

Immunization of Workers for COVID-19 Policy

Immunization against COVID-19 is the most effective means to prevent the spread of COVID-19, to prevent outbreaks in AHS facilities, to preserve workforce capacity to support the healthcare system, and to protect our workers, patients, visitors and others accessing AHS facilities.

Vaccines are an important tool within a larger system of controls – with the strongest line of defense being the integration of immunization with appropriate use of PPE, hand hygiene, physical distancing and other controls.

The new [Immunization of Workers for COVID-19 Policy](#) will allow us to strengthen work we have already done throughout the pandemic to keep hospitals and healthcare facilities safe, including mandatory use of Personal Protective Equipment, daily symptom checks for all healthcare staff, visitor restrictions, Infection Prevention and Control measure and ongoing staff education.

Why is this policy being implemented now?

This new policy reflects our changing environment as we continue to protect our staff, patients and their families.

Scientific and medical evidence overwhelmingly confirms that being fully immunized mitigates potential harm to patients and workers.

Information on vaccine effectiveness and outcomes can be on the Government of Alberta webpage: [Alberta Health](#). Learn more information about the policy in the staff FAQ found [here](#).

What actions can staff and leaders take right now?

AHS is providing workers up to three hours of paid leave time (or longer if the employer deems it reasonable) to get each dose of the COVID-19 vaccine, if the appointment occurs during the employee's shift.

This enables you to [book an immunization appointment](#) to ensure you are fully immunized at least 14 days after your final dose of COVID-19 vaccine. This means you will need to receive the second or final dose of vaccine no later than Nov. 15, 2021 to be considered fully immunized by Nov. 30, 2021.

If you are unable to be immunized due to a medical reason, or for another protected ground under the *Human Rights Act*, you may request an accommodation to this policy no later than Oct. 16, 2021. AHS employees will be reasonably accommodated, up to the point of undue hardship, in accordance with the AHS [Workplace Accommodation Policy](#).

If you have questions about the accommodation related to this policy, please email covidvaccine.accommodations@ahs.ca.

Where can I get more information on the COVID-19 vaccine?

Health Canada has very high standards for vaccine safety. Decisions to [authorize vaccines for use in Canada](#) are based on scientific and medical evidence showing that vaccines are safe and effective.

Let's stick with the facts, stick together and [learn more](#). Immunization is a part of our shared responsibility and commitment to quality patient care and worker safety. Find answers to commonly asked questions and more information about COVID-19 at:

- [COVID-19 Myth Busters Info Sheet](#)
- [Public](#) and [Staff](#) FAQs
- [COVID-19 Information for Albertans](#)
- [Alberta Health's COVID-19 vaccine program](#)

All approved vaccines are safe, tested, effective and help prevent serious illness. Learn more [here](#).

Please note this Worker Safety Moment document will be updated as additional information becomes available. We encourage you to check back frequently for updates.