

Immunisations:

Introduction:

The University has a duty under the Health and Safety at Work etc. Act 1974, and the Management of Health and Safety at Work Regulations 1992, to protect University employees' health against certain hazards in the workplace. In addition, The Control of Substances Hazardous to Health Regulations (COSHH) 1999 provides a framework for assessment and control of substances hazardous to health, including biological agents.

Immunisation and pre and post vaccination testing (when applicable) is therefore provided to University employees who might potentially be exposed in the course of their employment to known human pathogens, zoonotic diseases or other potentially infectious micro organisms which may harm their health. The existing / potential exposure to such agents must pose a significant risk to health, and this risk must be evaluated and a relevant COSHH assessment made.

The target group for immunisation therefore includes all workers exposed in the course of their employment to:

- Human blood and body fluids (Hepatitis B)
- Waste water and sewage (Hepatitis A)
- Risk of developing disease while on University business abroad (See Travel Immunisations)
- Pathogens such as Diphtheria etc

Procedures:

New Employees:

New employees to the University potentially exposed to such hazards will be sent a health questionnaire at the start of their employment. On receipt of the completed Health Questionnaire, the Occupational Health Unit will contact the individual to assess the need for immunisation, and arrange an appointment if this is deemed necessary.

Existing Employees:

For existing employees requiring immunisation, Heads of Department/Schools should forward formal requests for immunisations to the Occupational Health Adviser, listing the names of employees, their dates of birth and Personnel numbers, as well as copies of relevant COSHH risk assessments or equivalent protocols. The Occupational Health Unit will then advise individual employees of the date and time of an appointment.

The cost of the vaccines will be charged to the cost centres where immunised individuals work.