



Park Lawn Preschool Inc.

*Parklawn Preschool * Humber Bay Child Care Centre * PLP Early Learning Centre at St. Mark*

PLP HS 201 Infection Prevention and Control (IPAC)

Park Lawn Preschool Inc. strives to create a healthy environment for the children, families and its employees by ensuring proper sanitary practices are followed. Proper sanitary practices in the child care environment can help prevent the spread of germs, bacteria, viruses, and diseases. We hope that by following these protective and preventive actions we can greatly reduce the risk of infection or disease.

Parents and families also play an important role in creating a healthy environment for our child care centres. Park Lawn Preschool Inc.'s staff are encouraged to share the following procedures and practices with families to help reduce the risk of infection and disease at home and at the centres.

Park Lawn Preschool Inc. makes every effort to keep the environment healthy and germ-free.

HAND HYGIENE

Hand washing is one of the most important things you can do to help prevent illness from spreading from person to person. It is the preferred method of keeping hands clean when running water is available. [Toronto Public Health's Hand Washing poster](#) must be posted by all hand washing sinks as a reminder for staff and children to wash their hands.

Expectations

- Children are taught proper hand hygiene by staff
- Children must be supervised when using *Alcohol-based Hand Rub (ABHR)*
- Hands must be washed with soap and water when they are visibly soiled.
- Staff, visitors, parents and children must clean their hands upon arrival and/or entry into any room.

Good Practices for Hand Hygiene

When hands are visibly dirty, hands should be washed with plain soap, water and then dried thoroughly with a paper towel.

Each classroom (where possible) will be equipped with a designated hand washing sink with hot and cold running water, as well as a liquid soap dispenser with paper towels. Hand washing information sheets are posted at each designated hand washing sink.

Staff should assist children with cleaning hands:

- After playing outdoors
- After using the washroom
- Before eating
- Before and after handling pets
- When sneezing, coughing or blowing their nose
- Before and after communal sensory play activities

Staff MUST clean hands:

Before	After	Before and After
<i>Preparing, handing or serving food</i>	<i>Sneezing, coughing, blowing your nose</i>	<i>Touching a cut or open sore</i>
<i>Initial contact with children</i>	<i>Using the washroom</i>	<i>Touching eyes, nose or mouth</i>
<i>Handling items in the room</i>	<i>Handling garbage</i>	<i>Handling pets</i>
<i>Giving medication</i>	<i>Treatment/care involving blood, body fluids, secretions and excretions</i>	<i>Use of gloves</i>
	<i>Changing diapers</i>	
	<i>Handling raw foods</i>	
	<i>Outdoor play</i>	
	<i>Assisting children with toileting</i>	

Alcohol-based Hand Rub (ABHR)

Hand Sanitizing is an effective way to clean hands when hands are not visibly dirty. Hand Sanitizers with a 70-90% alcohol base can be used. When using hand sanitizer, the procedures set out by [Toronto Public Health's Hand Sanitizing poster](#) must be followed. Centre Supervisors will provide parents with a [Hand Sanitizer Permission Form](#) at the time of registration to obtain consent for the child to use ABHR.

Hand sanitizer should never be used after food preparation. Staff assigned to prepare food is required to wash their hands with soap and water.

Non-alcohol based waterless antiseptic agents are not recommended for hand hygiene in healthcare and institutional settings and must not be used. (PIDAC, 2014)

Hand Hygiene Compliance

Park Lawn Preschool Inc. manages hand hygiene compliance by performing random monitoring of staff hand washing and sanitizing (Appendix C). Centre Supervisors will also review hand hygiene procedures with staff quarterly in staff meetings.

Hand Care Program

Park Lawn Preschool Inc. implements a hand care program for staff to assist in improving the effectiveness of safe hand hygiene practices. It is important to assess and identify skin problems on your hands in order to be proactive in protecting hands from skin breakdown. Maintaining healthy hands with intact skin, free of irritation is of utmost importance. To help staff identify needs, Park Lawn Preschool Inc. makes available a ['Your Hand Care Assessment Tool'](#) from Ontario Public Health.

Product selection for hand hygiene

The selection of products for hand hygiene use may have a significant impact on how effective hand hygiene compliance is maintained. Park Lawn Preschool Inc. takes into consideration the following when selecting hand hygiene products (soaps, lotions, paper towels, alcohol based hand rubs):

- Provide a 70-90% alcohol based hand rub to be used for hands that are not visibly soiled
- Provide staff with effective hand hygiene products that have low irritancy potential
- Solicit feedback from staff regarding feel, fragrance and skin tolerance of products being considered
- Provide hand moisturizing products to help reduce the occurrence of skin irritation
- Select products that are scent free
- Select paper towels that are non-irritating
- Select gloves that are non-irritating.

Staff Education

When washing hands:

- Hot water is an irritant, use warm water when washing hands
- User paper towels to pat dry hands instead of rubbing them
- Apply moisturizer
- Avoid using alcohol-based hand rubbing right after washing hands to avoid dermatitis
- Dry hands thoroughly before putting gloves on
- When using alcohol-based hand rub:
 - Ensure hands are visibly clean (if soiled, hands should be washed)
 - Apply a small amount of product onto one palm
 - Apply product all over the surface of the hands, fingers and back of hands and thumbs
 - Rub hands until DRY, approximately 15-20 seconds
 - Dry hands thoroughly before putting gloves on
 - Apply moisturizer if ABHR is used frequently

When using gloves:

- Ensure hands are clean and dry before putting gloves on
- Wear gloves for as short of time as possible
- Ensure gloves are intact, clean and dry inside

Glove Use

Gloves must be worn if there is opportunity for hands to be in contact with blood, body fluids, secretions, excretions, and contaminated equipment or surfaces. Gloves are to be used as **single use** only to prevent the transmission of pathogens. It is important that gloves are not to be reused.

Park Lawn Preschool Inc. ensures that the [Toronto Public Health Glove Use poster](#) is posted in a conspicuous place and glove use procedures are followed. Gloves are a good protective tool, however they cannot always be completely free of leaks and hands may become contaminated. It is imperative that hands be washed before and after the use of gloves. Any gloves that have been removed must be discarded immediately in the garbage disposal.

DIAPERING

Sanitary practice for diapering is extremely important as fecal contamination in the child care environment can lead to the spread of infection. Diapering areas are required to have a separate disposal container with a leak proof plastic liner and should be foot activated, a changing mat that can be disinfected and a changing table that is adjacent to a sink, used solely by staff and children for the purpose of hand washing before after diapering and toileting. Hand washing areas must be equipped with a soap dispenser and running water. Sinks are required to be cleaned daily.

When diapering, children are never to be left on the change table, not even for an instant. Prior to diapering, staff should get the change area organized with the individual child's supplies. This will help prevent having to take the child down from the table during diapering time. Children's diapering supplies; diapers, creams and wipes are to be kept in labelled individual compartments. Any cloths and towels should only be used once and separate cloths should be used for cleaning the child's face and hands. The diapering surfaces must be disinfected after each use.

All Park Lawn Preschool Inc. child care centres follow the guidelines and procedures set out by Toronto Public Health. The [Toronto Public Health Diaper Routine poster](#) must be posted in ALL diapering areas and followed to ensure sanitary practices.

Diaper disposal containers must have a tight fitting lid and should be emptied and sanitized at least twice a day. If a child uses cloth diapers, soiled diapers must be double bagged to prevent the spread of disease.

TOILETING

Sanitary practices where young children are toilet training are extremely important. Park Lawn Preschool Inc. provides toilets and hand washing facilities that are easily accessible to children. Staff provides support for children who are toilet training by encouraging them to gain independence and to teach them self-help skills. Children that are toilet training are supervised by a staff at all times and are

available to assist children, if necessary. Children are encouraged to flush toilets and wash their hands after each use and staff model proper hand hygiene to children.

When children are at early stages of toilet training, it is not unusual for children to have accidents and soil themselves. Parents are required to provide extra clothing for their child and all soiled clothing is double bagged, to prevent the spread of disease, and taken home.

All Park Lawn Preschool Inc. child care centres follow the guidelines and procedures set out by Toronto Public Health. The [Toronto Public Health Toilet Routine posters](#) must be posted in ALL toileting areas and followed to ensure sanitary practices. Children's toilets are sanitized after every use and staff are required to use gloves when cleaning to prevent cross contamination.

ENVIRONMENTAL CLEANING AND DISINFECTING

All Park Lawn Preschool Inc. child care centres follow strict practices set out by Toronto Public Health for cleaning and disinfecting in the classroom. All staff are responsible for ensuring their classrooms are cleaned and maintained according to their Classrooms Cleaning and Disinfection Schedule (Appendix H).

Cleaning is the physical removal of foreign material (e.g. dust, soil, etc.) and organic material (e.g. blood, secretions, microorganisms, etc.) Cleaning only removes the physical material but does not kill the microorganisms.

Cleaning should be done with warm water, detergent and mechanical action. It is also necessary to rinse with clean water to ensure detergent film is removed.

Disinfection is the process of killing most disease causing microorganisms on objects using chemical solutions.

Choosing and Using a Cleaner:

Park Lawn Preschool Inc.'s child care centres use cleaners that can be used on multi surfaces and are compatible with the disinfectant used.

The following steps are to be followed when cleaning:

- Wear appropriate personal protective equipment
- Clean in a progression from low-touch to high-touch surfaces and from top to bottom
- If require, rinse surface with clean warm water

Choosing and Using a Disinfectant:

Park Lawn Preschool Inc.'s child care centres use a ready-to-use/pre-mixed disinfectant which is ideal for use. The product is labelled with a DIN number and has a Safety Data Sheet.

According to [Toronto Public Health 2019 Guidance document](#), an ideal disinfectant should:

- Have a broad spectrum of antimicrobial effectiveness
 - Be fast acting
 - Not be affected by environmental factors
 - Have good cleaning properties
 - Be non-toxic or non irritating
 - Carry wide material compatibility
 - Be easy to use with clear label instructions
 - Be stable in concentrate or use-dilution and there have a suitably long shelf-life
- The following steps are to be followed when disinfecting:
- Read and follow all manufacturer instructions before use
 - Wear appropriate personal protective equipment
 - Clean before disinfection
 - Do not dip a soiled cloth into the disinfectant solution

Surface Types

High-touch Surfaces

High-touch surfaces are required to be cleaned and disinfected at least daily and more frequently if the risk of contamination is higher (e.g., during an outbreak).

High-touch surfaces may include; doorknobs, faucets, toys, cribs/cots, light switches, and computer keyboards.

Low-touch Surfaces

Low-touch surfaces are required to be cleaned and disinfected as needed. Low-touch surfaces may include; walls and windowsills.

Other Surfaces

Carpets and Floor Mats

- Carpets/floor mats are cleaned as often as necessary and promptly if a spill occurs
- Shampoo/steam clean carpets in non-infant rooms every 6 months
- If carpets do not appear to be adequately cleaned, re-cleaning is necessary or replacement must be considered.
- Floor mats that cannot be adequately cleaned and disinfected should be promptly removed and replaced.

Cleaning of all surface types must follow the Environmental Cleaning Schedule (Appendix J) for each classroom and is the staff's responsibility to ensure their classrooms are cleaned accordingly.

Blood and Body Fluid Spills

Child care workers may often come into contact with blood and body fluid spills when dealing with children. Blood and body fluids may contain infectious disease and must be cleaned up immediately to prevent the spread of microorganisms. To ensure sanitary practices are maintained when staff comes into contact with blood and body fluid spills, each classroom is required to post and follow the [Toronto Public Health Blood and Body Fluid Spills](#) procedure. Personal Protective Equipment (PPE) should be used at all times when cleaning up a spill and when disinfecting.

LAUNDRY

Soiled laundry may pose an increased risk of communicable disease transmission if not cared for properly. To help minimize this risk, proper laundering procedures must be followed by all staff.

- Wear PPE when in contact with soiled laundry
- Wash soiled laundry with hot water and place clean laundry in dryer

- Children’s soiled clothing must be sent home for cleaning (do no rinse; roll and place items in a sealed plastic bag; solid stools must be disposed of in the toilet prior to bagging clothes)
- Soiled items must be kept separate from clean items in a covered container/bag
- Bedding (sheets and blankets) must be assigned to each child and laundered weekly or when soiled or wet

SLEEP EQUIPMENT AND ARRANGEMENT

Park Lawn Preschool Inc. maintains strict sanitary practices for children’s sleeping equipment. Each child is required to have their own set of bedding (sheets, blankets, pillows) and an individual cot, labelled with their name, assigned to them. Sleep equipment cannot be shared at any time and must be laundered once it has been soiled. In addition, cots and bedding must be cleaned and disinfected before being assigned to another child.

- Cots must be cleaned and disinfected weekly and as necessary
- children must be placed in a sleeping arrangement that minimizes the spread of respiratory infections (i.e. head to toe).
- Sleeping equipment and bedding must be stored in a manner to prevent contamination.

TOY CLEANING AND DISINFECTION

Park Lawn Preschool Inc. ensures that all toys used in the program are cleaned and disinfected based on a cleaning schedule posted in each classroom.

Room	Frequently touched toys must be cleaned (<i>School Year</i>)	Frequently touched toys must be cleaned (<i>School Breaks</i>)
Toddler	<i>weekly</i> (or more often, as necessary)	<i>weekly</i> (or more often, as necessary)
Preschool	<i>weekly</i> (or more often, as necessary)	<i>weekly</i> (or more often, as necessary)
Kindergarten	<i>monthly</i> (or more often, as necessary)	<i>weekly</i> (or more often, as necessary)
School Age	<i>monthly</i> (or more often, as necessary)	<i>weekly</i> (or more often, as necessary)

All toys are to be cleaned as they become soiled.

When cleaning and disinfecting toys:

- If using a dishwasher to clean and disinfect toys, the dishwasher shall comply with the requirements of Ontario Regulation 493/17, Food Premises.
- Staff must wear appropriate personal protective equipment (e.g. gloves)
- Toys must be cleaned and rinsed prior to disinfection
- Disinfectant used must be safe and suitable for the intended purpose. The manufacturer’s directions for dilution and contact times must be followed.
- Toys must be cleaned and disinfected using the 3-compartment sink method or a dishwasher. The 2-compartments sink method is acceptable if washing and rinsing are done in the first sink. If no sinks are available then the 3 bin method is acceptable.

The following practices are necessary to reduce the risk of disease transmission to children when playing with toys: and participating in sensory play:

- Children must practice hand hygiene before and after playing with toys or participating in sensory play activities.
- Playrooms must be provided with both ABHR and a designated hand washing sink.
- toys must be maintained in good repair and inspected for damage. Damaged toys that compromise cleaning and disinfection must be discarded.
- toys must be easy to clean and be able to withstand frequent cleaning and disinfection.
- Mouthed toy bins must be designated and clearly labelled for the storage of mouthed/dirty toys.
- Toy storage cupboards must be emptied, cleaned and disinfected as necessary.
- Toy storage areas must be monitored for pest activity.
- Indoor play structures must be cleaned and disinfected as often as necessary.
- Electronic devices must be cleaned and disinfected between users.

Sensory Play

Sensory play is the area where children explore different senses, experiment, scoop, pour, and squeeze things. However, sensory play can also be an area where play equipment can be easily contaminated. To ensure sensory play activities are clean and safe, Park Lawn Preschool Inc. child care centres are required to post and follow [Toronto Public Health procedures for Sensory Play Activities](#).

The following practices are necessary to reduce the risk of disease transmission to children when participating in sensory play:

- Children must practice hand hygiene before and after playing with toys or participating in sensory play activities.
- Toys used for water-play must not retain water as they can provide an environment for bacterial/mould growth.
- Homemade playdough and slime must be discarded daily. Unused homemade playdough/slime may be stored in the refrigerator for up to one week.
- Store-bought playdough/slime must be discarded according to manufacturer's recommendations.
- Sensory play bins that contain dry materials must be cleaned and disinfected after they are dumped and before replenishing.
- water play bins must be drained, cleaned and disinfected after each session.
- Individual sensory play bins must be used when appropriate, such as when children are showing signs of illness.
- ***Communal sensory play is suspended during an outbreak.***

The following sensory play materials may be used:

- water
- dry pasta
- purchased sand

- playdough
- clean snow
- pine cones
- twigs
- leaves

The following play materials MUST NOT be used:

- Sand, gravel, and other soiled materials obtained from outdoor locations
- Meat trays, or soiled egg cartons and toilet paper rolls
- Manure or other products containing possible fecal matter or chemicals.

GARDENING

Soil quality should always be considered when planning a garden as it can be contaminated with biological (microorganisms), chemicals (pesticides/herbicides, lead and other heavy metals) and physical hazards. People can be exposed to these contaminants in the soil through ingestions, skin exposure and inhalation. Young children may accidentally ingest more soil because of their frequent hand-to-mouth contact placing them at an increased risk of exposure to soil contaminants.

The following gardening as per TPH's soil and gardening guideline aims to reduce exposure to soil contaminants:

- Identify sources of potential soil contamination
- Build a raised bed garden (child sized plots) or use planters or pots
- Protect soil from animals (wire mesh, fencing)
- Use pasteurized garden soil or compost
- wash hands after gardening
- wash produce thoroughly
- Peel root vegetables before you eat them
- Eliminate stagnant water to prevent mosquito breeding sites.

PEST CONTROL

Pest infestation is a health hazard and a risk for structural damage. Pest such as mice, rats and cockroaches pose a potential health risk as they are known to carry disease and can trigger or worsen asthma symptoms in individuals.

- Staff maintain regular cleaning of rooms (especially in food preparation areas) closets, cupboards and storage areas.
- School Board Caretakers will inspect the interior and exterior structure of the building.
- Ensure clutter and accumulation is reduced inside and outside the facility to eliminate places where rodents/vermin can live.
- Ensure food and sensory play materials are stored in labelled plastic containers with tight fitting lids.
- Monitor for pest activity such as live or dead rodents/vermin and/or their feces.
- Once pest entry is identified, inform the caretaker on duty at the TDSB or TCDSB school.
 - Inform Centre Supervisor and Operations Manager or Head Office
- Professional pest control treatment will commence immediately.

- Pest control reports must be made available to the Public Health Inspector upon request
- Documenting dates/time of pest control services provided.

PETS AND ANIMALS

Pets and animals may pose risks of allergies, injuries and infections particularly to those under 5 years of age, where they are more likely to develop serious illness from infections due to microorganisms. All staff and children who handle animals must practice strict hand hygiene after contact with animals, their feed and/or their environment.

In the event, the child care centre has a pet in their centre the following expectations must be followed:

- Strict hand hygiene procedures must be followed.
- Staff must supervise all contact between the children and animals.
- Children must not feed the animals or have food or drink in proximity of the pets.
- Animals must be housed within some barrier that protects the children.
- Dogs or cats must wear proper collars with a license tag.
- A staff must be assigned to clean the pet habitat and wear personal protective equipment.
- Pet cages and/or habitats must NOT be cleaned in a food preparation sink or area.
- Pet cages must be cleaned regularly using a damp cloth and then disinfected. They must be in a well-ventilated area.
- Animal bites shall be immediately reported to Toronto Public Health by calling:
 - 416-338-7600 or 311 after hours

ANIMALS PERMITTED IN CHILD CARE CENTRES

- Dogs, cats, rabbits, birds, rodents (e.g. mice, hamsters, rats, gerbils, guinea pigs) and fish
 - Pet Birds are strongly discouraged in child care centres.
- Dogs and cats shall be fully immunized against rabies
- Dogs and cats must be up-to-date with any other applicable vaccinations and medications and be on a flea, tick and intestinal parasite control program
- Animals must be trained and be in good health
- Animals must have an appropriate temperament to be around children and show no signs of disease.

ANIMALS NOT RECOMMENDED FOR CHILD CARE CENTRES

The following animals are not recommended for children and must not be housed in or allowed to visit any child care centre:

- Exotic animals (e.g. hedgehogs, monkeys)
- wild/stray animals (e.g. bats, raccoons, stray dogs , or cats, squirrels)
- Inherently dangerous animals (e.g. lions, cougars, bears)
- Venomous or toxin-producing animals (e.g. venomous or toxin producing spiders, insects, reptiles and amphibians)
- Ill animals or animals under medical treatment

- Young animals (e.g. puppies and kittens less than 1 year old)
- Animals that have been fed raw or dehydrated foods, chews or treats of animal origin within the last 90 days.
- Birthing or pregnant animals
- Animals from shelter or pounds unless they have been in a stable home for at least 6 months.
- Aggressive animals
- Animals in estrus (i.e. animals in heat)
- Rabies reservoir species (i.e. bats, skunks, racoons, foxes)

ANIMALS NOT RECOMMENDED FOR CHILDREN UNDER FIVE YEARS OF AGE

The following animals are not recommended for children less than five years of age and must not reside or allowed to visit facilities that share staff or programming areas with children under five years of age:

- Reptiles (e.g. turtles, snakes and lizards)
- Amphibians (e.g. frogs, toads, salamanders)
- Live Poultry (e.g. chicks, ducklings and goslings) including hatchery equipment
- Ferrets
- Farm Animals (e.g. calves, goats and sheep)

VISITING ANIMALS

The Centre Supervisor/designate must collect and record the following information for visiting animals (e.g. indoor/outdoor travelling animal shows):

- Date of Visit
- Name of Animal Owner
- Owner contact information
- Animal(s) name and species
- Proof of animal health documentation - [Recommendation for the Management of Animals in Child Care Settings, \(2018\)](#)
- Description of the group of children/rooms visited
- Any additional guests in attendance (e.g. volunteers, parents)

These records should be kept on-site for one year.

IMMUNIZATION RECOMMENDATIONS

CHILD

Park Lawn Preschool Inc. is required to ensure that each child registered under our care is immunized as recommended by Toronto Public Health.

Toronto's Medical Officer of Health recommends that all children who attend child care are immunized according to the current [Ontario Publicly Funded Immunization Schedule](#).

Upon Registration, parents must provide an up-to-date copy of their child's immunization record. Parents are responsible for ensuring their child's immunization is up-to-date and provide updated versions of their child's immunization record when new immunizations are administered.

STAFF

Park Lawn Preschool Inc. is required to ensure that employees have a health assessment and up-to-date immunization, before commencing employment.

Toronto's Medical Officer of Health recommends the following immunizations for child care staff. Park Lawn Preschool Inc. must collect and maintain the information on file at the child care centre. It is recommended that students and volunteers also receive these immunizations.

Vaccine	Recommendations for staff, students & volunteers
Measles Mumps Rubella (MMR)	<ul style="list-style-type: none">• Adults born in 1970 or later need at least one dose of MMR• Adults born before 1970 can be considered immune against measles and mumps, but need a blood test to determine immunity to rubella. If they are susceptible to rubella, then one dose of MMR is recommended.• Laboratory-confirmed proof of immunity is acceptable
Tetanus Diphtheria Pertussis (Tdap)	<ul style="list-style-type: none">• One dose of Tdap in adulthood is required for adults 19-64 years of age who missed their adolescent booster.• Tetanus and diphtheria (Td) vaccine booster every 10 years
Varicella (Chickenpox)	<ul style="list-style-type: none">• A self reported history of chickenpox is acceptable or a blood test can be used to determine immunity• Two doses of a chickenpox vaccine are recommended for susceptible adults, given at least 6 weeks apart.
Hepatitis B	<ul style="list-style-type: none">• As children with hepatitis B are usually asymptomatic and the Hepatitis B status of children in child care settings is generally unknown, all child care workers should be vaccinated.
Influenza	<ul style="list-style-type: none">• Recommended annually, especially for those who care for children under 5 years of age.

All records of immunization of children, staff, students and volunteers are kept on file in a locked filing cabinet.

Immunization Exemptions:

Parents who choose not to have their child vaccinated or staff who choose not to be vaccinated may submit an exemption for religious or philosophical reasons. Exemption must be documented using approved Ministry of Education forms. Completed forms are to be kept in the child's or employee's file.

In the event of an outbreak or case of a vaccine preventable disease (e.g. measles), children and staff who are not immunized may be excluded from the child care centre. This is to minimize the risk of spreading the disease.

- [Statement of Medical Exemption Form](#), must be completed by a legally qualified medical practitioner.
- [Statement of Conscience or Religious Belief Affidavit](#), must be notarized by a Commissioner of Oaths.

Tuberculosis (TB) Screening for staff and volunteers

Documentation of TB testing prior to employment is required. The TB skin test should be done anytime within 6 months before the start of employment.

1. If a new staff/volunteer does not know their TB status or has a negative Tb skin test result in the past, a single TB skin test is highly recommended.
 - If the TB skin test is negative – no further testing is needed at this time.
 - If the TB skin test is positive – a medical examination and chest x-ray is recommended. Sputum may also be collected. **The physician should provide documentation that the individual with a positive TB skin test is free of TB disease before beginning work.**

2. If a new staff/volunteer has had a documented previous positive skin test, the skin test does not need to be repeated – it will always remain positive. However, a medical examination and chest x-ray is recommended to ensure that the staff does not have TB disease. **The physician should provide documentation that the individual with a positive TB skin test is free of TB disease before beginning work.**