

LICENCE CONDITIONS FOR ALL LICENSEES RELATING TO IMMUNITY AGAINST MEASLES AND DIPHTHERIA FOR PERSONNEL IN HEALTHCARE INSTITUTIONS

IMPOSED UNDER SECTION 13(1) OF THE HEALTHCARE SERVICES ACT 2020

1. Application

- 1.1 These licence conditions (“**LCs**”) apply to all persons which have been licensed under the Healthcare Services Act 2020 (“**HCSA**”) (collectively, “**Licensees**”).
- 1.2 For avoidance of doubt, the defined terms as used in these LCs shall have the meanings ascribed to them in the HCSA and any Regulations made thereunder, unless otherwise stated.
- 1.3 A breach of these LCs may result in regulatory action being taken against Licensees under section 20 of the HCSA, including but not limited to:
 - (a) suspension or revocation of the Licensee’s licence;
 - (b) shortening the term of the Licensee’s licence;
 - (c) directing the Licensee to rectify the contravention, or prevent a recurrence of the contravention; or
 - (d) directing the Licensee to pay a financial penalty.
- 1.4 For avoidance of doubt, the requirements in these LCs are without prejudice, and in addition to the requirements imposed under the HCSA as well as any Regulations and other applicable licensing conditions, directions, and codes of practice made thereunder.

2. Definitions

- 2.1 For the purposes of these LCs, “personnel” means individuals who are:
 - (a) employed or engaged (whether by the Licensee or otherwise) to perform regular work (1) for Licensees or (2) in Licensees’ premises or conveyances; or
 - (b) healthcare professionals¹ that volunteer with the Licensee, as at the

¹ Defined as per regulation 2 of the Healthcare Services (General) Regulations.

date of these LCs and thereafter.

3. Immunity against Measles

- 3.1 Subject to paragraph 5.1 and 5.2, Licensees shall ensure that all personnel have immunity against measles unless an exemption under paragraph 5.1 or 5.2 applies.
- 3.2 For the purposes of paragraph 3.1, an individual shall be regarded as having immunity against measles if there is:
 - (a) documented proof of that individual's 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 that individual having immunity against measles; or
 - (c) laboratory confirmation of that individual having a past measles infection.

4. Immunity against Diphtheria

- 4.1 Subject to paragraph 5.1 and 5.2, Licensees shall ensure that all personnel have immunity against diphtheria unless an exemption under paragraph 5.1 or 5.2 applies.
- 4.2 For the purposes of paragraph 4.1, an individual shall be regarded as having immunity against measles if there is:
 - (a) documented proof of that individual's vaccination with (1) tetanus toxoid; (2) reduced diphtheria toxoid and acellular pertussis ("**Tdap**"); or (3) tetanus and diphtheria toxoids ("**Td**"); and
 - (b) the documented proof that is referred to in paragraph 4.2(a) (1) reflects vaccination on or after 3 January 2012, and (2) is not expired (as defined in paragraph 4.3 below).
- 4.3 For the purpose of this paragraph 4.2(b), documented proof of an individual's vaccination with Tdap or Td is regarded as expired after 10 years from the date of that individual's vaccination.

5. Exemptions

- 5.1 Licensees are exempted from the requirements set out in paragraphs 3.1 and 4.1 in respect of the following personnel:

- (a) personnel (1) whose work does not involve direct interaction with a patient or customer who is physically present at the same place as the Personnel **and** (2) who do not work within any premises or conveyance of a healthcare institution which is used to provide services that involve direct interaction with a patient or customer who is physically present at the same place as any individual providing such services;
- (b) personnel who have documented proof that they are certified by a medical practitioner to be permanently medically unfit for vaccination for both 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:

- (a) exempted from the requirements set out in paragraph 3.1 in respect of personnel who are:
 - (1) certified by a medical practitioner to be permanently medically unfit for measles vaccination; or
 - (2) Singapore Citizens or Permanent Residents who were born in Singapore before 1 January 1975; and
- (b) exempted from the requirements set out in paragraphs 4.1 in respect of individuals who are certified by a medical practitioner to be permanently medically unfit for diphtheria vaccination.

5.3 If there is a change in circumstances such that the Licensee no longer qualifies for any of the exemptions set out in paragraphs 5.1 or 5.2 in respect of a particular individual, that Licensee shall take steps to ensure that it complies with paragraphs 3.1 or 4.1 (as the case may be) as regards that individual.

6. Record Keeping

6.1 Licensees shall:

- (a) in respect of personnel who are (1) employed or directly engaged by the Licensee; or (2) directly volunteer with the Licensee, obtain and maintain Relevant Records (as defined in paragraph 6.2 below) of such personnel for up to 30 days after the cessation of employment, engagement, or volunteering of such personnel by or with the Licensee, as the case may

be; and

- (b) in respect of all other personnel who do not fall within the scope of the individuals described in paragraph 6.1(a), maintain records of the arrangements made between the Licensee and such personnel to ensure that such personnel has immunity against measles and diphtheria.

6.2 For the purposes of paragraph 6.1, "Relevant Records" means the following:

- (a) in respect of immunity against measles, records relating to the items that are described in paragraph 3.2(a) to (c) above.
- (b) in respect of immunity against diphtheria, records relating to the items that are described in paragraph 4.2(a) and (b) above.

6.3 Licensees shall maintain records relating to any personnel who are exempted in accordance with paragraphs 5.1 and 5.2 for up to 30 days after the cessation of employment, engagement, or volunteering of such personnel by or with the Licensee, as the case may be, and such records shall include:

- (a) the reasons for such exemption; and
- (b) supporting proof of such exemption if relevant (e.g., memorandums by a medical practitioner stating that the individual is permanently medically unfit for a particular vaccination).