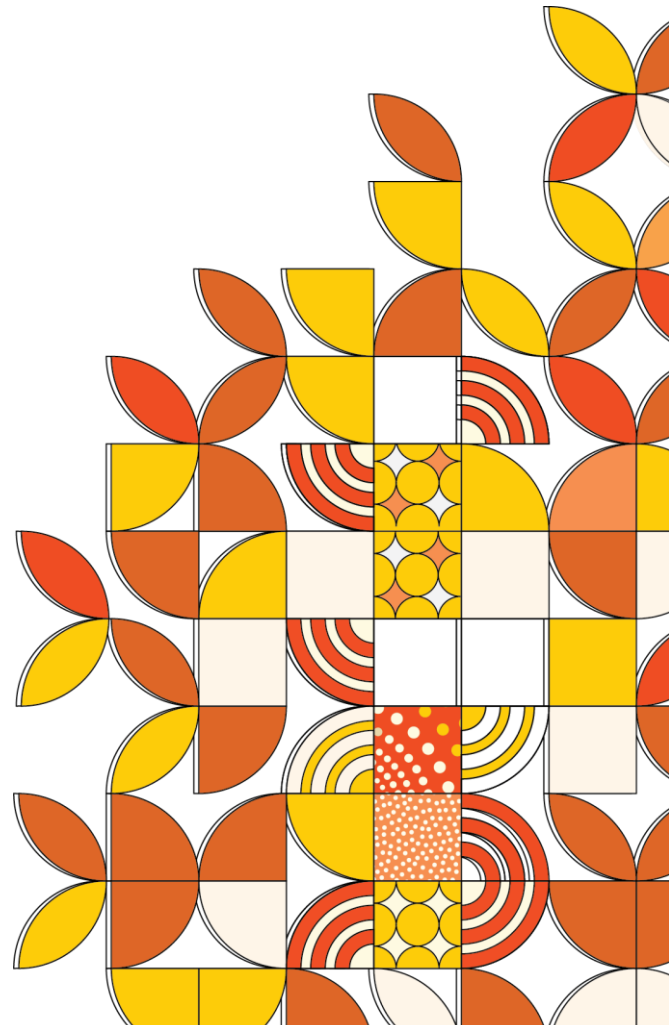


Immunisation Policy



SECTION 1

Purpose

1. This policy details the immunisation requirements the Institute of Health and Management (IHM) will adopt to ensure the ongoing health and safety of the IHM community.

Scope

2. Immunisation requirements apply to all staff and students who attend any IHM campus/workplace or undertake a placement component as part of a health-care related course requirement.
3. The immunisation requirements also apply to all staff who undertake business travel internationally.

SECTION 2

Policy

5. IHM commits to following health advice as legislated in Australian states and territories, and as recommended by the Australian Health Practitioner Regulation Agency (AHPRA) and National Boards.
6. A staff member who is subject to an immunisation requirement and is not medically, physically or emotionally able to be immunised is required to report this to their line manager and People and Culture as soon as practicable.
7. In circumstances where there is a conscientious objection, a medical contraindication or other reason that impacts on participation in this process, IHM will use risk management principles to address the matter on a case-by-case basis. This may include making reasonable adjustments to the activity where possible, transferring the relevant person to another area, or not endorsing a person's participation in the specified activity.
8. Staff travelling internationally on business should make themselves aware of the recommended immunisation requirements for specific destinations, and ensure they make appropriate arrangements before their departure. Refer to <https://www.smarttraveller.gov.au/before-you-go/health/vaccinations>.
9. Students are required to comply with the immunisation requirements relevant to their course of study. Prospective and enrolling students will be provided with relevant information as appropriate.
10. All students are responsible for having up to date immunisations prior to commencing placements. IHM is required to inform placement organisations of the immunisation status of all students. If a student does not satisfy the placement organisation's requirements, it may refuse to accept the student for a placement. A student who is unable to complete all compulsory placements cannot meet the requirements for successful completion of their course.

SECTION 3

Associated Information

Related Internal Documents	<ul style="list-style-type: none"> Health and Safety Policy Health and Safety Procedure
Related Legislation, Standards, and Codes	<ul style="list-style-type: none"> AHPRA and National Boards
Date Approved	19/10/2023
Date of Effect	19/10/2023
Date of Next Review	18/10/2026
Approval Authority	Executive Management Committee
Responsibility for implementation	People and Culture
Document Custodian	Academic Dean
IHM Doc ID	IHM – IP1 – 1.1

Change History

Version Control		Version 1
Change Summary	Date	Amendment Details (short description)
	02/10/2023 Version 1.0	Original
	30/11/2023 Version 1.1	The definitions have been relocated to the IHM glossary and the template has been updated. Inserted the Date Approved, Date of Effect and Date of Next Review
	05/12/2024	Updated into the new template with Powered by Arizona State University