

Policy Type:	HEALTH AND SAFETY	Policy Number:	402
Policy Title:	EMPLOYEE'S HEALTH	Last Updated:	September 7, 2021
		Creation Date:	December 1, 2008
CAC Standard:	6.1.4, 7.1.1		Page 1 of 1

Purpose:

XXX will undertake all prudent and reasonable measures to ensure the health and safety of its participants, employees, volunteers and visitors.

Policy:

XXXX encourages its employees to consult their individual physicians regarding the personal appropriateness of immunizations for contagious disease such as measles and influenza.

XXXX requires all employees, practicum students, and volunteers to provide proof that they are fully vaccinated with the COVID-19 vaccine. Immunization against COVID-19 is the most effective means to prevent the spread of COVID-19, to protect the children and families we serve, our workers, and the public; to prevent outbreaks at the Agency; and to preserve workforce capacity. This policy strengthens work XXXX does to keep our staff and participants safe. (i.e. distancing, hand hygiene, infectious disease protocols, PPE use, masking, and staff education). See also Policy 818.

XXXX provides for Employee Wellness as set out in Policy 403, Employee's Wellness.

Procedure:

XXXX employees, when ill, are requested to utilize the Sick Leave Benefit, and remain home until sufficiently well to return to work. Employees who report for work when ill may contribute to the spread of illness to service participants and other employees and will be sent home.

Policy Type:	HEALTH AND SAFETY	Policy Number:	406
Policy Title:	COMMUNICABLE DISEASE	Last Updated:	September 7, 2021
		Creation Date:	December 1, 2008
CAC Standard:	207.22.1, 207.22.2, 207.22.3		Page 1 of 1

Purpose:

XXXX will undertake to protect the health of its service participants, employees, volunteers and visitors by taking action to contain the spread of communicable diseases.

Policy:

Where a XXXX employee has reason to believe that based on the Public Health Act, (the "Act") Section 22 and Section 23, a XXXX participant or an employee has a communicable disease as defined in the Act, the Edmonton Board of Health shall be notified. A complete list of communicable diseases can be found in the Communicable Disease Regulations and include but

are not limited to conditions such as Chicken Pox, Measles, or Skin Infections such as Scabies, Head Lice, etc.

Procedures:

XXXX requires all employees, practicum students, and volunteers to provide proof that they are fully vaccinated with the COVID-19 vaccine. Immunization against COVID-19 is the most effective means to prevent the spread of COVID-19, to protect the children and families we serve, our workers, and the public; to prevent outbreaks at the Agency; and to preserve workforce capacity. This policy strengthens work XXXX does to keep our staff and participants safe. (i.e. distancing, hand hygiene, infectious disease protocols, PPE use, masking, and staff education). See also Policy 818.

Any employee who becomes aware of or has reason to believe another employee or Centre participant is infected with a reportable communicable disease is responsible to advise their Manager or designate of such infection.

The Manager or designate is responsible to ensure that an advisory is posted in a location clearly visible to Centre participants and employees.

The Manager or designate is responsible to ensure a report is made to the Community Health Nurse at the Public Health Centre when the infection is discovered. (This may be done by telephone).

The Manager or designate will at their discretion request the Centre participant or the employee to leave the Centre if they believe the individual is in a contagious state and not to return until required treatment is completed and the individual is no longer contagious.