

Information on Flu Vaccinations for Health Care Personnel

Importance of vaccination

- The flu is a serious illness that can lead to hospitalization and sometimes death.
- Individuals with weakened immune systems are more susceptible to the virus ... thus the importance of vaccinating health care workers to avoid the spread of the disease.

CMS Reporting Requirements

- CMS does not require vaccinations for health care personnel (HCP), but does require summary reporting about HCP vaccinations for both the inpatient and outpatient quality reporting programs.
- Acute care hospitals must submit health care personnel flu vaccination data for the entire influenza vaccination season (October 1 through March 31) to NHSN. This includes inpatient personnel (began Jan. 2013) and outpatient personnel (begins Oct. 1, 2014). Outpatient is defined as departments physically attached to the hospital or co-located on the campus and sharing the same CCN number.
- All employees who have worked at least one day between October 1 through March 31, regardless of clinical responsibility or patient contact, must be included in the reporting.
- Hospitals must report on employees, licensed independent practitioners and adult students/trainees and volunteers.
- More information may be found at <http://www.cdc.gov/nhsn/PDFs/HCP/Operational-Guidance-ACH-HCP-Flu.pdf>.

Joint Commission Flu Requirements - Standard IC.02.04.01

- Hospitals must establish an annual flu vaccination program for all licensed independent contractors and staff, including providing education about the flu and the preventive benefits of vaccination.
- Hospitals must establish incremental goals of increasing flu vaccinations in order to reach the 90-percent goal by 2020.
- Improvements, according to stated goals, should be noticed each year, and hospitals should also evaluate annually the reasons given by employees for declining vaccination.
- For additional information, review the JC report, http://www.jointcommission.org/r3_issue3.

CDC recommendations:

- All health care workers should be vaccinated against influenza annually. This includes those not involved directly in patient care, but who could potentially be exposed to infectious agents that can be transmitted to health care workers and patients.
- While the CDC encourages flu vaccinations for health care workers, it does not mandate these vaccines.

OSHA recommendations:

- OSHA recommends that health care workers should be vaccinated against influenza annually. While OSHA also encourages vaccinations for healthcare workers, it does not mandate these vaccines. Guidance can be found at [OSHA.gov](http://www.osha.gov).

Alabama law requirements:

- Alabama hospital licensure regulations require that each hospital “establish vaccination requirements for employees that are consistent with current recommendations of the Federal Centers for Disease Control and Prevention (CDC) and the Federal Occupational Safety and Health Administration (OSHA)” (Rule 420 – 5 – 7 – .06. Personnel)