

**UNIVERSITY HOSPITALS BIRMINGHAM NHS FOUNDATION TRUST**  
**BOARD OF DIRECTORS**  
**25 APRIL 2019**

<b>Title:</b>	<b>APPROVAL OF POLICY</b>
<b>Responsible Director:</b>	David Burbridge
<b>Contact:</b>	Berit Reglar, Deputy Foundation Secretary, Ext 14324

<b>Purpose:</b>	The following policy has been reviewed by all relevant stakeholders and the Policy Review Group and is submitted for approval: <ul style="list-style-type: none"> <li>• Immunisation Policy</li> </ul>
<b>Confidentiality Level &amp; Reason:</b>	None
<b>Annual Plan Ref:</b>	None
<b>Key Issues Summary:</b>	The Policy on Controlled Documents states that all policies are reviewed, as a minimum, every three years. The policy below has been reviewed in accordance with this. <ul style="list-style-type: none"> <li>- <b>Immunisation Policy:</b> The main purpose of this policy is to set out the Trust's framework for the provision of a staff immunisation programme in compliance with Department of Health Guidelines.</li> </ul>
<b>Recommendations:</b>	The Board is asked to consider, and if thought fit, approve the following: <ol style="list-style-type: none"> <li>1. Immunisation Policy</li> </ol>
<b>Signed:</b> David Burbridge	<b>Date:</b> 25 April 2019

# UNIVERSITY HOSPITALS BIRMINGHAM NHS FOUNDATION TRUST

## BOARD OF DIRECTORS

THURSDAY 25 APRIL 2019

### APPROVAL OF IMMUNISATION POLICY

#### PRESENTED BY THE DIRECTOR OF CORPORATE AFFAIRS

#### 1. Immunisation Policy

- 1.1. The updated and aligned Immunisation Policy has undertaken a full stakeholder consultation review as part of the three-yearly mandated review of Controlled Documents.
- 1.2. Sponsor approval has been received through corporate nursing representation at the Policy Review Group.
- 1.3. This policy sets out the broad framework for providing assurance that the Trust has in place an immunisation and blood screening programme for all staff who have contact with patients, laboratory specimens or clinical waste.
- 1.4. Provision of an effective immunisation programme to all Health Care Workers working within the Trust will ensure that:
  - Any potential, preventable risks of the acquisition and transmission of infectious diseases are identified, assessed and eliminated or reduced;
  - A staff immunisation programme to mitigate risk of infection is effectively implemented; and
  - Compliance with the requirements set out on the Guidance on Immunisation against Infectious Disease for Health Care Workers (2014) is appropriately monitored in the Trust.
- 1.5. The Scope section now expressly includes bank staff working for the Trust.
- 1.6. The Framework has been reviewed and amended to include the requirement for all new starters to attend an Occupational Health Immunisation screening prior to commencement of work, where an assessment of immunisation needs according to risk will be completed;
- 1.7. In particular, new Health Care Workers who undertake Exposure Prone Procedures (EPPs) work will be required to provide evidence of non-carrier status of Hepatitis B and C (and also HIV if entering their first EPP post after 2006);

- In the event of staff declining immunisation, they will be made aware of the risks they are incurring to themselves and also others; duties may also need re-adjustment according to the level of risk of the role to acquisition and/or transmission of infectious disease.
- 1.8. Employment with the Trust will be subject to the requirements set out in this policy. Staff who fail to provide evidence of their immunisation status within the timeframes specified will be restricted from working and may have their contract of employment terminated.
- 1.9. Under the Duties section, Managers' responsibilities now expressly state that they are responsible for keeping records of staff who have a non-immune status, and therefore should not work in high risk clinical areas.
- 1.10. The Monitoring Matrix now includes a requirement for new starters who attend corporate induction and staff who change roles into high-risk clinical areas to be contacted by the Occupational Health Team to ensure they attend their immunisation programme as and when appropriate.

## **2. Recommendation**

The Board of Directors is asked to consider, and if thought fit, approve the following policy:

2.1. Immunisation Policy.

**David Burbridge**

Director of Corporate Affairs

25 April 2019

