

Appendix 8

Fact Sheet: Vaccination requirements for Contractors and Agency Workers

In accordance with Queensland Health policy, Contractors and agency workers engaged in certain roles are required to:

- provide documentary evidence of vaccination or non-susceptibility to measles, mumps, rubella, varicella, and hepatitis B
- have received one dose of pertussis containing vaccine within the last 10 years

Who does the policy apply to?

The requirements for measles, mumps, rubella, varicella, pertussis and hepatitis B apply to employees, Contractors⁸, agency workers, students and volunteers engaged in roles where:

- there is face-to-face or direct physical contact with patients, or
- the normal work location is in a clinical area, or
- there will be frequent attendance in clinical areas; and/or
- there may be contact with blood, body substances and/or equipment contaminated with these.

What is required?

Prior to engagement, Contractors and agency workers need to provide:

1. documentary evidence of vaccination for pertussis within the last 10 years, and
2. documentary evidence they are either vaccinated for or not susceptible to measles, mumps, rubella, varicella and hepatitis B.

It is important to note that the only acceptable evidence for pertussis is evidence of vaccination within the last ten years.

It will also be a condition of ongoing engagement to supply documentary evidence of follow up vaccinations and boosters, as required, for the specified vaccine preventable diseases (VPDs).

⁸ Contractor is defined in the Health Service Directive and means a person engaged to perform services (clinical or non-clinical) as an independent contractor including contractors, consultants, locum workers, visiting medical practitioners, authorised practitioners of a contracted Visiting Medical Officer (VMO) and workers engaged under an arrangement with an employment agency or workforce labour company. It includes external service providers working in Queensland Health facilities. It does not include a person who is engaged as a health service employee under the *Hospital and Health Boards Act 2011*.

Accelerated schedules of hepatitis B vaccination are not routinely recommended and may require a fourth dose to complete.

Prior to engagement

Before commencing engagement with Queensland Health, all Contractors and agency workers will be required to provide their employer (the 'contractor provider') with documentary evidence of vaccinations for the specified VPDs.

Each contractor provider must collect, verify and retain the required documentary evidence. Queensland Health may ask the contractor provider to provide documentary evidence of compliance at any time. Contractor providers may develop their own processes and procedures to collect the required documentary evidence.

Evidence

Acceptable evidence of vaccination, or confirmation that a person is not susceptible to the VPDs includes:

- documentary evidence of vaccination that may include a vaccine record book, a vaccine record card, an immunisation history statement from your regular healthcare provider or from the Australian Immunisation Register.
- where vaccination has occurred, but no documentary evidence is available, a doctor or immunisation provider can review vaccination records or perform serology testing, where appropriate, to provide documentary evidence of vaccinations (this would be at the Contractor's cost). Serology testing is not applicable for pertussis.
- if documentary evidence cannot be provided and a vaccination is required, a doctor or immunisation provider can administer vaccinations.

For further information about acceptable forms of evidence, please see Appendix 3 *Vaccine preventable diseases evidence form – worker* and *Vaccine preventable diseases evidence form – doctor* are available at Appendix 5 and Appendix 6 of this guideline.

Resources

To view relevant policies and further information on the requirement please refer to:

Health Service Directive Vaccine Preventable Disease Screening for Contractors, Students and Volunteers

<https://www.health.qld.gov.au/system-governance/policies-standards/health-service-directives/vaccine-preventable-disease-screening>

For further reading on vaccination requirements please refer to:

<https://www.health.qld.gov.au/employment/work-for-us/dept-of-health/pre-employment/vaccinations>

For further reading on vaccination and immunisation please refer to:

<https://www.qld.gov.au/health/conditions/immunisation/benefits/index.html>

<https://www.health.gov.au/health-topics/immunisation>