

# PROTECTING THE HEALTH OF STAFF (Criterion 3.5)

## STAFF IMMUNISATION

It is practice policy that all staff members be vaccinated appropriate to their duties (clinical and non-clinical), to ensure they are protected from vaccine preventable infectious diseases.

Where appropriate, Pro Health Care will offer all staff an appointment with a GP upon induction to discuss their immunisation status and ensure an individual assessment is completed.

Pro Health Care offers immunisations based on the Australian Immunisation Handbook as follows:

### Clinical Staff

- Hepatitis B
- Influenza
- Diphtheria, Tetanus, Pertussis
- MMR (if non-immune)
- Varicella (if seronegative)
- Meningococcal C

### Non-Clinical Staff

- Hepatitis B
- Influenza
- Tetanus (dT or dTpa)

An electronic immunization register is maintained by the Practice Manager. Details of immunization are gathered during staff induction and it is the staff member's responsibility to ensure that the Practice Manager is informed of any updates to this register.

The refusal to be vaccinated or receipt of vaccines and any natural immunity to disease are recorded in the immunization register for each staff member. It cannot be assumed that staff will seroconvert post immunisation (e.g. Hepatitis B). It is therefore recommended that post immunisation status is serologically confirmed wherever possible and that further vaccinations are provided as required. Post-immunisation immunity, if known, should be documented.

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