

Additional considerations

3.1 Immunisations: requirements for healthcare workers

3.1.1 Employers have an obligation to ensure that healthcare workers do not pose a risk of infection to patients. Similarly, it is essential to ensure that workers are protected from infection by patients.

3.1.2 The requirements to ensure immunisation against common communicable infections and biological hazards will be dependent on the individual's role and the risks of exposure that their role may pose.

3.1.3 Employers must refer to the Department of Health and Social Care's Green Book which sets out the standards that determine which vaccinations are required for different healthcare workers.

3.1.4 Health professionals and immunisation practitioners themselves can register to receive a vaccine update from Public Health England on vaccination requirements.

3.1.5 Further information relating to infectious diseases and their prevention can also be found on the NICE website.

3.2 Exposure prone procedures

3.2.1 Additional screening may be needed for workers involved in exposure prone procedures (EPPs), patient care, patient contact or body fluid sample handling. This screening should be relevant to the job hazard and risk profile and, must be undertaken in accordance with the relevant guidance.

3.2.2 Individuals carrying out EPPs have a professional duty to ensure that they are tested and assessed for HIV, hepatitis B and hepatitis C. If at any time they should acquire or be at risk of acquiring any of these infections, they must refrain from carrying out any work that involves an EPP and inform (in confidence) a member of their occupational health

team. All testing must be carried out with the individual's informed consent.

3.3 Additional screening

3.3.1 Employers have the discretion to undertake further supplementary screening, dependent on their local needs and risks associated with different roles. Additional screening must be carried out in accordance with the Equality Act.

3.3.2 Further guidance about supplementary health screening can be found on the health and wellbeing section of the NHS Employers website.