

Purpose and Scope

To provide staff, students, contractors and visitors with a safe and healthy environment for work and study by minimising as far as possible the risks from coming to harm by passing infections between each other or between species.

This policy applies to Staff, Students, prospective students, contractors and visitors.

Preamble

The University recognises that staff, students, contractors and visitors working or studying at the University, may, as part of their work or study, be at a potential risk of exposure to infectious diseases and of transmitting these diseases to others. This policy applies to personnel, working on or off campus, who may be at risk of contracting or spreading an infectious disease, including but not limited to:

1. clinical work with humans or animals;
2. work with organisms that can cause infection, infectious or dangerous organisms;
3. handling human blood and body tissue or fluids;
4. work with infants, or clients who are immuno-suppressed;
5. animal handlers / laboratory and/or research personnel working with animals;
6. first aid;
7. grounds staff, cleaners, plumbers and security staff where there is a risk of needlestick injury, exposure to blood or body fluids; and
8. overseas travelers on University business.

This policy describes immunisation and testing requirements at Murdoch University.

For the purposes of this Policy, the term “Supervisor” includes:

1. The School Dean or Administrative Unit Director
2. The line manager, grant holder, academic host (for academic visitors) or contract supervisor (for contractors);
3. The Unit Coordinator in the case of coursework students; and
4. The Principal Supervisor for graduate research degree candidates.

Objectives

To ensure that staff, students, contractors and visitors are aware of and act on their responsibilities in accordance with this policy, associated University policies and legislative requirements with regard to vaccination and testing.

Policy

1. The University recognises its responsibility to make appropriate vaccinations available to staff potentially at risk of exposure to vaccine-preventable diseases.
2. The University recognises that students, contractors and visitors potentially at risk of exposure to vaccine-preventable diseases may need to have appropriate vaccinations.
3. Schedule 1 (attached) will be used by Supervisors as a guide to the vaccinations required by staff, students, contractors and visitors.
4. Staff, students, contractors and visitors may be required to provide evidence of relevant vaccinations to their Supervisor if requested prior to being exposed to any vaccine-preventable risks.
5. The University provides, as appropriate, education and information on immunisation and testing, particularly in areas where a risk has been identified.
6. The University promotes the monitoring of risk of exposure. The University may exclude any individual from any environment where evidence of appropriate vaccinations is not made available, and / or where the Supervisor believes the risks of exposure require such exclusion.

Staff

7. On commencement of employment with the University, staff who will work in risk areas identified as Category A in Schedule 1 or where the relevant Supervisor deems that there is a risk of exposure or exposure of others to infectious diseases, are required to provide evidence of appropriate vaccination, or immunity, to Human Resources.
8. Where vaccination for current staff is necessary due to the risk of exposure or exposing others to infectious diseases, the cost of vaccination of employees shall be met by the School or Administrative Unit.
9. Staff who do not wish to be vaccinated are required to complete the form 'Statement by staff member of conscientious objection to vaccination' (attached).
 - 9.1. The completed statement is to be sent to Human Resources and placed on the staff member's personnel file.
 - 9.2. Where a staff member has declined to undergo vaccination, their duties may be modified from time to time.

9.3. It is the responsibility of a non-vaccinated staff member to advise their Supervisor.

9.3.1. A Supervisor may advise a staff member to undergo appropriate vaccination/s.

9.3.2. A Supervisor may advise a staff member to undergo appropriate vaccination/s.

Students

10. Courses or units that require students to be vaccinated will include the relevant information in the University Handbook or Unit Outline.

11. Prior to undertaking any activity that puts themselves or others at risk, students in areas identified as Category A in Schedule 1 are required to provide evidence of vaccination or immunity as advised by their Supervisor.

12. Students in areas identified as Category A in Schedule 1 who do not provide evidence of vaccination or immunity, will be excluded from any environment or activity where lack of immunity presents an unacceptable risk to themselves or to others, as judged by their Supervisor. In some instances it will thus not be possible for a student to complete their clinical training.

12.1. Graduate research degree candidates who are not appropriately vaccinated or who decline to undergo vaccination must consult their Principal Supervisor, and in particular discuss whether completion of the proposed research program remains viable.

13. Students who undertake a period of study or work-integrated learning in another institution as part of their Course must observe the requirements of the host institution, including any requirement to be vaccinated.

13.1. Graduate research degree candidates who undertake a period of research in another institution must observe the requirements of that host institution's policy on immunisation.

14. Any student who does not wish to be vaccinated is required to complete the 'Statement by student of conscientious objection to vaccination' (attached).

14.1. The completed statement is to be given to the Unit Coordinator or Principal Supervisor, and will be placed on file.

14.2. The Unit Coordinator or Principal Supervisor has the right to determine that the student will be excluded from environments or activities which may place the student or others at risk of exposure to infectious diseases.

14.3. Students who are unable to provide evidence of appropriate vaccination or immunity may not be able to complete the requirements of their course or graduate research degree.

15. Vaccination of students, contractors and visitors shall be at their own cost.

Others

16. Contractors or visitors who do not comply with this policy may not be permitted on campus or University owned property.

Reporting and Recordkeeping

17. Where a person becomes aware of being a carrier of a serious infectious disease, they have a responsibility not to put others at risk and must report this to their Supervisor or Unit Coordinator.
- 17.1. Appropriate steps must be taken by all involved to ensure that the risks of spreading infection are minimised.
18. If either of the situations below occur, the Supervisor or designated School contact should be notified as a matter of urgency and medical advice or support must be sought:
- 18.1. needlestick contact; or
- 18.2. potential MRSA (Methicillin-resistant *Staphylococcus aureus*) contact.
19. Confidential records (of both vaccinated and non-vaccinated) must be kept in relation to vaccination:
- 19.1. By the School for students. The School will provide reminders as required in order to maintain immunity.
- 19.2. By the Human Resources Office for staff. Human Resources will provide reminders as required in order to maintain immunity.
- 19.3. By the School or Administrative Unit for contractors and visitors.

Governance

Approval Authority	Senior Leadership Team
Owner	Chief People Officer
Legislation mandating compliance	
Category	Primarily a function of management
Related University Legislation and Policy Documents	<i>Coursework Regulations</i> <i>Work Integrated Learning Policy</i>
Date effective	28/01/2015
Review date	28/01/2018

References:

The Australian Immunisation Handbook, 10th Edition. NHMRC 2013.

<http://www.immunise.health.gov.au/internet/immunise/publishing.nsf/Content/Handbook10-home>.

Department of Health WA 2015. <http://www.health.wa.gov.au/>.

Infection control guidelines for the prevention of transmission of infectious diseases in the health care setting. Department of Health and Ageing WA 2004.

<http://www.health.gov.au/internet/main/publishing.nsf/Content/icg-guidelines-index.htm-historical>.

Operational Directive OD0388/12, 5 September. Department of Health WA 2012.

<http://www.health.wa.gov.au/circularsnew/pdfs/12891.pdf>.

Revision History

Approved/Amended	Date Approved	Resolution No. (if applicable)
Administrative Amendment	12/04/2024	
Administrative Amendment	21/08/2023	
Clause 13 Amended	19/01/2018 by University Secretary	
Approved	28/01/2015	AC/14/2015

Attachments

SCHEDULE 1

Given the varying nature of duties across the University, it is not possible to list precise requirements for each individual position. Equally, duties and responsibilities change over time. The following is provided as a general guide.

It has been adapted from the Health Department WA, Guidelines available at <http://www.health.wa.gov.au/circularsnew/pdfs/12891.pdf>.

Each supervisor must determine the level of vaccination required for each position they supervise.

Category	Risk	Examples	Vaccinations schedule
A	This category includes all persons who have physical contact with, or potential exposure to, human blood or body substances.	Health Care Workers including dentists, medical practitioners, nurses, allied health practitioners and students including biomedical sciences, laboratory staff, maintenance engineers who service equipment, sterilising service staff, cleaners, and staff responsible for the decontamination and disposal of contaminated materials.	<p>Hepatitis B x 3 doses followed by serological confirmation of immunity</p> <p>Influenza yearly (recommended)</p> <p>Pertussis , (dTpa) within last 10 years (and completed primary course DTPa for tetanus component)</p> <p>Measles, mumps, rubella (MMR) x 2 doses or serological confirmation of immunity</p> <p>Varicella x 2 doses or serological confirmation of immunity</p> <p>Hepatitis A (optional – working</p>

			in some rural health facilities) Polio (optional – working in region where polio is a risk)
B	Rarely have direct contact with Human blood or body substances. May be exposed to infections spread by the airborne or droplet routes, but are unlikely to be at occupational risk from blood borne diseases.	Human hospital ward clerks.	Influenza yearly Pertussis (dTpa) within 10 years Measles, mumps rubella (MMR) x 2 doses, Varicella x 2 doses
C	Occupational groups that have no greater exposure to infectious diseases than do the general public. The exact nature of job responsibilities should be taken into account when deciding vaccination requirements and all staff should be encouraged to be fully vaccinated.	Administrative/Office clerical staff, gardening staff and kitchen staff.	Influenza yearly (recommended)
Human Laboratory staff	May have additional vaccination requirements if they are working with, or may be	Laboratory staff.	Laboratory staff should also receive the vaccines noted in category A

	exposed to, specific viral or bacterial organisms, e.g. anthrax, Q fever, meningococcal C, poliomyelitis, Japanese encephalitis, typhoid, yellow fever.		
Working with infants, or potentially immunocompromised humans	May be exposed to infections spread by the airborne or droplet routes, but are unlikely to be at occupational risk from blood borne diseases.	Any staff or students involved in clinical work with patients (including psychology or counselling). Education staff and students.	Pertussis, (DTPa) within last 10 years (and completed primary course DTPa for tetanus component) Measles, mumps, rubella (MMR) x 2 doses Varicella x 2 doses Influenza yearly (recommended)
Working with animals clinically or production	Working with animal on an ongoing basis either clinically, though animal products, or through research groups.	Veterinary staff and students, staff and student working with production animals.	Hepatitis B x 3 doses followed by serological confirmation of immunity if working with primates Measles, mumps, rubella (MMR) x 2 doses Rabies, plus booster (or titre reading) every two years, if working with bats

			Tetanus, plus booster every ten years Q fever Influenza yearly TB screening * (recommend if working with primates or elephants)
Working with native animals or any fieldwork	Working with animals on a casual basis, undertake fieldwork.	Staff and Students in life sciences courses that can come into contact with animals or undertake fieldwork.	Tetanus, plus booster every ten years Rabies, plus booster (or titre reading) every two years, if working with bats Influenza yearly (recommended)
Travellers	Travellers to developing countries on official University business.	Staff and students travelling overseas should seek medical advice at least six to eight weeks before departure.	

**Perth Zoo requires TB screening annually if working with primate or elephants*

Guidelines supporting the policy

Australian Government Department of Health and Ageing and National Health and Medical Research Council. The Australian Immunisation Handbook, 9th Edition, 2008. <http://www.health.gov.au/internet/immunise/publishing.nsf/content/handbook-home>

Australian Government National Health and Medical Research Council. Australian Guidelines for the Prevention and Control of Infection in Healthcare, 2010. <http://www.nhmrc.gov.au/node/30290>

STATEMENT BY STAFF MEMBER OF CONSCIENTIOUS OBJECTION TO VACCINATION

Vaccinations not obtained

1. I confirm that I have made the decision, on the basis of a conscientious objection, not to obtain vaccination to protect against vaccine preventable diseases as provided for in Schedule 1 of the *Immunisation Policy*.
2. I understand that due to my occupational exposure to blood or other potentially infectious materials, I may be at risk of acquiring vaccine preventable diseases.
3. I acknowledge these vaccinations (Schedule 1) have been recommended to me by Murdoch University's School of _____ and that I have been given the opportunity to be screened/vaccinated at no charge to myself. However, at this time I decline screening/vaccination.
4. I have received professional advice on the risks and potential consequences of my decision from a qualified medical practitioner.
5. I understand that by declining vaccination I continue to be at risk of acquiring infection/s and that there is a risk I may in some circumstances transmit a vaccine preventable disease to a client or other staff member.
6. I further understand that my School/Administrative Unit will advise me if any alterations to my work are required as a result of declining vaccination or whether I can continue to maintain my current position.
7. In the future if I continue to have occupational exposure to blood or other potentially infectious materials and I want to be vaccinated, I understand I can receive the vaccination at no charge to me.
8. I will take appropriate precautions in the event that I attend a clinical placement to minimise risk to myself and others as a result of not being vaccinated.

Indemnity and insurance

9. I indemnify and hold harmless Murdoch University from any loss, liability, damage or cost which relates to (whether directly or indirectly) my objection to obtain vaccination.
10. I acknowledge that the University's insurance policy will not cover me in relation to any disease or illness I may contract whilst engaged in any course activity or on clinical placement, or at any other time.

Immunisation Policy

11. I have read and understood the information regarding vaccination and immunisation screening requirements as set out in:
 - Murdoch University's *Immunisation Policy* available on Murdoch's web site at <https://goto.murdoch.edu.au/PublicAccessPPM>and those relevant to my activities including for example:
 - Western Australian Department of Health's Operational Directive *Health Care Worker Immunisation Policy* OD 0388/12.

Signature:

Name:

Staff Number:

Position:

Date:

Privacy statement

Murdoch University holds your personal information in accordance with its *Privacy Policy*, accessible at: <https://goto.murdoch.edu.au/Privacy>.

Murdoch collects the information in this form for the purposes of obtaining a clinical placement for you and may be used or disclosed to others to provide that service to you. You may access and correct your information in accordance with relevant Privacy Legislation and Murdoch's *Privacy Policy*.

STATEMENT BY STUDENT OF CONSCIENTIOUS OBJECTION TO VACCINATION

Vaccinations not obtained

I confirm that I have made the decision, on the basis of a conscientious objection, not to obtain the following vaccinations (please print):

I acknowledge these vaccinations have been recommended to me by Murdoch University's School of _____ (please print).

I have received professional advice on the risks and potential consequences of my decision from a qualified medical practitioner.

Course requirements

I understand that some of the activities I am required to undertake as part of my course may pose increased risk to me and others as I have decided not to obtain the recommended vaccinations.

Where clinical placements are required as part of the course, the student should complete this section:

I understand that I am required to undertake clinical placements as part of my course.

I acknowledge that if the School of _____ is not able to find a health provider (including on and off campus clinics) willing to offer me a clinical placement, I may not be able to successfully complete my course.

I am aware that my ability to attend clinical placements will depend on whether clinical placement providers are willing to allow me to undertake a clinical placement with them without the recommended vaccinations. I understand that I may be unable to undertake clinical placements with certain providers or I may be limited in the areas I can work in or duties I can undertake whilst on clinical placements.

I will take appropriate precautions in the event that I attend a clinical placement to minimise risk to myself and others as a result of not being vaccinated.

Indemnity and insurance

I indemnify and hold harmless Murdoch University from any loss, liability, damage or cost which relates to (whether directly or indirectly) my objection to obtain vaccination.

I acknowledge that the University's insurance policy will not cover me in relation to any disease or illness I may contract whilst engaged in any course activity or on clinical placement, or at any other time.

Vaccination policy

I have read and understood the information regarding vaccination and immunisation screening requirements as set out in:

- Murdoch University's *Immunisation Policy* available on Murdoch's web site at <https://goto.murdoch.edu.au/PublicAccessPPM>

and those relevant to my activities including for example:

- Western Australian Department of Health's Operational Directive *Health Care Worker Immunisation Policy* OD 0388/12.

Privacy

I acknowledge that the School of _____ is required to advise an employer where my placement is being requested that I have refused, on the basis of conscientious objection, to be vaccinated in accordance with the Department of Health immunisation requirements.

I acknowledge that the employer may hold the information about me contained in this form after the completion of a placement or notwithstanding that I do not undertake a placement with that employer.

Signature:

Student Name:

Student Number:

Course Code:

Date:

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Please refer to the electronic copy in the Policy and Procedure Manager to ensure you are referring to the latest version.