

STANDARD 3.33.STND.1	Communicable Disease Assessment	DOMAIN People and Teams
Sponsor: Corporate Director, Occupational Health and Safety Lead(s): Manager, Occupational Health and Safety	Date Approved: October 27, 2025	
	Date Effective: October 28, 2025	
	Date of Next Review: October 2028	

For further information please contact covenantpolicy@covenanthealth.ca

NOTE: The first appearance of terms in bold in the body of this document (except titles) are defined terms – please refer to the Definition section

Purpose Statement:

- To communicate Covenant Health’s commitment in preventing and managing **occupational exposures** to vaccine preventable communicable diseases.
- To track **Covenant Health workers and contracted service providers’** immunization statuses to better prevent and manage exposures to vaccine preventable communicable diseases.
- To inform new hires and rehires Covenant Health workers and contracted service providers where the duties or obligations of their role or position will require attendance at a **patient care location (PCL)** and that they must complete and submit an electronic **Communicable Disease Assessment (CDA)** form or submit immunization records to Occupational Health and Safety (OHS) via emailing OccHealthNurse@CovenantHealth.ca.
- To encourage current Covenant Health workers and contracted service providers where the duties or obligations of their role or position will require attendance at a PCL to provide immunization history.

Applicability:

Compliance with this document is required by all Covenant Health employees, members of the medical and midwifery staffs, **volunteers**, (herein referred to as ‘workers’), **students** and **contracted service providers**. Contracted service providers and students default to their employer or post secondary institutions for vaccine support and tracking.

Applicable collective agreements, Medical Staff Bylaws and Rules, Out of Scope Employees Terms and Conditions of Employment, take precedence in the case of a conflict with this standard.

Responsibility:

All Covenant Health workers and contracted services providers will act in accordance with the Alberta Immunization Policy and applicable legislation, related protocols, and governing professional bylaws and regulations.

Covenant Health worker

- All new Covenant Health workers whose Covenant Health responsibilities require attendance at a PCL shall complete and submit a CDA form or immunization history to OHS.
 - Failure to comply with this standard may lead to the withdrawal of an offer from Covenant Health, termination of employment or services, work restrictions or

reassignment.

- Existing Covenant Health workers are to provide records of immunization upon request from OHS in relation to outbreaks or exposure response.

Covenant Health Supervisor/Manager

- Hiring supervisor/manager is responsible for notifying new Covenant Health workers of their CDA responsibilities through the offer letter process and that a completed CDA form or immunization history shall be submitted to OHS prior to their start date.

Medical staff

- For new medical staff the CDA is an inherent component of the Medical Staff Appointment application process and failure to provide a CDA shall result in the application being deemed as incomplete. The responsibility for providing all required information rests with the applicant and incomplete applications will not move forward, as outlined in the Medical Staff Bylaws and Rules.

Covenant Health Occupational Health and Safety

OHS shall use the information gathered by the CDA to:

- a) create a confidential record containing immunization and immunological status as stipulated in the Standard for Immunization of Health Care Workers;
 - b) consult with the Covenant Health worker and to assist with the completion of the CDA form;
 - c) determine immunization recommendations based on occupational exposure risk and/or immunity status.
- plan, manage and allocate resources to protect patients, families and Covenant Health representatives in times of outbreak or significant communicable disease event; and
 - ensure compliance with applicable legislation.
 - assess exemptions from this standard for Covenant Health workers, considering factors such as the frequency of attendance, the responsibilities of the Covenant Health representative at a PCL, and any other pertinent circumstances.

Students

- The post-secondary institution must obtain up-to-date immunization records prior to the commencement of their placement with Covenant Health. They must maintain these records and provide them to Covenant Health immediately upon request.

Contracted Service Providers

- Contracted service providers shall be notified through the contract that a CDA for each worker who attends a PCL shall be completed at the time the contractor executes its contract with Covenant Health. The contractor shall maintain the completed immunization records in accordance with its applicable policies and shall provide the information to

Covenant Health immediately upon request by Covenant Health.

Standard:

1. Principles:

- Covenant Health is committed to supporting the health and safety of Covenant Health workers and patients to achieve optimal levels of immunity to vaccine preventable diseases. The CDA form will assist Covenant Health in fulfilling that commitment.
- The intent of this standard is to confirm immunization history and provide direction when there are deviations from the routine schedule: this standard does not mandate immunizations. Declination of immunization may result in reassignment or work restrictions in the event of a communicable disease exposure or outbreak.

2. Prevention:

- The CDA is an **administrative control** used to determine a Covenant Health worker's fitness to work with respect to their immunization and immunological status to communicable diseases including, but not limited to:
 - a) Measles;
 - b) Mumps;
 - c) Rubella (German Measles);
 - d) Tetanus;
 - e) Diphtheria;
 - f) Pertussis (Whooping Cough);
 - g) Hepatitis B
 - h) Polio
 - i) Tuberculosis;
 - j) Varicella (Chicken Pox);
 - k) Influenza (seasonal); and
 - l) COVID-19 (seasonal as per eligibility)

Definitions:

Administrative control means the use of policies, procedures, health assessments, immunization programs, training and scheduling to eliminate or mitigate a hazard.

Communicable disease means a highly infectious illness that is spread from one person to another through direct contact, the air, blood and/or body fluids, or contaminated environments in the workplace.

Communicable disease assessment, for the purposes of this document, means a review of an individual's health history, immunization records, and job role to determine which vaccine-preventable diseases they are protected against or may be susceptible to in the workplace.

Contracted service providers means any non-Covenant Health or wholly owned subsidiary that is contracted to provide direct patient care services.

Covenant Health worker, for the purposes of this document, means Covenant Health employees, members of the medical and midwifery staff, and volunteers, but excludes contracted services providers and their workers.

Occupational exposure means workers' contact with harmful physical, chemical, biological, or environmental agents during their work.

Patient means all persons, inclusive of residents, who receive or have requested health care or services from Covenant Health and its health care providers or individuals authorized to act on behalf of Covenant Health. Patient also means, where applicable, a co-decision-maker with the person; or an alternate decision-maker on behalf of the person.

Patient Care Location (PCL), for the purposes of this document, is (1) any building, property or site owned, leased, rented or operated by Covenant Health (a) where there are patients who are receiving health care or (b) where the Covenant Health representative deals with biological substances that may present a hazard of transmitting a communicable disease; and (2) a patient's home or other location where the Covenant Health representative interacts with and/or provides health care to a patient in the course of duties for or on behalf of Covenant Health, but (3) does not include any location designated by Covenant Health, in its sole discretion, to be excluded from the definition of a Patient Care Location.

Student means secondary or post-secondary students (excluding Medical Students) enrolled in a program which includes a requirement to build skills and apply theoretical knowledge in a clinical, non-clinical, or corporate setting. Applicable to employee-learners taking post-secondary education.

Supervisor/manger means the individual(s) who has the delegated human resource authority for direct planning, monitoring, and supervising direct (employee) reports.

Volunteer means anyone who performs a task at the direction of and on behalf of Covenant Health without receiving payment.

Relevant Covenant Health Policy and Policy Support Documents:	
A.	Policies: 4.25 Vaccine and Immunization II-115 Student Placements
B.	Procedures:
C.	Guidelines:
D.	Job aids:

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	Electronic Communicable Disease Assessment Form
E.	Standards: 3.19 Attendance at Work and Respiratory Virus Symptoms 3.22 Use of Masks to Prevent Transmission of Respiratory Viruses
Keywords: CDA, immunization	
References: Alberta immunization policy Alberta.ca Covenant Health Medical Staff Bylaws Covenant Health Medical Staff Rules	
Past Revisions: NEW	