

COVID-19 Vaccination Statement

15 December 2021

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 staff are required by Government to be fully vaccinated by 1 January 2022.

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 higher level of risk for Maori compared with 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, contractors, volunteers, students, researchers and other third party service providers in client contact roles, roles that have contact with others in client contact roles or roles based at premises attended by clients 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. Provide evidence of their vaccination status to Safe Network.Transitional arrangements in the period from 15 November to 31 December 2021 may be agreed, provided that a second vaccination is received by 1 January 2022.
6. All other third party service providers and contractors who attend Safe Network premises 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. Provide evidence of their vaccination status to Safe Network where requested.It shall be a contractual requirement of all new or renewed service contracts and agreements with organisations sending people to a Safe Network site, that those people are vaccinated.
7. Clients and all other visitors to Safe Network premises including family, whanau and professionals supporting clients will be encouraged but not obliged to provide their vaccination status at enrolment or sign-in, subject to any regulatory restrictions on Safe Network's ability to do so. Clients and visitors who decline to provide their vaccination status and/or proof of vaccination will be assumed to be unvaccinated.
8. Unvaccinated clients will not be denied access to Safe Network's services, but consideration will be given to their participation in group sessions, group activities (e.g. camps, outdoor experiences) and allocation to clinicians.
9. Appropriate hygiene measures may be applied for unvaccinated clients and visitors, e.g. masks and physical distancing.
10. 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.