

LICENCE CONDITIONS ON

IMMUNITY AGAINST MEASLES AND DIPHTHERIA FOR WORKERS IN HEALTHCARE INSTITUTIONS

IMPOSED UNDER SECTION 13(1) OF THE HEALTHCARE SERVICES ACT (NO 3 OF 2020)

1. Application

1.1 These licence conditions (“LCs”) apply to all licensees under the Healthcare Services Act (“HCSA”) (collectively, “Licensees”), and shall come into effect on **3 January 2022**.

1.2 A breach of these LCs may attract potential consequences under the HCSA, including but not limited to-

- a) Suspension or revocation of the HCSA licence; and
- b) Prosecution.

2. Definitions

2.1 For the purposes of these LCs, “personnel” means individuals employed or engaged (whether by the Licensee or otherwise) to perform regular work (1) for Licensees or (2) in Licensees’ premises or conveyances, or who are regular volunteers with Licensees, as at the date of these LCs and thereafter.

3. Measles

3.1 Licensees shall ensure that all personnel have immunity against measles, unless an exemption under paragraph 5.1 or 5.2 applies.

3.2 The following are acceptable evidence of immunity:

- (a) documented proof of completion of a course of vaccination involving two doses of measles (or measles-containing) vaccine given at least four weeks apart;
- (b) serological evidence of immunity against measles; or
- (c) laboratory confirmation of past measles infection.

4. Diphtheria

4.1 Licensees shall ensure that all personnel have immunity against diphtheria, unless an exemption under paragraph 5.1 or 5.2 applies.

4.2 Acceptable evidence of immunity is documented proof of vaccination with tetanus toxoid, reduced diphtheria toxoid and acellular pertussis (“Tdap”) or tetanus and diphtheria toxoids (“Td”) which (1) reflects vaccination on or after 3 January 2012, and (2) is not Expired. For the purpose of this Clause 4.2 and Clause 6.1(b), documented proof of vaccination with Tdap or Td is Expired after 10 years from the date of vaccination with a dose of Tdap or Td.

5. Exemptions

5.1 Licensees are exempted from the requirements stipulated in paragraphs 3.1 to 3.2 and 4.1 to 4.2 above in respect of the following categories of personnel:

- (a) Personnel whose work does not involve direct interaction with patients **and** who do not work within any premises or conveyance of a healthcare institution which provides services that involve direct interaction with patients;
- (b) Personnel who have documented proof that they are certified to be permanently medically unfit for vaccination (for measles and diphtheria); and
- (c) Personnel who are employed or engaged (by Licensees or otherwise) for carrying out of work that is performed, or who volunteer, on a one-off basis.

5.2 Licensees are also:

- (a) Exempted from the requirements stipulated in paragraphs 3.1 to 3.2 above in respect of personnel who are certified to be permanently medically unfit for measles vaccination;
- (b) Exempted from the requirements stipulated in paragraphs 3.1 to 3.2 above in respect of personnel who are (1) Singapore Citizens or Permanent Residents and (2) born in Singapore before 1 January 1975; and
- (c) Exempted from the requirements stipulated in paragraphs 4.1 to 4.2 above in respect of personnel who are certified to be permanently medically unfit for diphtheria vaccination.

5.3 Should there be a change in circumstances such that the Licensees no longer qualify for any of the exemptions outlined in paragraphs 5.1 and/or 5.2, the Licensees shall ensure that they comply with paragraphs 3.1 to 3.2 and/or 4.1 to 4.2 as may become applicable.

6. Record Keeping

6.1 In paragraph 6.2, “Relevant Records” means the following records of personnel to whom paragraphs 3.1 to 3.2 and 4.1 to 4.2 of these LCs apply:

- (a) For Measles:
 - i. documented proof of vaccination with a measles or measles-containing vaccine (i.e. completion of a course of vaccination involving two doses given at least four weeks apart);
 - ii. serological evidence of immunity against measles; or
 - iii. laboratory confirmation of past measles infection.
- (b) For Diphtheria:
 - i. documented proof of vaccination with one dose of Tdap or Td which (1) reflects vaccination on or after 3 January 2012, and (2) is not Expired.

6.2 The Licensee shall:

- (a) In respect of personnel who are employed or directly engaged by the Licensee, or directly volunteer with the Licensee, obtain and maintain Relevant Records up till 30 days after the cessation of the employment or engagement of such personnel by the Licensee or the cessation of the personnel’s volunteering with the Licensee.
- (b) In respect of all other personnel who do not fall within the scope of paragraph 6.2(a), ensure that the Licensee maintains records of the arrangements made by the Licensee to ensure that such personnel have immunity.

6.3 Any exemptions granted in accordance with paragraphs 5.1 and 5.2 shall be documented by the Licensees, for audit purposes. The records of exemption shall include the reason for exemption, and supporting documents where available (e.g. doctor’s memos that personnel are permanently medically unfit for vaccination). The Licensee shall maintain such records of exemptions up till 30 days after (1) the cessation of the employment or engagement of such personnel

(by the Licensee or otherwise) or (2) the cessation of the personnel's volunteering with the Licensee (as the case may be).