



## **PRACTICE DIRECTION MANDATORY VACCINATIONS FOR THE PARAMEDIC**

### **About Practice Directions**

The College of Paramedics of Manitoba (CPMB) has the legislated authority through the Regulated Health Professions Act (RHPA) to establish Council-approved practice directions.

Practice directions set out requirements related to specific aspects of the RHPA, regulations and paramedic practice. Practice Directions also explain, add, or guide paramedics with respect to the subject matter described in the regulation or any other matter relevant to the practice of paramedicine. Compliance with approved practice directions is required as described under section 86 of the RHPS.

Questions related to the information in the College practice directions or the application of the information can be directed to [info@collegeparamb.ca](mailto:info@collegeparamb.ca)

This Practice Direction was approved by the Council of the College of Paramedics of Manitoba on September 22, 2021.



## Introduction

Paramedics, in the course of their duties, may be exposed to any number of illnesses/diseases that can be prevented or minimized by receiving vaccinations against some of those diseases. Additionally, the paramedic may be less likely to spread illnesses/diseases if they are vaccinated against them.

Manitoba Routine Immunizations are available for:

- Polio
- Influenza
- Haemophilus influenzae type b
- Pneumococcal Conjugate 13 valen
- Meningococcal C Conjugate
- Meningococcal Conjugate Quadrivalent
- Pneumococcal Polysaccharide
- Measles
- Mumps
- Rubella
- Varicella
- Tetanus
- Diphtheria
- Hepatitis B
- HPV
- Pertussis
- Rotavirus

## EMPLOYER REQUIREMENTS FOR VACCINATIONS

Employers have the legal obligation to ensure the health and safety of both their workers and patrons of their business as far as reasonably practicable. Each employer is required to assess the level of risk of exposure and transmission amongst workers and clients, customers, and patrons. Employers will need to account for the level of risk in different service areas and only implement the measures necessary in each context. It may be possible that required employee vaccinations are reasonable in some service areas, and not in others. (Manitoba Business Matters, COVID 19 Vaccine Policies in the Workplace, <https://manitobabusinessmatters.ca/covid-19-vaccine-policies-in-the-workplace/>)

As a health care system, verification of vaccination for other infectious diseases such as measles and varicella is already required in Manitoba.

CPMB supports employers who wish to encourage staff to become vaccinated against communicable disease. However, under normal circumstances, CPMB acknowledges the individual's right to choose. Therefore, CPMB will not engage in disputes regarding mandatory vaccinations where no public health order requiring specific vaccinations is in place.



## **PUBLIC HEALTH ORDERS**

From time to time, the Province of Manitoba will issue a Public Health Order requiring employees in certain employment sectors to receive a vaccination in response to a public health crisis, pandemic, or other emergent situation.

Individuals who are not able to be vaccinated for medical reasons, or those who choose not to be vaccinated may be required to engage in other prescribed protective activities (ie, testing for the specific disease) prior to being permitted to engage in employment practices. Failure to receive the mandated vaccine or to participate in these prescribed protective activities may lead to conduct concerns for the CPMB registrant.

CPMB requires compliance with all public health orders.

## **CODE OF ETHICS**

CPMB's Code of Ethics supports adhering Public Health Orders with the following:

### **Responsibility to the Profession:**

The paramedic must:

- Practice in accordance with The Regulated Health Professions Act, College of Paramedics of Manitoba General Regulation, the Practice of Paramedicine Regulation, **and other relevant legislation**
- Honour the profession by ensuring that their conduct reflects positively on the integrity of the profession

### **Responsibility to Self:**

- Comply with health and workplace safety policies, procedures and legislation

### **Responsibility to Society;**

- Consider the social determinants of health in the provision of care

## **STANDARDS OF PRACTICE FOR THE PARAMEDIC PROFESSION**

CPMB's Standards of Practice for the Paramedic Profession supports adhering to Public Health Orders with the following:

### **Professional and Practice Proficiency:**

Paramedics demonstrate accountability for clinical and technical practice by:

- Ensuring appropriate infection control standards are maintained



### **Health and Social:**

- Providing health education and promotion, health awareness and injury and **disease prevention.**
- Seeking feedback from stakeholders in the planning, delivery and evaluation of health care provided to ensure safe practice and public safety.