



COVID-19 Update

Fact Sheet on the HHS COVID-19 Vaccination Management Policy

(updated October 7, 2021)

Effective November 30, 2021, Hamilton Health Sciences (HHS) will require all staff and physicians to be fully vaccinated for COVID-19, subject only to limited exemptions. This will help our organization achieve its goal of 100 per cent vaccination rate.

- The November 30 deadline gives all unvaccinated and partially-vaccinated individuals ample time and a last chance to receive first and/or second doses.
- After that time, individuals who are not in compliance with our mandatory vaccination policy will be subject to disciplinary measures up to and including dismissal.

Defining “fully vaccinated”

- To be considered fully vaccinated by November 30, 2021, means:
 - Having received the full series of a COVID-19 vaccine or combination of COVID-19 vaccines approved by the World Health Organization (e.g., two doses of a two-dose vaccine series, or one dose of a single-dose vaccine series);
 - And having received the final dose of the COVID-19 vaccine at least 14 days prior (by November 16, 2021 to be compliant with the HHS policy).

A typical vaccination timeline to ensure compliance

To be compliant by the November 30 deadline, individuals who are not yet fully vaccinated can follow this suggested timeline (applies for the Moderna and/or Pfizer-BioNTech vaccines):

- For those who haven't received a first dose:
 - Receive first dose before, or on, October 19, 2021
 - Receive the second dose by November 16, 2021.
 - Be considered fully immunized, and compliant with the HHS policy, on November 30, 2021.
- For those who are only partially vaccinated (one dose only):
 - Their second dose must be received no later than November 16, 2021, to be considered fully immunized on November 30.

Accessing the COVID-19 vaccine

- Vaccination is [readily available across Ontario](#), including many walk-in options and getting immunized at your [local pharmacy](#).
- Information on accessing vaccines in Hamilton is [available here](#).

Ensuring compliance

Approximately 92 per cent of staff who have reported their vaccination status to date are fully vaccinated. This represents 11,750 individual staff and physicians at HHS.

Measures are being taken to help the organization achieve its goal of 100 per cent vaccination (with the exception of individuals with approved medical or religious/creed exemptions).

- Starting the week of October 4, 2021, individuals who have not reported their vaccination status and those who are not complying with education and self-testing requirements, will be subject to disciplinary measures, including unpaid leave(s) of absence and/or dismissal.
- Individuals who are not compliant with the mandatory vaccination requirement after November 30, 2021, will be subject to disciplinary measures up to and including dismissal.
- Medical or religious/creed exemptions must be submitted **no later than Friday, October 15, 2021**.