



Health and
Wellness

Santé et
Mieux-être



Chief Public Health Office

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Chief Public Health Office policy on proof-of-vaccination requirements in workplaces

The Chief Public Health Office has received several inquiries regarding the implementation of proof-of-vaccination requirements for staff, including regular employees, contractors, performers, and more, at several organizations and businesses in PEI.

For greater clarity, the PEI Vax Pass program (as outlined in the COVID-19 Prevention and Self-Isolation Order: <https://www.princeedwardisland.ca/en/publication/cpho-covid-19-prevention-and-self-isolation-order>) requires patrons to show proof-of-vaccination to participate in certain discretionary activities or to enter venues catering to those activities. These activities include most organized gatherings, events, performances, in-room dining, etc. (<https://www.princeedwardisland.ca/en/information/health-and-wellness/where-the-pe-i-vax-pass-is-and-is-not-required>).

The Chief Public Health Office considers employment to be a non-discretionary activity and an important factor in contributing to an individual's overall health and wellbeing. The PEI Vax Pass program does not apply to staff and employees, including at locations/activities where the program applies to patrons.

To date, the CPHO has not implemented a mandatory vaccination requirement in any place of employment. The CPHO has implemented vaccinate-or-test requirements in select front-line public services who serve vulnerable populations, including health care, education, early learning child care centres and correctional services, for example, whereby staff who are not fully vaccinated or who choose not to disclose their vaccination status must be tested on a regular basis to attend their place of employment. The CPHO has provided sample resources for them, including a vaccinate-or-test policy template:

<https://www.princeedwardisland.ca/en/publication/vaccination-information-and-testing-policy-template>.

Businesses and organizations are encouraged to operate within the parameters of the current public health orders. The CPHO advises that businesses and organizations should continue to follow existing public health measures for staff. Maintaining public health measures like physical distancing between staff, the use of non-medical masks, frequent hand hygiene, enhanced cleaning and disinfection, and exclusion policies to ensure sick or self-isolating staff do not attend the workplace are important to reduce risk of COVID-19 transmission in workplace environments. Measures continue to be evaluated and adjusted based on level of risk.

Organizations and businesses not covered by current public health orders that implement mandatory vaccination policies for staff do so at their own discretion, and not at the direction of the Chief Public Health Office or the Province of PEI. Organizations should consider the impact of a mandatory vaccination policy on staff and customers and make it clear that the policy is business-specific and not a provincial directive.

Sincerely,

Dr. Heather Morrison
Chief Public Health Officer, Prince Edward Island