

PATHWAYS ABILITIES SOCIETY

POLICY: IMMUNIZATION/ INFLUENZA/ VACCINES

Applies to: Employees, Volunteers, Individual's Attending or Receiving Services and Home Share Contractors

Original Approval Date: May 16, 2016

Date Board Approved: May 9, 2022

Replaces Policy Dated: March 21, 2022

Board Member's Signature

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

Employees, volunteers and individuals residing in a home operated by Pathways Abilities Society are required to complete a, Immunization Confirmation form.

Employees, volunteers and individuals attending or receiving services are encouraged to get flu shots annually.

Employees, volunteers, home share contractors and their respite providers are required to obtain COVID-19 vaccinations that are approved by Health Canada and provide proof of vaccination. Employees, volunteers, home share contractors and their respite providers are strongly encouraged to obtain COVID-19 and booster shots. Employees, volunteers and individuals attending or receiving services as of December 13, 2021 who have a proof of exemption from the Office of the Provincial Health officer or the medical health officer are exempt.

Home Share Contractors who were approved prior to December 13, 2021 are strongly encouraged to obtain COVID-19 vaccinations and booster shots that are approved by Health Canada and provide proof of vaccination, however they are not required to. Their respite providers are.

Pathways will keep a copy of the employees, volunteers, individual's receiving services and home share contractors' immunization record on file. The collection of this information is kept confidential.

Employees must comply with provincial regulations. Non-compliance will result in disciplinary action up to and including dismissal.

Employees working in the homes are required to provide proof of immunization annually prior to flu season.

Pathways provides masks for employees working in the homes who choose not to get a flu shot. Employees are required to wear the mask their entire shift.