TEMPLATE for F888 deficiency. Must be modified to fit specific facility facts.

[Facility] has set a deadline of [March 29th, or earlier if desired] for all staff who have not received their first dose of a multi-dose vaccine, or have an approved vaccination exemption, to provide proof of their first vaccine dose or request an exemption that [Facility] approves. Prior to March 30, 2022, [Facility] will continue to encourage non-vaccinated staff to be vaccinated, or, when appropriate, to seek a medical or religious exemption. If the first dose is not received or an exception is not approved by [date], each employee in this situation will have their position with [Facility] terminated for refusing to comply with the facility’s reasonable policy required for continued employment. Removing non-compliant staff from employment at [Facility] will help protect residents of [Facility] from an increased risk of exposure to non-compliant staff. This will protect current as well as future residents. During this time, [Facility] will continue to recruit new staff who are fully vaccinated or new staff who request an exemption that is approved by facility.

Once non-compliant staff are terminated from employment, only applicants seeking employment that are fully vaccinated or request an exemption that is approved by facility will be considered for employment offers. If needed for appropriate staffing levels [Facility] will continue to actively seek compliant replacement staff or compliant temporary staff until permanent vaccinated staff replacements can be found.

The Director of Human Resources will be responsible to monitor all hires after March 30, 2022, to verify vaccination status or verify an acceptable exemption is on file. The Director of Human Resources will provide a staff report, which will include vaccination status and exemption status of all employees, to the QAPI committee each quarter for one year to verify continued compliance.

*Optional:* if the F888 deficiency included any gaps in your staff vaccination policies or procedures, identify how those gaps will be resolved and the date they will be resolved.

*Optional:* if the F888 deficiency included excessive variance between vaccination data reported to NHSN and vaccination data determined during the survey, address how those differences are going to be resolved through accurate NHSN reporting.