



MAHI MIHINARE
ANGLICAN ACTION

COVID-19 VACCINATION POLICY

Category:	Health and Safety / Human Resources
Last Review Date:	November 2021
Next Review Date:	End of January 2022 or as necessary
Endorsed by:	The Anglican Action Missioner
Approved by:	The Anglican Action Mission Trust Board

Purpose

The purpose of this policy is to minimise the risk of harm to Anglican Action residents, service users, guests, and staff from the impact of COVID-19. This policy specifically aims to promote and protect the health, safety and wellbeing of Anglican Action staff, which includes employees (permanent, fixed-term, or casual), board members, consultants, contractors, service providers, practicum students, and volunteers engaged by the Mission.

The COVID-19 vaccine is an important public health response approved by the New Zealand Government to assist organisations such as Anglican Action to provide a safe and healthy work environment. It is important to have a consistent approach across Anglican Action worksites from a health and safety perspective, whilst also recognising that the places where staff engage in agency business include; homes for our residents, public dining and meeting spaces, office spaces, and places where third-party professionals and contractors are required to visit on occasion.

Statement

A statement from Kiingi Tuheitia Pootatau, Ariki Tumu Te Heuheu me Tumuaki Anaru Tamihana

Tuia te ao, tairanga te tangata. Purutia taawhia ngaa taonga naa te Atua i tuku mai ki te iti me te rahi.

E te iwi Maaori together we have responded across the globe with great aroha in times of struggle, need and difficulty. Maaori all over the world have been a part of making everyday miracles – front line workers, kai distribution, assisting whaanau, ringing kaumaatua and leading online karakia. Our way of life was challenged, but we survived.

Now is the time when we must consider how we protect ourselves, our whaanau, our whakapapa and everything about te iwi Maaori. Together we invite all Maaori, no matter where you are in the

world, to get vaccinated from Covid-19 just like we have done. This is an important step in ensuring our reo, our tikanga and everything about being Maaori stays here for generations to come!

Together we can be bold and take this step to becoming a safer people. Together we can be strong and united for all of Te Iwi Maaori.

Do it for our mokopuna, kaumaatua and whaanau.

Do it for our culture, identity and language

Do it because we are Maaori!

He ariki taura i piki i te pae o Rehua. Paimaarire ki a taatou katoa.

Kiingi Tuheitia Pootatau, Ariki Tumu Te Heuheu me Tumuaki Anaru Tamihana.

A Definition of Public Health

Mahi Mihinare Anglican Action is committed to the oranga (health and wellbeing) of the whole of creation, and to a comprehensive public health response to COVID-19. Public health has been defined by Sir Donald Acheson as “the science and art of preventing disease, prolonging life, and promoting health through the organized efforts and informed choices of society, organizations, public and private communities, and individuals.” This definition refers to public health as both a science and an art that is essentially a combination of both knowledge and action. Public health must have an evidence base, but action must be taken on the basis of current knowledge and uncertainty. Anglican Action is committed to vaccination as the most effective action to achieve the strongest possible public health outcome against the impact of COVID-19.

Oranga Position Statement

Mahi Mihinare Anglican Action is committed to the oranga (health and wellbeing) of the whole of creation.

We acknowledge that the abandonment of the common good and the pursuit of self-interest has devastated both people and planet, and continues to pose threats to whakapapa, whānau, family, aiga, hapū, and iwi. We believe we need responses that enrich and rebuild our connection to, and interdependence on, each other and the natural world. These interconnected crises can manifest as health issues such as pandemics.

The Mission’s position is to fully endorse and support best public health practice, through vaccinations, as the most effective pathway to achieve the strongest possible protection for our community. In addition to vaccinations, we recognise that holistic health practices, prayer, and rongoa support the quest for oranga.

Our goal is to have a 100% protected Mission community through vaccinations.

Scope

The Anglican Action Mission Statement declares that “all of creation is sacred and of equal and infinite value with a soul worthy of care and respect”, and it is for this reason that Anglican Action is committed to a public health response where the orange, health, safety, and wellbeing of our residents, service users, guests, and staff are protected against COVID-19.

This policy applies to all Anglican Action staff as defined in the Definitions section of the Policy, as well as all guests accessing a site where Mission staff are engaged in agency business (this includes the Anglican Action Conference Room and Ethos Cafe).

Definitions

Employer	Employer means ‘The Anglican Action Mission Trust Board’, referred to as ‘Anglican Action’ or ‘The Mission’ in this policy.
Agency	Agency means the Employer or Staff member as applicable.
Agency business	Agency business means any activity that a staff member is expected to undertake during the course of their work
Client / Resident / Service User	Client / Resident / Service User means any individual, family, group of persons, incorporated body, association, or community on whose behalf the agency provides or agrees to provide a service or to whom the agency is legally obligated to provide a service.
Staff member	Staff member means all employees (permanent, fixed-term, or casual), board members, consultants, contractors, service providers, practicum students, and volunteers engaged by the Mission.
Vaccination Certificate	Vaccination Certificate refers to the My Vaccine Pass, an official record of an individual’s COVID-19 vaccination status.
Vaccination status	Vaccination status means the official status of an individual as confirmed in the individual's Vaccination Certificate.
Fully vaccinated	Refers to 2 doses of the Pfizer vaccine.
PPE	Personal Protective Equipment refers to use of standard masks, gloves, sanitisers.
Guest	Guest means any member of the public accessing a site where staff are engaged in agency business. Guest does not apply to delivery drivers provided the driver does not enter the site and provides contactless delivery.

Policy

1. A Mission-wide risk assessment has identified that Anglican Action is unable to significantly reduce the risk of COVID-19 infection and transmission within the Mission without the additional protection of the COVID-19 Vaccine.
2. Along with PPE, social distancing, sanitising, mandatory mask wearing, ventilation, and other public health measures, all roles and work within the Mission may only be undertaken by a fully vaccinated staff member.
3. All staff are required to be fully vaccinated by 31 December 2021.
4. It is the responsibility of each staff member to confirm their vaccination status with the Health and Safety Lead.
5. Should a staff member not have received their second dose by 31 December 2021, management will work with the individual to understand why they have not received a second dose, and whether they intend to receive one.
6. All guests entering sites where staff are engaged in agency business must be fully vaccinated. This does not apply to deliveries provided the individual does not enter the site and provides contactless delivery.
7. Staff and guests may be asked to demonstrate their vaccination status through providing a current Vaccination Certificate. Individuals have the right to keep their vaccination status private. However, if this is not provided then it will be considered that they are not vaccinated.
8. Ethos Cafe and the Ethos Conference Room:
 - (a) All guests entering Ethos must provide a current Vaccination Certificate.
 - (b) For bookings in the conference room all attendees must provide a current Vaccination Certificate.
9. To continue to uphold our health and safety requirements, new employees will be required to be fully vaccinated. All future positions will be advertised as such. Where a candidate provides misleading information regarding the status of their vaccination, Anglican Action will treat this as a disciplinary matter which may lead to serious misconduct and the dismissal of the employee.
10. All information relating to an individual's vaccination status will be handled according to the Privacy Act 2020, ensuring that personal information is stored securely and is protected against loss; access, use, modification, or disclosure that is not authorised by the agency; or other misuse.
11. Costs associated with COVID-19 and vaccination:
 - (a) The Mission will meet all reasonable costs associated with supporting staff to get vaccinated.
 - (b) If required to self-isolate staff members will be able to take paid special leave which will not be debited from their sick leave entitlement.
12. Exemptions from the above policy requirements will only be considered when an official government exemption certificate is produced that clearly indicates a medical condition exists that prevents safe vaccination.
13. Should a staff member choose not to get vaccinated, or choose not to disclose an official record of their vaccination status, this could impact their ongoing employment relationship with Anglican Action as they may no longer meet the requirements of the contracted role. As a result, the staff member's employment may be terminated. Please note, Anglican Action will consider all alternative options prior to termination of employment, and discuss these with the staff member before any notice is given.

Key Accountabilities & Responsibilities

Person / Party	Responsibilities
Governance	Review policy end of January 2022 as required
Management	Ensure that staff members are aware of this policy and processes.
Leadership	Ensure that staff members are aware of this policy and processes.
Staff	Have access to this policy and understand their obligations under the COVID-19 Public Health Response Act 2020.

Related Policies, Legislation, Regulations and Documents

- Privacy and Personal Information Policy
- Anglican Action Code of Conduct
- Anglican Action Mission Statement
- Oranga Position Statement
- Mahi Mihinare Role Risk Assessment for COVID-19