It’s Worth a Shot
COVID-19 Vaccine Mandate Updates

February 2, 2022
Housekeeping Items

- Add your webinar topics and clinician ideas or needs into chat!
- We will meet every Wednesday through April 13, 2022!
Q: Question four states who is eligible for an additional dose and question five says who has received an additional dose, but I can't enter the number of all the booster staff or residents since it is based on question four. My question is about number four: Would it include the people who already received the booster shot?

A: Question four means: Cumulative number of HCP in question two who are eligible to receive an additional dose or booster of COVID-19 vaccine (question two is cumulative number of HCP who have received COVID-19 vaccines (anywhere).

Question five means: Cumulative number of HCP in question four who have received an additional dose or booster of COVID-19 vaccine at this facility or elsewhere since August 2021. So, question five will be a subset of question four, question four is a subset of question 2.
Vaccine Hesitancy Rates

Source: https://data.cdc.gov/stories/s/Vaccine-Hesitancy-for-COVID-19/cnd2-a6zw
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Misinformation vs. Disinformation

Webster’s Dictionary definitions:
• Misinformation: Incorrect or misleading information regardless of intent
• Disinformation: Knowingly spreading misinformation

Centers for Disease Control and Prevention (CDC) definitions:
• Misinformation: False information shared by people who do not intend to mislead others
• Disinformation: False information deliberately created and disseminated with malicious intent
Table 4. Participant responses to true/false question about COVID-19 vaccines (Wave 3)

<table>
<thead>
<tr>
<th>Question</th>
<th>% Incorrect Response</th>
<th>Not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>The COVID-19 vaccine is not recommended if you’re young and healthy.</td>
<td>82.6</td>
<td>9.3</td>
</tr>
<tr>
<td>COVID-19 vaccines are recommended for pregnant people.</td>
<td>22.8</td>
<td>26.5</td>
</tr>
<tr>
<td>You don’t need a COVID-19 vaccine if you’ve already had COVID-19.</td>
<td>14.9</td>
<td>7.7</td>
</tr>
<tr>
<td>The COVID-19 vaccine is free for everyone in the U.S. who is eligible.</td>
<td>11.1</td>
<td>7.3</td>
</tr>
<tr>
<td>COVID-19 vaccines do not affect fertility.</td>
<td>11.1</td>
<td>28.1</td>
</tr>
<tr>
<td>COVID-19 vaccines do not affect your DNA.</td>
<td>10.8</td>
<td>19.2</td>
</tr>
<tr>
<td>Teenagers can get a COVID-19 vaccine.</td>
<td>7.2</td>
<td>8.6</td>
</tr>
<tr>
<td>You can still get COVID-19 even if you’ve received a COVID-19 vaccine.</td>
<td>6.7</td>
<td>5.4</td>
</tr>
</tbody>
</table>
Vaccine Campaigns

COVID-19 Public Education Campaign
An initiative to increase confidence in COVID-19 vaccines and reinforce basic prevention measures. View campaign resources: https://wecandothis.hhs.gov.

COVID-19 Vaccine Education Initiative
We know that rural communities have concerns and questions about COVID-19 vaccines. This campaign equips you with information to help build vaccine confidence in your community. View campaign resources: https://ruralvaccinetoolkit.org.
Messaging Do's and Don'ts

✔️ Do:
  • Acknowledge concerns
  • Appeal with facts
  • Emphasize protecting ourselves and loved ones
  • Acknowledge that it is a personal decision

❌ Don’t
  • Incite negativity and fear
  • Say it is the right thing to do
  • Overpromise
  • Say this is how we get “back to normal"

Source: https://ruralvaccinetoolkit.org/messaging-strategy
Resources

National Rural Health Association (NRHA) Talking Points for Rural Leaders
- [https://www.ruralhealth.us/NRHA/media/Emerge_NRHA/Programs/06-08-21-NRHA-COVID-19-Vaccine-Talking-Points.pdf](https://www.ruralhealth.us/NRHA/media/Emerge_NRHA/Programs/06-08-21-NRHA-COVID-19-Vaccine-Talking-Points.pdf)

APHA Show You Know: Hesitancy vs. Confidence of COVID-19 Vaccination Quiz

We Can Do This
- [https://wecandothis.hhs.gov/](https://wecandothis.hhs.gov/)

Ad Council COVID collaborative
- [https://ruralvaccinetoolkit.org/](https://ruralvaccinetoolkit.org/)

Patient Handouts
- [https://vaccineconfident.pharmacist.com/Share/Patient-Resources/Patient-Handouts](https://vaccineconfident.pharmacist.com/Share/Patient-Resources/Patient-Handouts)

Vaccine Hesitancy in Health Care Professionals
- [https://www.mpqhf.org/QIO/vax-fax-resources-june-9/](https://www.mpqhf.org/QIO/vax-fax-resources-june-9/)
Definition of Staff:

- Easier to define who are not staff
- Staff are not:
  - Those who provide telehealth/telemedicine exclusively off-site
  - Those who provide support services exclusively off-site
  - Anyone who does not encounter residents or other staff
  - The staff vaccination requirements do not apply to these groups
<table>
<thead>
<tr>
<th>Policies</th>
<th>Documentation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Process for ensuring staff (minus those exempt from requirement) receive vaccinations for COVID (1\textsuperscript{st}, 2\textsuperscript{nd} and booster)*</td>
<td>Process for tracking and documenting vaccination status (1\textsuperscript{st}, 2\textsuperscript{nd} and booster)</td>
</tr>
<tr>
<td>Process to ensure additional precautions for staff not fully vaccinated**</td>
<td>Process for tracking and documenting delayed vaccination***</td>
</tr>
<tr>
<td>Contingency plans for those not fully vaccinated</td>
<td></td>
</tr>
<tr>
<td>Process to request exemption</td>
<td>Process for tracking and documenting exemption and related information</td>
</tr>
</tbody>
</table>

*Staff must have received at least one dose prior to providing any care, treatment or services. There must be a plan in place to ensure the series is completed (dose 1 of 1 or 2 of 2).

**For example: Reassignment to non-patient care area until series completed, source control even if area has low to mod transmission-including N-95, weekly testing

***May be delayed for acute illness secondary to COVID, receipt of MAT/convalescent plasma
Clinical exemptions must include:

- Documentation from licensed practitioner
  - Cannot be the person requesting the exemption
  - Must sign and date
  - Must be acting within their scope of practice
- Must state which vaccine is contraindicated
- Must contain recognized clinical reasons for contraindication
- Must contain a statement from the practitioner recommending exemption based on clinical contraindications
Contraindication

Per CDC:
- If there has been a severe allergic reaction (anaphylaxis) to a prior dose or a component
- A reaction of any severity within four hours of exposure to a previous dose or a component
- A diagnosed allergy to a previous dose or component

For religious exemptions, see the EEOC Compliance Manual on religious discrimination. Surveyors will not evaluate the religious exemptions, only that there is a mechanism in place to request and grant them.
Contingency Plans:

• Actions that you will take for staff who are unwilling to be vaccinated and who do not qualify for an exemption as well as those with an exemption and those delayed

Plans can include:

• Imposing a deadline to receive the vaccine
• Actions the facility will take if the deadline is not met:
  • Actively seeking replacement staff
  • Using temporary vaccinated staff until permanent replacements are found
## Compliance

All policies and procedures are developed and implemented, AND:

<table>
<thead>
<tr>
<th>30 Days</th>
<th>60 Days</th>
</tr>
</thead>
<tbody>
<tr>
<td>One hundred percent of staff have either:</td>
<td>One hundred percent of staff have either:</td>
</tr>
<tr>
<td>• Received one dose of vaccine, OR</td>
<td>• Received the necessary doses to complete a series, OR</td>
</tr>
<tr>
<td>• Have a pending request, OR</td>
<td>• Have been granted an exemption, OR</td>
</tr>
<tr>
<td>• Have been granted an exemption, OR</td>
<td>• Have been identified as having a temporary delay</td>
</tr>
<tr>
<td>• Have been identified as having a temporary delay</td>
<td></td>
</tr>
<tr>
<td>30 days</td>
<td>60 days</td>
</tr>
<tr>
<td>---------</td>
<td>---------</td>
</tr>
<tr>
<td>&gt;80% but &lt;100% and have a plan to achieve 100% within 60 days, will not be subject to enforcement.</td>
<td>&gt;90% but &lt;100% and have a plan to achieve 100% within 30 days, will not be subject to enforcement.</td>
</tr>
<tr>
<td>&lt;100% of staff have received at least one dose, or have exemption or delay</td>
<td>Facility will receive notice of non-compliance.</td>
</tr>
<tr>
<td>If outside above parameters, may be subject to enforcement actions, depending on severity of deficiency and type of facility.</td>
<td></td>
</tr>
</tbody>
</table>
Table 1: Scope and Severity Grid

<table>
<thead>
<tr>
<th>Severity &amp; Scope for 1988</th>
<th>ISOLATED 1% or more, but less than 25% of staff are unvaccinated (76% - 99% of staff are vaccinated)</th>
<th>PATTERN 25% or more, but less than 40% of staff are unvaccinated (61% - 75% of staff are vaccinated)</th>
<th>WIDESPREAD 40% or more of staff are unvaccinated (0% - 25% of staff are vaccinated), OR 1 or more components of the P&amp;Rs were not developed and implemented</th>
</tr>
</thead>
<tbody>
<tr>
<td>Level 4: Immediate jeopardy:</td>
<td>Noncompliance resulting in harm or death:</td>
<td>J</td>
<td>K</td>
</tr>
<tr>
<td>1. Did not meet the requirement of staff vaccinated;</td>
<td>2. 3 or more resident infections in the last 4 weeks resulting in at least one resident experiencing hospitalization (i.e., serious harm) or death;</td>
<td></td>
<td></td>
</tr>
<tr>
<td>OR:</td>
<td>More than one of the following:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. The observations of noncompliant infection control practices by staff;</td>
<td>2. One or more components of the policies and procedures were not developed or implemented.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 3: Actual harm:</td>
<td>No noncompliant infections:</td>
<td>G</td>
<td>H</td>
</tr>
<tr>
<td>1. Did not meet the requirement of staff vaccinated;</td>
<td>2. 3 or more resident infections in the last 8 weeks which did not result in hospitalization (i.e., serious harm or death), or the likelihood it is for 1 or more residents.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Level 2: No actual harm w/ potential for more than minimal harm that is not a 1. Did not meet the requirement of staff vaccinated;</td>
<td>No noncompliant infections:</td>
<td>D</td>
<td>E</td>
</tr>
<tr>
<td>Level 1: No actual harm w/ potential for minimal harm:</td>
<td>1. Met the requirement of staff vaccinated;</td>
<td>A</td>
<td>B</td>
</tr>
</tbody>
</table>

Click the image or the link below to view in a larger format (page 14): www.cms.gov/files/document/qs o-22-07-all-attachment-ltc.pdf
Resources

CMS QSO 22-07 Attachment A-Long Term Care and Skilled Nursing Guidance
  • QSO-22-07 ALL Long-Term Care and Skilled Nursing Facility (cms.gov)

EEOC Guidance on Religious Discrimination
  • https://www.eeoc.gov/laws/guidance/section-12-religious-discrimination

CDC Interim Clinical Considerations for Vaccine

CDC COVID Infection Control Recommendations
Thank you!

Join us next week on
Wednesday, February 9, 2022.