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Health Officer Order: Health Care Worker Influenza Vaccination Frequently Asked Questions

HEALTH OFFICER ORDER

Why is the influenza vaccination and masking order needed?

Influenza is a disease with serious impact, and the most effective method of preventing influenza infection is vaccination. Health Care Workers (HCWs) often care for patients at highest risk of severe disease, and are at increased risk of exposure to influenza from ill patients. Infected HCWs can transmit influenza to patients and coworkers before they are symptomatic. Nationally, mandatory influenza vaccination or masking policies have increased HCW vaccination rates to greater than 95%. After our first year of mandating these policies in Alameda County and Berkeley, overall HCW flu vaccination rates increased from 72% to 86% in acute care inpatient facilities.

Which takes precedence, Alameda County and City of Berkeley Health Officer order or state laws regarding influenza and HCWs?

This Health Officer order is *in addition to* State laws regarding influenza and HCWs. California Health & Safety code §120175 authorizes Health Officers to control contagious, infectious, or communicable disease and may “take measures as may be necessary” to prevent and control the spread of disease within their jurisdiction. Facilities must comply with the Health Officer order as well as the applicable State laws regarding influenza vaccine and HCWs. For instance, under State law, acute care hospitals will still be required to report their HCW influenza vaccination rate to the California Department of Public Health, and they will also be required to implement this order.

How is this order different from an influenza vaccination declination policy?

State law currently requires that certain health care facilities offer influenza vaccination to employees. Employees that decline vaccination are only required to sign a declination statement.

DEFINITIONS

Which facilities are affected by the influenza vaccination and masking order?

The vaccination and masking order applies to all licensed health care facilities in Alameda County and the City of Berkeley. For more information and definitions of licensed health care facilities, see California Health & Safety Code Sections 1200-1209 and 1250-1264. http://www.leginfo.ca.gov/html/hsc_table_of_contents.html



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Who is considered a health care worker?

For the purposes of this order, a health care worker is defined as a person, paid or unpaid, working in licensed health care settings and has direct patient contact.

When is influenza season?

Influenza season is defined as the period of **November 1 to March 31 of the following year**. The Health Officer may extend the mandatory masking period if surveillance data demonstrate an unusually late peak and continued widespread influenza activity. HCWs should be offered influenza vaccine before influenza season as it can take up to two weeks to develop protection.

What kind of mask should be used? When should masks be changed, replaced, or discarded?

The term “mask” in this order refers to a surgical mask. Please check with your facility about details of the implementation of this order including specifications of type of mask and how often to change masks.

What is considered a patient care area?

Please check with your facility about details of the implementation of this order including facility specific patient care areas.

Can HCWs decline influenza vaccination based on a religious or medical exemption?

Health care workers that do not get vaccinated for influenza, whether declined or due to a medical exemption must wear a mask during influenza season while working in patient care areas.

FLU VACCINE

What kind of flu vaccine can HCWs receive?

There are multiple flu vaccines available with varying indications and ways to give them. Within specified age indications, there are no recommendations for any given flu vaccine over another. There are inactivated vaccines and live attenuated vaccines, and three ways to give them: intramuscular (in the muscle), intradermal (in the skin), or nasal spray (live attenuated vaccine only).

What about HCWs taking care of immunosuppressed patients?

HCWs who are caring for severely immunosuppressed patients who require a protective environment (e.g. bone marrow transplant unit) should receive the shot instead of the nasal spray. Nasal spray vaccine is an alternative option if the HCW will not work in the protective environment within a week after receiving the vaccine.



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What about HCWs who have egg allergy?

Allergy to eggs should be distinguished from allergy to influenza vaccine. A new influenza vaccine (FluBlok®) has been licensed by the FDA and does not use chicken eggs in its manufacturing process. Please refer to the 2013-2014 issue of the Morbidity and Mortality Weekly Report (MMWR) for more information about influenza vaccine and egg allergy (<http://www.cdc.gov/flu/professionals/acip/2013-summary-recommendations.htm>).

Should a HCW who is immunocompromised or has a chronic health condition (asthma, diabetes, etc.) receive influenza vaccine?

Yes, HCWs in these groups are considered a priority group that should get yearly influenza vaccination as they are at greater risk of severe influenza illness and complications. HCWs in these groups should check with their primary care providers to determine which kind of flu vaccine they should get.

Should a HCW who is pregnant receive influenza vaccine?

Yes, the influenza shot is safe and should be given to pregnant women during any trimester. Pregnant women are another group that should be prioritized if vaccine supply is limited. Pregnant women and their newborn can benefit from influenza vaccination as both are at greater risk of severe influenza illness and complications. By California law, pregnant women should receive preservative-free influenza vaccine available as prefilled syringes and single dose vials.

Resources:

Sample Influenza vaccine declination form: <http://www.immunize.org/catg.d/p4068.pdf>

Influenza vaccine information for HCW's: <http://www.cdc.gov/flu/healthcareworkers.htm>

Free Influenza Vaccine Pocket Guides for HCW's:
<http://www.immunize.org/pocketguides/request-form.aspx>

Educational posters for HCWs:
http://www.cdc.gov/flu/pdf/freeresources/healthcare/p_hcp_press.pdf
<http://eziz.org/assets/docs/IMM-801.pdf>

Local health department Influenza information, including summary of recent inpatient facility evaluation regarding HCW Influenza vaccine rates:

Alameda County: <http://www.acphd.org/seasonal-flu.aspx>

City of Berkeley:

http://www.ci.berkeley.ca.us/Health_Human_Services/Public_Health/Flu_Season_Update.aspx