

The [Child Care and Early Years Act](#) requires every operator of a child care centre to ensure that before commencing employment, each person employed in the centre have a health assessment and immunization as recommended by the Medical Officer of Health unless exempted based on the person's objections or physician's medical reasons submitted in a form approved by the Minister. (Refer to the [Early Years Portal](#) for details and links to exemption forms.) The Medical Officer of Health for Peterborough Public Health, Dr. Rosana Salvaterra, recommends that the staff, students and volunteers be free of diseases or conditions that may pose a risk to the young children and have the following immunizations:

Vaccine	Recommendations	Comments
Hepatitis A	Recommended for post-exposure prophylaxis of workers if hepatitis A occurs in a group child care centre or kindergarten	Refer to the Canadian Immunization Guide for additional information on post-exposure management. This vaccine is provided at no cost for high risk individuals as per the Publicly Funded Schedule for Ontario.
Hepatitis B	Recommended for workers in settings in which there is a child or worker who has acute HB or is a HB carrier	Post-immunization serology within 1 to 6 months of completion of primary series recommended. This vaccine is offered to all Ontario school children and is also available at no cost for high risk individuals as per the Publicly Funded Schedule for Ontario.
Influenza	Recommended annually if regularly caring for children less than 60 months of age Encouraged annually for all	Available at no cost every year.
Measles Mumps	Recommended for susceptible adults born in or after 1970 – 1 dose. Adults born before 1970 are considered immune	Available at no cost from Primary Care provider or Public Health.
Meningococcal	Recommended for post-exposure prophylaxis of workers if vaccine preventable strain occurs in a child care or nursery school facility	Refer to Meningococcal Vaccine in Part 4 for additional information on post-exposure management. Provided to all infants and students, and high risk individuals as per the Publicly Funded Schedule for Ontario.
Pertussis	A single dose of Tdap vaccine is recommended if not previously received in adulthood.	Available at no cost from Primary Care provider or Public Health. .
Rubella	Recommended if susceptible – 1 dose	Available at no cost as part of the Measles-Mumps-Rubella (+/- Varicella) vaccine.
Varicella	Recommended for susceptible child care workers and teachers of young children -2 doses	Available as above, or for high risk individuals as per the Publicly Funded Schedule for Ontario.

Tuberculin (TB) Skin Test (TST): Screening of employees working in child care settings should be restricted to those individuals who are at risk of active tuberculosis. High risk individuals who should be **considered** for screening include:

- contacts with recent exposure to a known TB case
- persons with HIV infection
- persons born in countries with a high prevalence of tuberculosis
- persons with a history of active TB or chest x-ray suggestive of past TB and inadequate therapy
- persons with high-risk medical conditions such as silicosis, chronic renal failure, diabetes mellitus, conditions requiring immunosuppressive agents
- travelers who are visiting a high-incidence TB-endemic area who have one of the following risks:
 - a medical condition that increases the risk of active disease following infection
 - prolonged travel (greater than one month)
 - intention to work in health care, refugee or other high-risk setting

For the above, it is recommended that a two-step tuberculin skin test record be provided to the employer prior to employment or within 6 months of the start date. All positive skin tests must be reported to Public Health at (705)743-1000.

References:

- Child Care and Early Years Act: <https://www.ontario.ca/laws/statute/14c11>
- Early Years Portal: <https://www.earlyyears.edu.gov.on.ca/EYPortal/en/ChildCareLicensing/CCEYALicensingStandards/StaffQualifications/index.htm>
- Canadian Immunization Guide: <http://healthycanadians.gc.ca/publications/healthy-living-vie-saine/3-canadian-immunization-guide-canadien-immunisation/index-eng.php?page=11#a3>
- Publicly funded immunization schedule for Ontario: <http://www.health.gov.on.ca/en/pro/programs/immunization/schedule.aspx>