

ST JOSEPH'S COLLEGE GEELONG
POLICY 4.14 COVID-19 MANDATORY VACCINATION POLICY

INTRODUCTION

Background

1. The health and safety of all members of our community are at the forefront of everything we do. St Joseph's College is required by the Victoria's Chief Health Officer (CHO) Directions, made under the *Public Health and Wellbeing Act 2008* (Vic), to collect, record and hold information about the Vaccination Status of Education Workers in accordance with this Vaccination Policy. Subject to the CHO Directions, information provided about an Education Workers Vaccination Status in accordance with this policy will be handled by St Joseph's College Geelong in accordance with the Catholic Education Commission of Victoria (CECV) Data Collection Statement.

Rationale

2. The purpose of this policy is to:
- a. ensure a safe environment for St Joseph's College Geelong employees, contractors, volunteers, students and their families, and others attending St Joseph's College Geelong education facilities, by only permitting them to attend in accordance with this policy
 - b. assist in the prevention of the unnecessary acquisition and spread of COVID-19 at St Joseph's College Geelong education facilities by complying with any legal requirements with respect to COVID-19.
3. This policy commences with immediate effect and operates subject to any applicable CHO Directions, which may be issued from time to time after its commencement.

Definitions

4. In this policy, the following terms have the meaning set out below:
- a. **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 (No. 8)*, as in force at the relevant time.
 - b. **Critical unforeseen circumstance** means a circumstance that St Joseph's College Geelong could not reasonably have foreseen nor planned for which results in a critical need for staff.
 - c. **Education worker** means:
 - (1) any person employed by St Joseph's College Geelong (whether on an ongoing, fixed-term or casual basis);
 - (2) any person contracted to work at a St Joseph's College Geelong education facility and who will, or may, be in close proximity to children, students or staff (whether or not they are engaged by St Joseph's College Geelong), including casual relief teachers, IT personnel and National Disability Insurance Scheme providers and auditors, but does not include delivery personnel;
 - (3) students on placement;
 - (4) staff of any other entity who attends a St Joseph's College Geelong education facility;
 - (5) volunteers who attend a St Joseph's College Geelong education facility and who work in close proximity to children, students or staff (including parent helpers).

- d. **Emergency situation** means a situation where it is reasonably apparent to St Joseph's College Geelong that medical treatment is necessary, as a matter of urgency, to:
- (1) save a person's life;
 - (2) prevent serious damage to a person's health;
 - (3) prevent a person from suffering or continuing to suffer significant pain or distress.
- e. **Excepted person** means an 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 either:
- (1) a medical contraindication; or
 - (2) 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.
- f. **Fully vaccinated** means, in respect to an education worker, that the education worker has received two doses of a COVID-19 vaccine.
- g. **St Joseph's College Geelong education facility** means a St Joseph's College Geelong campus, a St Joseph's College Geelong office or a facility providing outside school hours care for students.
- h. **Medical contraindication** means one of the following contraindications to the administration of a COVID-19 vaccine:
- (1) anaphylaxis after a previous dose
 - (2) anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol
 - (3) in relation to AstraZeneca: a history of capillary leak syndrome or thrombosis with thrombocytopenia occurring after a previous dose
 - (4) in relation to Comirnaty or Spikevax: myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax
 - (5) 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
 - (6) attributed to any other identifiable cause; and has been reported to state adverse event programs and/or the Therapeutic Goods Administration).
- i. **Partially vaccinated** means, in respect to an education worker, that the education worker has received one dose of a COVID-19 vaccine and is not an excepted person.
- j. **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.
- k. **Unvaccinated** means, in respect to an education worker, that the education worker has not received a dose of a COVID-19 vaccine and is not an excepted person.
- l. **Vaccination status** means whether an education worker is fully vaccinated, partially vaccinated, unvaccinated or an excepted person.

COVID-19 MANDATORY VACCINATION POLICY

EDUCATION WORKERS ARE COVERED BY THIS POLICY

5. This policy applies to education workers.
6. The obligations imposed on Victorian based Edmund Rice Education Australia schools by the CHO Directions in relation to the vaccination of education workers are explained in this policy.
7. As a condition of attendance at the premises of a Victorian based Edmund Rice Education Australia education facility, education workers are required to read and accept the terms of this policy.

VACCINATION STATUS

8. In accordance with St Joseph's College Geelong's obligations under the CHO Directions, St Joseph's College Geelong is obliged to, and will, collect, record and hold information about the vaccination status of any education worker who is, or may be, scheduled to work at a St Joseph's College Geelong education facility on or after **18 October 2021**.
9. If an education worker is partially vaccinated **on or after 18 October 2021**, St Joseph's College Geelong 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 a COVID-19 vaccine by **29 November 2021**, which will result in the education worker becoming fully vaccinated.
10. If an education worker is unvaccinated **on or after 18 October 2021**, St Joseph's College Geelong 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 a COVID-19 vaccine by **25 October 2021**, which will result in the education worker becoming partially vaccinated.
11. Any information provided to St Joseph's College Geelong by an education worker in accordance with this policy will be treated confidentially for the purpose of determining compliance with this policy and to enable St Joseph's College Geelong to comply with its obligations under the CHO Directions.

Evidence of vaccination status

12. St Joseph's College Geelong will accept either of the following as evidence of vaccination status:
 - a. a certificate of immunisation (including a COVID-19 digital certificate)
 - b. an immunisation history statement obtained from the Australian Immunisation Register.

Evidence of a booking to receive a first or second dose of a COVID-19 vaccine

13. St Joseph's College Geelong will accept as evidence of a booking to receive a first or second dose of a 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 education worker has a booking.

Medical Exemptions

14. **Up to 12 November 2021**, acceptable certification of a medical exemption is either:
 - a. a certificate issued by the person's medical practitioner stating that the person is unable to receive a dose, or a further dose, of a COVID-19 vaccine for one or more of the medical exemption reasons ; or
 - b. an Australian Immunisation Register (AIR) medical exemption form (IM011) that is completed and signed by the person's medical practitioner, and states that the

person is unable to receive a dose, or a further dose, of a COVID-19 vaccine for one or more of the medical exemption reasons.

15. **After 12 November**, only an AIR medical exemption form will be acceptable certification.
16. The grounds for exemption continue to be that a person is unable to receive a dose, or a further dose, of a COVID-19 vaccine due to either:
 - a. a medical contraindication (being one of the contraindications to receiving a COVID-19 vaccine as expressly set out in the Mandatory Vaccination Directions)
 - b. an acute medical illness (including where the person has been diagnosed with COVID-19)

Privacy

17. Subject to the CHO Directions, information provided about an education worker's vaccination status in accordance with this policy will be handled by St Joseph's College Geelong in accordance with the Catholic Education Commission of Victoria Ltd (CECV) Data Collection Statement.

ATTENDANCE ON THE PREMISES OF A ST JOSEPH'S COLLEGE EDUCATION FACILITY

18. The CHO Directions oblige St Joseph's College Geelong 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 St Joseph's College Geelong education facility for the purposes of working on those premises unless an exception under the CHO Directions applies.

19. If an education worker does not provide information about their vaccination status, St Joseph's College Geelong 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 St Joseph's College Geelong education facility for the purposes of working at the St Joseph's College Geelong education facility.

20. Commencing on **18 October 2021**, unless permitted by the terms of this policy, unvaccinated education workers, and any education worker in respect of which St Joseph's College Geelong does not have information about their vaccination status, must not enter or remain on the premises of any St Joseph's College Geelong education facility for the purposes of working at the St Joseph's College Geelong education facility.

21. Excepted persons may enter or remain on the premises of a St Joseph's College Geelong education facility for the purpose of working on those premises.

Exception

22. Between **18 October 2021 and 25 October 2021**, St Joseph's College Geelong may permit an unvaccinated education worker to enter or remain on the premises of any St Joseph's College Geelong education facility for the purposes of them working at the St Joseph's College Geelong education facility if they have a booking to receive a first dose of a COVID-19 vaccine on **or before 25 October 2021**, which will result in them becoming partially vaccinated.

EXCEPTIONAL CIRCUMSTANCES EXCEPTION

23. **At any time**, an education worker, regardless of their vaccination status, is permitted to attend the premises of any St Joseph's College Geelong education facility even if St Joseph's College Geelong has not collected information about their vaccination status, if one or more of the following exceptional circumstances set out in the CHO Directions applies:

- a. an education worker is required to attend a St Joseph's College Geelong 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;
- b. an education worker is required to fill a vacancy to provide urgent care, to maintain quality of care and/or continue essential operations at a St Joseph's College

Geelong education facility due to an emergency situation or a critical unforeseen circumstance;

- c. an education worker is required to attend a St Joseph's College Geelong education facility to respond to an emergency at the facility; or
- d. an education worker is required to perform urgent and essential work at a St Joseph's College Geelong education facility to protect the health and safety of education workers or members of the public, or to protect assets or infrastructure.

24. In the event of exceptional circumstances (b) to (d), St Joseph's College Geelong must take all reasonable steps to ensure that the education worker remains on the premises of the St Joseph's College Geelong education facility only for the period necessary to respond to the exceptional circumstance.

CONCLUSION

25. The Vaccination Requirement is a term of your employment and an inherent requirement of your position. It is set out in detail in this Policy.

26. St Joseph's College is required by the CHO Directions, made under the Public Health and Wellbeing Act 2008 (Vic), to collect, record and hold information about your Vaccination Status in accordance with the Vaccination Policy. Subject to the CHO Directions, information provided about an Education Workers Vaccination Status in accordance with this policy will be handled by St Joseph's College in accordance with the Catholic Education Commission of Victoria (CECV) Data Collection Statement.

27. The College expects that all employees and volunteers will abide by this policy and all related policies.

Consequences of Breaching this Policy

28. In accordance with the CHO Directions and Vaccination Policy, unless you are an Excepted Person as defined by the Vaccination Policy, St Joseph's College Geelong must not permit you to work on the premises of a St Joseph's College Education Facility if you are unvaccinated.

Policy Review

29. St Joseph's College Geelong will monitor and assess the operation of this policy in line with the latest information from government and health agencies. St Joseph's College Geelong may amend, withdraw or replace this policy from time to time at its sole discretion.

Authority

30. This policy has been authorised by the St Joseph's College Geelong Principal.