

COVID-19 MANDATORY VACCINATION POLICY

1.0 INTRODUCTION

This COVID-19 Mandatory Vaccination Policy (**Policy**) applies to all employees, contractors and volunteers employed or engaged by Diocese of Sale Catholic Education Limited (**DOSCEL**).

This Policy commences with immediate effect, and operates subject to any orders, directions or other enforceable instrument issued by Victoria's Minister for Health, Victoria's Chief Health Officer or any other authorised delegate under the *Public Health and Wellbeing Act 2008* (Vic) and/or in relation to mandatory vaccination requirements in Victoria (**Pandemic Orders**), which may be issued from time to time after its commencement.

This Policy replaces any other Mandatory Vaccination Policy that has previously applied by DOSCEL. However, it does not derogate from any obligation which applied under any relevant policy made before the commencement of this Policy.

If any aspect of this Policy is inconsistent with any aspect of the Pandemic Orders, the Pandemic Orders prevail.

2.0 PURPOSE

The purposes of this Policy are to:

- ensure that DOSCEL satisfies any and all requirements and obligations under the Pandemic Orders;
- enable DOSCEL to communicate with employees, contractors and volunteers employed or engaged by DOSCEL in an efficient manner and to expeditiously respond to and ensure compliance with the Pandemic Orders; and
- enable DOSCEL to provide all employees, contractors and volunteers employed or engaged by DOSCEL with a safe working environment.

The overarching obligations under the Pandemic Orders are to:

- ensure a safe environment for employees, contractors and volunteers employed or engaged by DOSCEL, and to ensure a safe environment for students and families attending any DOSCEL premises, by only permitting employees, contractors and volunteers employed or engaged by DOSCEL to attend in accordance with the Pandemic Orders; and

- assist in the prevention of the unnecessary acquisition and spread of COVID-19 at any DOSCEL premises by complying with any legal requirements with respect to COVID-19, including but not limited to, the requirement that employees, contractors and volunteers employed or engaged by DOSCEL are vaccinated in accordance with any applicable Pandemic Orders.

3.0 PANDEMIC ORDERS AND EMPLOYMENT BY / ENGAGEMENT WITH DOSCEL

DOSCEL requires that any employee, contractor or volunteer employed or engaged by DOSCEL be fully vaccinated (including with respect to any booster vaccinations) or otherwise have a valid exemption (as set out in the Pandemic Orders) from being vaccinated.

It is a condition of employment for any employee of DOSCEL that they meet the requirements of this Policy.

DOSCEL may issue directions consistently with the Pandemic Orders to any employees, contractors and volunteers employed or engaged by DOSCEL from time to time, with which all employees, contractors and volunteers must comply.

The directions issued by DOSCEL under this Policy will, amongst other things, outline any key changes to the Pandemic Orders and/or implications for the employment or engagement of any employees, contractors and/or volunteers with DOSCEL.

Relevant Pandemic Orders will accompany any such directions, and will also be made available on the [Vaccination information](#) section of the DOSCEL Intranet.

4.0 REFERENCES

- [Vaccination information](#) section of the DOSCEL Intranet.

5.0 REVIEW

Implementation Date: **October 2021**

Replaced: **28 January 2022**

Review Date: **12 April 2022**