 <p>POLICY</p> <p>WRH Universal (WRU)</p>	Title: COVID-19 Vaccine Policy		Policy Number: EH-U-107
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	Author: David Musyj, CEO	Authorized By: Karen Riddell, CNE/COO Dr. Wassim Saad, Chief of Staff David Musyj, CEO	Last Revised Date: 09/22/2021 Last Reviewed Dated: 10/06/2022 Next Review Date: 10/11/2023 Origination Date: 08/03/2021

COVID-19 Vaccine Policy

Windsor Regional Hospital (WRH) recognizes the importance of immunization of Staff members to reduce the risk of serious infection and transmission of infection to co-workers and WRH patients. The COVID-19 immunization program is offered by WRH to meet the requirements of the Public Hospitals Act 1990, Regulation 965 and the Ministry of Health Directive 6. In keeping with WRH's mission, vision, and values, WRH is accountable to its staff, Professional Staff, Affiliates, volunteers, and learners to provide a comprehensive COVID-19 immunization program.

PURPOSE

To reduce the risk of serious infection and transmission of infection to co-workers and WRH patients.

SCOPE

This policy applies to:

- All employees of WRH, Professional Staff, Affiliates, volunteers and learners.

DEFINITIONS

Staff: All employees of WRH, Professional Staff, Affiliates, volunteers and learners.

Affiliates: Third party service providers and contractors (e.g. Subway, Transform, etc.) who provide services to Windsor Regional Hospital.

Professional Staff: Physicians, midwives, and other persons who are credentialed by the Medical Advisory Committee of Windsor Regional Hospital to provide professional services.

COVID-19 Assessment Centre: A facility, designated by the Province of Ontario, capable of providing COVID-19 testing to members of the public.


Fully Vaccinated: Have received the full series of a COVID-19 vaccine or combination of COVID-19 vaccine approved by Health Canada (i.e., two doses of a two-dose vaccine series, or one dose of a single – dose vaccine series) and have received the final dose of the vaccine at least 14 days ago.

POLICY

Windsor Regional Hospital (WRH) Staff have until September 22, 2021, to receive their first dose of the COVID-19 vaccine unless they provide medical documentation with evidence that they cannot medically tolerate the COVID-19 vaccine or have a Human Rights Code exemption. Both exemptions require review and approval/support by WRH. Staff who choose to remain unvaccinated on human rights grounds will be required to participate in an education program on the benefits of COVID-19 vaccination.

Staff that do not receive their first dose of COVID-19 vaccine by September 22, 2021 will be placed on a two-week unpaid leave; or will not be able to exercise their hospital privileges/access WRH resources for two weeks¹; or will not be allowed to enter WRH.

¹ This will not be deemed to be a suspension pursuant to the By-Law or one which triggers a report to the College of Physicians and Surgeons of Ontario pursuant to the *Public Hospitals Act* and the *Regulated Health Professions Act*.

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Staff that have not received their first dose of COVID-19 vaccine by October 7, 2021 (after the two-week period) shall, as applicable: have their employment terminated; or their privileges suspended on an immediate mid-term action (with a recommendation going forward to the Medical Advisory Committee that their privileges be revoked/terminated); or not be allowed into WRH.

Staff that have received their first dose of COVID-19 vaccine by September 22, 2021 or October 7, 2021 as applicable, will be allowed to report to WRH for work/to provide services/to exercise their privileges and access hospital resources with proof of receipt of their first dose of COVID-19 vaccine subject to them testing twice weekly on Sunday and Wednesday before noon with the Abbott COVID-19 Rapid Antigen Test kits, complete online attestation and document this with a photo if they choose to (the photo is NOT mandatory just a suggestion) until 14 days after their second dose. Staff who fail to self-swab and report results via online attestation shall, as applicable: be disciplined, up to, and including, termination of employment or revocation of privileges. If they do not receive their second dose of the COVID-19 vaccine 28 days after their first dose, except for reasons approved by the CEO/COS/CNE shall, as applicable: have their employment terminated; or their privileges suspended on an immediate mid-term basis (with a recommendation going forward to the Medical Advisory Committee that their privileges be revoked/terminated²), or not be allowed into WRH.


Staff who are unvaccinated for a valid medical reason or on human rights grounds will be provided Abbott COVID-19 Rapid Antigen Test kits that must be self-administered at home. These Staff will be required to complete a negative test every Sunday and Wednesday before noon, complete online attestation and document this with a photo if they choose to (the photo is NOT mandatory just a suggestion). Staff who fail to self-swab and report results via online attestation shall, as applicable: be disciplined, up to, and including, termination of employment or revocation of privileges.

Staff who remain unvaccinated on approved human rights grounds will also be required to participate in an education program on the benefits of COVID-19 vaccination. During any COVID-19 outbreak, all Staff who are unvaccinated for a valid medical reason or on human rights grounds may be offered alternate and comparable work, if available and appropriate, at the discretion of WRH. This will be done for their safety and the safety of others.

Note: Tests are for the exclusive use of the Staff member and are to be used only for routine asymptomatic screening. Educational materials will be provided on how to use the rapid home testing and the documentation that will be required to be provided for each test.

All Staff will be required to attest during entry screening that either they have been Fully Vaccinated or if not Fully Vaccinated, that they have completed a rapid test with a negative test result when coming on-site to work. Staff not Fully Vaccinated are to conduct a rapid swab twice per week – Sunday and Wednesday before noon regardless of next shift.

² Professional Staff who challenge the immediate mid-term suspension shall not be allowed into WRH to exercise their privileges/access hospital resources until such time as they exhaust their rights under the By-Law and/or the *Public Hospitals Act*.

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PROCESS

Staff who have not disclosed their vaccination status as of September 9th, 2021 or wish to change their vaccination disclosure are to declare one of the following:

- A. I have received two doses of a Health Canada approved two-dose COVID-19 vaccine or one dose of a Health Canada approved single-dose COVID-19 vaccine (documentation is required).
- B. I have received at least one dose of a Health Canada approved COVID-19 vaccine and I am scheduled to receive a second dose 28 days after my first dose (documentation is required).
- C. I am unable to be vaccinated for medical reasons (documentation meeting the criteria of Directive 6/CPSO Guidance is required).
- D. I am unable to be vaccinated at this time on human rights grounds (documentation acceptable to WRH is required).

Staff who disclose C or D above are not required to provide proof of vaccination, however only the following exceptions apply (requirement of Directive 6, issued on August 17, 2021, and this policy):


- If there is a valid medical reason, (i.e. documented medical reason for not being fully vaccinated against COVID-19 and the effective time-period for the medical reason). This must be provided by a Medical Doctor or Nurse Practitioner.
- If there is a valid human rights grounds with evidence acceptable to WRH and in accordance with the Ontario Human Rights Code.

Staff in categories B, C or D arriving on WRH premises for any work or education related activities will be required to participate in the self-administered COVID-19 testing program. These tests are meant for regular testing of asymptomatic Staff only and to identify those who may be infectious and at risk of infecting others before coming to work on-site. The tests are not to be used by anyone with symptoms or who has a known exposure to someone with COVID-19. Symptomatic and exposed Staff must follow current guidelines to be tested in a COVID-19 Assessment Centre with a PCR test.

Staff required to participate in the self-administered COVID-19 testing program coming to work on-site will be required to be asymptomatic and have completed a negative test prior to entering the worksite. Staff are to conduct a rapid swab test twice per week – Sunday and Wednesday before noon regardless of next shift.

In order to ensure compliance, managers or department chiefs/Medical Affairs will receive/review compliance reports for follow-up. Compliance reports will verify that the COVID-19 program has been completed; however, they will not provide information related to with which component of the program Staff have complied. Failure to comply with the terms of this policy, including the prohibition on distributing the rapid tests, may result in discipline, up to, and including, termination of employment or revocation of privileges.


Rapid test kits distributed to those Staff members in categories B, C and D are to be used only by the Staff members who receive them. The rapid tests may not be given or sold to any other person. Failure to comply with the terms of this policy, including the prohibition on distributing the rapid tests, may result in discipline, up to, and including, termination of employment or revocation of privileges.

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Staff who completed their disclosure prior to implementation of this policy revision on September 9th, 2021 were required to answer the questions below:

1. I have received at least one dose of the vaccine and will receive a second dose when offered or when able to do so, based on WRH and/or provincial criteria (also if you have had both doses of the COVID-19 vaccine select this one)
 - Staff that disclosed #1 and are Fully Vaccinated require no further action. These Staff are now part of the new category A.
 - Staff that disclosed #1 and are not Fully Vaccinated are required to get their second dose and provide proof by October 20th, 2021. These Staff are now part of the new category B.
2. I am unable to be vaccinated for medical reasons. Documentation of this has been submitted to Employee Health
 - Staff that disclosed #2 and have an approved medical exception from Employee Health will continue to follow current process, swabbing Sundays and Wednesdays before noon. These Staff are now part of the new category C.
3. I have chosen not to be vaccinated at this time
 - Staff that disclosed #3 have until September 22, 2021 to receive their first dose of the COVID-19 vaccine and provide proof, unless they provide medical documentation with evidence that they cannot medically tolerate the COVID-19 vaccine or have a Human Rights Code exemption. They are not part of any of the new categories and must complete a new disclosure form.
4. I prefer not to provide WRH with my vaccination status
 - Staff that disclosed #4 have until September 22, 2021 to receive their first dose of the COVID-19 vaccine and provide proof, unless they provide medical documentation with evidence that they cannot medically tolerate the COVID-19 vaccine or have a Human Rights Code exemption. They are not part of any of the new categories and must complete a new disclosure form.

Staff who have a change in vaccination status are to re-submit their disclosure form following these new questions.

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