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Name: HPEI Communicable Disease, Immunization and Tuberculosis
Screening Policy

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Date/Time Generated: Sep 18, 2026 12:58

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Policy and Procedures Manual

COMMUNICABLE DISEASE, IMMUNIZATION, AND TUBERCULOSIS (TB)
SCREENING

Health PEI			POLICY & PROCEDURES
Applies To:	All Health PEI Health Care Workers (HCWs)		
Monitoring:	Chief People & Professional Practice Officer		
Approving Authority:	Executive Leadership Team		
Date:	Effective:	October 19, 2009	
	Update Effective:	August 3, 2026	
	Next Review:	August 3, 2029	
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1.0 POLICY

- 1.1 Health PEI is committed to maintaining a safe work environment by proactively protecting its Health Care Worker's (HCW), patients, clients, residents, and members of the public from the risk of infection, and complications associated with, communicable diseases, including tuberculosis (TB) through the Health PEI HCW Immunization and Tuberculosis (TB) Screening Program.
- 1.2 Every reasonable effort will be taken to reduce the risk of acquiring and/or transmitting communicable diseases, including TB.
- 1.3 All HCW's are required to participate in the Health PEI HCW Immunization and TB Screening Program at no cost to them.
- 1.4 This policy does not apply to patients or visitors. Health PEI must inform the supplying healthcare agency/educational institution that the healthcare agency/educational institution is required to ensure that their staff/ students are screened and managed according to this policy.

Immunization and TB Screening Program

- 1.5 Health PEI HCW Immunization and TB Screening Program follows the [Canadian Immunization Guide \(CIG\)](#), [Canadian Tuberculosis Standards](#) and the [National Advisory Committee on Immunization \(NACI\) statements](#). TB screening and communicable disease immunization and screening are recommended for all HCWs per the guidelines including but not limited to the following:
 - Baseline Tuberculosis (TB) Screening
 - COVID-19
 - Hepatitis B
 - Influenza

- Measles/Mumps/Rubella
 - Meningococcal vaccine – for all employees at occupational risk (clinical laboratory personnel who handle *Neisseria meningitidis* specimens)
 - Polio
 - Tetanus-diphtheria-pertussis
 - Varicella (Chickenpox)
- 1.6 The Employee Health Registered Nurse (EHN) is the sole authorized implementer of the Health PEI HCW Immunization and TB Screening Program, therefore, all EHNs must meet the following criteria for program implementation:
- (a) Successful completion of and continuous education of the following guidelines:
 - [*Public Health Agency of Canada, Immunization Competencies for Health Professionals*](#)
 - PEI Public Health Immunization Module ([*Appendix A*](#))
 - [*Canadian Tuberculosis Standards*](#).
 - (b) With authorization from the Chief People & Professional Practice Officer, access Health PEI's PeopleSoft Immunization database for inputting and reviewing immunizations on HCWs.
 - (c) With authorization from the Chief Public Health Officer, access the Department of Health and Wellness Population Health Data Management System (PHDMS) to confirm and review the HCWs immunization history prior to offering or administering a vaccine, under the [*PEI Immunization Regulations*](#).
 - (d) As authorized by [*Health Information Act*](#), access immunization and TB screening records from Health PEI Public Health Nursing and collect immunization records from the Department of Health and Wellness PHDMS for the purpose of provision of care to the HCW (section 22(5)(a)) and to prevent or reduce risk of harm to the health and safety of the public or a group of people (section 22(5)(d)).
 - (e) Obtain written consent ([*Appendix B*](#)) from HCW's to access the Health PEI Clinical Information System (CIS); PEI Population Health Data Management System (PHDMS); PEI Public Health Nursing Immunization and TB Screening Records; to determine current immunizations and TB screening status.

HCW Roles and Responsibilities:

- 1.7 HCWs are required:
- (a) Meet with their EHN to review their immunization and TB screening history; or
 - (b) Provide a record of their immunization and TB screening history upon initial hire and upon request by the EHN at any time while employed by Health PEI.
- 1.8 HCW's who have received their annual COVID-19 or influenza vaccine outside of the workplace are required to provide documentation of the received vaccine to the EHN via the Validation of Influenza and/or COVID-19 Vaccine Form ([*Appendix C*](#)).
- 1.9 HCWs are advised that when not appropriately immunized, they are at risk for contracting and spreading disease(s) for which immunization can safeguard against and may be subject to work restrictions at the Employer's discretion and per communicable disease guidelines.

- 1.10 HCWs are advised that declining the baseline TB screening may compromise their case management in the event they are exposed to active TB through delays in appropriate contact follow-up, and as a result, may be subject to work restrictions at the Employer's discretion.
- 1.11 HCWs who decline the recommended immunizations or TB screening covered in this policy must:
- (a) Meet with their EHN for education regarding the risks of refusal.
 - (b) Sign Acknowledgement of Refusal of Immunization ([Appendix D](#)) and/or Acknowledgment of Refusal of Baseline Tuberculosis Testing ([Appendix E](#)), which occurs only after risk education is provided, by their EHN.
 - (c) Adhere to all, or any additional infection control measures required by HPEI, which may include work restrictions and/or work modifications if necessary to protect clients/patients, other HCWs and themselves.

Program Administration Roles and Responsibilities:

- 1.12 Health PEI's Chief Executive Officer
- (a) Ensure program implementation and policy compliance by directing the Executive Leadership Team to implement the policy.
- 1.13 Health PEI Director, Occupational Health, Safety & Wellness
- (a) Ensure EHNs have the resources and processes in place for the implementation, monitoring, maintenance, and evaluation of the program.
 - (b) Ensure ongoing maintenance of employee immunization and TB screening documentation in PeopleSoft database and the HCW's Employee Health's paper chart.
 - (c) Report on compliance, which includes: HCW participation, immune vs. non-immune to vaccines, baseline TB screening, immunization refusal rates.
- 1.14 Leaders
- (a) Ensure HCWs are informed:
 - about the policy and that they are required to meet with their EHN to carry out the roles and responsibilities of HCWs in accordance with Section 1.6;
 - that EHNs will access their personal health information (PHI) with written consent related to immunizations and TB screening in PEI Public Health Nursing, CIS and PHDMS databases for the purposes of providing care;
 - that HCWs have a right to refuse consent for their EHN to access their PHI;
 - reinforce the submission of vaccine and TB screening documentation; and
 - support compliance with work restrictions when indicated.

Provincial Pharmacy Roles and Responsibilities:

- 1.15 Facilitate the distribution of publicly funded vaccines, tuberculin solution (PPD) and/or other products as directed by the Chief Public Health Office (CPHO).

Health PEI EHN Roles and Responsibilities:

- 1.16 Maintain current, evidence-based knowledge and competency in performing immunizations and emergency care for HCWs in the rare situation of an adverse event related to immunizations.
- 1.17 Obtain written consent from HCWs to collect and access their PHI for the purpose of providing care and that they may refuse consent for this access.
- 1.18 Confirm verbal consent from the HCW prior to administering immunizations or TB skin testing.
- 1.19 Obtain and review HCW immunization records, serologic testing reports, TB screening records and chest x-ray reports as necessary to ensure that HCWs meet the immunization and TB screening guidelines as outlined in this policy.
- 1.20 Appropriately educate HCW in relation to specific immunizations, TB screening, vaccine schedules, risks/benefits, adverse events, post- immunization care, and potential work restrictions if they are not immunized and exposed to vaccine preventable diseases.
- 1.21 Obtain signed form(s), for Acknowledgement of Refusal of Immunization ([Appendix D](#)) and/or Acknowledgment of Refusal of Baseline Tuberculosis Testing ([Appendix E](#)) if HCW declines the recommended immunizations or TB screening:
 - (a) Verify the refusal, ensuring the form is properly signed and education was provided to the HCW of risk if not immunized and exposed to vaccine preventable diseases and having no baseline TB screening may compromise their case management in the event they are exposed to active TB through delays in appropriate contact follow-up.
 - (b) Signed, Acknowledgement of Refusal of Immunization and/or Acknowledgment of Refusal of Baseline Tuberculosis Testing forms are kept securely in the Employee Health chart of the HCW.
- 1.22 Report all immunizations administered to the CPHO according to the [PEI Public Health Act Immunization Regulations](#).
- 1.23 Report all unexpected adverse events following administration of a vaccine to the CPHO within 24 hours as soon as observed and reported using the [Adverse Event Following Immunization \(AEFI\) form](#). This requirement is outlined in *PEI's Public Health Act* under [Notifiable Diseases and Conditions and Communicable Diseases Regulations](#).
- 1.24 Provide emergency care to employees in the rare situation of an adverse event related to immunizations, as per the Treatment of Anaphylaxis Medical Directive and the Anaphylaxis Management in Community Medical Directive.
- 1.25 Report all positive TB skin tests to the CPHO according to the [Notifiable Diseases and Conditions and Communicable Diseases Regulations](#) to be assessed for follow up using [The Positive Tuberculin Skin Test Report form](#) as per [The Prince Edward Island Tuberculosis Disease Guidelines](#).
- 1.26 Document all immunization and TB screening history in PeopleSoft database under Employee Health and Safety, and the HCWs paper employee health chart, to facilitate Health PEI reporting requirements to the CPHO pursuant to the [PEI Public Health Act Immunization Regulations](#).
- 1.27 Ensure adequate vaccine supply is maintained and stored according to vaccine principles of cold-chain management per [Storage and Handling Guidelines](#).

2.0 DEFINITIONS

Communicable Disease:	An illness caused by an infectious agent or its toxic products which is transmitted directly or indirectly to a person from an infected person or animal or through the agency of an intermediate environment.
Employee Health Chart:	Refers to HCWs records of immunizations, TB screening, laboratory test and diagnostic test results in relation to HPEI's Communicable Disease Immunization and Tuberculosis (TB) Screening Policy. Also, includes but not limited to, documents and follow-ups pertaining to work incidents resulting in blood and bodily fluid and infection/disease exposures. Employee health charts have both paper and electronic components (PeopleSoft). Safeguards are in place; all information is secure and designed to protect confidentiality.
Employee Health Registered Nurse (EHN):	Refers to the EHN for employee health purposes at a Health PEI program or facility. See 1.6 for EHN competency requirements.
Employer:	Refers to Health PEI – these terms may be used interchangeably throughout this policy.
Health Care Worker (HCW):	All Health PEI employees (casual, permanent, temporary, full-time, and part-time employees) and Physicians (salaried, fee-for-service, sessional, contract, and locum).
Health PEI HCW Immunization and TB Screening Program:	The participation in routinely recommended vaccine series and necessary booster doses following HCW immunization status assessment. The assessment includes a TB exposure assessment (latent or active tuberculosis infection) and documented TB screening.
Immunization:	The process by which a person becomes protected against a disease through vaccination. This term is often used interchangeably with vaccination or inoculation.
Leader:	A supervisor, manager, or a person of higher authority within Health PEI.
Personal Health Information (PHI):	As defined in the Health Information Act, identifying information about an individual in oral or recorded form that includes but is not limited to information related to: • the individual's physical or mental health, family history or genetic information; • the provision of health care to the individual; • a drug, device or product provided to the individual by prescription or other authorization of a health care provider; • payments or eligibility for health care; • donation of any body part or bodily substance; or • the identity of the individual's substitute decision maker or health care provider.
Tuberculosis (TB):	An infectious disease caused by bacteria whose scientific name is <i>Mycobacterium tuberculosis</i> (TB). TB most commonly affects the lungs; however, it may also involve most any organ of the body. It is most commonly transmitted from person to person through inhalation.

Vaccine:	A substance used to stimulate the production of antibodies and provide immunity against one or several diseases, prepared from the causative agent of a disease, its products, or a synthetic substitute, treated to act as an antigen without inducing the disease.
Work Restrictions:	May include, but are not limited to, immediate administrative leave with or without pay or temporary assignment to another work area.
Workplace:	Includes all property owned and/or occupied by Health PEI.

3.0 PURPOSE/SCOPE

- 3.1 Health PEI is committed to maintaining a safe work environment by proactively protecting its HCW's, patients, clients, residents, and members of the public from the risk of infection, and complications associated with communicable diseases, including TB through the Health PEI HCW Immunization and TB Screening Program.
- 3.2 Health PEI values the health and safety of its HCWs and the populations they serve. Exposure to communicable diseases is a well-documented occupational risk for HCWs and in turn, ill workers pose a risk to patients. This policy aims to minimize the risk of communicable disease transmission in the workplace.
- 3.3 This policy provides expectations regarding communicable disease prevention and management for the benefit of all people within Health PEI.
- 3.4 This policy ensures that immunizations are provided to HCW's pursuant to the [Canadian Immunization Guide \(CIG\)](#), [Canadian Tuberculosis Standards](#) and the [National Advisory Committee on Immunization \(NACI\) statements](#).
- 3.5 This policy is in accordance with the [PEI Occupational Health and Safety Act](#). Specifically, section 12(1)(a) that states "an employer shall ensure that every reasonable precaution is taken to protect the occupational health and safety of persons at or near the workplace" and section 16(1)(a) that states "a worker, while at work, shall take every reasonable precaution to protect the worker's own occupational health and safety and that of other persons at or near the workplace."

4.0 APPLICATION

This policy applies to all Health PEI HCW's.

5.0 PROCEDURES

- 5.1 Employee Services Assistant (ESA) will ensure the HCW receives, as part of their onboarding package, an introduction letter informing them of Health PEI's Communicable Disease Immunization and TB Screening Policy and Program, EHN's role, and instructions to contact the EHN at HPEIEmployeeHealth@ihis.org as indicated on the letter.
- 5.2 EHNs will:
 - (a) Create an employee health chart for the HCW.
 - (b) Contact the HCW through a standardized introduction letter, attaching the Consent to Access Personal Information Form ([Appendix B](#)), and request that the HCW submit their vaccine and TB screening records, as per the policy.
 - (c) If the HCW is a current Health PEI HCW, the EHN will review the HCW's immunization and TB screening history recorded in Health PEI's PeopleSoft

database. If further immunizations or TB screenings are required, the EHN will contact the HCW.

- (d) The EHN obtains signed consent ([Appendix B](#)) from the HCW.
- (e) The EHN collects, accesses, and validates immunization records from PEI Public Health Nursing Immunization & TB Screening Records, HPEI's Clinical Information System (CIS), and Population Health Data Management System (PHDMS) with signed consent, in accordance with HPEI's Communicable Disease, Immunization and TB Screening Policy.
- (f) The EHN enters immunization and TB screening history into the employee health chart.
- (g) The EHN assesses immunization status and TB screening requirements in alignment with the Canadian Immunization Guide for HCWs, Canadian Tuberculosis Standards for HCWs, and HPEI's Communicable Disease, Immunization and TB Screening Policy.

5.3 If HCW agrees to recommended immunizations and/or TB screening, the EHN will:

- (a) Administer required vaccines and TB screening to the HCW based on HCW immunization and TB screening history assessment.
- (b) Document all vaccines and TB screening in the employee health chart and report all immunizations administered to the CPHO.

5.4 If the HCW declines recommended immunizations and/or TB screening, the EHN will:

- (a) Provide education on the risks of not getting vaccinated against vaccine-preventable and communicable diseases.
- (b) Inform the HCW that declining baseline TB screening may compromise their case management if exposed to active TB.
- (c) Provide education on any additional infection control measures, which may include work restrictions and/or work modifications.
- (d) Obtain the HCW's signature on the applicable refusal forms ([Appendix D](#), [Appendix E](#)) following education, and document in the employee health chart.

6.0 MONITORING

The Chief People & Professional Practice Officer is responsible for ensuring that this policy is reviewed every three years as per Health PEI's policy review cycle and standards.

7.0 REFERENCES

Related Documents

Canada Immunization Guide
 HC Anaphylaxis Management in Community Setting Medical Directive
 Health PEI Protocol: Communicable Disease and Tuberculosis (TB) Screening
 Health PEI Protocol: Influenza and COVID-19 Immunization of Health Care Workers
 HPEI Respiratory Illness (COVID-19 and Influenza) Immunization Management Policy
 National Advisory Committee on Immunization
 National Vaccine Storage and Handling Guidelines for Immunization Providers
 PEI Occupational Health and Safety Act & Regulations
 PEI Department of Health and Wellness Tuberculin Skin Testing Policy
 PEI Health Information Act

PEI Public Health Act Immunization Regulations
PEI Public Health Act Notifiable Diseases & Conditions & Communicable Diseases Regulations
PEI Public Health Immunization Module
PEI Department of Health and Wellness Latent Tuberculosis Infection (LTBI) Guidelines
PEI Department of Health and Wellness Adult Immunization Detailed Schedule
PEI Department of Health and Wellness Annual Influenza Immunization Policy
PEI Department of Health and Wellness Covid-19 Immunization Policy
Public Health Agency of Canada

References

Canadian Communicable Disease Report: National Advisory Committee on Immunization (NACI). <https://www.canada.ca/en/public-health/services/immunization/national-advisory-committee-on-immunization-naci.html>

Canadian Journal of Respiratory, Critical Care, and Sleep Medicine. *Canadian Tuberculosis Standards 8th Edition*: 2022. <https://www.tandfonline.com/toc/ucts20/6/sup1>

Public Health Agency of Canada (PHAC). Canadian Immunization Guide (current edition) www.phac.gc.ca

Public Health Agency of Canada (PHAC). Immunization Competency for Health Professionals <https://www.canada.ca/en/public-health/services/publications/healthy-living/immunization-competencies-health-professionals.html>

Public Health Agency of Canada (PHAC). National Vaccine Storage and Handling Guidelines for Immunization Providers (2015) <https://www.canada.ca/en/public-health/services/publications/healthy-living/national-vaccine-storage-handling-guidelines-immunization-providers-2015.html>

Appendices

[Appendix A – Public Health Immunization Module](#)
[Appendix B – Consent to Access Personal Health Information Form](#)
[Appendix C – Validation of Influenza and/or COVID-19 Immunization](#)
[Appendix D - Acknowledgment of Refusal of Immunization](#)
[Appendix E – Acknowledgment of Refusal of Baseline Tuberculosis Testing](#)

8.0 STAKEHOLDER REVIEW

Group/Committee	Dates of Review
Director, Occupational Health, Safety & Wellness	August 12, 2025
Employee Health Nurses	August 22, 2025
Director of Pharmacy Services	August 25, 2025
CPHO Immunization Coordinator	September 16, 2025
Director, Infection Prevention & Control	August 22, 2025
Quality Patient Safety Ethics Division	August 27, 2025
External Legal Services	September 5, 2025
Union Partners (PEINU, IUOE, UPSE, CUPE)	September 30, 2025
PMAC	November 27, 2025
Senior Operations Team	March 9, 2026
Director Privacy and Information Management; HPEI	June 19, 2026

9.0 REVIEW HISTORY

Review Dates:	October 19, 2009	February 17, 2012	October 12, 2016
	March 19, 2020	March 21, 2023	June 2026

Appendix A – Public Health Immunization Module



Health PEI

Health PEI Public Health Nursing, in partnership with the Chief Public Health Office, has created an Immunization Learning Module. It is available for health care professionals in PEI.

This learning module has been developed based on a variety of immunization materials including those created by BC Centre for Disease Control (part of the Provincial Health Services Authority). Information from BCCDC has been adapted with permission to allow for a jurisdiction specific immunization competency training for health professionals in PEI.

Your request for access to the learning module has been granted. Please follow the instructions below:

1. The module can be accessed at the following link
<https://moodle.gov.pe.ca/moodle/login/index.php>



2. Your username has been set up using the same username as other government systems.
(Example: first part of your email address - kjellis).
3. New users of the Moodle platform have a default password set to **Welcome*1**
*Once logged in – change your password by selecting 'Preferences' in the drop-down menu next to your name (top right corner). Under user account, select change password and follow the steps on the screen.
4. If you have accessed courses through Moodle in the past – you may already have an account created. Log into your account with your existing username/password.
*If you do not remember your password – click the forgot password link on the login page.


Health PEI
**PEI Immunization Education Module
Access Request Form**

The PEI Immunization Education Module is housed on a government learning site. Access will be granted based on individual request as it pertains to their practice. Please ensure ALL fields below are completed and authorization is approved by your manager.

User Information (all fields are mandatory)			
First Name:		Phone:	
Last Name:		Email:	
Middle Initial:		Employer/Department:	
Professional Designation:		Position:	

Acknowledgement

I understand that I must never share my account password with anyone.

I understand that this education module will not be copied or distributed in any way.

I understand that it is my responsibility and/or my worksite's responsibility to facilitate additional training that may be relevant to my practice in relation to immunizations to ensure competent practice.

Employee Signature:		Date:	
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To be completed by Manager or Supervisor			
Authorized by:		Signature:	
Request Date:		Phone Number:	

Once completed please save and email to Jenny Green (CPHO) jegreen@ihis.org

Appendix B – Consent to Access Personal Health Information Form

Health PEI

Santé Î.-P.-É.

Consent to Access Personal Health Information

(Pursuant to Health PEI Communicable Disease Immunization and Tuberculosis (TB) Screening Policy)

This consent is provided under Prince Edward Island's *Health Information Act* and will only be used for the purpose described herein.

Name: _____

Date of Birth: _____

Provincial Health Number: _____

I, _____, hereby authorize Employee Health Nursing to access:
(Name)

Health PEI Clinical Information System (CIS) [*Please initial*]

Yes No

PEI Population Health Data Management System (PHDMS) [*Please initial*]

Yes No

PEI Public Health Nursing Immunization and Tuberculosis (TB) Screening Records [*Please initial*]

Yes No

This consent is provided solely for the purpose of determining, based on my immunization records, serology reports, and x-ray reports, whether I meet the immunization and tuberculosis (TB) screening requirements as required by the Health PEI *Communicable Disease Immunization and Tuberculosis (TB) Screening Policy* (the "Policy"). Which consent is permitted at the commencement of my employment with Health PEI and, upon notification, at any time thereafter for the duration of my employment, in accordance with the Policy.

I understand that I may withdraw this consent at any time by providing written notice. In the event of such withdrawal, I acknowledge that I will be required to provide Health PEI with the necessary records, in accordance with the Policy, to enable Health PEI to determine whether I meet current immunization and TB screening requirements.

If I have not authorized access to any of the databases, systems, or records identified herein, I understand that I remain responsible for providing the required documentation to Health PEI, in accordance with the Policy, to demonstrate compliance with current immunization and TB screening requirements.

Signature_____
Witness_____
Date

June 2026

Appendix C – Validation of Influenza and/or COVID-19 Immunization

Health PEI

Santé Î.-P.-É.

Validation of Influenza and/or COVID-19 Immunization

For all Health PEI Healthcare Workers

All persons involved in providing care and/or services within Health PEI facilities and programs, which includes all employees (casual, permanent, temporary, full-time and part-time employees), physicians (salaried, fee-for-service, contract and locum), students, volunteers and contract workers

THIS SECTION TO BE COMPLETED BY INDIVIDUAL RECEIVING VACCINE

Name (print clearly):	
Date of Birth:	
Department/Unit:	
Provincial Health Card #:	
Employee # (if applicable):	
Name & Location of Immunization Provider:	

THIS SECTION TO BE COMPLETED BY HEALTH CARE PROVIDER ADMINISTERING VACCINE

Date of Immunization:	
Product: Influenza and/or COVID-19	
Signature of Health Provider:	

Return completed form to an Employee Health Office ([Employee Health Nursing Portfolios & Contact Information](#)) or email a copy to: HPEIEmployeeHealth@ihis.org

Personal health information on this form is collected by Health PEI for the purposes of your care and for other purposes permitted by the *Health Information Act*, including the planning and management of health services. Your information will be collected, used and disclosed only as permitted by law. For more information, visit www.healthpei.ca/yourprivacy. Additionally, personal information on this form is collected by Health PEI under the authority of Section 31(c) of the *Freedom of Information and Protection of Privacy Act* and will be used for the purposes of tracking seasonal influenza immunization of health care workers, as specified above. For more information on the collection, use or disclosure of this information, contact the Director of Occupational Health, Safety & Wellness 902-218-7389.

Occupational Health, Safety & Wellness – September 2024

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Appendix D - Acknowledgment of Refusal of Immunization

Health PEI

Santé Î.-P.-É.

Acknowledgment of Refusal of Immunization

(Pursuant to Health PEI Policy on Communicable Disease, Immunization, and Tuberculosis (TB) Screening*)

Employee Information:

Name:	Date of Birth:
Position:	Employee #:

Health PEI values the health and safety of its health care workers and the populations they serve. The Public Health Agency of Canada (www.phac-aspc.gc.ca) identifies health care workers as a specific risk group. "Health care workers, including other staff who work or study in hospitals...are at risk of exposure to communicable diseases because of their contact with patients/clients or their environment. There is also a risk that health care workers could transmit an undiagnosed vaccine-preventable disease to others..." (<http://www.phac-aspc.gc.ca/publicat/cig-gci/p03-work-travail-eng.php>). Health PEI is committed to developing and implementing measures in order to minimize the risk of occupational injury and illness in the workplace.

*The purpose of the Communicable Disease Immunization and Tuberculosis (TB) Screening Policy is to ensure workers are immunized and screened according to the recommendations contained in the current Canadian Immunization Guide ([Immunization of Workers: Canadian Immunization Guide](http://www.phac-aspc.gc.ca/naci-ccni)) and National Advisory Committee on Immunization and Tuberculosis Screening (www.phac-aspc.gc.ca/naci-ccni).

I have declined to receive the following immunizations, which my employer has been offered to me at no cost:

In declining immunization, I acknowledge the following:

- I am placing myself, my clients/patients and/or my co-workers at risk for contracting disease(s) for which immunization can safeguard against;
- I may be subject to work restrictions and/or work modifications at my employer's discretion if there is a case or outbreak in my work place.

The employee health nurse/designate has discussed with me the nature and anticipated effects of the immunization(s), including the risks to me, my clients/patients, and other health care workers of not receiving the immunization(s) noted above. I have had the opportunity to ask questions and to have my questions answered. I am satisfied with and understand the information provided to me.

Employee's Signature

Date:

Education provided by:

HPEI's Employee Health Nurse Signature

Date:

Appendix E – Acknowledgment of Refusal of Baseline Tuberculosis Testing

Health PEI

Santé Î.-P.-É.

Acknowledgment of Refusal of Baseline Tuberculosis Testing*(Pursuant to Health PEI Policy on Communicable Disease, Immunization, and Tuberculosis (TB) Screening*)***Employee Information:**

Name:	Date of Birth:
Position:	Employee #:

Health PEI values the health and safety of its workers and the populations they serve. The Public Health Agency of Canada (www.phac-aspc.gc.ca) identifies health care workers as a specific risk group. "The importance of conducting proper baseline tuberculin skin testing for all potentially exposed health care workers in all health care settings cannot be overemphasized. At the time of employment, many health care workers may already be TST positive because of prior exposure, particularly workers born or previously residing in countries with high TB incidence who could have been exposed or infected before moving to Canada. In addition, older Canadian-born workers in some provinces/territories may have received bacilli Calmette-Guérin (BCG) vaccination, which can interfere with TST results. Prior exposure to *M. tuberculosis*, nontuberculous mycobacterial infection or BCG vaccination can result in a boosting phenomenon that is misdiagnosed as a TST conversion. The occurrence of boosting phenomena has been documented in 3%-10% of Canadian health care workers; therefore a two-step TST is recommended." ([Canadian Tuberculosis Standards](#))

*The purpose of the Communicable Disease Immunization and Tuberculosis (TB) Screening Policy is to ensure workers are immunized and screened according to the recommendations contained in the current Canadian Immunization Guide ([Immunization of Workers: Canadian Immunization Guide](#)) and National Advisory Committee on Immunization and Tuberculosis Screening (www.phac-aspc.gc.ca/naci-ccni).

I acknowledge that my employer has offered baseline Tuberculosis Testing at no cost to me. I have declined to receive the baseline Tuberculosis Testing. In declining the baseline Tuberculosis Testing, I acknowledge that in the event I have an exposure to an active Tuberculosis case, the management of my exposure may be compromised. Individuals may have less extensive exposure but, if infected, are immunologically vulnerable to rapid development of active TB. Failure to obtain baseline testing can also result in long delays in appropriate contact follow-up when the index case is already known to be highly infectious. A fundamental difficulty is that transmission can be very difficult to evaluate when the background rate of positive TST results is unknown.

The employee health nurse/designate has discussed with me the nature and anticipated effects of the baseline Tuberculosis Testing, including the risks to me, my clients/patients, and other health care workers of not receiving the testing. I have had the opportunity to ask questions and to have my questions answered. I am satisfied with and understand the information provided to me.

Employee's Signature

Date:

Education provided by:

HPEI's Employee Health Nurse Signature

Date:

March 2026