

## Vaccine Preventable Diseases Policy for Griffith Health Clinics

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<b>TRIM document</b>	2023/0001177
<b>Description</b>	This policy outlines the Vaccine Preventable Diseases immunisation requirements for employees and external practitioners who are engaged to work in the Griffith Health Clinics.

### Related documents

[Australian Guidelines for the Prevention and Control of Infection in Healthcare \(2010\)](#)

[Australian Commission on Safety and Quality in Healthcare \(Standard 3\)](#)

[Australian Dental Association Guidelines for Infection Control](#)

[Queensland Department of Health Vaccination of Healthcare Workers Guideline](#)

[Queensland Department of Health Healthcare worker vaccinations](#)

[Griffith University Guidelines for the Prevention and Control of Communicable and Notifiable Diseases](#)

[The Australian Immunisation Handbook](#)

[Queensland Health Communicable Disease Control Guidance and Information](#)

[Queensland Health Employment Directive No. 01/16](#)

[Griffith University Privacy Plan](#)

[\[Policy Principles\]](#) [\[Purpose\]](#) [\[Scope\]](#) [\[Application\]](#) [\[Recommended Vaccinations\]](#) [\[Evidence and Documentation\]](#) [\[Exceptional Circumstances\]](#) [\[Education\]](#)

## 1. POLICY PRINCIPLES

The Griffith Health Clinics use a risk management approach to provide health services in a safe and ethical manner in accordance with the recommendations of the Queensland Department of Health, the Australian Commission on Safety and Quality in Health Care and Griffith University Health and Safety.

## 2. PURPOSE

This policy provides information to support the Griffith Health Clinics in the development, implementation and maintenance of a risk-based workforce immunisation program in accordance with the National Safety and Quality Health Service (NSQHS) Standards, Queensland Health Employment Directive Number 01/16 and Griffith University Guidelines for the Prevention and Control of Communicable and Notifiable Diseases. To support the provision of a safe environment for the clinic workforce and its patients, the Griffith Health Clinics are required to maintain an immunisation register of all employees and practitioners who are engaged to work in the Clinics.

## 3. SCOPE

This policy applies to all Griffith Health Clinic employees and private practitioners who are engaged to work in the Clinic, including, but not limited to, external practitioners, supervisors, tutors, clinic directors, clinic managers, clinic coordinators, dental assistants and receptionists. All students undertaking placements in the Griffith Health Clinics are required to comply with the vaccination requirements established and monitored by the Health Group's Fit for Placement Office.

#### 4. APPLICATION

- 4.1 On and from 30 September 2016, applicants seeking to be engaged for or on behalf of Griffith Health Clinics are required to provide documentary evidence to verify that they are either vaccinated against, or that they are not susceptible to, any of the Vaccine Preventable Diseases (VPDs) as listed in Table 1 of this policy prior to an offer of engagement.
- 4.2 It is strongly recommended and encouraged that all clinic employees and private practitioners who were appointed prior to 30 September 2016 ensure that they are protected against the vaccine preventable diseases listed in Table 1 below and that they provide evidence of immunisation to the clinic manager or delegated officer.
- 4.3 Evidence of a Hepatitis B vaccination or proof that an individual is not susceptible to Hepatitis B, is a requirement for all clinic employees and private practitioners who have direct contact with patients or who in the course of their work may be exposed to blood/body fluids or contaminated sharps.
- 4.4 All employees and external practitioners who are engaged to work in the Griffith Health Clinics are encouraged to act in accordance with the recommendations of this policy in addition to the [Griffith University Guidelines for the Prevention and Control of Communicable and Notifiable Diseases](#), which are available from the Policy Library on the Griffith Portal.

#### 5. RECOMMENDED VACCINATIONS

<b>Table 1 – Role Definition</b>	
<b>RISK CRITERIA</b>	<b>Disease/Vaccine</b>
Roles that have direct contact with patients or who in the course of their work may be exposed to blood, body fluids or contaminated sharps.	Hepatitis B
Roles that have contact with patients that would allow acquisition and/or transmission of measles, mumps, rubella, varicella, influenza or pertussis (whooping cough). This applies to roles in which: <ul style="list-style-type: none"> <li>• work requires face to face contact with patients, and/or</li> <li>• the normal work location is in a clinical area, and/or</li> <li>• work frequently requires them to attend clinical areas.</li> </ul>	Measles, Mumps, Rubella (MMR) Varicella (chicken pox) Diphtheria, Tetanus, Pertussis (dTpa) Influenza

## 6. EVIDENCE AND DOCUMENTATION

Documentary evidence of vaccinations or immunisation status is to be submitted to the Clinic Manager or delegated officer in a timely manner. The completed documents will be confidentially maintained by an authorized officer of the Griffith Health Clinics and entered into a secure database and maintained in accordance with Griffith University's Privacy Plan.

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## 7. EXCEPTIONAL CIRCUMSTANCES

There are some circumstances when a worker cannot be safely vaccinated in order to satisfy the immunisation requirements for their position due to:

- a medical condition
- pregnancy
- shortage of vaccinations
- refusal

In the above circumstances, a risk assessment will be completed by the Head of School, Deputy Head of School (Clinical Education) or Clinic Director to determine the level of risk of the employee or external practitioner contracting or transmitting vaccine preventable diseases in their role.

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## 8. EDUCATION

Information regarding vaccines and vaccine preventable diseases is available to all Griffith Health Clinic staff by accessing [The Australian Immunisation Handbook](#), the [Queensland Health Communicable Disease Control Guidance and Information](#) and the [Australian Guidelines for Prevention and Control of Infection in Healthcare](#). These are also made available to all Griffith Health Clinic staff on the *Griffith Portal / Learning@Griffith / Organisations / Griffith Health Clinic / Staff / Administration-Management / Infection Control*.

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