



Appendix: Immunizations for Child Care Centre Employees

Dear Child Care Centre Employee,

According to the Child Care and Early Years Act, 2014, “Every licensee of a child care centre shall ensure that, before commencing employment, every person employed in a child care centre it operates and every volunteer or student who is on an educational placement with the licensee has a health assessment and immunization as directed by the local medical officer of health.”

Ottawa’s Medical Officer of Health (MOH) requires all child care employees, students, and volunteers to have up-to-date immunizations as listed below.

Immunizations directed by MOH for employment (required)		
Vaccine	Diseases	Employees, Students or Volunteers
Td/Tdap	Tetanus Diphtheria Pertussis	1 dose of Tdap in adulthood, then 1 dose of Td every 10 years
MMR	Measles Mumps Rubella	<i>If born in 1970 or later:</i> Minimum of 1 documented dose of MMR vaccine (Two doses provide optimal protection). Those born in or after 1970 are eligible for a second dose of vaccine based on health care provider judgment. <u>OR</u> proof of immunity (blood test) <i>If born before 1970:</i> Assumed to have natural immunity
Var	Varicella	Fulfill one of these three criteria: • A history of chickenpox or shingles after 1 year of age (self-reported) • 2 doses of Varicella vaccine • Proof of immunity (blood test)

Immunizations that are strongly encouraged (but not required)		
Vaccine	Diseases	Employees, Students or Volunteers
Flu	Influenza	Every year in the fall, at the start of flu season. Especially for employees caring for children under 5 years of age.
HB	Hepatitis B	2 or 3 doses depending on age. Workers in child care centres where there is a child or worker who has acute HB or is a HB carrier should receive HB vaccine followed by immunity testing (blood test) 1 to 6 months after the last dose of HB vaccine. Vaccination of all child care centre workers is strongly encouraged because the HB status of children in child care centres is generally unknown.
COVID-19	COVID-19	Annual COVID-19 immunization in the fall (as recommended by the Ministry of Health).

		An additional spring dose is also recommended for certain high-risk populations.
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An employee who objects to vaccines directed by the MOH due to medical or non-medical reasons must complete a standardized approved exemption form from the Ministry of Education and provide it to the child care licensee.

In the event of an outbreak related to a vaccine preventable disease, Ottawa Public Health may order the exclusion of persons who have an incomplete immunization record from presence at a child care centre until the risk related to the outbreak has ended.

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