

Ingersoll Support Services Inc.

Policy: Communicable Diseases and Employment

Policy # HR 25

Section: Human Resources

Approved by the Board of Directors: *March 19 2009*

Procedure Revisions: *May 2012*

Review Date: March 22 2019

Ministry requirement - yes

Given that, in most cases, we are unaware of who is a carrier of an infectious organism or disease, it is imperative that standard universal precautions are followed. ISSI recognizes and respects the rights of employees with regard to communicable diseases that have been developed and defined under Federal and Provincial legislation, and recognizes its obligation to provide a safe working environment for its employees and people who access services.

Procedure:

1. All employees will adhere to Standard Universal Precautions (Policy HS 6) to prevent the spread of communicable/infectious disease caused by bacteria, viruses, parasites, etc. whether airborne, on surfaces, blood-borne, or found in other body fluids and matter.
2. Ingersoll Support Services recommends immunization for employees according to the guidelines established by the Local Health Unit. *An Immunization and Employment with Ingersoll Support Services Declaration (F:HR25)* is provided to staff to sign at the time of their Orientation.
3. Where an employee has a relevant medical condition, ISSI expects:
 - that the employee will inform their supervisor so that actions necessary for the balancing of rights and protection and safety of other staff and the people accessing services may be taken
 - to adjust the work requirements and duties of the employee, where possible, to accommodate specific circumstances relevant to the identified condition, in accordance with applicable law and sensitivity

Declaration: Immunization and Employment with Ingersoll Support Services

Oct.2010

In keeping with Health and Safety Policies, Ingersoll Support Services “will make every effort to provide a safe, healthy work environment.” Our goal with respect to policy on Immunizations is to inform staff members and prospective staff members of the immunizations recommended by the Local Health Unit (Oxford County Public Health.)

This declaration is done in consultation with and under the advisement of: the Oxford County Public Health Unit, the Public Service Health and Safety Association (formerly the Ontario Safety Association for Community and Healthcare, OSACH), and in response to regulations of the Ministry of Community and Social Services.

The Immunizations recommended by the Local Health Unit, as at October 2010, are:

- Tetanus (within 10 years)
- Diphtheria (within 10 years)
- Pertussis (as in *Whooping Cough*)
- Polio Vaccines (at 4 to 6 years of age)
- Measles, Mumps and Rubella
- Flu shot (on an annual basis)
- Hepatitis B (is also recommended as beneficial for care workers)

The Local Health Unit advises that the above are obtainable through the offices of local Physician’s at no cost; the exception being Hepatitis B, which is available with a cost. Ingersoll Support Services covers the cost of staff members Hepatitis B vaccines.

Periodic community health crises may involve more specific statements and bulletins from the Local Health Unit, regarding their public policy on immunizations, notwithstanding this declaration. See for example, the ISSI Pandemic Plan (Nov.2.2009) with regard to exceptional procedures.

I have read and have an understanding of this declaration of the advice of the Local Health Unit.

Name: _____ Signature: _____

Date: _____ Reviewed with: _____