

# MACS COVID-19 Mandatory Vaccination Policy



## Purpose of this policy and commencement

The health and safety of all members of our community are at the forefront of everything we do.

The purpose of this policy is to:

- ensure a safe environment for MACS employees, contractors, volunteers, students and their families, and others attending MACS education facilities, by only permitting them to attend in accordance with this policy
- assist in the prevention of the unnecessary acquisition and spread of COVID-19 at MACS 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 (CHO) Directions, which may be issued from time to time after its commencement.

## Education workers are covered by this policy

This policy applies to education workers.

The obligations imposed on Melbourne Archdiocese Catholic Schools Ltd (MACS) by the CHO Directions in relation to the vaccination of education workers are explained in this policy.

As a condition of attendance at the premises of a MACS education facility, education workers are required to read and accept the terms of this policy.

## Vaccination status

In accordance with MACS' obligations under the CHO Directions, MACS 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 MACS education facility **on or after 18 October 2021**.

If an education worker is partially vaccinated **on or after 18 October 2021**, MACS 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.

If an education worker is unvaccinated **on or after 18 October 2021**, MACS 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.

Any information provided to MACS 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 MACS to comply with its obligations under the CHO Directions.

## Evidence of vaccination status

MACS will accept either of the following as evidence of vaccination status:

- a certificate of immunisation (including a COVID-19 digital certificate)
- 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

MACS 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.

## Privacy

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

## Attendance on the premises of a MACS education facility

The CHO Directions oblige MACS 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 MACS 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, MACS 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 MACS education facility for the purposes of working at the MACS 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 MACS does not have information about their vaccination status, must not enter or remain on the premises of any MACS education facility for the purposes of working at the MACS education facility.

Excepted persons may enter or remain on the premises of a MACS education facility for the purpose of working on those premises.

## Exception

Between **18 October 2021** and **25 October 2021**, MACS may permit an unvaccinated education worker to enter or remain on the premises of any MACS education facility for the purposes of them working at the MACS 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

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

- an education worker is required to attend a MACS 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
- 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 MACS education facility due to an emergency situation or a critical unforeseen circumstance

- an education worker is required to attend a MACS education facility to respond to an emergency at the facility
- an education worker is required to perform urgent and essential work at a MACS education facility to protect the health and safety of education workers or members of the public, or to protect assets or infrastructure.

In the event of exceptional circumstances (2) to (4), MACS must take all reasonable steps to ensure that the education worker remains on the premises of the MACS education facility only for the period necessary to respond to the exceptional circumstance.

## 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 (No. 8)*, as in force at the relevant time.

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

**Education worker** means:

- any person employed by MACS (whether on an ongoing, fixed-term or casual basis)
- any person contracted to work at a MACS education facility and who will, or may, be in close proximity to children, students or staff (whether or not they are engaged by MACS), including casual relief teachers, IT personnel and National Disability Insurance Scheme providers and auditors, but does not include delivery personnel
- students on placement
- staff of any other entity who attends a MACS education facility
- volunteers who attend a MACS 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 MACS that medical treatment is necessary, as a matter of urgency, to:

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

**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:

- a medical contraindication
- 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 education worker, that the education worker has received two doses of a COVID-19 vaccine.

**MACS**, for the purpose of administering this policy, means authorised MACS employees and principals of MACS schools.

**MACS education facility** means a MACS school, a MACS office or a facility providing outside school hours care for students.

**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: a 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
- 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 education worker, that the 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 education worker, that the education worker has not received a dose of a COVID-19 vaccine and is not an excepted person.

**Vaccination status** means whether an education worker is fully vaccinated, partially vaccinated, unvaccinated or an excepted person.

## Review of this policy

MACS will monitor and assess the operation of this policy is line with the latest information from government and health agencies. MACS may amend, withdraw or replace this policy from time to time at its sole discretion.

<b>Responsible director</b>	Director, Catholic Mission, People and Culture
<b>Policy owner</b>	Employee Relations
<b>Approving body/individual</b>	Executive Director
<b>Approval date</b>	26 October 2021
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POLICY DATABASE INFORMATION	
<b>Related documents</b>	N/A
<b>Superseded documents</b>	N/A
<b>New policy</b>	New