Mandatory COVID-19 vaccination of health care workers

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

Policy document

2021-08-21

Health human resources
Population health, health equity, public health

Executive Summary

The Canadian Medical Association (CMA) acknowledges the critical role that health care workers play in the ongoing effort to combat the COVID-19 pandemic. As such, the Association supports the implementation of mandatory COVID-19 vaccination for all health care workers to protect the health and safety of patients, health care workers, and the general public. This policy is intended to provide guidance on the development and implementation of a mandatory vaccination policy in the health care sector.

Policy

Mandatory COVID-19 vaccination of health care workers

Policy guidance

1. Model policies and procedures should be developed and implemented by health care sector organizations to ensure that all licensed and non-licensed health care workers are vaccinated against COVID-19 as required by law.

2. Health care sector organizations should provide clear and transparent information to all health care workers about the mandatory vaccination policy, including the reasons for vaccination, the process for obtaining a medical exemption, and the consequences for non-compliance.

3. Health care sector organizations should engage with their workforce to ensure that all health care workers are adequately informed about the mandatory vaccination policy and are provided with the support they need to comply with the policy.

4. Health care sector organizations should develop a comprehensive monitoring and evaluation plan to assess the effectiveness of the mandatory vaccination policy and its impact on health care workers and the public.

5. Health care sector organizations should be held accountable for implementing and enforcing the mandatory vaccination policy, including the provision of adequate support and resources to health care workers.

6. Health care sector organizations should be prepared to accommodate the needs of health care workers who are unable to receive the vaccine due to medical reasons or personal beliefs.

7. Health care sector organizations should work collaboratively with other organizations and stakeholders to ensure that the mandatory vaccination policy is implemented in a coordinated and effective manner.

8. The CMA supports the implementation of mandatory COVID-19 vaccination for all health care workers as a strategy to protect the health and safety of patients, health care workers, and the public.

The CMA recommends that health care sector organizations develop and implement a mandatory COVID-19 vaccination policy that is consistent with the principles outlined above.