



Steven Hirsch & Associates
Healthcare Management Support Systems

**New COVID-19 Vaccination Requirements
for Healthcare Workers in Medicare Certified Facilities**

By Steven Hirsch, MPA, FACHE

CMS and OSHA both issued guidance on requiring healthcare workers to be vaccinated against COVID-19. In the Medicare Certified healthcare facility, CMS Conditions of Participation will be revised to include this requirement.

This CMS requirement is that all healthcare workers will be vaccinated against COVID-19 unless an exemption for medically necessary health contraindications is identified, or the individual has a genuine religious belief or conflict. Healthcare workers in facilities that are CMS certified must have completed their first dose of a 2-dose vaccine or have received a single dose regimen by December 5, 2021. By January 4, 2022, all healthcare workers in CMS certified facilities must have completed their full vaccination 2-shot regimen.

The healthcare organizations are expected to track the status of all staff related to vaccination or exemption from vaccination to COVID-19. A tracking form has been developed by the CDC and is accessible at <https://www.cdc.gov/nhsn/hps/weekly-covid-vac/index.html#dtw>

The OSHA rule is applicable to healthcare and other organizations that are not CMS certified for participation in Medicare and Medicaid. For those staff who choose not to be vaccinated, they are required to wear a mask when onsite and undergo weekly testing for COVID-19. The employer is not responsible for the cost of the weekly testing.

These requirements override any state or local law that might prohibit mandatory vaccination.

**Should you have any questions or need assistance,
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