



## Staff Immunisation Policy

### Relevant Legislation

Children (Education and Care Services National Law Application) Act 2010

Work Health and Safety Act 2011 to be read in conjunction with the Work Health and Safety Act 2012

Education and Care Services National Regulations 2011:168;77;88

National Quality Standard for Early Childhood Education and Care and School Age Care; Element 2.1.4; Element 2.3.2;

### Introduction

Staff immunisation and associated health issues, are considerations of Work, Health and Safety practice within our preschool. Whilst immunisation is not compulsory it is important for staff to be aware of the benefits and risks of immunisation and immunisable diseases.

### Policy Goal

Staff and educators will be fully informed on immunisation and associated diseases. A voluntary staff immunisation record will be maintained at the preschool.

## Strategies- How will it be done?

### The Nominated Supervisor will:

#### ***Upon employment:***

- Staff/educators are informed of infectious diseases that may be contracted when working with children. Information will be provided on adult immunisation and vaccines for preventable diseases (see reference list) as part of induction procedures for new staff, students and volunteers.
- Staff/educators are advised to discuss with their doctor what precautions can be taken to minimise /prevent the risk of contracting infectious diseases. This is particularly important for women of child bearing age. Any female staff planning to become pregnant should consult their doctor about specific immunisation needs.

#### ***Throughout employment of staff and educators:***

- A voluntary up-to-date Staff Immunisation record will be maintained. The information contained within the record will be kept confidential and only used for the purpose of maintaining a safe workplace. It will not be shared with any other agency. Staff/educators are encouraged to volunteer information regarding immunisation status however this is not compulsory under legislation. If a vaccine preventable disease occurs in the centre and a staff member is not immunised, the staff member is encourage to inform the Director. Non immunised staff should consult their doctor to determine suitability to attend work during the outbreak.
- Follow recommendations and advice from a doctor regarding a decision to proceed with appropriate vaccination.
- Inform the nominated supervisor/coordinator as soon as possible if they are pregnant, and follow procedures as outlined in Tathra preschool's Work Health and Safety Policy.
- Continue to minimise their risk of exposure to infectious diseases by adhering to Tathra Preschool Work, Health and Safety Policies. All educators and staff are responsible for following the Health and Hygiene procedures and practices to minimising the risk of spreading infection. Educators/staff must take responsibility for following all hygiene policies and procedures outlined in the service policy manual and the Australian Government publication, Staying Healthy in Child Care.

## NHMRC Recommendations for vaccinations of educators working with children

OCCUPATION	DISEASE/VACCINE
All those working with children including which includes educators	<ul style="list-style-type: none"><li>❖ Boostrix: (Adult Diphtheria Tetanus and pertussis Vaccine)</li><li>❖ MMR (if non-immune)</li></ul>

and students.

- ❖ Varicella (if seronegative) is recommended if you have not had chicken pox or shingles in the past
- ❖ Hepatitis A Vaccine and Hepatitis B vaccine

All adults born during or since 1966 should have evidence of either receiving 2 doses of MMR vaccine or immunity. Adults born before 1966 are considered to be immune due to extensive measles circulating widely in the community during this period of time.

## Evaluation

Strategies are in place to ensure staff and educators are fully informed on immunisation and associated diseases. A voluntary staff immunisation record is maintained.

### Procedures and Forms

- Staff Educator/Employee Injury/Accident/Illness Report
- Staff record (Educator/staff immunisation record)
- Staff Induction Checklist
- Staff induction Pack

### Links to other Policies

- Accidents, Emergencies and First Aid
- Confidentiality and Privacy policy
- Health Hygiene and Infection Control
- Staff Induction Policy.
- First Aid Policy
- Incident, Injury, Trauma, Illness Policy
- Medication and Medical Conditions
- Work Health and Safety Policy
- Nutrition Policy.

### Resources and References

DEEWR (2009). *Belonging Being and Becoming: The Early Years Learning Framework for Australia*. [www.deewr.gov.au](http://www.deewr.gov.au).

Australian Immunisation Handbook 9<sup>th</sup> Edition, 2008.

DEEWR (2009). *Belonging Being and Becoming: The Early Years Learning Framework for Australia*: [www.deewr.gov.au](http://www.deewr.gov.au).

Current Adult Immunisation Schedules can be accessed through the Immunise Australia website at [www.immunise.health.gov.au](http://www.immunise.health.gov.au)

The Australian Immunisation handbook, 9th edition (2008). National Health and

medical research Council. Australian Government Department of Health and Aging.

Health & Safety in Children's Centres'. Model Policies & Practises, 2nd Edition Revised (November 2003) School of Public Health and Community Medicine, University of New South Wales.

Centers for Disease Control and Prevention (CDC). Immunization of health-care workers: recommendations of the Advisory Committee on Immunization Practices (ACIP) and the Hospital Infection Control Practices Advisory Committee (HICPAC). *MMWR - Morbidity & Mortality Weekly Report* 1997;46(RR-18):1-42.  
Work Cover Authority of New South Wales - *Work health and safety*  
[www.workcover.nsw.gov.au/newlegislation](http://www.workcover.nsw.gov.au/newlegislation)

Bega Valley Medical Practice. 61 Carp street. Bega. 6492 333.

**Date Adopted**

December 2012

**Review Date**

2017 Updated  
2021 Review or when  
procedure, practice or  
legislation changes.