

## PATHWAYS ABILITIES SOCIETY

### **POLICY: IMMUNIZATION/ INFLUENZA/ VACCINES**

**Applies to:** Employees and Volunteers

#### **PREAMBLE**

The provincial health care worker Influenza Control Program Policy states that “it is mandatory that employees either:

- Provide the employer with proof that they have had the annual flu shot; or
- Wear a mask for the duration of the flu season when in patient care areas.”

The Community Care and Assisted Living Act, Residential Care Regulations policy states:

“Continuing health of employees

39 (1) A licensee must not continue to employ a person in a community care facility who does not provide to the licensee evidence of continued compliance with the Province's immunization and tuberculosis control programs.

(2) If a medical health officer reasonably believes that an employee may present a risk to a person in care, the medical health officer may request a licensee to produce a certificate signed by a medical practitioner indicating that the employee is medically capable of carrying out assigned duties in the community care facility.”

#### **POLICY**

Pathways employees and volunteers are encouraged to get flu shots annually.

Pathways employees and volunteers may be required to obtain the COVID 19 vaccine once the vaccine is available and provide proof of immunization pending provincial and federal regulations.

Pathways residential employees (employees working in a licensed facility) must comply with provincial regulations. Non-compliance will result in disciplinary action up to and including dismissal.

Residential employees are required to provide proof of immunization annually prior to flu season.

Pathways provides masks for residential employees who choose not to get a flu shot. Residential employees are required to wear the mask their entire shift.

Effective/Revision Date

May 16, 2016  
December 8, 2020

Board Approved

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