

Immunisation

POLICY

Westmont Community Care staff, volunteers and contractors may be at risk of exposure to diseases, including some of which are preventable by vaccination.

Westmont aims to have all staff vaccinated for influenza annually unless they are unable to have the vaccination for medical reasons. We encourage volunteers and contractors to be vaccinated for influenza annually.

Westmont will aim to have all staff vaccinated for other diseases as deemed necessary by state or national health departments.

PROCEDURES

Staff have duty of care to take reasonable care for their own health and safety and must not adversely affect the health and safety of other people.

Westmont informs all staff about the necessity of vaccinations at induction, through their employment contract and annually.

All staff must have an influenza vaccination by 30 April annually and provide evidence of vaccination to the Quality and Compliance Coordinator. Staff will be reimbursed for the cost of the influenza vaccination.

Staff who are unable to have an influenza vaccination or other vaccinations deemed necessary by state or national health departments for medical reasons they must provide a medical certificate. Contraindications to vaccinations that the Chief Medical Officer has confirmed are allowed are:

- a) A history of previous anaphylaxis following vaccination.
- b) Those who have the Guillain-Barre Syndrome following a previous vaccination; or
- c) These on check point inhibitor drugs for cancer treatment.

If a staff member has made it clear that they have no intention of being vaccinated and there are not medical exemptions that would otherwise allow the staff member to work, then it may be necessary to terminate the employment of that staff member.

All vaccination records are kept on file electronically.

For further information regarding vaccinations please refer to the Australian Immunisation Handbook at immunisationhandbook.health.gov.au

Date approved:	February 2021	By Department:	DCC		
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