**POLICY**

It is the policy of Fairview Parkwood communities to acknowledge our obligation under the Long-Term Care Homes Act, Retirement Homes Act to keep our residents safe. It is also our responsibility under the applicable health and safety laws to take every precaution reasonable for the protection of our staff. There is medical and scientific evidence that the approved vaccines are effective in protecting the health of those vaccinated and those with whom they come in contact. As a result, our Vaccination Policy has been amended. It is our policy that all staff be vaccinated; subject only to legitimate exceptions of a medical nature. We do so because we must do everything in our power to help fight COVID-19 and keep everyone safe. The amended policy comes into effect October 31, 2021.

**Background**

Medical experts here in Canada and around the world have concluded that the COVID-19 vaccines are highly effective in preventing serious illness and hospitalization. There is mounting evidence that vaccines reduce transmission of the virus. The new variants have proven successful at producing severe infection, and increased morbidity and mortality in those who are unvaccinated. The unanimous advice from Public Health officials in Canada as well as our federal and provincial governments has been GET VACCINATED.

**Support**

We have provided education and information sessions that provide true facts based on science about COVID-19 vaccines and their efficacy, benefits of being vaccinated, risks of not being vaccinated and possible side effects of vaccination. We encourage all staff members with questions to raise them to their Executive Director or your Supervisor.

We will support you in your efforts to get vaccinated. We can assist you with arranging vaccination. We continue to grant 4 hours of paid time for staff receiving both doses of vaccine. We will assist with time away from work for vaccination if necessary.

**Requirements**

**Staff, Students and Volunteers**

Effective October 31, 2021, all existing staff members, as a condition of continued employment, and student placements or volunteers as a condition of continued access to our homes shall prove to Fairview/Parkwood Communities that they have been fully vaccinated. The exemption to this condition is written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:

1. That the person cannot be vaccinated against COVID-19; **and**
2. The effective period for the medical reason (i.e., permanent or time limited).

From this point forward until October 31st, staff who are not fully immunized must:

1. Wear PPE including face shields, and mask
2. Submit to daily rapid antigen testing

These conditions will remain in place until they produce evidence of full vaccination.

 Any staff member who refuses to comply or does not provide proof by the agreed upon date will be placed on unpaid administrative leave until such time as they comply, or the policy changes.

Any student or volunteer who refuses to comply or be vaccinated by agreed date will be denied access to the home and where applicable placement will cease.

**Agency and Third-Party Contactors**

Any of the above mentioned who regularly work or attend at Fairview or Parkwood and who have any contact in resident care areas or with staff members must prove to the Home that they have been fully vaccinated.

For those not immunized until October 31st:

1. Wear PPE including face shields, and mask at all times except as allowed for meal breaks
2. Submit to daily rapid antigen testing

These conditions will remain in place until they provide evidence of full vaccination, or the policy is revised.

 Any of the above mentioned who refuse to comply or do not provide proof by the agreed upon date will be denied further access to our communities.

**New Hires (effective July 1, 2021)**

Newly hired staff require proof of full vaccination as a condition of employment. The exemption to this condition is written proof of a medical reason, provided by either a physician or nurse practitioner that sets out:

1. That the person cannot be vaccinated against COVID-19; **and**
2. The effective period for the medical reason (i.e., permanent or time limited).

**Required Statistical Information**

The Homes are legislatively required to collect, maintain, and disclose to the Ministry of Long-Term Care on a frequent basis and could include the following:

1. Total number of individuals subject to the home’s policy for the reporting cycle.
2. Total number of individuals who have submitted the proof as per the above requirement and the type of proof submitted.
3. For each type of proof, the number of individuals who submitted each type of proof who are staff, student placements or volunteers.

Note: The Ministry of Long-Term Care may share this statistical information with the Ministry of Health or the local public health units at any time.

No identifying information is provided to the ministry in relation to this policy; all information will be provided in aggregate form.