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Lakelands Public Health
Immunization Requirements for Child Care Workers (including Students and Volunteers)

As per the *Child Care and Early Years Act* (CCEYA), *2014*, a child care centre licensee shall ensure that before commencing employment, each person employed has immunizations as recommended by the local Medical Officer of Health.

What do child care workers need to do?

Employees, students and volunteers are required to provide an up-to-date immunization record or a valid exemption to the child care centre upon hire. They are also responsible for maintaining their immunization record and updating their employer when vaccines are received.

What does the child care centre operator need to do?

The child care centre operator is responsible for collecting immunization records and exemptions for each employee, student and volunteer and providing them to the Health Unit upon request. *Note – the Health Unit does not routinely collect and review the immunization records of child care workers.*

They are also responsible for having policies in place that outline actions they will take in the event child care workers are excluded during an outbreak of a vaccine preventable disease.

Required Immunizations

VACCINE	REQUIRED DOCUMENTATION
Tetanus, diphtheria, poliomyelitis (given in adulthood as Tdap-IPV)	• Primary series of 3 doses • Tetanus booster within 10 years of previous dose; every 10 years thereafter
Pertussis	• One dose of Tdap as an adult

Measles, mumps, rubella (MMR)	• Born in or after 1970: two doses of MMR vaccine **OR** • History of laboratory confirmed infection (measles, mumps, and rubella) **OR** • Proof of immunity by blood work (measles, mumps, and rubella)
Varicella (Chickenpox)	• Documented evidence of immunization with 2 doses of a varicella-containing vaccine **OR** • Proof of immunity by blood work **OR** • A self-reported history or health care provider diagnosis of infection if it was before 2004

Strongly Recommended Immunizations

VACCINE	**DOCUMENTATION**
Hepatitis B (HB)	• HB-containing vaccine, as per the current Ontario Immunization Schedule
Influenza	• Annually
COVID-19	• Primary series and booster dose(s), as per current eligibility criteria

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Tuberculosis (TB) Screening

The goal of testing for latent tuberculosis infection (LTBI) by Tuberculin Skin Test (TST) is to identify individuals who are at increased risk for the development of active TB and therefore would benefit from treatment of LTBI. Employees, students and volunteers in child care centres are not at increased risk of contracting and developing TB, therefore routine screening upon hire is **not recommended** within the Health Unit area. This recommendation is regularly reviewed and if TB activity changes it will be revisited.

Some other health units do recommend TB screening as the level of TB activity in their area warrants the testing.

PLEASE NOTE: Some child care centres have chosen to screen **all** staff for TB using the TST.

Exemptions from Immunization

Child care workers who have philosophical or religious objections to immunization may apply for an exemption, using the form below. In order to be valid, the Statement of Conscience or Religious Belief forms need to be notarized by a Commissioner of Oaths.

- Statement of Conscience or Religious Belief for Individual, Child Care and Early Years Act

Child care workers who are unable to be immunized for medical reasons can request that a legally qualified healthcare provider complete the following medical exemption form.

- Statement of Medical Exemption for Individual, Child Care and Early Years Act

__NOTE:__ The Health Unit does not routinely collect and review exemption forms for child care workers.

Exclusion of Unvaccinated Child Care Workers

- Upon notification of an outbreak or threat of an outbreak of a designated disease, the Health Unit identifies child care workers at risk for the disease and may exclude those without the required immunizations under section 22 of the Health Protection and Promotion Act (HPPA).

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For more information, please contact:
Lakelands Public Health at 1-844-575-4567

Haliburton
Box 570
191 Highland Street, Unit 301
Haliburton, ON K0M 1S0

Lindsay
108 Angeline Street South
Lindsay, ON K9V 3L5

Peterborough
Jackson Square
185 King Street, Box 301
Peterborough, ON K9J 2R8

Port Hope
200 Rose Glen Road
Port Hope, ON L1A 3V6