



Health Care Worker and Student Vaccination

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Vaccination Policy – Updated 2022



- All workers in NSW Health facilities e.g. students, new recruits, volunteers and agency staff
- Requirements must be met prior to commencement
- Resources on NSW Health Immunisation page

<https://www.health.nsw.gov.au/immunisation/pages/default.aspx>

Health care worker vaccination

Policy directive →

Frequently asked questions (FAQ) →

Online training module for policy assessors →

Vaccination record card for Category A workers and students →

Undertaking/Declaration form →

Tuberculosis (TB) Assessment Tool →

Hepatitis B Vaccination Declaration Form →

2023 HCW influenza information and consent form template →

Immunisation HealthPathway – NSW HCW and healthcare students

Hunter New England Search Community HealthPathways

Community HealthPathways

Hunter New England

- Home
- COVID-19
- About HealthPathways
- Aboriginal and Torres Strait Islander Health
- Acute Services
- Allied Health Referrals
- Child Health
- Care in the Last 12 Months of Life
- Investigations
- Lifestyle & Preventive Care
- Smoking Cessation
- Nutrition
- Alcohol Brief Intervention
- Motivational Interviewing
- Physical Activity
- Immunisation and Vaccines
- Immunisation**
- Immunisation in Pregnancy
- Post Stem Cell Transplant Immunisation

Immunisation

- Preterm infants
- Occupational risk
- NSW Health healthcare workers and healthcare students**

NSW Health healthcare workers and healthcare students

Occupational vaccination and screening requirements for healthcare workers in the NSW public health service and for healthcare students:

- The [NSW Health Policy Directive Occupational Assessment, Screening and Vaccination Against Specified Infectious Diseases](#) provides a framework for the assessment, screening, and vaccination of healthcare workers, other clinical personnel, and students to minimise the risk of transmission of vaccine preventable diseases.
- The [General Practitioner and Practice Nurse Guide to Meeting NSW Health Immunisation and Screening Requirements for Applicants and Healthcare Students](#) can assist in ensuring an applicant or healthcare student meets with the immunisation and screening requirements outlined in the policy directive.
- All recruitment applicants and students are required to provide evidence of at least 2 doses of COVID-19 vaccination. This requirement also applies to category B workers (staff who do not work in clinical areas).
- All recruitment applicants and students who have direct client contact are defined by NSW Health as Category A, and are required to be vaccinated or screened for the following specified infectious diseases:
 - COVID-19
 - Diphtheria, tetanus, pertussis (dTpa)
 - Hepatitis B
 - Measles, mumps, rubella (MMR)
 - Varicella (chickenpox)
 - Tuberculosis (TB)
- Category A high-risk staff (or students undertaking clinical placement in identified high-risk clinical areas) must comply with the above requirements and also have an annual Southern Hemisphere influenza vaccination (and provide the evidence) before 1 June each year.

For more information about vaccination and screening requirements for healthcare workers or healthcare students, phone the Nurse Manager Staff Health and Wellbeing Service on (02) 4924-6844 or 0439-769-033.

Documentation Requirements



Immunisation history statement

As at: 12 September 2021
For: Jill Citizen
Date of birth: 29 July 2017
Individual Healthcare Identifier (IHI): 8003 60 XX XXXX XXXX
NIP immunisation status: up to date

Schedule	Date given	Immunisation	Brand name given
Birth	30 Jul 2017	Hepatitis B	Engerix-B
2 months	30 Sep 2017	Diphtheria Tetanus Pertussis Hib Hepatitis B Poliomyltitis Pneumococcal Rotavirus	Prevenar 13 Rotarix
4 months	30 Nov 2017	Diphtheria Tetanus Pertussis Hib Hepatitis B Poliomyltitis Pneumococcal Rotavirus	Prevenar 13 Rotarix
6 months	30 Jan 2018	Diphtheria Tetanus Pertussis Hib Hepatitis B Poliomyltitis	Hexaxim
12 months	30 Jul 2018	Measles Mumps Rubella Meningococcal ACWY Pneumococcal	MMR II Nimenrix Prevenar 13
18 months	30 Jan 2019	Hib Diphtheria Tetanus Pertussis Measles Mumps Rubella Varicella	Hiberix Infanrix Priorix-Tetra
4 years	30 Jul 2021	Diphtheria Tetanus Pertussis Poliomyltitis	Infanrix IPV

Next NIP immunisation's due **Date due**
 No vaccines due.

Notices
 This individual has received all vaccines required under the National Immunisation Program childhood schedule.

IDEAL

High level documentation required

Sample results. Actual results may vary.

Test Name	Result	Flag	Reference Range	Lab
HEPATITIS B SURFACE ANTIBODY (QUANT)				ES
HEPATITIS B SURFACE ANTIBODY (QUANT)900			mIU/mL	ES

Patient has immunity to hepatitis B virus.
 This test was performed using the Siemens chemiluminescent method effective November 21, 2013. The values from the previous Ortho Vitros did not be used interchangeably.

Now a 3 page form

Vaccination Record Card for Category A Workers and Students



Personal Details (please print) Please refer to instructions on page 3

Surname	Given Names	
Address	State:	Postcode:
Staff/student ID	Date of Birth	
Email	Contact Numbers	Mobile:
Medicare Number	Position on card: / /	Expiry date: / /

Vaccine	Date	Batch No. (where possible) or Brand name	Official Certification by Vaccination Provider (clinical practice alarm, full name and signature next to each entry)
Adult formulation diphtheria, tetanus, acellular pertussis (whooping cough) vaccine (adult dose of dTpa vaccine)			
Dose 1			
Booster 10 years after previous dose			
Booster 10 years after previous dose			
COVID-19 vaccine (TGA approved/recognised vaccine)			
Primary course (2 doses)		AIR statement or COVID-19 digital certificate attached <input type="checkbox"/> YES <input type="checkbox"/> NO	NOT REQUIRED
Dose 3 or booster dose		AIR statement or COVID-19 digital certificate attached <input type="checkbox"/> YES <input type="checkbox"/> NO	NOT REQUIRED
OR evidence of a temporary or permanent medical contraindication		AIR Immunisation medical exemption form (IM01) attached <input type="checkbox"/> YES <input type="checkbox"/> NO	NOT REQUIRED
Hepatitis B vaccine (age appropriate course of vaccinations AND hepatitis B surface antibody ≥ 10mIU/mL OR core antibody positive)			
Dose 1			
Dose 2	<input type="checkbox"/> Tick for adolescent course		
Dose 3			
AND			
Serology: anti-HBs (Numerical value)	Result	mIU/mL	
	Result	mIU/mL	
OR Serology: anti-HBc	Positive	Negative	
Measles, Mumps and Rubella (MMR) vaccine (2 doses MMR vaccine at least 1 month apart OR positive serology for measles, mumps and rubella OR birth date before 1966)			
Dose 1			
Dose 2			
Booster if required			
OR			
Serology Measles	IgG Result		
Serology Mumps	IgG Result		
Serology Rubella (include numerical value and immunity status as per lab report: Positive / Negative / Low level / Equivocal / Booster required)	IgG Result		

TST Reading	Induration	mm
Referral to TB Service/Chest Clinic for TB Clinical Review required?	<input type="checkbox"/> YES	<input type="checkbox"/> NO
TB Clinical Review		
Chest X-ray		
Other		
TB Compliance - TB Service/Chest Clinic or OASV Assessor (circle correct response)		
TB Compliance Assessment	Compliant	Temporary Compliance
	Non-compliant	
TB Compliance Assessment	Compliant	Temporary Compliance
	Non-compliant	



- ACIR introduced in 1996
- Became the AIR Sep 2016

Hepatitis B practice points



Hepatitis B **surface antibodies** to confirm immune response

If not immune (HBsAb <10 mIU/mL)

- booster and further serology

If still not immune

- 2 doses 1 month interval and further serology

Will be managed as Hep B non-responder if remains non-immune

Pay attention to minimum intervals

3 dose course:

- ✓ a minimum interval of 1 month between the 1st and 2nd dose, and;
- ✓ a minimum interval of 2 months between the 2nd and 3rd dose, and
- ✓ a minimum interval of 4 months (or 16 weeks) between the 1st and 3rd dose



- Serology is not accepted
- ADT is not accepted
- If ADT inadvertently given repeat with dTpa at any interval
- dTpa must be within the last 10 years




MMR practice points (2 funded doses)



Protection should be assumed based on number of documented doses received

Serological testing is **NOT** recommended

However if non-immune what to do?

- 2 doses documented  booster
- 1 dose documented  second dose
- 0 doses documented  two doses

Minimum interval 28 days between live vaccines

Varicella practice points



- Protection should be assumed based on number of documented doses received
- Serological testing is **NOT** recommended following vaccination
- One dose is funded in childhood schedule but two doses recommended for optimal immunity - chance for opportunistic vaccination

slido



Do you add vaccines given elsewhere the to AIR?

① Start presenting to display the poll results on this slide.