

THE GOWRIE (QLD) INC

STAFF IMMUNISATION POLICY

CONSIDERATIONS:

QIAS

Principle 5.5 & 6.6

POLICY STATEMENT:

To establish clear procedures that staff need to follow, and to outline each person's responsibilities in relation to safety and well being of themselves.

To advise staff of health risks in the work situation and of the availability of vaccinations which may protect against specific diseases including hepatitis A, measles, mumps, rubella (German measles), varicella (chicken pox) and pertussis (whooping cough).

RELEVANT FORMS/MATERIAL:

- ***Staff Immunisation Record***

SOURCES:

- Workplace Health and Safety Queensland (2010) *Safety Link* available on the website: <http://www.deir.qld.gov.au/workplace/resources/pdfs/childcare-immunisation.pdf>
- National Health & Medical Research Council (2005) *Staying Healthy in Child Care: Preventing infectious diseases in child care*. (4th Ed.) Commonwealth of Australia: Canberra.
- Queensland Government, Queensland Health – Workplace vaccinations.

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REVIEWED: February 2011

Date to be Reviewed: February 2012

IMPLEMENTATION:

WHAT YOU SHOULD KNOW	<p>Workers who have not previously been infected with or immunised against these diseases are at risk of infection. All of these diseases can cause serious illness in adults. Some of these diseases, such as rubella and chickenpox, can occasionally cause serious damage to an unborn baby if a woman is infected during her pregnancy.</p> <p>The Gowrie (Qld) recommends that pregnant staff be reallocated within the Centre /Organisation to ensure that they are not working with children in the Nursery/Toddler areas as these children may not have been fully immunised against Parovirus B19, rubella and varicella. Pregnant staff will be excluded from the centres for the prescribed period during any outbreak of these vaccine preventable diseases.</p>
WHAT YOU SHOULD DO	<p>Staff are to give to the Director a list of their immunisation status upon employment at the Centre. This record needs to be updated each time the staff member has been vaccinated.</p> <p>The National Health and Medical Research Council (NH&MRC) recommends that child care workers should be vaccinated against:</p> <ul style="list-style-type: none">- Hepatitis A- Hepatitis B- measles-mumps-rubella (MMR) <i>For staff born during or since 1966 who have not had two doses of MMR</i>- varicella (chicken pox) <i>For staff who have not previously been infected with chicken pox</i>- pertussis (whooping cough)
SENIOR STAFF	<ul style="list-style-type: none">- Records of staff immunisations will be updated annually by the Director of each program
WHEN STAFF AREN'T IMMUNISED	<p>Any staff member who has never been vaccinated will be excluded from care during outbreaks of some infectious diseases in accordance with the National Health & Medical Research Council exclusion guidelines, even if the staff member is well.</p>