



PREVENTING INFLUENZA: MANDATORY HEALTHCARE WORKER VACCINATIONS

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INTRODUCTION

A glimpse into the topic of preventing Influenza in Healthcare workers by mandating Influenza vaccination for all Healthcare workers.

- Information from different sources will be used
- Current CDC regulations
- Trends in administration
- Political, Ethical and Religious points of view
- Inferences, Implications and Consequences
- Recommendations



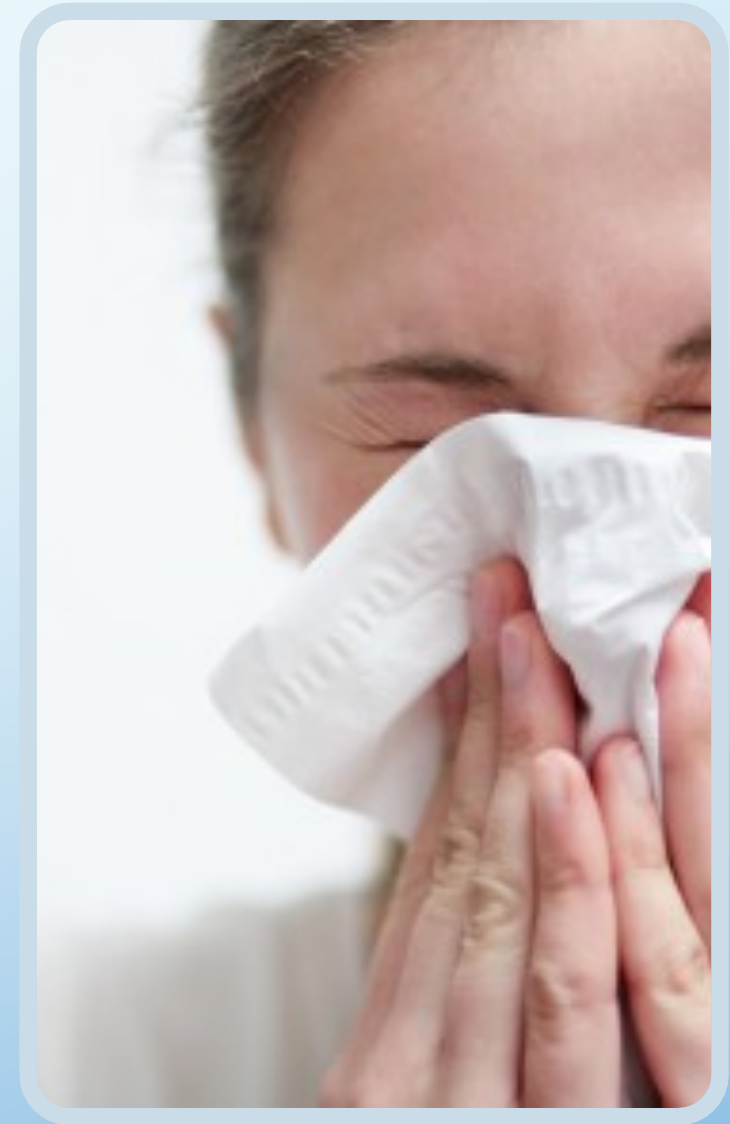
OBJECTIVES

- Define CDC regulations on Healthcare workers and influenza vaccination
- State 3 reasons why the vaccination is important.
- State Political, religious and reasons against vaccination
- Identify Implementation strategies for Healthcare worker immunizations



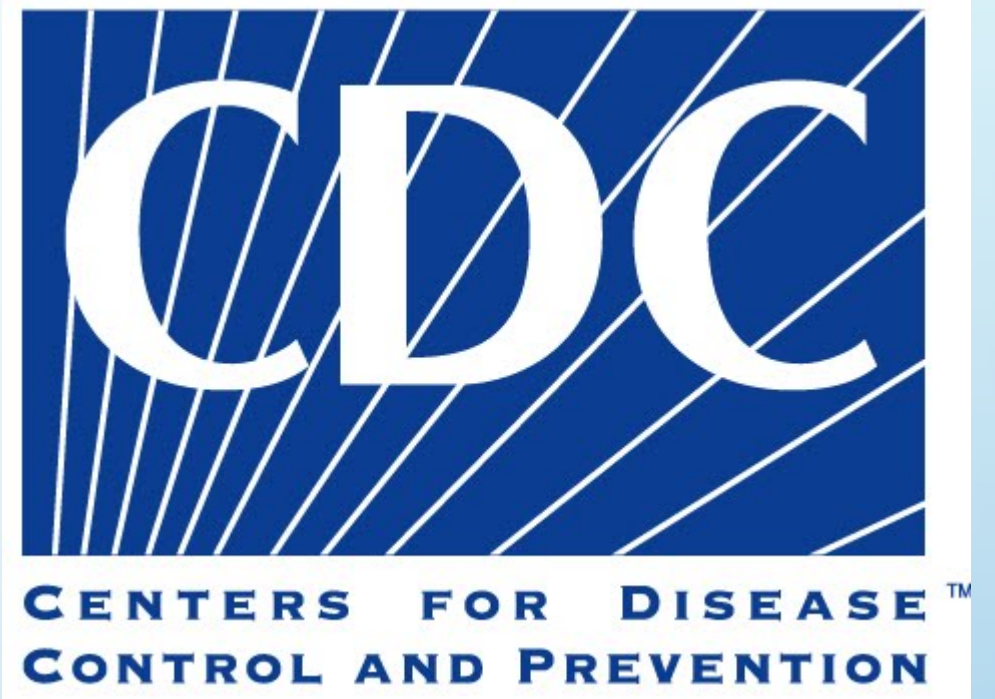
Assessment of the Health Care Environment

- Evidence highlighting need for Flu protection (Yang & Silverman, 2018, p. 3998), (Randall, Curran, & Omer, 2013, p. 1771).
- 2009 the year of the flu pandemic
- Influenza Statistics (Behrman & Offley, 2013, p. 18).



(Schuls-Jacobson, 2018)

Evidence to Support Immunizations



- CDC Recommendations ("CDC," 2018, para. 1) (CDC, 2019)
- Protection for Healthcare Workers (Randall et al., 2013, p. 1771).
- Protection for Patients (Randall et al., 2013, p. 1772).
- Causes of influenza outbreaks (Randall et al., 2013, p. 1772).



ASSESSMENT OF HEALTH CARE ENVIRONMENT POLICIES AND RESEARCH

- Institution policies
- Exemptions
 - Religious
 - Medical
 - Personal
- Healthcare Infection Control Practices Advisory Committee
- Influenza vaccine efficacy
- Safety studies
- Population recommendations

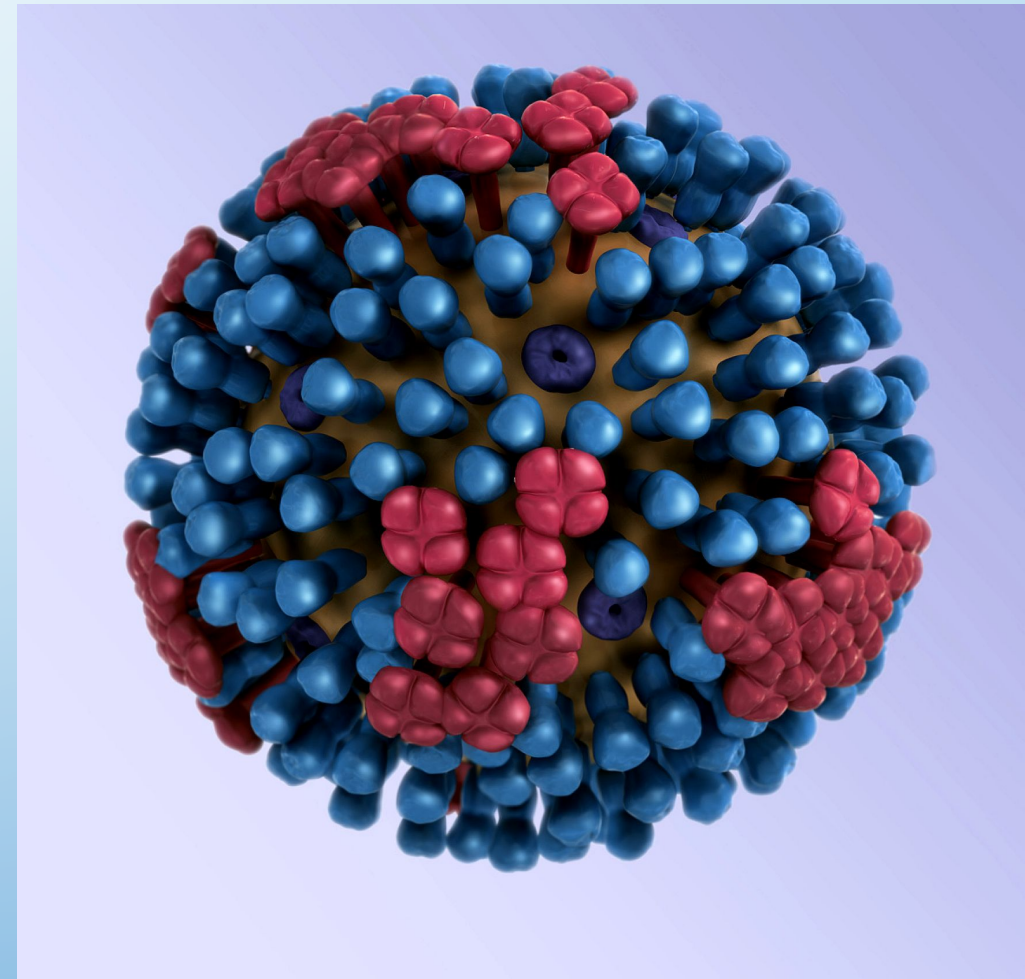
(Docherty, 2018)



Arguments Against Mandatory Immunizations Root Cause

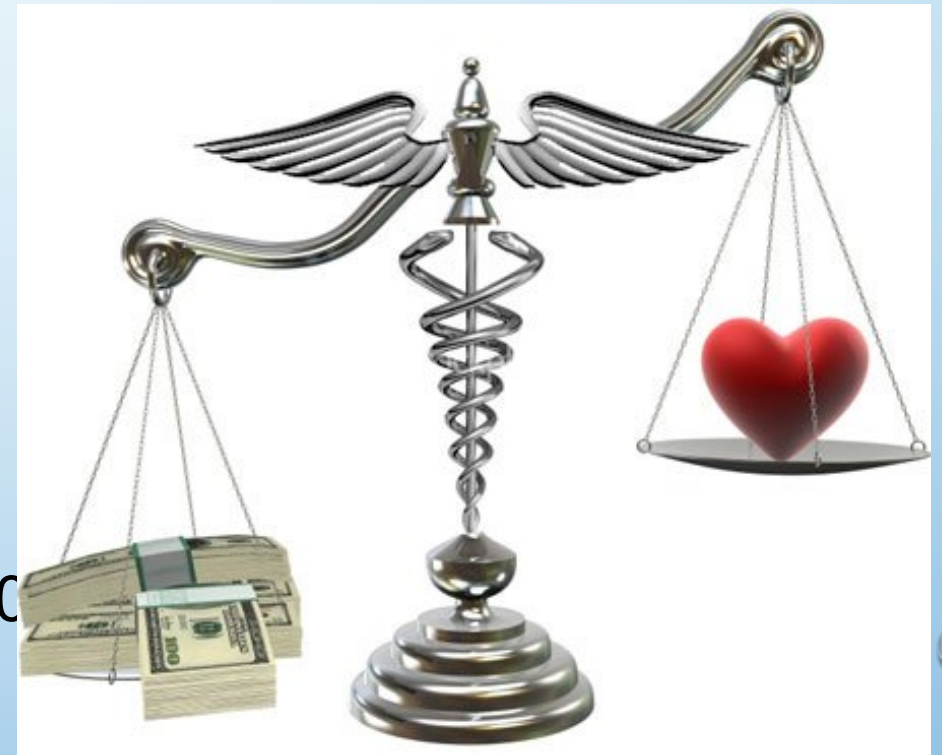
(Higgins, 2018)

- No need for vaccination
(CDC, para 8)
- Religious considerations
(Behrman & Offley, 2013, p. 19)



FINANCIAL CONSIDERATIONS & RESOURCES

- Lost wages
 - Patient Care
 - Patient Satisfaction
 - Familial sickness
 - Vaccination program costs
- (Asfaw, A., Rosa, R., Pana-Cryan, R., 20



Medical Consultants Network, 2018)

ASSESSMENT OF THE HEALTHCARE ENVIRONMENT

POLITICAL, ETHICAL AND NURSING PRACTICE



- American Nurses Association Support
- Ethical Practice
- Model behaviors
- Safe Patient Care
- Responsibility to patient
- Personal beliefs
- Medical Contraindications
- Availability
- Vaccine Safety
- Vaccine Efficacy

(American Nurses Association, 2015).





(Unknown, n.d.)



INFERENCES

Against Mandatory Vaccinations

For Mandatory Vaccinations

Political

- Provide verification that all employees are vaccinated against influenza (Behram & Offley, 2013).

Research

- Vaccination reduces probability/duration (Flanner, et.al, 2018).

Resources / Financial

- Staff / vaccine (Behram & Offley, 2013).

Political / Ethical

- Protecting Staff from patients and visitors (Flanner, et.all., 2018).

Political

- Violation of Civil Rights Act of 1964 (Behram & Offley, 2013).

Research

- Vaccination efficacy inconsistent year by year (Flannery, et.al, 2018).

Resources / Financial

- Termination, shortages (Behram & Offley, 2013).

Political / Ethical

- Pharmaceutical companies
- Ethical Rights (Yang & Silverman, 2018).



(Unknown, n.d.)

INFERENCES



For Mandatory Vaccination

Nursing Practice

- Reduction of Influenza infections shown in studies (Sheffer, et.al., 2011).

Quality / Safety

- Deemed safe and recommended by CDC (CDC, 2018).

Against Mandatory Vaccination

Nursing Practice

- No reduction of respiratory illness (Sheffer et. al., 2011).

Quality / Safety

- Risk to patients and co-workers (Sheffer et. al., 2011).



(Unkown, n.d.)

IMPLICATIONS



For Mandatory Vaccination

Legal

- Contractually bound

Financial

- Cost of Vaccination

Ethical

- Infringing on personal rights of staff (Berhman & Offrey, 2013).

Against Mandatory Vaccination

Legal

- Violation of Civil Rights Act of 1964
- Union Contracts

Financial

- Ineffective vaccination

Ethical

- Preserves personal rights of staff (Berhman & Offrey, 2013).

CONSEQUENCES



Legal

- Discrimination against employees refusing vaccination

Financial

- Loss of Employees
- Sick time
- Law suits
- Lost insurance reimbursement

Ethical

- Safety of patients
- Rights of employee (Berhman & Offley, 2013).



(Unkown, n.d.)

RECOMMENDATIONS



- Create plan with risk assessment team, HR, unions, infectious disease
- Exceptions with no punitive / disciplinary actions against employees
- Implement education programs and guidelines
 - Handwashing
 - Standard Precautions (Yang & Silverman, 2018).
- Paid Sick Leave
 - Employees who are sick stay home
 - Non punitive / disciplinary actions (Asfaw, Rosa & Pana-Cryan, 2017).



(Unknown, n.d.)

CONCLUSION / SUMMARY



- ✓ Reviewed a wide variety of sources views regarding influenza vaccinations
- ✓ Current CDC recommendations
- ✓ Administration trends
- ✓ Various points of views explored
- ✓ Proponents and Opponents viewpoints
- ✓ Recommendations made regarding vaccination policies

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