



October 6, 2009

Dear School Administrators, Program Directors and Faculty;

We anticipate a severe influenza season this winter with both the H1N1 and seasonal flu viruses being active. You can help protect our patients, as well as others in your own life by taking the flu vaccines. Our goal this year is 100 percent participation.

**Seasonal Flu Vaccine**

The seasonal flu vaccine is now available in many different venues within our communities, (doctor's offices, health department, urgent care providers and pharmacies just to name a few). We strongly encourage your participation taking the seasonal flu vaccine.

**H1N1 Flu Vaccine**

Many healthcare organizations are making H1N1 vaccination mandatory for all their patient care providers. At this time Novant is strongly encouraging everyone to be vaccinated against H1N1 influenza but it is not mandatory. However, we want to be clear on the requirements for those who do not take the recommended vaccine. By declining vaccination, students and faculty put themselves, patients, family members and coworkers at risk.

**Novant leaders have decided if the requested amount of H1N1 vaccine is received, we will provide the H1N1 vaccine for students/faculty assigned to a Novant facility this semester at no cost to the students/faculty (this offer is for the H1N1 vaccine, not the seasonal flu vaccine).**

**All Novant employees will receive the H1N1 vaccine. If for some reason Novant is unable to obtain enough H1N1 vaccine for both staff and students/faculty, the expectation is that the student/faculty should receive the H1N1 vaccine through another option.**

Students and faculty who do not take the H1N1 vaccine, and have direct patient contact or provide services that regularly put them within six feet of patients; **will be required to sign a declination and wear a surgical mask for the duration of the flu season. No exceptions.**

For the safety of our patients, **100 percent compliance** with masking will be enforced while students or faculty are engaged in patient care or service. Students or faculty who do not mask while engaged in patient care or service will be asked to leave the clinical area.

In addition, every student and/or faculty member must make a decision and complete the vaccination or the H1N1 declination form by November 15, 2009. Each school must provide the Director or Coordinator of Student Programs with a roster of all students scheduled to rotate to a Novant facility along with documentation of either H1N1 vaccine or declination by November 15, 2009. This information will be shared with each unit manager of the status of students and faculty assigned to his/her unit.

**Remember, the H1N1 situation is changing rapidly, and we need to remain flexible. Novant may need to change its recommendations and move to mandatory vaccinations.**

Thank you for your cooperation.

*James W. Lederer, MD*

Medical Director

Clinical Improvement

Novant Health Incorporated

*Elizabeth Parnell, MSN, MBA, RN*

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