



**KENT COUNTY HEALTH DEPARTMENT  
ACADEMIC HEALTH DEPARTMENT  
IMMUNIZATION RECOMMENDATIONS**

Below is an excerpt taken from the KCHD Infection Control Policy, dated March 2015

## **Q. IMMUNIZATION REQUIREMENTS**

### **General Immunizations**

New employees will have their overall immunization status assessed by a KCHD immunization nurse during orientation. All new employees will be vaccinated in accordance with the CDC recommendations for health care professionals. Any outstanding vaccine will be administered according to the recommended ACIP immunization schedule. There will be no exceptions to receiving the required immunizations except for a valid medical contraindication. Previous vaccination status will be accepted with a valid immunization record.

KCHD is mandated to maintain an Emergency Preparedness Plan to effectively respond to public health emergencies, including communicable disease that may be vaccine- preventable. The Emergency Preparedness Plan is based on the Incident Command Structure, where employees may be given duties outside their usual activities. In this scenario, essentially all employees are likely to have direct contact with our clients.

### **Annual Influenza Immunization**

Beginning in 2014, all KCHD employees will be required to receive an annual vaccination by December 1<sup>st</sup> of the current influenza season. As described in the preceding section, all KCHD employees are considered potential health care workers.

The only exceptions to a vaccination are a valid medical contraindication or a religious exemption. Medical exemptions must be specifically documented by a physician. They are essentially limited to 1) a history of Guillain-Barre syndrome associated with vaccine administration, and 2) documented allergic response to a vaccine component. Egg allergy is no longer considered a contraindication, as there are a variety of safe options, including vaccine preparations without egg protein. Applications for medical or religious exemption from annual influenza immunization are included in Appendices 1 and 2. A request for exemption from a required CDC recommended vaccination (for employees beginning at the Department after October 1, 2014) should be brought to the Clinical Services Division Immunization Supervisor. Any individuals receiving a medical or religious exemption will be educated on non-vaccine prevention strategies, including hand hygiene and cough etiquette. They will be strongly encouraged to wear a mask during influenza season (October through April) and in other circumstances as determined when involved in direct patient contact.

Those receiving annual influenza immunization outside of KCHD will be required to provide the appropriate documentation to the Clinical Services Division by December 1<sup>st</sup> of the current flu season.