FRCPC⁸, Virginia Roth MD FRCPC⁹,
Andrew Simor MD FRCPC^{6,10,11}, Kathryn Suh MD FRCPC⁹, Mary Vearncombe MD FRCPC^{6,10,11}

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Page 15 to/à Page 16

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Murray, Heather HLTH:EX

From: Young, Eric R HLTH:EX
Sent: Monday, December 10, 2012 10:21 AM
To: Stewart, Sharon A HLTH:EX; Manning, Nichola HLTH:EX
Subject: FW: US Hospital Flu Policy
Attachments: US Hospitals Flu Policy.pdf

FYI

From: Chapman, Ronald [<mailto:Ronald.Chapman@northernhealth.ca>]
Sent: Monday, December 10, 2012 8:47 AM
To: Kendall, Perry HLTH:EX; Young, Eric R HLTH:EX; XT:Dr.Paul Van Buynder HLTH:IN; XT:HLTH Daly, Patty; XT:HLTH Stanwick, Richard; XT:HLTH Larder, Andrew; XT:HLTH Henry, Bonnie
Subject: FW: US Hospital Flu Policy

FYI

Dr. Ronald Chapman
Chief Medical Health Officer
Northern Health
Tel: 250.649-7653

From: McMillan, Michael
Sent: Monday, December 10, 2012 8:39 AM
To: Johnston, Laura; Chapman, Ronald; Lindstrom, Jane
Subject: US Hospital Flu Policy

FYI

Michael

The Daily Briefing

Hospitals fire staff for failing to get mandatory flu shots

Hospitals adopt 'no shot, no job' policies

December 06, 2012

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Page 19

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Stewart, Sharon A HLTH:EX

From: Kendall, Perry HLTH:EX
Sent: Monday, December 10, 2012 8:09 AM
To: Manning, Nichola HLTH:EX; Stewart, Sharon A HLTH:EX
Subject: FYI Rhoe island mandatory vaccination policy



rhode island
requirements for ...

Page 21 to/à Page 34

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Stewart, Sharon A HLTH:EX

From: Leach, Wendy HLTH:EX on behalf of Manning, Nichola HLTH:EX
Sent: Friday, December 14, 2012 3:37 PM
To: Cranston, Lynda EHSC:IN; XT:HLTH Murray, Nigel; XT:HLTH Halpenny, Robert; XT:HLTH Ostrow, David; XT:HLTH Ulrich, Cathy; XT:HLTH Waldner, Howard; XT:HLTH Webb, Andrew; 'Brendan Carr (Brendan.Carr@viha.ca)'; 'geoffrey.crampton@fraserhealth.ca'; XT:HLTH Etherington, Jeremy HLTH:IN; Pelletier, Marc; XT:HLTH O'Connor, Patrick; XT:HLTH Gray, Steve; XT:HLTH Coleman, Jeff; XT:HLTH Johnston, Suzanne; XT:MacDonald, Susan EHSC:IN; XT:Neuner, Andrew HLTH:IN
Cc: Arimare, Tony EHSC:EX; Brown, Kevin HLTH:EX; 'Collins, Tony'; 'Crampton, Geoffrey'; 'Harvey, Anne'; 'Johnston, John'; 'Lindstrom, Jane'; 'McInnes, Marno'; XT:HLTH Russell, Mike; 'Sachedina, Zulie'; Sheikh, Umar HLTH:EX; XT:HLTH Stevenson, Lynn; Stewart, Sharon A HLTH:EX; 'Wannamaker, Susan'; XT:HLTH Marchbank, Michael
Subject: HCW Immunization Update - week of December 10
Importance: High

Health Care Worker Immunization Update – week of December 10, 2012

Response to HSPBA re Flu Control Policy: the draft letter was reviewed and approved by HAs with one minor edit. HEABC indicated the letter will go out December 14th on behalf of all HAs.

Commitments with the Unions: the agreement with the Unions is the policy is in effect (including asking employees who have been immunized to wear a sticker); however, there is to be no disciplinary action taken this year. Employees that refuse to be educated should not be disciplined for insubordination.

Education supports for Managers: a one page general Q&A was reviewed by HAs and a revised version will be distributed for circulation. The Ministry will work with HAs to develop/coordinate other educational materials to support managers in educating staff. An algorithm has also been created for managers to follow; it will be updated to better align with the union agreement and redistributed. It was agreed that HAs could choose whether or not to use the algorithm this round.

Policy uptake: All HA's reported that most employees are not wearing masks. VIHA noted that with education by manager some employees agreed to the evidence and have begun wearing a mask but are being pressured by the non-compliant to abandon the practice. A balanced approach must be taken so we are not seen to be violating the no discipline aspect of the policy. HEABC will be instituting the clearing house process previously discussed to address these types of situations, as well as other issues that may arise.

Tracking compliance: HAs agreed that as the majority of the non-immunized staff are not wearing masks we will look at the data on immunized staff to infer impact of non-compliance. This work will be used to inform discussions with the Unions/Associations going forward.

Nichola Manning
Assistant Deputy Minister
Medical Services and Health Human Resources Division
Ministry of Health
3-1 1515 Blanshard Street
Victoria, BC V8W 3C8

Stewart, Sharon A HLTH:EX

From: Tony Collins [TonyC@heabc.bc.ca]
Sent: Monday, December 17, 2012 3:58 PM
To: Geoffrey Crampton; Arimare, Tony EHSC:EX; Anne Harvey; john_johnston_interiorhealth_ca; XT:HLTH Stevenson, Lynn; Zulie Sachedina; Jane Lindstrom
Cc: Jennifer Lamont; Matt Prescott; Paul Lim; Stewart, Sharon A HLTH:EX; Sheikh, Umar HLTH:EX; Tony Collins
Subject: Influenza Control Program Policy

During a recent conference call regarding the HCW flu policy a question was raised regarding how to respond in circumstances where an employee is aggressively encouraging other employees to not comply with the policy. Can/should they be disciplined for insubordination or breaching a respectful workplace policy?

Clearly these situations need to be handled cautiously given the commitment that employees will not be disciplined for choosing not to adhere to the policy. However it is possible that, in the extreme, an employee's behaviour could cross the line into behaviour that is disruptive to the workplace and/or harassment of fellow employees. Compliance with the policy may not be mandatory, but mandatory non-compliance is not acceptable either.

I expect this behaviour to be very rare, if it happens at all, but if it does we suggest you share the details with HEABC (Jennifer Lamont or Matt Prescott) before proceeding with any discipline. We will ensure the response is coordinated with the Ministry and any other HAs experiencing similar problems.

Let me know if you have any questions.

Thanks.

Tony

Tony Collins
Vice President, Knowledge Management & Education Services

HEALTH EMPLOYERS ASSOCIATION OF BC

200 - 1333 West Broadway

Vancouver, BC V6H 4C6

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Web: www.heabc.bc.ca



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HEABC's mission – To deliver expertise and innovation in human resources to health care in British Columbia.

Stewart, Sharon A HLTH:EX

From: Stewart, Sharon A HLTH:EX
Sent: Monday, December 17, 2012 3:30 PM
To: XT:HLTH Webb, Andrew; 'Brendan Carr (Brendan.Carr@viha.ca)'; 'geoffrey.crampton@fraserhealth.ca'; XT:HLTH Etherington, Jeremy HLTH:IN; Pelletier, Marc; XT:HLTH O'Connor, Patrick; XT:HLTH Gray, Steve; XT:HLTH Coleman, Jeff; XT:HLTH Johnston, Suzanne; XT:MacDonald, Susan EHSC:IN; XT:Neuner, Andrew HLTH:IN; Arimare, Tony EHSC:EX; Brown, Kevin HLTH:EX; 'Collins, Tony'; 'Crampton, Geoffrey'; 'Harvey, Anne'; 'Johnston, John'; 'Lindstrom, Jane'; 'Sachedina, Zulie'; Sheikh, Umar HLTH:EX; XT:HLTH Stevenson, Lynn
Cc: 'Tony Collins'; Kendall, Perry HLTH:EX; Neufeld, Laura R GCPE:EX; Manning, Nichola HLTH:EX
Subject: FW: Managers Tools for HCW flu implementation
Attachments: 2012-12-14 Flow Chart - HCW Non-Compliance.docx; FAQ --Health Care Worker Influenza Control Policy.docx; 14819_bryc.pdf
Importance: High

Attached are the final versions of the documents discussed on last week's HCW Immunization Implementation call. As you will note below, the documents have also been distributed to your regional communications directors.

Sharon Stewart

Executive Director, Health Human Resources Planning
Ministry of Health
Phone: (250)952-3656 Fax (250) 952-0989
Cell: S17
email: Sharon.Stewart@gov.bc.ca

From: Neufeld, Laura R GCPE:EX
Sent: Monday, December 17, 2012 12:15 PM
To: hlth Regional Communications Directors
Cc: Stewart, Sharon A HLTH:EX; 'Tony Collins'; Kendall, Perry HLTH:EX; Kerstiens, Frances
Subject: Tools for HCW flu implementation
Importance: High

Hi folks,

Attached are a couple of documents that have been created centrally, which we are hoping will help some of your units/areas who are having issues or questions from staff around what to provide managers to assist them in implementation of the HCW flu policy.

There is a FAQ document, which has been reviewed and approved by the wider group, including your MHOs. This is in a generic word form, so feel free to customize it so that it fits your HA templates, with logos, etc. It can be used by managers as a "one-pager" to give to staff who are non-compliant (or however else your folks deem useful). While the format can be changed to fit HA specifics, I ask that you not make changes to content, as this has been signed off by a wide range of people (including across HAs), and we need to keep consistent.

There is also a one-page "algorithm" document, which is a flow chart of how managers are able to address issues of non compliance. This is not a "must use" at all, but is also just a tool for those who are looking for something.

Finally, also attaching the AMMI position paper which was released not long ago, in support of mandatory influenza policies. This might be helpful to provide to some physicians or others who have more technical questions. Of course, feel free to share as needed.

Any questions, please just let me know. This package is also being shared with your VPs of Medicine and HR.

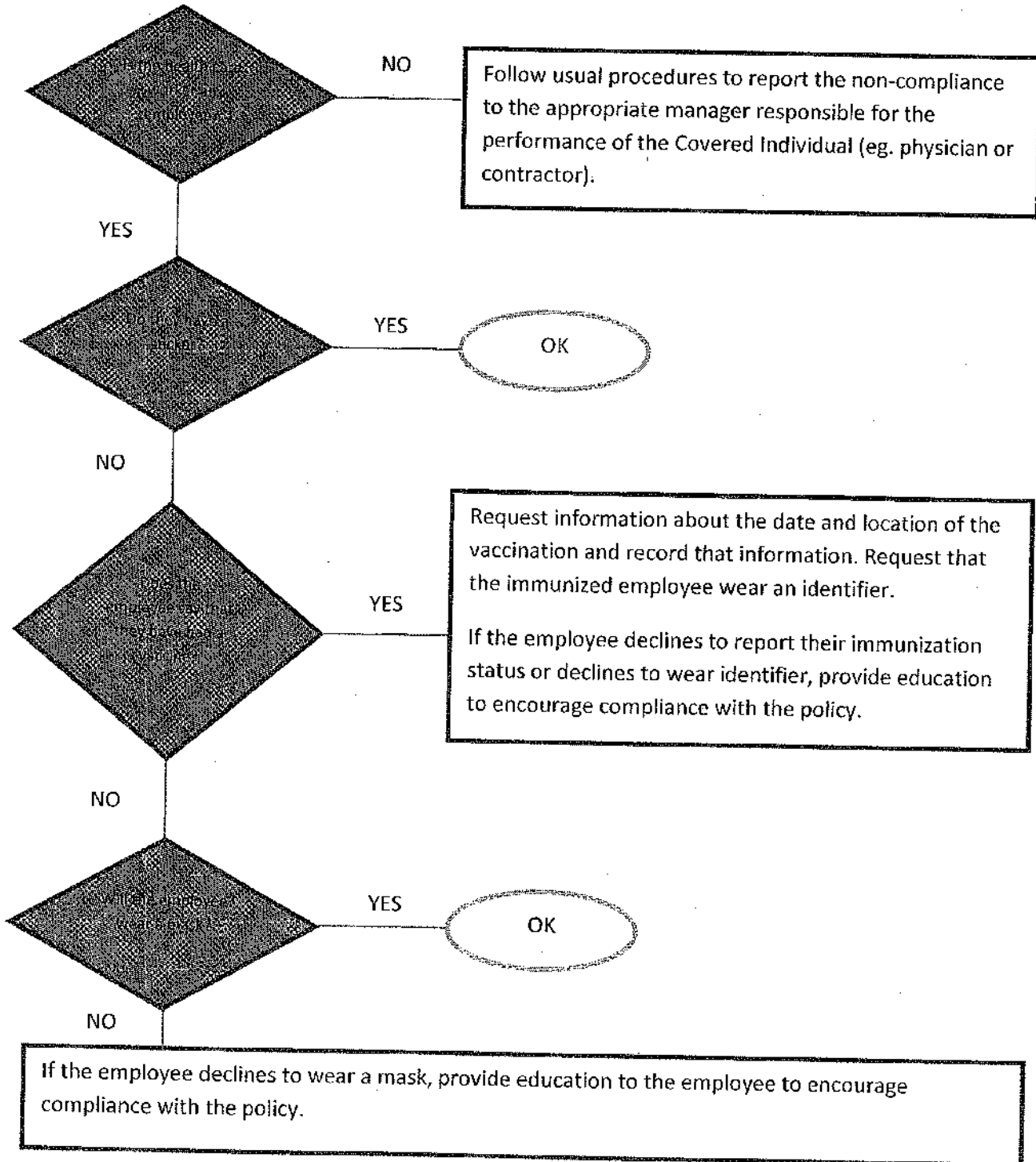
Thanks!
Laura

Laura Neufeld

Senior Public Affairs Officer | Health Communications

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Guidance for Managers for Responding to Non-Compliance
with the Influenza Control Program Policy



The purpose of this document is to provide guidance to managers for responding to non-compliance with the Influenza Control Program Policy. Covered Individuals are defined as: employees (unionized and excluded), other credentialed professionals, residents, volunteers, students, contractors, and vendors who attend a patient care area. Managers are advised to seek guidance from [Labour Relations] when using this resource. [DATE]

Health Care Worker Influenza Control Policy

FAQ

On Dec. 1, British Columbia's health care worker influenza control policy took effect, and all health care workers, including physicians, residents, students, volunteers and contractors, are asked to be vaccinated against the flu, or wear a mask when in areas where they could come into contact with patients. In the first year of implementation, the disciplinary components of the policy will be on hold to allow for on-going consultation with unions and other affected groups.

Have questions? Here are answers to some of the most frequently asked questions:

1. Why is this policy in effect?

- The policy is in place to protect our vulnerable patients, seniors and clients from contracting influenza while at our facilities, or from one of our workers.
- The flu can cause very serious complications – including death – for these at-risk groups. In fact, every year the Public Health Agency of Canada estimates that up to 8,000 Canadians die from influenza or its complications. We know that for many of our patients or clients, due to their age or health status, the vaccine is less effective – that is why it is extra important for us to protect ourselves, so that we can better protect them.

2. How effective is the vaccine or are masks?

- Vaccine effectiveness ranges depending on several factors, such as the predominant flu strains circulating in a community, and the age and general health of the vaccine recipient. The vaccine is always the best preventative measure.
- The most recent comprehensive review of peer-reviewed, scientific studies estimates that average effectiveness is about 60 per cent in healthy adults. While that is in no way perfect, it is the best tool we have to protect ourselves and our patients from serious illness. Even in years when there is a vaccine mis-match, the shot does provide protection – and any level of protection is better than none!
- While the vaccine is preferable, masks are also able to provide significant protection to patients from infected health care workers, especially when used in conjunction with proper hand hygiene. It is not uncommon for people to be infected and not know it, and the mask protects patients in these situations.

3. Do I need to wear an identifying sticker?

- The policy requires all covered individuals who are vaccinated to wear an identifier to help us know who should be wearing a mask. Health care workers are asked to wear a small sticker on their id badge. The sticker can be placed on either the front or back of the badge, as long as it is easily displayed when needed. Stickers can be obtained

from your manager, when you report your immunization status.

4. Is the vaccine safe?

- Yes, the influenza vaccine is very safe. The most common side effects are soreness or redness around the injection site. The vaccine cannot give you the flu, and it is safe for both pregnant women (in fact, it is recommended for them to protect both themselves and their baby) and for those with egg allergies. For those with severe egg allergies, or a history of anaphylaxis to vaccines, you should discuss this with a physician who specializes in immunizations, but in most cases you will be able to receive the vaccine in a controlled setting.

5. I have heard that this policy has been withdrawn, am I still expected to comply?

- This policy is still in effect, and you are expected to comply. The only change this year is that progressive discipline will not be employed.

6. Where do I need to wear a mask if I am not immunized?

- Masks must be worn in any areas where patient contact might reasonably be expected – whether or not direct care is being provided. Masks do not need to be worn in cafeterias, or in areas where no patient contact is to be expected, such as private offices or laboratory space.

For more information and answers to more questions, please visit immunizebc.ca/healthcare-professionals

**AMMI Canada position paper:
2012 Mandatory influenza immunization
of health care workers**

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