

Meridian Behavioral Healthcare, Inc.
Employee Health - Flu Vaccine

PURPOSE:

This procedure is to minimize the transmission of the influenza virus in the workplace by providing occupational protection to employees and thus preventing transmission to members of the community served. The Centers for Disease Control and Prevention (CDC) recommend Influenza vaccination of all workers in healthcare settings. This procedure is also to ensure that Meridian Behavioral Healthcare, Inc. (Meridian, MBH, or Center) staff receives appropriate consent prior to the distribution of the Influenza Vaccine by nursing staff in Medical Services, as vaccine becomes available.

PROCEDURE:

1. Acquisition of Vaccine
 - a. Influenza Vaccines may be purchased annually in January/February for the fall influenza season. If it is not purchased in advance, vaccines may not be readily available but if quantities are sufficient, it may be purchased from the Florida Department of Health via the local Health Department offices.
 - b. MBH will utilize Inactivated Influenza Vaccine, made with killed virus and administered through the muscle.
 - c. If vaccine shortages occur or if CDC recommendations are altered, the President/CEO may suspend or revoke all or part of this procedure.
2. Administration of Vaccine
 - a. All employees are eligible to receive influenza vaccination at no cost administered by nursing staff at Meridian.
 - b. The official Vaccine Information Statement (VIS; Attachment A) must be read by the recipient prior to administration of the vaccine. The VIS is updated annually by the Centers for Disease Control and Prevention. The VIS is available by August and can be found at www.immunize.org.
 - c. The consent to administer (Attachment B) must be completed and signed by the recipient prior to administration of the vaccine.
 - d. Once the recipient has read the VIS, had all of his/her questions answered to his/her satisfaction, and has completed and signed the Consent the vaccine may be administered according to the package insert.
 - e. Nursing staff will document the administration on the form and place it in the employee's health file.
 - f. The Consent needs to be reviewed annually to ensure it is in line with the VIS in terms of the contraindications for administration.
 - g. If an employee receives influenza vaccination from an outside provider, proof of vaccination paperwork must be provided to Human Resources.
3. Vaccine Requirement
 - a. All employees will be required to receive influenza vaccination by the 15th of November.
 - b. All employees who obtain influenza vaccination will be provided a sticker indicating they have been vaccinated at the time they receive the vaccine and will be required to wear the sticker on their Meridian badge.
 - c. Employees who receive influenza vaccination from an outside provider will receive a sticker from Human Resources once proof of vaccination paperwork has been submitted.
 - d. All employees who do not wish to receive influenza vaccination must submit an Influenza Vaccination Declination Form (Attachment C) to Human Resources by the 15th of November.
 - e. Any employee opting out of the flu vaccine due to a medical contraindication must complete the Influenza Vaccination Medical Exemption Form (Attachment D).
 - f. Any employee who opts out of influenza vaccination must wear a mask from November 15th through April 30th, regardless of changes to other masking protocols (i.e., COVID-related masking protocols).