



**Vaccination of Healthcare Workers at William Osler Health System
Situation: Surplus of COVID-19 Vaccine Available**

4 January 2021

Utilizing the current provincial guidance and the ethical frameworks provided, on December 24, 2020, the COVID-19 Clinical Response Committee (CCRC) has been asked to gather a representative group of individuals (CCRC Vaccination Subgroup) to provide urgent guidance on implementation of priority vaccination of Healthcare Workers at William Osler Health System (Osler). The authority for this framework was provided to CCRC by the Senior Leadership Team.

On January 2, 2020, the CCRC Vaccination Subgroup reconvened to consider **new** information regarding vaccination of Healthcare Workers at Osler. This document details the recommended response to the fact that Osler is now permitted to focus on hospital Healthcare workers, as a result of a surplus of COVID-19 vaccine.

Due to a rapidly evolving situation provincially and multiple different recommendations generated by various authorities, we include a transparent view of the evolution of CCRC deliberations on COVID-19 vaccine deployment for Osler Healthcare Workers. The most recent information is documented first, followed by previous recommendations. Previous recommendations that are not considered active are **greyed out** but shown for transparency.

3 January 2021 (1200 hours)

What we know	What we do not know
<ul style="list-style-type: none"> • A higher number of COVID-19 vaccine clinic appointments are now available for Osler Healthcare Workers immediately and for the next seven days to ten days. • The number of COVID-19 vaccine clinic appointments available per day will increase rapidly, as directed by Ontario Health. • The CEOs of the 19 organizations with COVID-19 vaccine clinics convened and agreed that all organizations prioritize patient-facing Healthcare Workers. 	<ul style="list-style-type: none"> • The number of Osler Healthcare Workers that will choose to receive the COVID-19 vaccine now. • Whether Osler, as a COVID-19 vaccine clinic location within the region, will be assigned vaccination of other members of the public / individuals (e.g. paramedics).
What are our next steps?	
<ul style="list-style-type: none"> • As directed by Ontario Health, widespread roll-out of vaccination to all Healthcare Workers at Osler. 	

CCRC Recommendations / Clarifications (4 January 2021 1500 hours)

- The Vaccine Incident Management Team operationalizes the recommendations put forward.
- In keeping with previous principles, stratification should be as simple as possible.
- It is recognized that restriction to access (appointment booking) for non-patient facing Healthcare Workers will not be enforced; we will leverage the honour system on which we so often rely.
- The patient facing (direct patient contact) group are prioritized at the direction of the provincial CEO consensus and can be defined as follows:
 - Anyone who has direct patient contact in any capacity;
 - Anyone working in an inpatient, outpatient or lab area (with or without direct patient contact);
 - Staff performing a screening or greeting function.
- The non-patient facing (non-direct patient contact) group are considered as follows:
 - Back-office staff with no direct patient contact (e.g. HR, Finance, Communications);
 - Staff working from home.
- An immediate, simple solution to COVID-19 vaccine appointment booking should be employed as rapidly as possible.

CCRC January 2, 2021 (1630 hours)

What we know	What we do not know
<ul style="list-style-type: none">• A higher number of COVID-19 vaccine clinic appointments are now available for Osler Healthcare Workers immediately and for the next seven days to ten days.• The number of COVID-19 vaccine clinic appointments available per day will increase rapidly, as directed by Ontario Health.	<ul style="list-style-type: none">• The number of Osler Healthcare Workers that will choose to receive the COVID-19 vaccine now.• Whether Osler, as a COVID-19 vaccine clinic location within the region, will be assigned vaccination of other members of the public / individuals (e.g. paramedics).
What are our next steps?	
<ul style="list-style-type: none">• As directed by Ontario Health, widespread roll-out of vaccination to all Healthcare Workers at Osler.	

CCRC Recommendations

- As everyone at Osler will be offered a COVID-19 vaccine within a very short time frame (e.g. seven to ten days), the issue to be addressed has shifted drastically from one of scarcity and careful resource allocation (prioritization) to one of vaccine surplus availability, logistics and distribution, as well as vaccine hesitancy. As a result, there is no longer a reasonable need to offer priority access to the vaccine for high risk / patient-facing areas at Osler.
- The interim survey that was established to register interest of staff and physicians in access to the COVID-19 vaccine within the high-risk areas will be closed as this process is no longer required.
- The individuals who responded to the interim survey should be acknowledged in the first communication and that they will be offered a COVID-19 vaccine in the next 48 hours.
- Widespread access to the COVID-19 vaccine to all Osler Healthcare Workers is best enabled by an online appointment booking tool readily available at the time of the roll-out.

- A strong, multimodal communication strategy will be required, which may include:
 - Overhead paging within the three hospital sites;
 - Engage notice to all leaders, staff and physicians;
 - Broadly sharable vaccination sign-up (booking) links;
 - Mobile workstations with access to the sign-up (booking) links;
 - Customized support for staff who do not have an Osler email address.
- With respect to vaccine hesitancy, it is recommended that a group of experts address this issue and provide appropriate information to Osler Healthcare Workers to enable an informed choice. Vaccine hesitancy is beyond the scope of the CCRC Vaccination Subgroup.
- Specialized considerations yet to be addressed:
 - For subgroups with precautions, such as pregnant Healthcare Workers at Osler, a standardized communication strategy should be employed to enable informed choice.
 - CCRC will defer the content for pregnant Healthcare Workers to the Vaccine Operations team in conjunction with subject matter experts.
- The remainder of vaccine deployment and operational needs (e.g. booking system, logistics, communication, education, etc.) will rest with Osler's COVID-19 Vaccine Incident Management Team.