

Title: COVID-19 Vaccination Program	<input checked="" type="checkbox"/> Policy <input checked="" type="checkbox"/> Procedure <input type="checkbox"/> SOP
Category: General Sub-category: Occupational Health & Safety	Distribution: Organization Wide
Endorsed: EVP People, Culture & Strategy Signature:	Approval Date: Aug. 24, 2021 Reviewed/Revised Date: Next Review Date: Aug. 24, 2022

CROSS REFERENCES: (HR-t-04) Discipline
(OHS-oh-102) Occupational Health & Safety Services and Requirements

1. PURPOSE

Outline the process to prevent the transmission of COVID-19 virus with a COVID-19 surveillance program that is managed according to Public Health Ontario, Ministry of Health guidelines.

2. POLICY STATEMENT

The COVID-19 vaccination program is offered by Thunder Bay Regional Health Sciences Center (the Hospital) to meet the requirements of the Public Hospitals Act 1990, Regulation 965 and the Ministry of Health, Directive 6. Unvaccinated health care workers pose an immediate risk to patients and other health care workers as well as to the health system capacity due to the potential introduction of COVID-19 into the health care setting. All workers are required to comply with one of the following:

2.1 Provide proof of full vaccination against COVID-19; or

2.2 Written proof of medical reason, provided by a physician or registered nurse in the extended class that sets out a documented medical reason for not being fully vaccinated against COVID-19, and the effective time period for that medical reason; or

2.3 Proof of completing an educational session approved by the Hospital about the benefits of vaccination prior to declining the vaccination for any reason other than a medical reason.

Workers who do not comply with 2.1 will be required to submit to regular antigen point of care testing and demonstrate a negative result, as directed by and at intervals to be determined by the Hospital. Workers will be required to provide verification of the negative test result in a manner determined by the Hospital that enable the Hospital to confirm the result.

Effective September 7, 2021 proof of all required doses of a COVID-19 vaccine approved by Health Canada is mandatory for all new workers hired by the Hospital as a condition of employment or placement.

3. SCOPE

Applies to all workers carrying on activities in the Hospital.

4. DEFINITIONS

COVID-19: An acute respiratory illness in humans caused by a coronavirus, capable of producing severe symptoms and in some cases death, especially in older people and those with underlying health conditions.

COVID-19 Symptoms: Fever, cough, difficulty breathing, muscle aches, fatigue, headache, sore throat, hoarse voice, difficulty swallowing, runny nose, sneezing, nasal congestion, change in sense of smell/taste, chills, gastrointestinal symptoms (nausea and/or diarrhea).

Fully vaccinated: any individual who has received the full series of a COVID-19 vaccine and has received the final dose of the vaccine at least 14 days ago.

Unvaccinated: any individual who does not provide proof of being fully vaccinated for COVID-19 or who has not received the COVID-19 vaccine, whether by personal choice or medical exemption.

Worker: includes employees, professional staff, students/learners, volunteers, contract staff or any other person working on behalf of the Hospital.

5. PROCEDURE

5.1 All staff, professional staff and volunteers must complete the COVID-19 Vaccination Declaration Form available in paper copy or web-portal, and submit it to Occupational Health & Safety (OHS). Learner vaccination status will be verified through their academic institution. Contractor vaccination status will be validated through their employer.

5.2 Staff, professional staff and volunteers who have been vaccinated and chose to disclose their vaccination status will provide proof of all required doses of a COVID-19 vaccine approved by Health Canada to OHS. Vaccination receipt must be submitted to OHS by email ohs@tbh.net or as a paper copy. Receipt shall include date of vaccination, vaccine name, lot number, and signature of administration. If OHS does not receive proof of vaccine, the worker is considered unvaccinated.

5.3 Workers who are unvaccinated due to a medical exemption will submit a valid COVID-19 Vaccination Medical Exemption Form (see appendix A) and will submit to point of care antigen testing requirements as directed by the Hospital.

5.4 Workers who have not been vaccinated or chose not to disclose their vaccination status will complete the COVID-19 Vaccination educational program approved by the Hospital and will submit to point of care antigen testing requirements as directed by the Hospital.

5.5 PPE protocols and restrictions may vary between fully vaccinated and unvaccinated workers.

5.6 Workers who decline the vaccine or chose not to disclose their vaccination status will continue to work in their area of assignment. There will be no adjustment to a perceived area of lesser risk based on a refusal of the vaccine or choosing not to disclose vaccination status.

5.7 This policy is subject to modification if the vaccine is declared mandatory by the Hospital or by an overseeing body such as the province or the Chief Medical Officer of Health.

5.8 Non-compliance with this policy will be managed in accordance with the Hospital collective agreements, applicable legislation and human resources policy HR-t-04 Discipline.

6. RELATED PRACTICES AND/OR LEGISLATIONS

Provincial Infectious Disease Advisory Committee
Center for Disease Control and Prevention
Ministry of Health – COVID-19 Directive 6
Public Hospitals Act 1990, Regulation 965