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Which Vaccinations Are Necessary To Work In A Nursing Home?

Last updated: April 8, 2025 / 1 comment / Dr. Abhimanyu Singh / 3 min read



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The Centers for Medicare and Medicaid Services (CMS) recently released regulatory changes to the COVID-19 health care staff vaccination requirements and long-term care facility testing requirements. These changes include assessment requirements, administrative offer requirements, administrative ensure requirements, and surgical mask requirements.

In Maine, all healthcare workers will be required to be fully vaccinated by October 1, while in Maryland, all nursing home and hospital employees will be required to get vaccinated by September 1 or submit to. Vaccination is essential for both healthcare workers and their patients, as nurses may unknowingly pass diseases on to patients while at work. Consult state and federal laws and guidance to ensure your facility's vaccine implementation plan complies with vaccination requirements.

Assisted Living Facilities (ALFs) are not regulated by CMS and not directly subject to the Medicare Conditions of Participation, but individuals who move between facilities and provide care can still receive the COVID-19 vaccine. The federal government's mandate requires all nursing home workers to receive the COVID-19 vaccine. On May 11, 2021, CMS published an interim final rule with comment period (IFC) establishing Long-Term Care Facility Vaccine Immunization Requirements for Residents and Staff.

The CDC recommends that adults aged 50 years or older receive the pneumococcal vaccine. Administration requirements were divided into "offer" (optional vaccination) and "ensure" (mandatory vaccination) laws. 29 CFR § 1910. 1030 provides that employers must make available the hepatitis B vaccine and vaccine series to all employees who have occupational exposure.

In a nursing home or long-term care facility, healthcare workers should be vaccinated for COVID-19 influenza (flu), measles, mumps, and rubella (MMR). The law requires these facilities to provide or arrange for influenza vaccination for all residents and employees every year. Workers at risk of exposure to blood-borne pathogens must be offered the hepatitis B vaccine within ten days of employment.

HCP need documentation of 2 doses of the hepatitis B vaccine and one dose of the hepatitis B vaccination series.

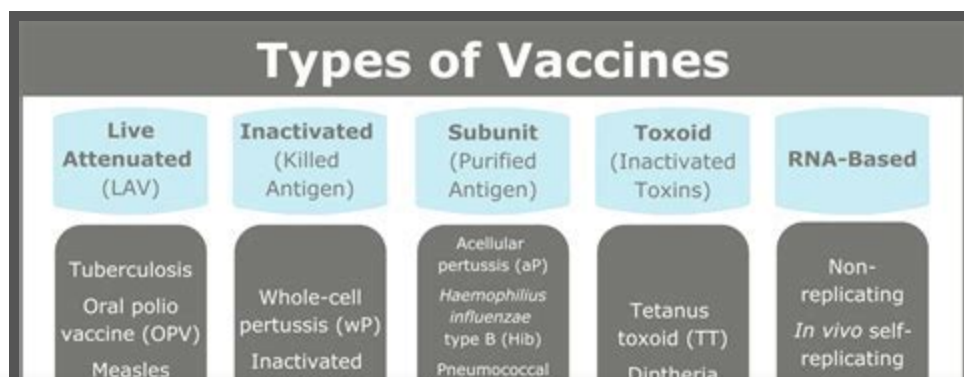
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State Immunization Laws for Healthcare Workers and ...	"This database is to provide researchers, policymakers, and state and local public health practitioners with descriptive information concerning <i>immunization</i> - ..."	<i>www2.cdc.gov</i>

Vaccines required for nursing home employees



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Which Of The Following Vaccines Is Your Employer Required To Provide?

Employers are mandated to provide hepatitis B vaccinations to workers who face occupational exposure, as it serves as an effective defense against HBV infection. Following Occupational Safety and Health Administration (OSHA) regulations, employers must create a safe workplace, assess COVID-19 exposure risks, and devise protective plans, which may include mandatory vaccinations, personal protective equipment, and capacity limits. Employers should contemplate five key areas before instituting policies that encourage vaccination, offer incentives, or grant paid time off for vaccination.

Under the Emergency Temporary Standard (ETS), employers must ensure employees report positive COVID-19 tests and provide paid time off for immunization and recovery from side effects. Employers with 100 or more employees must ensure full vaccination compliance. The Equal Employment Opportunity Commission (EEOC) states that while employers may mandate COVID-19 vaccinations, exceptions apply for medical conditions or religious beliefs. Employees who opt out of vaccination must submit weekly verified negative test results.

Additionally, employers are obligated to make hepatitis B vaccinations accessible at no cost to healthcare workers, as established by OSHA's Bloodborne Pathogens Standard. Consequently, employers must ensure the availability of the hepatitis B vaccine and series to all employees likely to encounter blood exposure in their workplace.

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(Image Source: Pixabay.com)

the decision, which allows private employers to continue requiring vaccination for employment. The U. S. Supreme Court declined to challenge the mandate, which only applies to first and second doses and does not address booster shots.

Governor Kathy Hochul has expanded the mandate to include certain health care facilities, while courts are considering exemptions for thousands of workers. Hundreds of unvaccinated health care workers in New York have been suspended and could lose their jobs, as the federal government enforces a vaccine mandate for providers and suppliers. The repeal of the mandate is set for October 4, 2023, and the state has removed the requirement for booster shots. The decision comes after months of debate and legal challenges surrounding vaccine mandates in the state, with New York being a bellwether for similar requirements in other states.



(Image Source: Pixabay.com)

What Does The CDC Recommend Healthcare Personnel Be Immunized Against?

The Advisory Committee on Immunization Practices (ACIP) recommends that all healthcare workers (HCWs) be vaccinated or have documented immunity against hepatitis B, influenza, measles, mumps, rubella, and varicella. Vaccination recommendations are categorized by disease and include a directive for HCWs to stay up to date with COVID-19 vaccinations. In 2024, the CDC revised isolation recommendations for symptomatic individuals with COVID-19 and other respiratory illnesses.

Healthcare personnel are at occupational risk of exposure to various infectious materials, which necessitates

vaccination for their own protection and to prevent disease transmission to patients and the community. This

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preventable diseases in healthcare settings.

Hepatitis B

What if you could lower your child's risk of cancer at birth?

You can!



DID YOU KNOW?

- **1.2 million** people in the U.S. carry the Hep B virus. Most don't even know it.
- One of the most common ways to get Hep B is **from mother to baby at birth.**
- **15-25%** of people with chronic Hep B will develop liver cancer or cirrhosis as adults.

STILL NOT CONVINCED?



Consider this: Liver cancer in Alaskan Native youth dropped to **ZERO** after universal newborn Hep B vaccination.

There are a lot of cancers we can't prevent yet. But this one we can!

Can Employees Refuse The Hep B Vaccine?

The California OSHA Bloodborne Pathogen standard mandates that employers offer hepatitis B vaccine to at-risk, unvaccinated employees. Employees can choose to decline the vaccine but must sign a declination form. The goal is to increase vaccination rates by emphasizing that unvaccinated workers are still at risk of contracting hepatitis B. Employers must provide the vaccine free of charge to employees as a means of protecting them at work. The vaccine series must be offered to all workers with occupational exposure.

If an employee declines vaccination after being offered the vaccine, they must sign a declination form. While vaccination is recommended, employees can refuse immunization, but this refusal should be considered in their risk assessment. Employers must keep a record of each worker's vaccination status. The hepatitis B vaccine is available to healthcare workers at no cost, and employers must offer it to those at risk. Vaccination can prevent hepatitis A and B and is mandatory in some cases.

The decision to participate in the vaccination program is voluntary and will not impact job status. Having hepatitis B is not a reason to deny healthcare workers from practicing, but those who decline vaccinations should have additional controls in place.

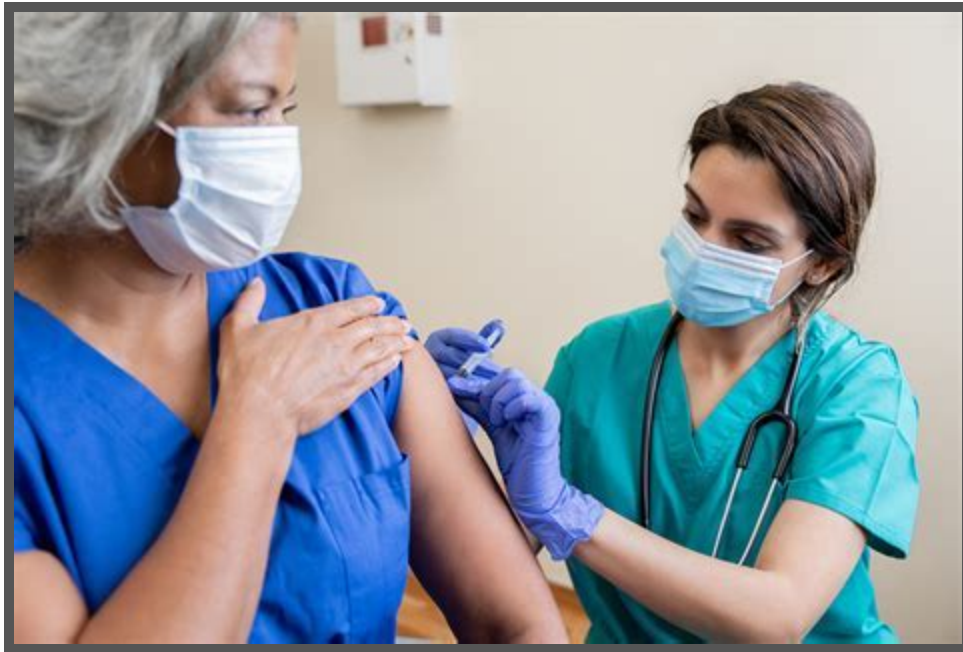


(Image Source: Pixabay.com)

Is The Flu Shot Mandatory For Health Care Workers In Maine?

As of 2021, healthcare workers in Maine are mandated to show proof of seasonal influenza vaccination and must be vaccinated against other diseases as well. To prove immunization, employees must provide a Certificate of

requirements for healthcare worker vaccinations, with Maine requiring seven vaccines. Employers are generally permitted to mandate flu shots for their employees, particularly in the healthcare sector. The Maine CDC enforces the vaccination rules to mitigate the risk of disease transmission within healthcare settings.



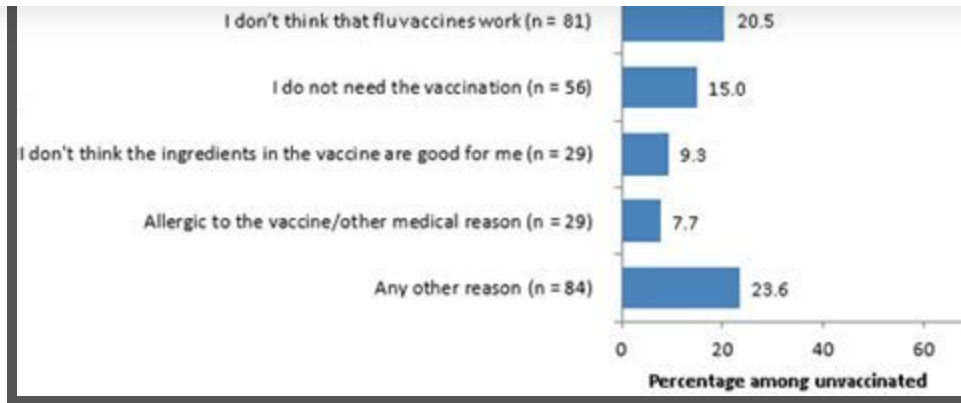
(Image Source: Pixabay.com)

Is The Flu Shot Mandatory For Healthcare Workers In NY?

The regulation in New York requires healthcare facilities and agencies licensed under specific articles of the Public Health Law to document the influenza vaccination status of all applicable personnel yearly. It also mandates influenza vaccination for residents in long-term care facilities, adult homes, adult day healthcare facilities, and enriched housing programs. The New York State Sanitary Code no longer requires all regulated healthcare and residential facilities to document personnel vaccination status.

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CDC recommends annual flu vaccination for healthcare workers. Employees in certain facilities must receive a COVID-19 vaccine. Flu shots are available at no cost in different ways. Flu shot requirements for patients and healthcare workers vary by facility. Employers must understand the line between mandating vaccines and potential vaccination injuries. The law in New York requires healthcare workers to get a flu shot or wear a mask. All New Yorkers aged six months and older are advised to get the flu vaccine.



(Image Source: Pixabay.com)

What Are Valid Reasons To Decline The Flu Shot?

Patients may avoid getting a flu vaccine for various reasons, including concerns about safety and effectiveness. Some common excuses include believing they are healthy and don't need the vaccine, fear of adverse reactions, and thinking it is better to get sick with the flu. Others may wait until the flu hits their area, dislike injections, or cite being vaccinated the previous year as reasons for avoidance. Healthcare workers and the general population may also decline the flu vaccine due to reasons like vaccine hesitancy, lack of confidence in its effectiveness, or fear of adverse reactions.

Some individuals may have allergies or concerns about specific vaccine ingredients. Despite the proven benefits of flu vaccination, many still refuse to get vaccinated each year, potentially increasing the risk of contracting and spreading the flu. Understanding these reasons for refusal can help healthcare providers address patient concerns and promote vaccination uptake.



(Image Source: Pixabay.com)

has withdrawn its COVID-19 vaccination requirements for healthcare staff, including related policies. However, many states now mandate COVID-19 vaccinations or impose weekly testing for healthcare workers. Current guidance stresses that healthcare workers, including doctors, nurses, and pharmacists, should get vaccinated to protect both themselves and their patients.

Workers must be fully vaccinated by January 4, either by receiving two doses of Pfizer or Moderna or a single dose of Johnson & Johnson. All healthcare staff are expected to have appropriate vaccination tracking and exemption policies in place. Although CMS's earlier encouragement of vaccination among healthcare workers was deemed insufficient, the Biden administration's mandate is now legally upheld, requiring compliance from ten million healthcare workers.

As of March 15, healthcare workers in 24 states must be fully vaccinated. Additionally, trends indicate that vaccination and booster rates among healthcare workers in nursing homes and long-term care facilities have not met expectations, leading some states to adopt stricter vaccination policies, including booster shot requirements.



(Image Source: Pixabay.com)

Which Of The Following Vaccines Is Recommended For Healthcare Workers?

Healthcare workers must stay updated on vaccinations to protect themselves and their patients. Key recommended vaccines include Seasonal Influenza, Tetanus, Diphtheria, and Pertussis (Tdap), especially for those working with infants. Other essential vaccines are Measles, Mumps, and Rubella (MMR) and Hepatitis B. A yearly flu shot is mandatory, and routine vaccines should align with the worker's age, including the chickenpox vaccine. The Advisory

Health Administration (OSHA) mandates vaccination for employers with more than 100 employees. Documentation for two doses of MMR is required for those lacking immune evidence. Despite some vaccines not being routinely recommended, healthcare workers may still need them based on specific situations. For comprehensive information and guidelines, healthcare workers are encouraged to visit the CDC website regarding vaccinations.

Maryland mandating vaccines for hospital and nursing home employees FOX 5 DC

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DR. ABHIMANYU SINGH

I am Dr. Abhimanyu Singh, a General Physician with 5 years of experience in providing expert medical care. At Shanti Nursing Home in Shahdara, Delhi, I am committed to delivering compassionate and advanced treatment in a comfortable and holistic environment. Fluent in English and Hindi, I strive to ensure complete recovery for every patient by addressing their unique healthcare needs with dedication and care.

Specialization: Homeopathy, General Physician, Homeopathic General Physician, General Surgeon

Qualification: MBBS- University Of Delhi- 2019

Address: E-1, Panchsheel Garden, Naveen Shahdara, Behind Shyam Lal College, Shahdara, North East

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April 8, 2025 at 2:17 AM

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- ☐ Moves with a cane or walker
- ☐ Requires assistance from another person
- ☐ Fully bedridden

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