

**Public Health Department**

Santa Clara Valley Health & Hospital System



April 7, 2015

TO: All Public Health Department Staff

FROM: Dan Peddycord, RN, MPA/HA  
Public Health Director



Sara Cody, MD  
Health Officer



SUBJECT: Mandatory Influenza Vaccination or Masking of Health Care Workers During Influenza Season – Public Health Department

REFERENCES: VMC Policy #922.0, Influenza Immunization Program  
Infection Prevention Manual Policy #300, Employee Health (EH) Infection Prevention Program.  
Infection Prevention Manual Policy #731, Influenza Vaccine Policy

**POLICY:**

All Santa Clara Valley Health and Hospital System, including Public Health Department, personnel must be immunized against influenza each year. Influenza vaccine is provided free of charge to all personnel through the Employee Health program.

On July 24, 2012, Dr. Martin Fenstersheib, County Health Officer issued a Health Officer order mandating that all health care facilities in Santa Clara County require their health care workers (HCWs) to receive an annual influenza vaccination or, if they decline, to wear a mask during the influenza season.

The order requires each facility to develop and implement a flu vaccine and masking program which will require that all health care workers who do not receive the influenza vaccine wear a mask for the duration of the influenza season. The order is ongoing and applies to each influenza season unless the order is rescinded. The influenza season is defined as November 1 to March 31 of the following year.

The definition of Public Health Department HCW, for the purposes of the masking order, is specific to only those individuals during the time they have direct patient contact or are working in a patient care area, as specified below:

1. Black Infant Health (BIH) - all staff conducting home visits or teaching classes
2. CA Children's Services (CCS) – all staff on medical therapy units or any staff with direct patient contact

3. Childhood Lead Poisoning Prevention Program (CLPPP) – Public Health Nurses and Community Worker staff with direct patient contact
4. Communicable Disease Prevention and Control – all Public Health Nurse and Communicable Disease Investigator staff, and clerical if assigned to Travel Clinic
5. Emergency Medical Services (EMS) – Duty Chiefs on scene or any staff in proximity to direct patient care
6. HIV and STD Prevention & Control – All staff working in Crane Center, Communicable Disease Investigators in the field, Social Workers with direct patient contact, and Public Health Community Specialists conducting community outreach, field testing/counseling and/or syringe exchange.
7. Immunization Education - all staff conducting hospital visits
8. Medical Marijuana ID Card Program (MMICP) – staff conducting interviews
9. Nurse Family Partnership (NFP) and First Five – all staff conducting home visits
10. PH Laboratory - all staff serving patients (phlebotomy)
11. PH Pharmacy – all staff serving patients
12. Regional Services – all staff conducting home visits
13. Travel Clinic – all staff during clinic hours
14. Tuberculosis (TB) Control and TB Case Management – all Public Health Nurse, Public Health Assistants and Communicable Disease Investigator staff
15. Vital Records – staff with direct client contact
16. Women, Infants and Children (WIC) – all staff serving WIC participants

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