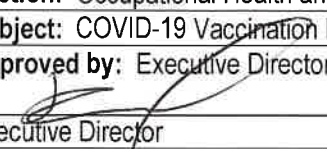


Algoma Nurse Practitioner-Led Clinic

Policies and Procedures

Section: Occupational Health and Safety	Policy Number: OHS2021-02
Subject: COVID-19 Vaccination Policy	Effective Date: October 21, 2021
Approved by: Executive Director	
 Executive Director	10/25/2021 Date

COVID-19 Vaccination Policy

The National Advisory Committee on Immunization (NACI), federal, and provincial government recommend vaccination against COVID-19 for workers essential to maintaining the COVID-19 response and/or engaging with high-risk people. Consistent with this, ANPLC recognizes the importance of COVID-19 immunization of people working on site, all of whom are considered at high risk for contracting COVID-19 due to the nature of their work.

PURPOSE

To ensure that staff, community partners, volunteers, students, and patients have the highest level of protection from COVID-19 while in the workplace. This policy outlines the Algoma Nurse Practitioner-Led Clinic's (Algoma NPLC) expectations regarding COVID-19 immunization of staff.

POLICY

1. It is strongly recommended that all staff, community partners, volunteers, and students who work on-site at Algoma NPLC receive the COVID-19 vaccine unless it is medically contraindicated.
2. Algoma NPLC will facilitate access to COVID-19 vaccine for all employees and volunteers. This may take the form of on-site vaccine clinics or time away from the workplace to obtain vaccination.
3. New Hires will be required to present a medical certificate verifying the date they received the vaccine (2 doses), prior to commencing employment.
4. Options for Current Staff:
Current staff must select one of the following options:
 - a. Proof of 2 doses of a COVID-19 vaccine approved by Health Canada.
 - b. Submit proof the staff member completed the following
 - Six learning modules in the University of Toronto "COVID-19 vaccination in Canada: an educational series for primary care professionals" <https://www.dfcu.utoronto.ca/covid19-vaccination-modules>
 - Vaccine Education AdvantAge Ontario <https://www.dropbox.com/s/vjaw6ajmdj8y8ku/Vaccine%20Education%20Video.mp4?dl=0>

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- c. Provide a documented medical reason for not being vaccinated from either a Physician or Nurse Practitioner that states why the person cannot be vaccinated against COVID-19 and the effective time period for the medical reason

Staff who opt to attend the education session above but do not provide proof they have been fully vaccinated, or those who have received the first dose but not the second dose, will be deemed to be unvaccinated for the purposes of this policy.

5. Unvaccinated staff will be required to submit the Antigen Point of Care Test (POCT) at their own expense. The employee will provide proof of a negative result before each designated shift (Monday and Wednesday) to the Executive Director (ED) via Text or e-mail. The test unit will be returned to the Clinic Director or Lead Administrator for review and disposal.
6. A refusal to submit to testing will result in the staff member being placed on an unpaid leave of absence until testing is undertaken. Failure to adhere to this policy may result in disciplinary action up to and including termination of employment.
7. Students who decline vaccination will not be placed on site at Algoma NPLC.

COLLECTION OF VACCINATION STATUS INFORMATION

Data collected regarding staff vaccination status will be kept in the staff's personnel file and will only be used for the purposes of implementing and enforcing this policy. We will not share staff's vaccination status with other staff or patients without consent. Statistical information (non-identifiable) will be collected and maintained by Algoma NPLC on individuals who provided proof of vaccination, medical reasons for not being vaccinated, and participation in educational programs. This information will be maintained in a secure fashion and only disclosed to the Ministry of Health as required.

IPAC AND OTHER SAFETY PRECAUTIONS

All staff (vaccinated and unvaccinated) will continue to adhere to Algoma NPLC mandated safety precautions regarding masking and other PPE, physical distancing, and handwashing. However, unvaccinated staff will be required to adhere to more stringent safety protocols than vaccinated staff, including to wear full PPE as is appropriate for the level of interaction (mask, face shield, gown, and gloves...etc.) when within 2 meters of patients or other staff.

It is possible that health and safety protocols may impact unvaccinated staff's working conditions, job assignments, duties, workspace, location, weekly hours, position and may result in a leave of absence without pay.

The ED will work with unvaccinated staff to reduce the impact of health and safety protocols on the staff's working conditions as much as reasonably possible. But health and safety of staff, co-workers and patients will be the primary consideration.

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The Algoma NPLC will comply with all provincial and regional public health requirements to reduce the risk of COVID-19 exposure to staff, patients, and visitors. However, due to the nature of the virus and despite taking all reasonable precautions, the Algoma NPLC cannot guarantee zero risk of exposure to COVID 19 while on the Algoma NPLC premises.

REVIEWS:

Date: _____ Signature: _____

Date: _____ Signature: _____

