

## Early Learning and Childcare Facility Inspection Report

Type of Inspection:  
Monitoring Inspection

Pursuant to section 21 of the *Early Childhood Services Act*, operators of licensed early learning and childcare facilities must post their most recent inspection report in a clearly visible and prominent place in the facility.

Name of operator Mouhamadou Issa Seck	Licence Number 2019596	Inspection Date May 08, 2025
Facility Name FitCamp90 After-School		Telephone Number (506) 860-0690
Address 274 Halifax Street Moncton NB E1C 9S3		
Name of Early Learning and Childcare Licensing Staff Stephanie Hickey		Position Title Quality Assurance Monitor

Order for Compliance	Regulation	Date to be corrected	Date corrected
11 The qualifications and training requirements for administrators and educators are as follows: (a) an administrator and educators must hold a valid first aid certificate and a valid cardiopulmonary resuscitation certificate;	11(a)	Feb 17, 2025	
Comments: During the follow up inspection the Quality Assurance Monitor observed two new staff members on site that did not hold a valid First Aid and CPR certificate. The Quality Assurance Monitor reminded the operator that all staff members must hold a valid First Aid and CPR certificate , and reminded the operator that the staff's in question can't be left alone with children at any time.			
12(2) An operator of a licensed facility shall ensure that a criminal record check or a vulnerable sector check, as the case may be, and a check with the Department of Social Development is conducted on each individual before he or she becomes a staff member.	12(2)	May 06, 2025	
Comments: During the follow-up inspection, the Quality Assurance Monitor observed two staff members on site who did not have a Criminal Record Check and Vulnerable Sector Check on file. The individuals in question were asked to leave the premises, and the Quality Assurance Monitor reminded the operator that these staff members may not return until a clear Criminal Record and Vulnerable Sector Checks have been obtained. During the follow-up inspection, the Quality Assurance Monitor observed two staff members on site who did not have a check with Social Development. The individuals in question were asked to leave the premises, and the Quality Assurance Monitor reminded the operator that these staff members may not return until a clear check with Social Development has been obtained.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (b) child records that include: (i) the child's name, address, birth date and Medicare number,	24(1)(b)(i)	Feb 06, 2025	
Comments: During the third follow-up inspection, the Quality Assurance Monitor requested the child files. It was observed that the operator had set aside several child records before handing over the binder. When asked about the separated records, the operator explained that those files were not up to date. The Quality Assurance Monitor informed the operator that the files would not be reviewed and reminded them that this serves as a fourth reminder to ensure all child records are kept up to date and contain all required information.			
24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (i) the staff member's name, address and birth date.	24(1)(c)(i)	May 06, 2025	

Order for Compliance	Regulation	Date to be corrected	Date corrected
<p>Comments: During the follow-up inspection, the Quality Assurance Monitor observed two new staff members on site without staff files. The Quality Assurance Monitor reminded the operator that a file must be maintained on site for each staff member, which must include their name, address, and date of birth.</p>			
<p>24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (iii) a description of the staff member's duties and responsibilities.</p>	24(1)(c)(iii)	May 06, 2025	
<p>Comments: During the follow-up inspection, the Quality Assurance Monitor observed two new staff on site without staff files. The Quality Assurance Monitor reminded the operator that a file must be maintained on site for each staff member, which must include a description of their duties and responsibilities.</p>			
<p>24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (iv) a signed declaration confirming that the staff member has read and understood his or her obligations under the Act and this Regulation.</p>	24(1)(c)(iv)	May 06, 2025	
<p>Comments: During the follow-up inspection, the Quality Assurance Monitor observed two new staff on site without staff files. The Quality Assurance Monitor reminded the operator that a file must be maintained on site for each staff member, which must include a staff signed statement regarding obligations under the Act and licensing regulation.</p>			
<p>24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (v) a copy of a criminal record check or vulnerable sector check, as the case may be.</p>	24(1)(c)(v)	May 06, 2025	
<p>Comments: During the follow-up inspection, the Quality Assurance Monitor observed two new staff on site without staff files. The Quality Assurance Monitor reminded the operator that a file must be maintained on site for each staff member, which must include a copy of a criminal record / vulnerable sector check.</p>			
<p>24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (vi) a copy of a check with the Department of Social Development.</p>	24(1)(c)(vi)	May 06, 2025	
<p>Comments: During the follow-up inspection, the Quality Assurance Monitor observed two new staff on site without staff files. The Quality Assurance Monitor reminded the operator that a file must be maintained on site for each staff member, which must include a copy of check with Social Development.</p>			
<p>24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (c) staff member records that include (vii) a copy of a valid first aid certificate and a valid cardiopulmonary resuscitation certificate for each administrator and educator.</p>	24(1)(c)(vii)	Feb 17, 2025	
<p>Comments: During the follow-up inspection, the operator informed the Quality Assurance Monitor that the staff in question that did not have a valid First Aid and CPR certificate was no longer employed at the facility.</p> <p>The Quality Assurance Monitor observed two new staff members on site without staff files. The Quality Assurance Monitor reminded the operator that a file must be maintained on site for each staff member, which must include a copy of a valid First Aid and CPR certificate.</p>			
<p>24(1) For the purposes of subsection 20(1) of the Act, the following records and documents shall be maintained on the premises of a licensed facility: (f) daily attendance records of the children on forms provided by the Minister.</p>	24(1)(f)	May 06, 2025	
<p>Comments: During the follow-up inspection, the Quality Assurance Monitor requested to review the child's attendance record. The operator initially provided an outdated version. When asked about the current attendance record, the operator stated they were unsure of its location. The Quality Assurance Monitor advised that the current record must be presented before the conclusion of the inspection. The operator took approximately 15 to 20 minutes to locate and provide the record. Upon review, the Quality Assurance Monitor noted that the attendance for May 6, 2025, had not been completed. At the time the Quality Assurance Monitor left the facility, the attendance record remained incomplete.</p>			

Order for Compliance	Regulation	Date to be corrected	Date corrected
9(1) The child-to-staff ratio is one educator for each of the following groups of children of the same age receiving services at a full-time or part-time early learning and childcare centre: (a) three infants or fewer; (b) five children or fewer who are two years of age; (c) eight children or fewer who are three years of age; (d) ten children or fewer who are four years of age or older, but who are not yet attending school; and (e) 15 school-age children or fewer.	9(1)	May 06, 2025	May 06, 2025
Comments: During a follow-up inspection, the Quality Assurance Monitor observed the operator leaving all nine children unsupervised in the gym area while the operator went to the main play area/office to search for the child attendance record. After several minutes, the operator returned to the gym area. Deficiency is now compliant			

**General Comments**

The Quality Assurance Monitor was on site to conduct a third follow-up inspection.

Upon arrival, the Quality Assurance Monitor observed two new staff members present with four children. When asked to present their staff files, the individuals appeared unsure of what was being requested. The Quality Assurance Monitor inquired whether the staff had valid Criminal Record Checks, Vulnerable Sector Checks, and Social Development checks on file. One staff member stated they would contact the operator for clarification.

After the operator arrived on site, the Quality Assurance Monitor again requested the staff files. The operator confirmed that no files had been completed for the individuals in question. The operator stated that checks had been submitted to Social Development but had not yet been returned. The Quality Assurance Monitor reminded the operator that this is the second occurrence of such a situation and reiterated that staff cannot be present on site without completed and cleared Criminal Record Checks, Vulnerable Sector Checks, and Social Development checks.

The operator explained that the staff were brought in due to a sudden staffing shortage and that one of the staff members was the operator's cousin who resides with them. The Quality Assurance Monitor emphasized that all staff—regardless of relationship or circumstance—must have the appropriate background checks in place prior to being on site.

Furthermore, the Quality Assurance Monitor advised the operator that in cases of staff shortages, families must be notified, and make arrangements for pick-up at school and drop off at daycare if necessary. The operator may also need to consider closing the facility temporarily until adequate staffing requirements are met in compliance with regulations.

original signed by  
**Stephanie Hickey**

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Signature of Early Learning and Childcare Licensing Staff

May 08, 2025

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Date

original signed by  
**Issa Seck**

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Signature of Operator/Designate

May 08, 2025

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Date