

**Title: COVID-19 Vaccination for Staff and Practitioners**

**Purpose:** Provide COVID-19 Vaccination for Valley Medical Group Staff and Practitioners

**Background**

Available data suggest vaccines against COVID-19 are highly effective. Vaccination of Valley Medical (VMG) Group staff and practitioners against COVID-19 is strongly encouraged. Allocation of vaccine supply will be based on federal and state recommendations.

**Policy**

1. Vaccination eligibility
  - a. Vaccination will be voluntary. All employees without contraindications to the vaccine products are eligible and will be strongly encouraged to be vaccinated according to MA DPH guidelines for availability.
2. Contraindications and Special Populations
  - a. Prior infection with SARS-CoV-2. Prior infection with SARS-CoV-2 is not a contraindication, however, employees must have recovered from illness and be cleared for return to work prior to vaccine administration, and have associated infection statuses resolved prior to vaccination.
  - b. Vaccination for COVID-19 during the quarantine period. Staff/Practitioners who are within the quarantine period after a confirmed exposure must defer vaccination until the exposure window has concluded .
  - c. Vaccination with other vaccines in the 14 days before or after administration of a COVID-19 vaccine. Employees who have been vaccinated for other infectious diseases in the prior 14 days or have planned vaccination for other infectious diseases in the next 14 days should not be vaccinated for COVID-19 in this time frame due to lack of data on safety and efficacy of the COVID-19 vaccine being administered simultaneously with other vaccines. If the COVID-19 vaccine is inadvertently administered within 14 days of another vaccine, doses do not need to be repeated for either vaccine.
  - d. Symptoms consistent with COVID-19 on the day of scheduled vaccination. On the day of scheduled vaccination, staff/practitioners must attest to lack of symptoms consistent with COVID-19. If a staff/practitioner has symptoms consistent with COVID-19, vaccination must be deferred pending evaluation.
  - e. Staff/Practitioners with evaluation for symptoms consistent with COVID-19 in prior 10 days. Those whom are undergoing or who have undergone an evaluation for symptoms consistent with COVID-19 in the prior 10 days must defer vaccination until COVID-19 is resolved.
  - f. Allergy. Staff/Practitioners with the following allergy histories should seek out counseling prior to vaccine administration in order to make an informed decision:
    - i. History of severe allergic reaction (anaphylaxis) to a vaccine
    - ii. History of a severe allergic reaction (anaphylaxis) to polyethylene glycol (PEG) or PEG-containing products such as Miralax or an injectable steroid

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- iii. History of a severe allergic reaction (anaphylaxis) to polysorbate or polyoxyl 35 castor oil (e.g., paclitaxel) containing injectable or vaccine
  - iv. History of a severe allergic reaction (anaphylaxis) to another antigen (e.g., food, medication, venom, latex)
  - v. History of severe allergic reaction to specific formulation of COVID-19 vaccine after receipt of the vaccine  
 See [Assessment of Evidence Related to Allergy to Inform Allocation of COVID-19 Vaccine for Mass General Brigham Employees](#) and [COVID-19 Vaccine Allergy Frequently Asked Questions for Employees](#).
  - h. **Pregnancy.** There is no contraindication to vaccine administration during pregnancy. There are limited data to guide the decision regarding vaccine administration in pregnancy; pregnant employees will have the option to be vaccinated and shared decision-making will be offered.
  - i. **Breastfeeding.** There is no contraindication to vaccine administration for breastfeeding employees; breastfeeding employees will have the option to be vaccinated and shared decision making will be offered.
3. Vaccine administration and associated documentation.
- a. Vaccines will be administered at Valley Medical Group (VMG) health centers.
  - b. Vaccines will be administered according to guidance from federal and state agencies and per VMG standards, including provision of EUA information sheets for the vaccine being administered.
  - c. Employee health records will be maintained for employee vaccination in Athena.
4. Monitoring for adverse event post-vaccination.
- a. All Staff/Practitioners will be observed immediately after being vaccinated in designated areas per instructions provided in each vaccine’s EUA.
  - b. Prior to leaving the vaccination clinic, Staff/Practitioners will be provided instructions on reporting adverse events that may occur after leaving the vaccination clinic (See [V-Safe Handout](#), [FDA Emergency Use Authorization Fact Sheet for Recipients and Caregivers](#)).
5. Evaluation and management of possible post-vaccination reactions and symptoms.
- a. Reporting of possible reactions and symptoms, requirements for post-vaccination testing for COVID-19 and restrictions from work depend on both the type of possible post-vaccination reactions and symptoms and timing of onset relative to vaccination.
  - b. Requirements for post vaccination assessment and possible reactions are detailed in the table below.

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<b>Approval</b>	Steven Esrick MD, Medical Director Gina Campbell MSN, RN, Vice President, Clinical Operations
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Post-vaccination Reaction/Symptoms	Response	COVID-19 PCR Testing	Work restrictions
Immediate hypersensitivity reactions or other reactions (i.e., vasovagal syncope) during clinic observation period	Follow VMG Medication Management of Vaccine reactions. Reporting to VAERS completed as required. Documentation in Athena for all Staff/Practitioners who are patients of VMG.	No	N/A
Local injection site reaction only (i.e., redness or swelling at the injection site)	See Medication Management of Vaccine reactions.	No	N/A
Mild allergic symptoms (i.e., pruritis/itching, rash but NOT hives) that occur after observation period	See Medication Management of Vaccine reactions.	No	N/A
More severe allergic reactions including hives; swollen lips, tongue, eyes, or face; wheezing, chest tightness, or shortness of breath, that occur after observation period and $\leq 3$ days <sup>1*</sup> after vaccination	Yes; with direction to call 911 for emergent symptoms; otherwise complete VAERS reporting.	No	N/A
Mild to moderate post-vaccination symptoms $\leq 3$ days post-vaccination, including the following: <ul style="list-style-type: none"> <li>feeling feverish but temp <math>&lt; 101.0^{\circ}\text{F}</math> (<math>38.3^{\circ}\text{C}</math>)</li> <li>mild to moderate headache</li> <li>new mild to moderate fatigue (new sense of feeling tired)</li> <li>mild to moderate myalgias</li> <li>mild to moderate arthralgias</li> </ul>	Report to manager/Team Leader to assess vaccination symptoms and need for COVID-19 testing and/or work restrictions.	<b>Yes, if symptoms persist for more than 24 hours total during the 3 days post-vaccination period</b>	No restrictions Wear appropriate PPE for work while PCR testing is pending.
Severe symptoms $\leq 3$ days post-vaccination, including the following: <ul style="list-style-type: none"> <li>fever <math>\geq 101.0^{\circ}\text{F}</math> (<math>38.3^{\circ}\text{C}</math>) or</li> <li>severe headache or</li> <li>severe fatigue (sense of feeling tired) or</li> <li>severe myalgias (muscle aches) or</li> <li>severe arthralgias (joint pains)</li> </ul> OR Any other new or progressive symptoms consistent with COVID-19: sore throat, cough nasal congestion or new running nose, loss of smell or taste, shortness of breath	Report to manager/Team Leader to share your plan for COVID-19 testing and work restrictions.	<b>Yes</b>	Restricted from on-site pending COVID-19 test results and suggest follow up with health care provider
$> 3$ days post-vaccination, any symptoms consistent with COVID-19 <ul style="list-style-type: none"> <li>fever or feeling feverish</li> <li>sore throat</li> <li>new cough</li> <li>new nasal congestion or new runny nose</li> <li>muscle aches</li> <li>new loss of smell or taste</li> <li>shortness of breath</li> </ul>	Report to manager/Team Leader to share your plan for COVID-19 testing and work restrictions.	<b>Yes</b>	Restricted from on-site pending COVID-19 test results & follow up with health care provider

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