



Infection Control: Employee Health Hepatitis B Vaccine

Policy Statement

All employees who are at risk of an exposure to blood or body fluids during the performance of their job will be afforded the opportunity to receive the hepatitis B vaccine series.

Policy Interpretation and Implementation

1. Our facility provides, at no cost to employees, vaccination against hepatitis B to those employees who have not previously received the vaccine series or who are not known to be immune to the hepatitis B virus (HBV). (Note: Vaccines may be provided in-house or by the employee's personal physician, but those provided by the employee's personal physician will not be paid for by the facility.)
2. Unless specifically requested by the employee's personal physician, employees who have a history of immunosuppressive disorders, receive hemodialysis, or are infected with the human immunodeficiency virus (HIV), will not be administered vaccines in accordance with this policy. (Note: This exception is due to the larger doses or increased number of doses required to induce protective antibody levels.)
3. If an employee meets the criteria in paragraph 2, and his/her personal physician requests that vaccines be administered, the employee's physician will be required to monitor the employee and provide the Infection Preventionist (or designee) with appropriate medical information within fifteen (15) days of the completion of his/her evaluation.
4. Employees who are pregnant at the time of vaccination must provide the Infection Preventionist (or designee) with written authorization from their obstetrician before the vaccine may be administered.
5. Lactating mothers must provide the Infection Preventionist (or designee) with written authorization from their pediatrician before the vaccine may be administered.
6. The Infection Preventionist (or designee) will provide all employees with a hepatitis B in-service training program and a "fact-sheet" concerning the hepatitis B vaccine prior to vaccination. Each employee will be required to sign an affidavit that he/she understands such information and whether or not consent is given to administer the hepatitis B vaccine series. A copy of the signed affidavit will be placed in the employee's medical record.
7. Should the hepatitis B vaccine series be administered by our facility, the Infection Preventionist (or designee) will be responsible for:
 - a. Screening employees who suspect they may be immune for anti-HBc prior to initiating the vaccine series;
 - b. Providing to an employee counseling if his/her test returns positive and referring the employee to his personal physician for follow-up;
 - c. Providing an employee with hepatitis B information and explaining the hepatitis B "fact-sheet" each time he/she returns for the second (2nd) and third (3rd) vaccine doses. This includes:
 - (1) Asking the employee if he/she is hypersensitive to yeast (Don't give the vaccine if the answer is yes.);
 - (2) Asking female employees if they are pregnant; and

- (3) Explaining concerns regarding:
 - (a) Immunosuppressed persons;
 - (b) Persons receiving hemodialysis;
 - (c) Persons with HIV infection;
 - (d) Informing each employee that by accepting the vaccine, he/she is certifying that he/she is free from infections and/or conditions outlined above;
 - (e) Taking each employee's temperature and asking the employee if he/she has an infection before administering the vaccine. (Note: If the employee's temperature is greater than 100°F or if the employee has an infection, vaccination must be postponed until the condition has cleared.);
 - (f) Administering the first hepatitis B vaccine (1.0 mL) in the right deltoid muscle as soon as possible before potential exposure to blood;
 - (g) Making an appointment for the employee to return in thirty (30) days for the second (2nd) vaccine;
 - (h) Asking about any reactions from the initial dose when the employee returns for the second (2nd) vaccine;
 - (i) Administering the second (2nd) hepatitis B vaccine (1.0 mL) in the left deltoid muscle if no or minimal side effects occurred from the initial (first) dose;
 - (j) Making an appointment for the employee to return in five (5) months for the third (3rd) vaccine; and
 - (k) Administering the third (3rd) hepatitis B vaccine (1.0 mL) in the right deltoid muscle if no or minimal side effects occurred from the second (2nd) dose.
8. If the vaccine series is interrupted, it will be resumed when convenient for the employee. (Note: The second (2nd) and third (3rd) doses of vaccine must be separated by at least three (3) to five (5) months.)
9. If the employee receives his or her vaccine series from his or her personal physician, the employee will be responsible for providing the Infection Preventionist (or designee) with proof of vaccination. A copy of the immunization record must be filed in the employee's personnel records.
10. If a newly hired employee receives the hepatitis B vaccination series upon employment, the vaccines will continue until the series is completed.
11. If an employee initially declines the vaccines, and later decides to accept the vaccines, he/she will be provided with the vaccines at that time in accordance with the procedures set forth in this policy.
12. Associates at occupational risk of exposure to the Hepatitis B virus will be offered a serological (titer) test for the presence of Hepatitis B virus surface antigens (1-2 months) after the 3-dose series of vaccines has been administered. The protocol and procedure for this test is outlined in the *Bloodborne Pathogens Exposure Control Plan*.
13. Booster vaccines will be provided as recommended by current CDC and OSHA guidelines.
14. The hepatitis B vaccine series will be made available to each employee after he/she has received information concerning hepatitis B, and within ten (10) days of his/her initial job assignment to any job that may include potential occupational exposure.

References	
Other References	<p>Updated U.S. Public Health Service Guidelines for the Management of Occupational Exposures to HBV, HCV, and HIV and Recommendations for Postexposure Prophylaxis www.cdc.gov/mmwr/preview/mmwrhtml/rr5011a1.htm</p> <p>OSHA’s Bloodborne Pathogens Standard and Enforcement Standards www.osha.gov/SLTC/bloodbornepathogens/index.html</p> <p>Centers for Disease Control and Prevention’s Guidelines and Recommendations www.cdc.gov/ncidod/diseases/hepatitis/index.htm</p> <p>Centers for Disease Control and Prevention’s Immunization of Health-Care Personnel. http://www.cdc.gov/mmwr/pdf/rr/rr6007.pdf</p>
Related Documents	<p>Hepatitis B Vaccine – Acceptance/Declination and Hepatitis B Vaccination Record (CP1815)</p> <p>Immunization Record (CP1811)</p> <p>Hepatitis B General Information</p>
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