**Background:** The Centers for Disease Control and Prevention (CDC) and the Michigan Department of Health and Human Services (MDHHS) recommend that health care personnel (HCP) receive vaccinations because of their risk for exposure to and potential to transmit vaccine-preventable diseases. Hospitalized patients with hospital-onset influenza have a greater length of stay and are more likely to be admitted to intensive care or die compared to patients with community-onset influenza. The CDC has recommended that all HCP receive an annual seasonal influenza vaccination since 1984, and a single dose of tetanus toxoid, reduced diphtheria toxoid and acellular pertussis (Tdap) vaccine since 2005. Studies demonstrate that mandatory vaccination policies in hospitals can improve coverage rates; however, there remains hospitals in Michigan that have yet to implement a policy mandating HCP to receive recommended vaccines.

**Survey Purpose:** MDHHS surveys were collected in 2011 and 2013 to determine how many hospitals in Michigan had flu and Tdap vaccination policies for their HCP. A follow-up survey was sent in 2016 to see how many hospitals have implemented policies since the 2013 survey.

**Key Findings**
- All 165 hospitals completed the survey
  - Respondents: Employee Health Nurses, Infection Preventionists and Directors of Quality Management
- 48 mandatory flu policies and 15 Tdap policies have been implemented since 2013

**Influenza HCP Vaccination Policies**
- 127 (77%) hospitals reported a mandatory influenza vaccination policy for all HCP
  - 61 (48%) hospitals reported mandatory policies that allowed unvaccinated HCP to wear a mask in lieu of vaccination during the flu season
- 95% HCP influenza vaccination coverage was reported in hospitals with mandatory influenza policies during the 2015-16 influenza season compared to 67% influenza vaccination coverage in hospitals without mandatory policies
- The most frequently reported reasons hospitals do not have a mandatory policy are: union contracts (29%), lack of administration support (18%) and high vaccination rate without mandatory policy (11%)

**Tdap HCP Vaccination Policies**
- 67 (41%) hospitals reported a mandatory Tdap vaccination policy for all or “some” HCP (out of 164 hospitals who answered). “Some” HCP included: HCP with direct patient care, HCP in ED and high risk areas, and new hires
- A majority (63%) of the hospitals were unsure of their Tdap vaccination coverage for HCP
- The most frequently reported reasons hospitals do not have a mandatory policy are: lack of administration support (30%), and discussing/plan to in future (30%)

**Resources and Additional Information**
- Michigan Health and Hospital Association’s HCP Vaccination Policies Resource Page
- MDHHS and MHA letter to hospital leaders on the importance of vaccination policies
- Immunization Action Coalition’s HCP Resources
- The Michigan Care Improvement Registry can be used to track administered vaccines