

AUSTRALIAN COMMISSION ON SAFETY AND QUALITY IN HEALTH CARE



Workforce Immunisation Risk Matrix

August 2018

Workforce immunisation will cover a variety of specific vaccinations depending on the risks associated with the work place. This risk assessment can be used to calculate the risk response for the organisation's workforce. This information can be used to prioritise action.

A health service organisation will need to assess risk for relevant vaccine preventable diseases or infections that relate to the scope of the role and function of members of the workforce. The risks for these vaccine preventable diseases may differ between work groups or departments within the organisation.

For further guidance, refer to:

- The Australian Guidelines for the Prevention and Control of Infections in Healthcare (NHMRC current edition)
- The Australian Immunisation Handbook (NHMRC current edition)
- State and territory documents related to vaccine preventable infections or diseases.

Risk factors

The following risk factors all need to be considered when calculating risk for workforce immunisation:

1. History of vaccination or disease/infection
2. Stage in workforce employment
3. Opportunity for exposure
4. Consequences for exposure

Risk calculator

Calculate the three scores for each of the four risk factors using the following risk matrix.

Workforce immunisation			
1. History of vaccination or infection/disease			
2. Stage in workforce employment	Confirmed past history of vaccination or disease	Unsure of previous vaccination or disease	Unvaccinated or no known history of vaccination or disease
Pre-employment	1 = Low	4 = Medium	6 = Medium
On commencement of work	1 = Low	6 = Medium	8 = High
Existing employee	2 = Low	8 = High	10 = Very high

3. Opportunity for exposure		
No direct contact with patients or clients	Contact with patients or clients – No contact with blood or body substances	Contact with patients or clients – Direct or indirect contact with blood or body substances
1 = Low	4 = Medium	8 = High

4. Consequences of exposure to a specific vaccine preventable disease or infection				
Occupational acquisition	Healthcare-associated infection	Increased risk of acquisition of disease	No increased risk of disease or infection	Corporate risk
9 = High	8 = High	6 = Medium	1 = Low	10 = Very high

Risk score

Add the three risk scores to determine the total risk score.

Risk factors	Score
1 and 2. History of vaccination and workforce assessment	
3. Opportunity for exposure	
4. Consequence of exposure	
Total risk score	

Overall risk rating

Use the total risk score to determine the overall risk rating.

Risk factors	Score
Low risk	1 - 8
Medium	9 - 16
High	17 - 24
Very high	25 - 28