

COVID-19 MANDATORY VACCINATION POLICY

1.0 INTRODUCTION

This COVID-19 Mandatory Vaccination Policy (**Policy**) applies to all primary and secondary Catholic schools managed and operated by Diocese of Sale Catholic Education Limited (**DOSCEL**). This Policy also applies to the DOSCEL Secretariat.

2.0 PURPOSE

The purpose of this Policy is to:

- ensure a safe environment for DOSCEL employees, contractors, volunteers, children, students and their families, and others attending any DOSCEL premises or DOSCEL Education Facilities, by only permitting them to attend in accordance with this Policy; and
- assist in the prevention of the unnecessary acquisition and spread of COVID-19 at any DOSCEL premises or DOSCEL Education Facilities by complying with any legal requirements with respect to COVID-19.

This Policy commences with immediate effect and operates subject to any applicable Chief Health Officer Directions (**CHO Directions**), which may be issued from time to time after its commencement.

3.0 DOSCEL EMPLOYEES AND EDUCATION WORKERS ARE COVERED BY THIS POLICY

This Policy applies to all persons who are employees of DOSCEL and all Education Workers.

In addition to DOSCEL's general position in relation to mandatory vaccinations, the obligations imposed on DOSCEL by the CHO Directions in relation to the vaccination of Education Workers are explained in this Policy.

As a condition of attendance at any DOSCEL premises, including a DOSCEL Education Facility, DOSCEL employees and Education Workers are required to read and accept the terms of this Policy.

4.0 DEFINITIONS

In this Policy, the following terms have the meaning set out below:

CHO Directions means the Directions issued by Victoria's Chief Health Officer or authorised delegate under the *Public Health and Wellbeing Act 2008* (Vic.) in relation to mandatory vaccination requirements, including the *COVID-19 Mandatory Vaccination (Specified Facilities) Directions*, as in force at the relevant time.

Critical unforeseen circumstance means a circumstance that DOSCEL could not reasonably have foreseen nor planned for which results in a critical need for staff.

DOSCEL means the Diocese of Sale Catholic Education Limited.

DOSCEL Education Facility means a DOSCEL school or facility or a facility providing outside school hours care for students.

Education Worker means:

- any person employed by DOSCEL (whether on an ongoing, fixed-term or casual basis);
- any person contracted to work at a DOSCEL Education Facility and who will, or may, be in close proximity to children, students or staff (whether or not they are engaged by DOSCEL), including emergency teachers, IT personnel, NDIS providers and auditors, but does not include delivery personnel;
- students on placement;
- staff of any other entity who attends a DOSCEL Education Facility; and
- volunteers that attend a DOSCEL Education Facility and who work in close proximity to children, students or staff (including parent helpers).

Emergency situation means a situation where it is reasonably apparent to DOSCEL that medical treatment is necessary, as a matter of urgency, to:

- save a person's life;
- prevent serious damage to a person's health; or
- prevent a person from suffering or continuing to suffer significant pain or distress.

Excepted Person means an employee or Education Worker who holds certification from a medical practitioner which states that they are unable to receive a dose, or a further dose, of a COVID-19 vaccine due to:

- a medical contraindication; or
- an acute medical illness (including where the person has been diagnosed with SARS-CoV-2) and the certification provided is within the effective date specified by the medical practitioner or six months from the date of certification, whichever is earlier.

Fully Vaccinated means, in respect to an employee or Education Worker, that the employee or Education Worker has received two doses of a COVID-19 vaccine.

Medical contraindication means one of the following contraindications to the administration of a COVID-19 vaccine:

- anaphylaxis after a previous dose;
- anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol;
- in relation to AstraZeneca: history of capillary leak syndrome or thrombosis with thrombocytopenia occurring after a previous dose;
- in relation to Comirnaty or Spikevax: myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax; or
- the occurrence of any other serious adverse event that has been attributed to a previous dose of a COVID-19 vaccine by an experienced immunisation provider or medical specialist (and not attributed to any other identifiable cause; and has been reported to State adverse event programs and/or the Therapeutic Goods Administration.

Partially Vaccinated means, in respect to an employee or Education Worker, that the employee or Education Worker has received one dose of a COVID-19 vaccine and is not an Excepted Person.

Premises has the same meaning as in the *Public Health and Wellbeing Act 2008* (Vic.) but does not include an Education Worker's ordinary place of residence.

Unvaccinated means, in respect to an employee or Education Worker, that the employee or Education Worker has not received a dose of a COVID-19 vaccine and is not an Excepted Person.

Vaccination Status means whether an employee or Education Worker is Fully Vaccinated or Partially Vaccinated or Unvaccinated or an Excepted Person.

5.0 VACCINATION STATUS

In accordance with DOSCEL's obligations under the CHO Directions, DOSCEL is obliged to, and will, collect, record and hold information about the Vaccination Status of any Education Workers who is, or may be, scheduled to work at a DOSCEL Education Facility **on or after 18 October 2021**.

If an Education Worker is Partially Vaccinated **on or after 18 October 2021**, DOSCEL is obliged to, and will, in addition to information about their Vaccination Status, collect, record and hold information about whether that Education Worker has a booking to receive a second dose of the COVID-19 vaccine by **29 November 2021**, which will cause the Education Worker to become Fully Vaccinated.

If an Education Worker is Unvaccinated **on or after 18 October 2021**, DOSCEL is obliged to, and will, in addition to information about their Vaccination Status, collect, record and hold information about whether that Education Worker has a booking to receive a first dose of the COVID-19 vaccine by **25 October 2021**, which will cause the Education Worker to become Partially Vaccinated.

The requirements set out above will also apply to all DOSCEL employees who are required to perform work from any DOSCEL premises.

Any information provided to DOSCEL by an employee or Education Worker in accordance with this Policy will be treated confidentiality for the purpose of determining compliance with this Policy and to enable DOSCEL to comply with its obligations under the CHO Directions.

5.1 Evidence of Vaccination Status

DOSCEL will accept as evidence of Vaccination Status:

- a certificate of immunisation (including a COVID-19 digital certificate); or
- an immunisation history statement obtained from the Australian Immunisation Register.

5.2 Evidence of a booking to receive a first or second dose of the COVID-19 Vaccine

DOSCEL will accept as evidence of a booking to receive a first or second dose of the COVID-19 vaccine an email or letter or other form of notice from a medical clinic or the State government COVID-19 vaccination booking system confirming that the employee or Education Worker has a booking.

5.3 Privacy

Subject to the CHO Directions, information provided about an employee's or Education Workers Vaccination Status in accordance with this Policy will be handled by DOSCEL in accordance with DOSCEL's Privacy Policy.

6.0 ATTENDANCE ON DOSCEL PREMISES, INCLUDING DOSCEL EDUCATION FACILITY PREMISES

The CHO Directions oblige DOSCEL to take all reasonable steps to ensure that, **on or after 18 October 2021**, an Education Worker who is Unvaccinated does not enter, or remain on, the premises of a DOSCEL Education Facility for the purposes of working on those premises unless an Exception under the CHO Directions applies.

If an Education Worker does not provide information about their Vaccination Status, DOSCEL will, in accordance with the CHO Directions, treat that Education Worker as Unvaccinated when considering whether they may enter or remain on the premises of any DOSCEL Education Facility for the purposes of working at the DOSCEL Education Facility.

Commencing on **18 October 2021**, unless permitted by the terms of this Policy, Unvaccinated Education Workers, and any Education Worker in respect of which DOSCEL does not have information about their Vaccination Status, must not enter or remain on the premises of any DOSCEL Education Facility for the purposes of working at the DOSCEL Education Facility.

Excepted Persons may enter or remain on the premises of a DOSCEL Education Facility for the purpose of working on those premises.

The requirements set out above will also apply to all DOSCEL employees who are required to perform work from any DOSCEL premises.

7.0 EXCEPTIONAL CIRCUMSTANCES EXCEPTION

At any time, an employee or Education Worker, regardless of their Vaccination Status, is permitted to attend any DOSCEL premises, including the premises of any DOSCEL Education Facility even if DOSCEL has not collected information about their Vaccination Status, if one or more of the following exceptional circumstances set out in the CHO Directions applies:

- 7.1** an employee or Education Worker is required to attend a DOSCEL premises, including a DOSCEL Education Facility, to perform work or duties at that facility that is or are necessary to provide for urgent specialist clinical or medical care due to an emergency situation or critical unforeseen circumstance; or
- 7.2** an employee or Education Worker is required to fill a vacancy to provide urgent care, to maintain quality of care and/or continue essential operations at a DOSCEL premises, including a DOSCEL Education Facility, due to an emergency situation or a critical unforeseen circumstance; or
- 7.3** an employee or Education Worker is required to attend a DOSCEL premises, including a DOSCEL Education Facility, to respond to an emergency at the facility; or

- 7.4** an employee or Education Worker is required to perform urgent and essential work at a DOSCEL premises, including a DOSCEL Education Facility, to protect the health and safety of another employee, Education Workers or members of the public, or to protect assets or infrastructure.

In the event of exceptional circumstances 7.2 to 7.4, DOSCEL must take all reasonable steps to ensure that the employee or Education Worker remains on the DOSCEL premises, including the DOSCEL Education Facility, only for the period necessary to respond to the exceptional circumstance.

8.0 RELATED POLICES

- DOSCEL Privacy Policy

9.0 REFERENCES

- [Australian Immunisation Register Act 2015](#)
- [COVID-19 Mandatory Vaccination \(Specified Facilities\) Directions](#)
- [Public Health and Wellbeing Act 2008](#) (Vic.)

10.0 REVIEW

Implementation Date: October 2021

Updated:

Review Date: January 2022