

HSM Occupational Assessment, Screening and Vaccination Requirements	
Contact Person:	Associate Dean Student Affairs & Service Quality
Status:	Approved
Date of approval:	17 October 2012
Date last amended:	28 February 2025
Date of next review:	February 2027

1. OVERVIEW

Transmission of vaccine preventable diseases (VPDs) and tuberculosis (TB) in healthcare settings has the potential to cause serious illness and avoidable deaths in workers, patients and other users (including students) of the health facility. Health facilities have Policy Directives for ensuring their employees and students are appropriately assessed, screened and vaccinated to reduce the risk associated with vaccine preventable diseases in accordance with the risk category of their position. Education providers, such as Bond University, are expected contractually to ensure students are aware of these expectations prior to placement commencing.

Some students will be enrolled in programs with clinical placements and coursework whereby they will be at risk of exposure to infectious diseases and must adhere to the compliance requirements for vaccinations.

Students on placement are considered healthcare workers and must **remain current with and provide evidence of** compliance with relevant vaccination requirements. The [QLD Health Policy](#) and [NSW Health Occupational Assessment, Screening and Vaccination Against Specified Infectious Diseases Policy](#), have informed the development of the Faculty of Health Sciences & Medicine Immunisation Requirements.

This was outlined in your offer letter along with links to the webpage. Students are expected to complete compliance requirements, including vaccinations, to be eligible to attend clinical placement. Unless there are reasonable grounds for delay, failure to complete compliance requirements by commencement of week one or your first placement date, whichever is sooner, ([Bond University academic calendar](#)) will result in withdrawal from the subject.

2. DEFINITIONS

- Immunisation:** Inducing immunity against infection using antigen to stimulate the body to produce its own antibodies.
- Immunity:** The condition of being immune. Immunity can be innate, for example, humans are innately immune to canine distemper or conferred by a previous infection or immunisation. Blood tests are required to help determine levels of immunity.
- Vaccination:** The process of administering a vaccine to a person to produce immunity against infection. (Vaccination does not guarantee immunity).
- Compliant:** The status applied to students who demonstrate they are protected against the specified infectious diseases and have had tuberculosis exposure assessed.

3. IMMUNISATION REQUIREMENTS

Immunisation requirements are informed by the [Australian Immunisation Handbook](#), the [Australian Technical Advisory Group on Immunisation \(ATAGI\)](#), QLD Health Policy, and [NSW Health Occupational Assessment, Screening and Vaccination Against Specified Infectious Diseases Policy](#).

Immunisation requirements for Faculty programs with clinical placements are stipulated in the [Fit to Practice Hub](#) and must be initiated, maintained, and paid for by the student. Immunisation requirements are subject to change. Depending on the length of your studies, you may be required to complete additional screening or immunization to maintain compliance.

- **Immunisation evidence required**

Students will be required to provide official evidence of the following:

DISEASE	EVIDENCE REQUIRED
COVID-19 Vaccine	<ul style="list-style-type: none"> • A minimum of ONE single primary dose of COVID-19 vaccine. • For Australian Citizens: <ul style="list-style-type: none"> • COVID-19 digital certificate • Immunisation History Statement • International students (COVID-19 vaccines administered overseas): <ul style="list-style-type: none"> • Official overseas COVID-19 vaccination records of vaccine approved for use or recognised in Australia by the Therapeutic Goods Administration (TGA), and received on or after 1 March 2020 • Must be officially translated to English if recorded in foreign language <p>NOTE: Many placement providers continue to mandate evidence of further Covid-19 vaccinations, particularly Aged Care facilities.</p> <ul style="list-style-type: none"> • Students attending placement at these facilities are expected to comply with the individual facility requirements, including the specific number of doses required as determined by that facility.
Diphtheria, Tetanus & Pertussis (Whooping Cough)	One adult dose of dTpa vaccine (Adacel or Boostrix) within the last 10 years (must not expire during the course of your program)
Hepatitis B	Evidence of a complete age-appropriate course of Hep B vaccinations AND Serology showing Anti-HBs $\geq 10\text{mIU/mL}$ at the commencement of your studies AND Triennial testing (or as required by a specific placement provider) to confirm ongoing immunity
Measles, Mumps & Rubella (MMR)	2 doses of MMR vaccine at least one month apart OR Serology showing positive IgG for Measles, Mumps and Rubella immunity
Varicella	2 doses of Varicella vaccine at least one month apart OR Serology showing positive IgG for Varicella immunity
Influenza	One dose of current seasonal Influenza vaccine (administered in Australia or New Zealand) by June 1 each year
HIV & HCV	Testing for HIV & HCV at the commencement of your studies and triennially (or as required by a specific placement provider) thereafter. With each test, you must complete and submit the NSW Health Blood Borne Virus Form .
Tuberculosis	If you were born in or in your lifetime have spent 12 weeks or more in high incidence TB countries and/or have specific symptoms and/or have been exposed to someone with TB, you will be instructed to undertake TB screening in Australia. This will be determined upon receipt of your TB Assessment Tool Attachment 7 a form you are required to complete as part of the compliance process.

- **Additional vaccination requirements**

Please be aware that in certain specialised clinical settings and in some health facilities there may be additional vaccinations or other evidence of protection required to ensure that the risk to vulnerable patients is minimised. This can occur at any stage throughout your program. You will be advised if compliance requirements change or if additional vaccinations or evidence are required for your placement.

If additional vaccinations are required, you are required to comply with these requirements before you commence your placement in the specialised clinical settings.

- **Vaccine non-response, contraindications, or reactions, or conscientious objection**

A small percentage of the population does not respond to some vaccines. If your serology shows that you haven't responded to an initial course of vaccination (e.g., for Hepatitis B: HBsAb <10 mIU/mL), you may be required to have another course before being classified as a "non-responder".

Most people with medical conditions can be safely vaccinated. In the event of non-response, contraindications, or a severe/allergic reaction to a vaccine, you should consult with an appropriate medical practitioner (eg. infectious diseases or immunologist) to discuss risks and options prior to undertaking clinical/professional practice placements. Evidence of [medical contraindication](#) as specified in the Australian Immunisation Handbook must be provided using the Australian Immunisation Register (AIR) immunisation [medical exemption form](#). Additional infection prevention and control measures may be required by the placement provider.

Our partnered health facilities do not provide scope for vaccine refusal or conscientious objection.

All reasonable effort will be made to find you suitable placements. However, placements can't be guaranteed if you are not fully protected, and this may affect your ability to progress in your program.

4. PROCEDURE FOR PROVIDING IMMUNISATION EVIDENCE

All Fit to Practice tasks for clinical placement, including required immunisation requirements, are managed through Osler, a clinical governance platform. Your Osler account can be activated in Orientation Week, at which time you are required to submit your immunisation evidence (official medical records) by the close of Orientation Week deadline. For complete instructions, please visit the [Fit to Practice Hub](#).

If a student does not complete the tasks prior to the specified deadline, the student will be unenrolled from the subject.

5. STUDENTS LIVING WITH A BLOOD BORNE VIRUS (BBV) WHO PERFORM EXPOSURE PRONE PROCEDURES (EPPS)

This section refers to students affected by Hepatitis B (HBV), Hepatitis C (HCV) or Human Immunodeficiency Virus (HIV).

5.1. Principles of medical ethics and professionalism are foundational to the following:

- The rights of all patients to good standards of practice and care from health care workers and students.
- That students owe a duty of care to patients and are responsible for protecting patients against infection.
- The Queensland Anti-Discrimination Act 1991 prohibits discrimination based on impairment (including the presence of blood borne virus).
- Students who are infected are entitled to confidentiality as afforded to any other patient, however in exceptional circumstances their name may be disclosed in the interest of patient protection.

5..2. What are exposure prone procedures (EPPs)?

As defined by the Communicable Diseases Network Australia, “EPPs are procedures where there is a risk of injury to the healthcare worker resulting in exposure of the patient’s open tissues to the blood of the healthcare worker. These procedures include those where the healthcare worker’s hands, even when gloved, may be in contact with sharp instruments, needle tips or sharp tissues (spicules of bone or teeth) inside a patient’s open body cavity, wound or confined anatomical space where the hands or fingertips may not be completely visible at all times.” More information on which procedures are exposure prone can be found in the [Guidance on classification of exposure prone and non-exposure prone procedures in Australia 2017](#).

5..3. Complying with Australian National Guidelines

As stipulated by the [Australian National Guidelines for the Management of Healthcare Workers Living With Blood Borne Viruses And Healthcare Workers Who Perform Exposure Prone Procedures At Risk Of Exposure To Blood Borne Viruses](#), healthcare workers (including students attending clinical placement) must:

- 5..3.1. Be under the ongoing care of a treating doctor with relevant expertise (e.g. an infectious disease physician)
- 5..3.2. Comply with prescribed treatment.
- 5..3.3. Have ongoing viral load monitoring at the appointed times.
- 5..3.4. Not perform EPPs if viral load or viral clearance criteria are not met (see detailed information in the guidelines according to the specific BBV)
- 5..3.5. Seek advice regarding any change in health condition that may affect their fitness to practice or impair their health.
- 5..3.6. Release monitoring information to the treating doctor
- 5..3.7. If required, release de-identified information to the relevant area of the jurisdictional health department/expert advisory committee.
- 5..3.8. if required, release health monitoring information to a designated person in their workplace in the event of a potential exposure incident to assess the requirement for further public health action.

For more information, please refer to the [Australian National Guidelines for the Management of Healthcare Workers Living With Blood Borne Viruses And Healthcare Workers Who Perform Exposure Prone Procedures At Risk Of Exposure To Blood Borne Viruses](#).

6. RELATED POLICY & PROCEDURES

- Bond University [*Support for Students Policy SS 5.8.2*](#)
- Bond University [*Student Code of Conduct Policy SS 5.2.1*](#)
- HSM - [*Pregnancy and Your Studies Guidelines*](#)

7. RELATED FORMS

For complete instructions and all relevant forms, please visit the [Fit to Practice Hub](#).