

COVID-19 Vaccination Statement

25 July 2022

Safe Network has adopted a policy regarding COVID-19 vaccination, consistent with the statutory and regulatory requirements for vaccination, our employment and health & safety obligations, and our recognition of and commitment to client rights and access to service.

It is recognised that the current regulatory and epidemiological environments are in a state of constant change. This may require our policy to be updated from time to time in response to such changes, e.g. new Government health orders or new variants of the COVID virus.

Safe Network is a 'health and disability service' under legislation and the COVID-19 orders. As such, all clinical staff working with clients are required by Government to be fully vaccinated, having received:

- Two vaccinations by 1 January 2022
- A third (booster) vaccination by 25 February 2022 or within six months of their second vaccination, whichever is later.

Safe Network has considered the following in determining an appropriate COVID-19 vaccination policy:

- The legal requirements for vaccination and monitoring of vaccination
- Our obligations to our staff to consult on changes to their conditions of employment and protect their health and safety at work
- The rights of all individuals to make their own decisions on vaccination
- The risks presented by COVID-19 for people in contact with our agency. Specific consideration has been given to the level of risk for Maori relative to the general population
- The risk of adverse effects from the vaccination
- Our desire to limit any vaccination requirement to the minimum justifiable level.

Policy summary

A summary of the main points in Safe Network's COVID-19 vaccination policy is as follows:

1. Safe Network supports all staff, contractors and service providers who attend our premises being fully vaccinated against COVID-19 for the health and safety of clients, their families/whanau, employees and members of the public.
2. Safe Network acknowledges the right of all people to make their own decisions with regard to vaccination. We advise all people to consult with their medical practitioner around their vaccination choice. Subject to any regulatory requirements, Safe Network will provide people affected by our policy, a reasonable time to seek independent medical advice in order to make an informed choice.
3. Safe Network does not accept any responsibility or liability for any adverse impacts or claims arising from the decision of anyone affected by this policy to have or not have vaccination.
4. Safe Network is obliged to comply with and enforce vaccination where mandated by law.
5. All staff members, clinical contractors, volunteers, students, and researchers in client contact roles are required to:
 - a. Have had their first vaccination by Monday, 15 November 2021
 - b. Have had their second vaccination by Saturday, 1 January 2022
 - c. Have had their third (booster) vaccination by Friday, 25 February 2022 or within six months of their second vaccination, whichever is later
 - d. Provide evidence of their vaccination status to Safe Network.
6. Staff members in non-contact roles and board members are not required to be vaccinated, but are encouraged and will be supported to do so.
7. Clients and all other visitors to Safe Network premises including family, whanau and professionals supporting clients are not required to be vaccinated.
8. Client and visitor access to Safe Network premises and services will not be impacted by their vaccination status. Appropriate hygiene measures will be available and may be encouraged for visitors, e.g. masks and physical distancing.
9. Subject to any Government vaccination mandate in place at the time, this policy will expire on 31 December 2022. Any renewal of the policy at that date will follow a revised risk assessment.