

Immunization Recommendations for California Healthcare Personnel

The California Department of Public Health (CDPH) recommends ensuring that current and future healthcare personnel (HCP) are immune to vaccine-preventable diseases – both for their own protection and to prevent them from transmitting infections to patients, staff, and visitors. In this document, the term “HCP” refers to students, trainees, volunteers, and employees in health care settings.

HCP Immunization Recommendations

The federal Advisory Committee on Immunization Practices (ACIP) makes [recommendations for immunizations](#) in the U.S. ACIP recommendations for HCP are summarized in the [Summary of Healthcare Personnel Vaccination Recommendations](#) (Immunize.org).

HCP Immunization Requirements

There are no current federal or state requirements that compel HCP to receive any vaccines. Healthcare employers may require immunizations for their employees.

California Occupational Health Immunization Standards for Employers

The California Division of Occupational Safety and Health (Cal/OSHA) [Aerosol Transmissible Diseases \(ATD\) standard](#) requires that employers make available the vaccines listed below to susceptible (non-immune) HCP employees who are covered by the standard and at risk of occupational exposure. Employees may decline to be vaccinated but must sign a declination form.

The Cal/OSHA [Bloodborne Pathogen \(BBP\) standard](#) requires that employers make available hepatitis B vaccine to unvaccinated employees at risk of occupational exposure. Employees may decline to be vaccinated with hepatitis B vaccine but must sign a declination form.

Vaccines that are required to be offered, at no cost, to non-immune HCP employees per the Cal/OSHA ATD or BBP standards:

- Hepatitis B vaccine
- Influenza vaccine*
- Measles, mumps, and rubella (MMR) vaccine
- Tetanus, diphtheria, and acellular pertussis (Tdap) vaccine
- Varicella vaccine (not zoster vaccine)

*California [Health and Safety Code Section 1288.7](#) requires that each general acute care hospital annually offer onsite influenza vaccinations, if available, to all hospital employees at no cost to the employee. Each general acute care hospital shall require its employees to be vaccinated, or if an employee elects not to be vaccinated, to declare in writing that they have declined the vaccination.

COVID-19 Vaccine

Requirements regarding COVID-19 vaccination are evolving. Please refer to updates provided by CDPH, Cal/OSHA, and federal regulatory agencies.

Additional resources are available at [Clinical Resources: Healthcare Personnel](#) (Immunize.org).