Mandatory COVID-19 vaccination of health care workers

https://policybase.cma.ca/link/policy14449

POLICY TYPE  Policy document
DATE  2021-08-21
TOPICS  Health human resources
Population health, health equity, public health

Documents

Mandatory COVID-19 vaccination of health care workers

Policy Position Recommendation:

1. All health care workers should be fully immunized against COVID-19 and be able to provide evidence of being fully immunized. This position is based on the current evidence demonstrating the effectiveness of COVID-19 vaccines in preventing hospitalization and death in healthcare workers and the general population, as well as the limited risk of vaccine complications and adverse effects. The evidence also supports the effectiveness of vaccines in preventing transmission of SARS-CoV-2 in healthcare settings.

2. Health care organizations should develop and implement a comprehensive vaccination strategy that includes education, communication, and support for employees. This strategy should be based on the best available evidence and should be designed to ensure that all employees have access to vaccination and are able to make informed decisions about their health.

3. Health care organizations should consider offering incentives to encourage vaccination, such as providing additional paid time off, bonuses, or other forms of compensation. These incentives should be designed to be fair and equitable and should not discriminate against any group of employees.

4. Health care organizations should ensure that vaccination is not a condition of employment, but that it is strongly encouraged. Employers should provide vaccine education and support to employees who are unsure about the vaccine or who have concerns about its safety or efficacy.

5. Health care organizations should be prepared to address any concerns or challenges that may arise during the vaccination process. This may include providing additional support for employees who are experiencing vaccine-related side effects or who are struggling with vaccine hesitancy.

6. Health care organizations should ensure that all employees have access to vaccination, regardless of their workplace or the level of risk associated with their job.

7. Health care organizations should be prepared to adapt their vaccination strategy as new information becomes available.

The Canadian Medical Association (CMA) supports the development of a comprehensive vaccination strategy for health care workers that is based on the best available evidence and that is designed to ensure the safety and wellbeing of all employees. The CMA encourages health care organizations to develop and implement such a strategy and to work closely with public health authorities to ensure that all employees have access to vaccination.

CMA Policybase - Canadian Medical Association  p. 1
Flexibility in Medical Training (Update 2009)

POLICY TYPE Policy document
LAST REVIEWED 2020-02-29
DATE 2009-05-31
REPLACES Flexibility in Medical Training
TOPICS Health human resources
Scopes of practice

https://policybase.cma.ca/link/policy1237

POLICY TYPE
Policy document

LAST REVIEWED
2019-03-03

DATE
2002-01-22

TOPICS
Health human resources

Documents
Physician resource planning (updated 2015)
https://policybase.cma.ca/link/policy11533

POLICY TYPE  Policy document
LAST REVIEWED  2019-03-03
DATE  2015-05-30
REPLACES  Physician resource planning (Update 2003)
TOPICS  Health human resources

Documents

Physician health
https://policybase.cma.ca/link/policy13739

POLICY TYPE  Policy document
DATE  2017-10-21
REPLACES  PD98-04 Physician health and well-being
TOPICS  Health human resources
Ethics and medical professionalism

Documents
PHYSICIAN HEALTH

BACKGROUND TO CMA POLICY

PHYSICIAN HEALTH

1. The state of current and physician health

The state of current and physician health has been an ongoing concern in recent years. In order to maintain and improve the health of physicians, it is important to understand the factors that contribute to their well-being. This includes recognizing the various challenges and pressures faced by physicians, as well as developing strategies to address these concerns.

CMA STATEMENT ON PHYSICIAN HEALTH AND WELLNESS

text content
The physician appointment and reappointment process 2016
https://policybase.cma.ca/link/policy13564

POLICY TYPE  Policy document
DATE        2016-12-03
TOPICS      Health human resources
             Physician practice, compensation, forms

Documents