

August 31, 2022

Dear Child Care Operator:

**Re: Staff Immunization**

The Child Care and Early Years Act (CCEYA), 2014, Section 57(1), O. Reg. 137/2015 states “every licensee of a child care centre shall ensure that, before commencing employment, each person employed in each child care centre it operates has a health assessment and immunization as recommended by the local medical officer of health”.

Each child care operator is required to keep documentation on file at their facility for each staff member. The attached form should be completed by each staff member. Staff who have their immunization record can complete the form on their own. **Staff who do not have their immunization record available or are not sure about their immunization status, should take the form to their family doctor. Serology (blood work) where indicated below may have already been done previously for other medical reasons (i.e. prenatal screening).** Written proof of the following is required before employees, volunteers or students start to work in a licensed childcare centre:

Disease	Vaccine or Serology (Blood work) Testing Documentation
<b>Tetanus, Diphtheria (Td)</b>	<ul style="list-style-type: none"> <li>• A basic series in childhood; and</li> <li>• Booster dose every ten years</li> </ul>
<b>Pertussis</b>	<ul style="list-style-type: none"> <li>• A basic series in childhood; and</li> <li>• A one-time adult booster, then should continue to receive Td boosters every 10 years.</li> </ul>
<b>Polio</b>	<ul style="list-style-type: none"> <li>• A basic series in childhood. Adult boosters are not routinely recommended.</li> </ul>
<b>Hepatitis B</b>	<ul style="list-style-type: none"> <li>• 3 doses (2 doses if given in grade 7 program).</li> </ul> <p>Those born in and after 1978 living in Ontario would have been offered this vaccine at school. Or some may have purchased Twinrix®, which is a Hepatitis A &amp; B vaccine commonly recommended for travel.</p> <p>If staff have not received either of these options, then they will need to complete a 3-dose series.</p> <p>***This vaccine is only publicly funded after grade 7 for certain high-risk groups. <b>Staff may need to purchase this vaccine.</b></p>

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Disease	Vaccine or Serology (Blood work) Testing Documentation
<b>Measles, Mumps, Rubella (MMR)</b>	<ul style="list-style-type: none"> <li>2 doses of measles-mumps-rubella vaccine given at least 4 weeks apart on or after their 1<sup>st</sup> birthday</li> </ul> OR <ul style="list-style-type: none"> <li>Serology to prove immunity to all three diseases</li> </ul>
<b>Varicella (Chickenpox)</b>	<ul style="list-style-type: none"> <li>Any person who has had Chickenpox (Varicella) or Shingles (Herpes Zoster) is assumed to be immune and does not require further documentation.</li> </ul> Staff who have not or are not certain if they have had Chickenpox (Varicella) require: <ul style="list-style-type: none"> <li>Serology to prove immunity.</li> </ul> OR <ul style="list-style-type: none"> <li>2 doses of Varicella vaccine given at least 6 weeks apart.</li> </ul> <b>***This vaccine is not publicly funded for adults.</b>
<b>Tuberculosis</b>	<p>In general, employees/volunteers/attendees in Simcoe Muskoka childcare centres are not at increased risk of contracting and developing tuberculosis.</p> <ul style="list-style-type: none"> <li>Based on the local epidemiology, tuberculin skin testing of all employees/volunteers is not currently routinely recommended.</li> </ul>

Note: While not mandatory, annual influenza vaccination should be considered by staff for the protection of both attendees and staff.

Staff immunization records are not to be sent to the health unit, but need to be available onsite, in the employee's file, should public health require them. Staff should be reminded to update their record on file, anytime they receive updated immunizations.

If staff are unable to receive immunizations for medical reasons, their health care provider must complete a "Statement of Medical Exemption" form under the CCEYA, 2014 and this documentation is to be kept in their staff file.

If staff have chosen not to be vaccinated, they must complete a "Statement of Conscience or Religious Belief for Individual" affidavit under the CCEYA, 2014 and have it notarized by a commissioner of oaths. A copy is to be kept in their staff file.

If you have any questions, please contact the Immunization Program at 705-721-7520 or 1-877-721-7520 ext. 8827.

Yours truly,

**Original signed by:**

Colin Q-T Lee, BSc, MD, MSc, CCFP(EM), FRCPC  
Associate Medical Officer of Health

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