

COVID-19 UPDATE

Keeping You Safe



Thunder Bay Regional
Health Sciences
Centre

To: All Staff, Professional Staff, Learners and Volunteers

From: Dr. Peter Voros, EVP, Patient Care Programs & Regional VP, Cancer Services, North West Regional Cancer Program

Date: August 26, 2021

RE: **COVID-19 Vaccination Policy**

The health and safety of all staff, professional staff, patients and the community is our top priority. Thunder Bay Regional Health Sciences Centre's COVID-19 vaccination policy is aligned with 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. **As such, and effective September 7th, all Hospital staff and professional staff (workers) are required to comply with one of the following:**

- 1 Provide proof of full vaccination against COVID-19; or
- 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
- 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 option #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 enables the Hospital to confirm the result.

Also 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.

PROCESS:

1. All workers must complete the [COVID-19 Vaccination Declaration Form](#) available in paper copy or web-portal, and submit it to Occupational Health & Safety (OHS) as soon as possible.
2. Workers 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

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unvaccinated. Learner vaccination status will be verified through their academic institution. Contractor vaccination status will be validated through their employer.

3. Workers who are unvaccinated due to a medical exemption will submit a valid [COVID-19 Vaccination Medical Exemption Form](#) and will submit to point of care antigen testing requirements as directed by the Hospital.
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. PPE protocols and restrictions may vary between fully vaccinated and unvaccinated workers.
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.
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.
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.

Please reference the attached policy for more details.

Thank you for your cooperation and your continued commitment to health and safety.

Please contact your manager with any questions or concerns.

All Hospital COVID-19 updates and resources are also available on the iNtranet at <https://comms.tbrhsc.net/covid-19-information/>.