



Care Directive

Care Directive Title:	Occupational Health Vaccines and Serology	
Applies To:	Registered Nurses working in Occupational Health, Safety and Wellness (OHSW)	
Approved:	Effective:	Next Review:
September 27, 2024	October 3, 2024	September 27, 2028
Sponsor:	Paul Reeves, Senior Director, People Services	
Approval Authority:	Health Authority Medical Advisory Committee	
Number: CD-OHS-001	Manual: Care Directives	

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Note: This care directive (CD) must be used in conjunction with [Occupational Health Immunizations – Policy – NSHA AD-OHS-015](#) and [Immunization – Policy & Procedure – NSHA PH-HP-015](#).

PURPOSE

This CD provides the order for the Registered Nurse (RN) working in Occupational Health Safety and Wellness (OHSW) to administer Vaccines and order serology.

COMPETENCY REQUIREMENTS

1. Obtain **initial** competency:

1.1. Review:

- This CD
- [Occupational Health Immunizations – Policy – NSHA AD-OHS-015](#)
- [Pre-Employment Health Screening – Policy – NSHA AD-OHS-020](#)
- [OHSW Vaccine and Serology Flow Charts](#)
- [Immunization – Policy & Procedure – NSHA PH-HP-015](#)
- [Initial Management of Anaphylaxis Following Immunization – Care Directive – NSHA CD-PH-020 IWK 1175](#)
- [Sharps Safety – Policy – NSHA AD-OHS-005](#)

1.2. Complete Nova Scotia Health Immunization LMS course (code 0944).

1.3. Receive practical instruction from a health care provider (HCP) competent in the administration of Immunizations and ordering of serology.

1.4. Demonstrate competency to an HCP competent in administering Immunizations and ordering serology.

1.5. Successfully complete the [Skills Checklist for Immunization](#).

1.6. Successfully complete the [OHSW Skills Checklist for Serology](#).

2. Perform **annual** and ongoing self-assessment of competence:

- 2.1. Review this CD.
- 2.2. Review competency as per [Skills Checklist for Immunization](#).
- 2.3. Review competency as per [OHSW Skills Checklist for Serology](#).
- 2.4. If competency gaps are identified, develop a plan to address with immediate supervisor.

POLICY STATEMENTS

1. The RN who has obtained the competency requirements is authorized to autonomously implement this CD to administer Vaccines listed in [Routine Immunization Schedules for Children, Youth and Adults](#) as per [Occupational Health Immunizations – Policy – NSHA AD-OHS-015](#), [OHSW Vaccine and Serology Flow Charts](#), and the [Canadian Immunization Guide](#), including:
 - Hepatitis B Vaccine
 - Measles, mumps, rubella (MMR) Vaccine
 - Meningococcal Vaccine
 - Tetanus, diphtheria, acellular pertussis (Tdap) Vaccine
 - Tetanus, diphtheria (Td) Vaccine
 - Varicella (Chicken Pox) Vaccine
 - For influenza and COVID-19 Vaccine, refer to [Occupational Health Influenza and COVID-19 Immunization – Care Directive – NSHA CD-OHS-010](#).
2. The RN is authorized to autonomously implement this CD to order serology as per the [OHSW Vaccine and Serology Flow Charts](#), [OHSW Skills Checklist for Serology](#) and the [Canadian Immunization Guide](#), including:
 - Alanine aminotransferase (ALT)
 - Beta-human chorionic gonadotropin (Beta-hCG)
 - Complete blood count (CBC)
 - Creatinine
 - Hepatitis B surface antibody (HBsAb)
 - Hepatitis B surface antigen (HBsAg)
 - Hepatitis C antibody
 - Human immunodeficiency virus (HIV) antibody
 - Measles immunoglobulin G (IgG)
 - Mumps IgG
 - Rubella IgG

- Varicella IgG
3. The RN may only order the following serology tests in consultation with the Authorized Prescriber:
 - HIV viral load
 - Hepatitis C viral load
 - Hepatitis B core antibody
 - Interferon-Gamma Release Assay (IGRA)
 4. The RN is authorized to immunize and order serology for Nova Scotia Health Preferred Candidates, Employees and On-Site Medical Staff.
 5. The RN working in OHSW Infectious Disease Prevention Management is authorized to immunize and order serology for [Employees External to Nova Scotia Health](#).
 6. The RN is **not** authorized to implement this CD if there are contraindications to Immunization, as per:
 - [Canadian Immunization Guide](#)
 - Vaccine product monographs
 7. Informed consent must be obtained for both Immunization and any necessary emergency measures (for example, epinephrine), if required.
 8. The RN may administer Acetaminophen 650 mg PO x 1 prior to meningococcal Vaccine Bexsero[®] administration.
 - Prophylactic use of acetaminophen is **not** recommended for other Vaccines.
 9. The Authorized Prescriber must be available for consultation and follow-up as needed (in person or remotely).

Note: The Authorized Prescriber for this CD is the Infectious Diseases Physician for Nova Scotia Health Occupational Health or delegate.

PROCEDURE

1. Review any immunization and serology records provided.
2. Determine outstanding immunizations and/or serology.

Ordering Serology

3. Review [OHSW Skills Checklist for Serology](#).
4. Complete the laboratory requisition.
5. Assess immunization needs based on serology results.

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Note: Abnormal serology results regarding [Public Health notifiable diseases and conditions](#) are communicated by the Authorized Prescriber or delegate.

Immunization Contraindicated

6. Provide education on:
 - Disease specific information
 - Point of care risk assessments
 - Personal protective equipment requirements
 - Communicable disease exposure direction
 - Consideration of work restrictions
7. Document contraindications in the electronic Employee Occupational Health File.

Immunization

8. Review the current product monograph, vial, and other resources for clinical guidance for dose, route of administration, and schedule, including:
 - [Nova Scotia Routine Immunization Schedule for Children, Youth and Adults](#)
 - [Nova Scotia Publicly Funded Vaccine Eligibility for Individuals at High Risk of Acquiring Vaccine Preventable Diseases](#)
 - [Nova Scotia Publicly Funded Vaccine/Immunoglobulin Eligibility Policy](#)
 - [National Advisory Committee on Immunization \(NACI\)](#) statements for the specific Immunization
 - [Nova Scotia Immunization Manual](#)
 - [Canadian Immunization Guide](#)
9. Provide appropriate counselling and [education](#) regarding Immunizations.
10. Obtain informed written consent.
 - Refer to [Nursing Skill Verifying Informed Consent](#) (Dynamic Health) and [Consent to Treatment – Policy and Procedure – CDHA 30-045](#).
11. Refer to [Nursing Skill Vaccinating Adults](#) (Dynamic Health).

Adverse Events

12. Manage anaphylaxis as per:
 - [Initial Management of Anaphylaxis Following Immunization – Care Directive – NSHA CD-PH-020 IWK 1175](#)

- [Initial Management of Anaphylaxis Following Immunization or Administration of COVID-19 Therapeutics Flowchart](#)

13. Report and document adverse events as per [Immunization – Policy – NSHA PH-HP-015](#) and in the electronic Employee Occupational Health File.

Documentation

14. Document the following in the electronic Employee Occupational Health File:

- “XX Vaccine administered as per OH Vaccine Serology CD.” Include Vaccine, lot number, expiry, route, site, date, and time of administration, and signature.
- “Acetaminophen 650 mg PO x 1 as per OH Vaccine Serology CD”.
- Adverse event details, including scanning any Adverse Event Following Immunization (AEFI) and Initial Management of Anaphylaxis Following Immunization or Administration of COVID-19 Therapeutics Documentation forms.
- “XX serology test ordered as per OH Vaccine Serology CD.”
- Each serology test result.

15. Submit a notification of Vaccines administered to Public Health.

- Proof of Immunization can be obtained from the electronic Employee Occupational Health File.

16. Scan consent forms into the electronic Employee Occupational Health File, then confidentially destroy.

REFERENCES

Dynamic Health. (2023). *Vaccinating adults*. <https://www.dynahealth.com/nursing-skills/vaccinating-adults-1>

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Public Health Agency of Canada. (2021). *Anaphylaxis and other acute reactions following vaccination: Canadian immunization guide*. <https://www.canada.ca/en/public-health/services/publications/healthy-living/canadian-immunization-guide-part-2-vaccine-safety/page-4-early-vaccine-reactions-including-anaphylaxis.html>

World Health Organization (2016). *Immunization safety surveillance: Guidelines for immunization programme managers on surveillance of adverse events following immunization*. (3rd edition). <https://www.who.int/publications/i/item/9789290617457>

RELATED DOCUMENTS

Policies

[Code Blue/Pink – Policy & Procedure – NSHA CL-EM-010](#)

[Consent to Treatment – Policy & Procedure – CDHA CH-30-045](#)

[Immunization – Policy – NSHA PH-HP-015](#)

[Occupational Health Immunizations – Policy – NSHA AD-OHS-015](#)

[Occupational Health and Safety Rights and Accountabilities – Policy – NSHA AD-OHS-001](#)

[Pre-Employment Health Screening – Policy – NSHA AD-OHS-020](#)

[Routine Practices and Additional Precautions – Policy & Procedure – NSHA IPC-RP-001](#)

[Sharps Safety – Policy – NSHA AD-OHS-005](#)

Care Directives

[Initial Management of Anaphylaxis Following Immunization – Care Directive – NSHA CD-PH-020 IWK 1175](#)

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Forms

Initial Management of Anaphylaxis Following Immunization or Administration of COVID-19
Therapeutics Documentation

[Report of Adverse Event Following Immunization \(AEFI\)](#)

[Skills Checklist for Immunization](#)

Other

[Initial Management of Anaphylaxis Following Immunization or Administration of COVID-19
Therapeutics Flowchart](#)

Employee Resources

[OHSW Communicable Disease Guidance](#)

[Hepatitis B Vaccine Non-Responder Education Sheet](#)

Internal OHSW Resources

[OHSW Skills Checklist for Serology](#)

[OHSW Immunization and Screen Consent Forms](#)

[OHSW Vaccine Monograph Reference Sheets](#)

[OHN Flow Charts](#)

[List of Roles Requiring Hep B and TST](#)

Public Health Reciprocal Notification Form

Appendices

[Appendix A: Definitions](#)

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Appendix A: Definitions

Authorized Prescriber	A health care professional permitted by legislation, their regulatory college, Nova Scotia Health, and practice setting (where applicable) to prescribe medications and treatments. The authority to order medications is not linked to any particular health profession and may also differ within that health care profession depending on specific competencies and skills. Examples of an Authorized Prescriber may include, but are not limited to, a physician, medical resident, nurse practitioner, pharmacist, or midwife.
Employee	A person employed by Nova Scotia Health whose salary and compensation are provided by Nova Scotia Health, including without limitation Resident Physicians providing services in Nova Scotia.
Employees External to Nova Scotia Health	<p>A person hired or employed by a nursing home, residential care facility or home care agency external to Nova Scotia Health that receives funding from the Department of Health and Wellness (DHW). This does not include agency staff.</p> <p>These employees may be offered Immunization, TST and other OHSW services through the Nova Scotia Health OHSW Infectious Disease Prevention Management Program.</p>
Immunization	A process by which a person becomes protected against a disease through vaccination. This term is often used interchangeably with vaccination or inoculation.
On-Site Medical Staff	<p>A physician added to the Nova Scotia Health Medical Staff through the Nova Scotia Health Credentialing and Privileging process and is a member of the Temporary, Probationary, Active with Admitting, Active Without Admitting (facility), Active Without Admitting (community), Assistant, or Affiliated Medical Staff Categories, where the medical or surgical practice of the physician requires access to any Nova Scotia Health Facilities.</p> <p>Locum Medical Staff are excluded from this definition of On-Site Medical Staff.</p>
Preferred Candidate	<p>An applicant who has received a conditional offer of employment, determined by varying screening methods depending on the position and unit requirements.</p> <p>This includes persons previously employed by Nova Scotia Health who have been out of the workplace more than 12 months but does not include Resident Physicians.</p>
Vaccine	An antigenic preparation which, when introduced into an organism, induces the production of antibodies capable of fighting off infection of that organism by a given micro-organism.

POLICIES BEING REPLACED

N/A

VERSION HISTORY

Version:	Effective:	Approved by:	What's changed:
Original	2017-01-18	HAMAC	N/A
Revised	2018-10-01	HAMAC	Major Revision: <ul style="list-style-type: none"> Including LPNs
Revised	2020-12-16	Director, OHSW	Minor Revision: <ul style="list-style-type: none"> Removed direction for anaphylaxis Added reference to CD-PH-020 Initial Management of Anaphylaxis Following Immunization
Revised	2021-01-27	HAMAC	Major Revision: <ul style="list-style-type: none"> Competency Requirements Implementation Appendix B: Contraindications Appendix E: IGRA Testing
Revised	2021-05-17	HAMAC	Major Revision: <ul style="list-style-type: none"> Procedure for COVID-19 swab Defined Regulated and Unregulated Health Care Providers Clarified conditions for paramedics Added AP AEFI reporting
Revised	2021-06-23	Senior Director, Human Resources and People Services	Minor Revision: <ul style="list-style-type: none"> Medical Imaging Technologists added for testing Refer to related testing CD for competency requirements
Revised	2022-05-06	Director, OHSW	Minor Revision: <ul style="list-style-type: none"> Aligned definitions for RHCP and UHCP with other related policies

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Version:	Effective:	Approved by:	What's changed:
Revised	2024-10-03	HAMAC	Major Revision: <ul style="list-style-type: none"> • Divided existing care directive into multiple, changed title. • Expanded competency and documentation requirements. • Included Nova Scotia Health OHSW services provided to employees external to Nova Scotia Health. • Narrowed applicability to RNs working in OHSW. • Aligned content with CD-PH-010 and PH-HP-015, including reporting adverse events and contraindications to vaccine. • Removed IGRA and COVID-19 specimen collection content. • Added Td vaccine.



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