IMMUNISATION POLICY

When groups of children are together, illness and disease can spread rapidly. Preventable diseases such as measles and whooping cough can have serious health consequences for children, especially young children. Staff members who work in an early childhood education and care service are also at increased risk of contracting certain infectious illnesses. Immunisation is a simple, safe, and effective way of protecting people against harmful diseases. Our Service implements the Australian Federal Government's, 'No Jab No Pay' policy for families to be eligible for Child Care Subsidy (CCS).

NATIONAL QUALITY STANDARD (NQS)

QUALITY AREA 2: CHILDREN'S HEALTH AND SAFETY		
2.1	Health	Each child's health and physical activity is supported and promoted.
2.1.2	Health practices and procedures	Effective illness and injury management and hygiene practices are promoted and implemented.
2.2	Safety	Each child is protected
2.2.2	Incident and emergency management	Plans to effectively manage incidents and emergencies are developed in consultation with relevant authorities, practiced and implemented.

EDUCATION AND CARE SERVICES NATIONAL LAW AND NATIONAL REGULATIONS	
174(2)(a)	Notification to the Regulatory Authority- (a) any serious incident at the approved education and care service
12	Meaning of serious incident
77	Health, hygiene and safe food practices
86	Notification to parents of incident, injury, trauma and illness
87	Incident, injury, trauma and illness record
88	Infectious diseases
90	Medical conditions policy
162	Health information to be kept in enrolment record
168	Education and care service must have policies and procedures
173	Prescribed information to be displayed
175(2)(c)	Prescribed information to be notified to the Regulatory Authority- (2) any circumstance arising at the service that poses a risk to the health, safety or wellbeing of a child or children attending the service

ADVENTIST IDENTITY EARLY CHILDHOOD STANDARDS		
2.3	Promote and support children to honour Jesus by taking care of their health, safety, and wellbeing	Support children's faith development in a holistic, respectful, safe, and healthy environment.
		Teach children that they are created by God as unique and valued individuals and help them recognise and practice safe and healthy behaviours.
		Share with children that Jesus loves them and will always be with them.
		Nurture children's well-being and support personal care routines.

RELATED POLICIES

Dealing with Infectious Diseases Policy Enrolment Policy Family Communication Policy Incident, Injury, Trauma, and Illness Policy	Orientation of Families Policy Record Keeping and Retention Policy Pregnancy in Early Childhood Policy Work Health and Safety Policy

PURPOSE

The purpose of this policy is to provide information to manage and prevent the spread of infectious illnesses and diseases. Our Service has a duty of care to ensure that all children, families, and educators are protected from infectious diseases whilst at the Service. Along with maintaining a clean and hygienic environment, this also includes notifying families and educators when an excludable illness or disease is present in the Service, maintaining a record of children's and educators' immunisation status, complying with relevant health department exclusion guidelines, and increasing educators' awareness of cross-infection.

SCOPE

This policy applies to children, families, educators, staff, visitors, approved provider, nominated supervisor, students, volunteers, and visitors of the Service.

IMPLEMENTATION

Immunisation is a reliable way to prevent many childhood diseases. Immunisation works by giving the person a vaccine (weakened or killed disease-causing bacteria or virus), against a particular disease. This makes the person's immune system respond in a similar way to how it would respond if they had the disease, but with less severe, or possibly no symptoms. The vaccine therefore leads to the creation of antibodies that provide future protection if the person comes into contact with the disease.

Immunisation also protects other people who are not immunised, such as children who are too young to be immunised, or people whose immune systems did not respond to the vaccine. This is because the more people who are immunised against a disease, the lower the chance that a person will ever come into contact with someone who has the disease. The chance of an infection spreading in a community therefore decreases if a large proportion of people are immunised, because the immune people will not become infected and can protect the vulnerable people; this is known as 'herd immunity'.

Children must meet the immunisation requirements to be eligible to receive Child Care Subsidy (CCS) under the No Jab, No Pay rules. The child must be:

- up to date with vaccinations appropriate for their age according to the National Immunisation Program schedule; or
- on an approved catch-up schedule, or
- have an approved medical exemption recorded on the Australian Immunisation Register (AIR).

Vaccination objection is not a valid exemption for CCS eligibility.

The Approved Provider/Nominated Supervisor/Responsible Person will:

- ensure that obligations under the Education and Care Services National Law and Education and Care Services National Regulations are met
- ensure educators, staff, students, visitors, and volunteers have knowledge of and adhere to this policy and associated procedure
- ensure all new employees are provided with a copy of this policy as part of their induction process
- ensure information about immunisation, infectious diseases, and exclusion periods is available to families at the time of enrolment/orientation and is included in the Family Handbook
- advise parents and families about the National Immunisation Program (NIP)
- ensure that evidence is provided for each child before enrolment that confirms the child is fully immunised for their age or has a medical reason not to be immunised (Immunisation History Statement from the Australian Immunisation Register (AIR) as evidence)
- provide staff and families with information about vaccine-preventable diseases
- display wall charts about childhood immunisation schedules
- review children's immunisation regularly, updating the child's records kept at the service, and send reminder letters and emails to families as required
- develop a staff immunisation record that documents each staff member's previous infection or immunisations (including dates)
- require all new and current staff to complete the *Employee Immunisation Record*
- update employee immunisation records as staff become vaccinated
- take all reasonable steps to encourage non-immune staff to be vaccinated
- document advice given to educators and other staff, and any refusal to comply with vaccination requests
- notify the Public Health Unit (PHU) of any outbreak of vaccine-preventable diseases (1300 066 055) within 24 hours
- notify families when an outbreak of a vaccine-preventable disease occurs through various channels of communication:
  - verbally
  - through a letter from the educator or approved provider
  - posting a note or sign at the entry of the residence
  - via electronic message- text message or email

- notify the regulatory authority of any incidence of a notifiable infectious illness or disease through the **NQA-ITS**
- exclude any child who is not immunised from the Service when an outbreak of a vaccine-preventable disease occurs to protect that child and to prevent further spread of infection. In the instance of the child being immunised but the immunisation record has not been sighted by the Service, the child is to be considered as not being immunised
- advise female employees of childbearing age to discuss Cytomegalovirus during pregnancy (CMV) with their doctor if they are planning a pregnancy and inform management so that their individual risk can be assessed and managed. There is NO vaccination to prevent infection with CMV. Educators working with young children in ECEC services have an occupational risk of contracting CMV [see: *Pregnancy in Early Childhood Policy*].

Families will

- adhere to the Service's policies regarding *Dealing with Infectious Diseases*, *Immunisation*, and *Incident, Injury, Trauma, and Illness Policies* exclusion requirements
- provide the Service with a copy of one or more of the following documents:
  - An Australian Immunisation Register (AIR) Immunisation History Statement which shows that the child is 'up to date' with their scheduled vaccinations; or
  - An AIR Immunisation History Form on which the immunisation provider has certified that the child is on a recognised catch-up schedule; or
  - An AIR Immunisation Medical Exemption Form , which has been certified by a GP
- provide the service with an updated copy of their child's current immunisation record on enrolment and when the next scheduled immunisation has been completed. A current AIR Immunisation History Statement can be accessed at any time by the parent/guardian through logging in to their Medicare online account: the **myGov website.**
- support their child's exclusion from the Service if there is an outbreak of a vaccine-preventable disease at the Service or if they come into contact with a person with a vaccine-preventable disease, even if there is no outbreak at the Service.

INFORMATION TO BE DISPLAYED IN SERVICE

INFORMATION	WEBSITE/INFORMATION	PHONE NUMBER
The National Immunisation Program (NIP) Service	https://beta.health.gov.au/initiatives-and-programs/national-immunisation-program	1800 020 103
Notification of an occurrence of an infectious disease/vaccine-preventable disease	Notify the local Public Health Unit Provide information to families about the infectious disease- Children unimmunised against vaccine-preventable diseases must be excluded from care	1300 066 055

QUEENSLAND
Early Childhood Education and Care services may refuse or cancel an enrolment if a child is not up to date with their immunisation schedule. Children who are not immunised must be excluded if there is an outbreak of a vaccine-preventable disease.
• The National Immunisation Program (NIP) Schedule TO BE DISPLAYED IN THE SERVICE can be accessed and downloaded from: https://www.health.gov.au/resources/publications/national-immunisation-program-schedule-portrait • Queensland legislation does not make immunisation mandatory for children to be enrolled in approved ECEC services. Enrolment and/or attendance of children is at the discretion of the service. Each Queensland ECEC service must adjust its policy to provide clear information to families. https://www.qld.gov.au/health/conditions/immunisation/childcare • Queensland immunisation schedule: https://www.health.qld.gov.au/clinical-practice/guidelines-procedures/diseases-infection/immunisation/schedule • Local QLD Public Health information can be found at: https://www.qld.gov.au/health/conditions/immunisation/ • Australian Government Australian Imminustion Register • Australian Government Immunisation history statement

CONTINUOUS IMPROVEMENT/REFLECTION

The Immunisation Policy will be evaluated and reviewed on an annual basis or earlier if there are changes to legislation, ACECQA guidance or recommendations from Government health departments. Feedback will be requested from children, families, staff, educators and management, and notification of any change to policies will be made to families within 14 days.

RESOURCES

- AIR General Enquiries line 1800 653 809 Australian Government Services Australia Australian Immunisation Register
  NSW Government Immunisation Enrolment Toolkit
- Time Out Keeping your child and other kids healthy! (Queensland Government)
- No Jab No Play for early childhood education and care services (VIC)

RELATED RESOURCES

Employee Immunisation Record	Immunisation Register

SOURCE

Australian Children's Education & Care Quality Authority. (2026). Guide to the National Quality Framework
Australian Government Department of Health. National Immunisation Program
Australian Government. Services Australia. Australian Immunisation Register
Australian Government. Services Australia. (2025). Immunisation requirements
Early Childhood Australia. (2016). Code of Ethics
Education and Care Services National Law Act 2010 Education and Care Services National Regulations 2011
Federal Register of Legislation Privacy Act 1988.
National Centre for Immunisation Research and Surveillance (NCIRS). (2024). No Jab No Play, No Jab No Pay
National Health and Medical Research Council. (2024). Staying Healthy: preventing infectious diseases in early childhood education and care services (6th Ed.). NHMRC. Canberra.
Pregnancy Birth and Baby. Cytomegalovirus (CMV) during pregnancy.

REVIEW

POLICY REVIEWED BY	KAREN PETRIE	POSITION	PROJECT OFFICER EARLY CHILDHOOD
POLICY REVIEWED	MARCH 2026	NEXT REVIEW DATE	MARCH 2027
VERSION NUMBER	V17.03.26		
MODIFICATIONS	• annual policy review • eligibility for CCS re-written for clarity • state/territory requirements checked to ensure accuracy of information • sources checked and updated as required		

POLICY REVIEWED	PREVIOUS MODIFICATIONS	NEXT REVIEW DATE
MARCH 2025	• annual policy maintenance • minor edits • updated state and territory immunisation requirements and links • sources checked for currency and updated as required	MARCH 2026