

COVID-19 Vaccination

Policy



Contents

1	Purpose	3
2	Scope of Policy	3
3	Policy	3
4	Definitions	4
5	Responsibility for implementation, monitoring, and continual improvement	5
6	Supporting documents	5
7	References	5
8	Revision Record	6

1 Purpose

The purpose of this Policy is to minimise the risk of the COVID-19 virus being contracted or transmitted by employees in the course of their duties, and to reduce the severity of symptoms in the event that COVID-19 is contracted.

If there are any legal requirements issued by an Australian Federal or State Government in relation to vaccination of certain persons against COVID-19, then those legal requirements apply in addition to this Policy. To the extent that any such legal requirements impose any stricter requirements than this, the legal requirements will prevail.

Catholic Education South Australia (CESA) is reducing the risk of exposure to COVID-19 in our schools and workplaces by implementing a broad range of controls including:

- requiring vaccinations for all employees, contractors and volunteers working for or engaging with CESA, unless an approved medical exemption applies (on the basis that the person provides medical evidence of being permanently or temporarily clinically unable to receive any currently TGA approved or recognised COVID-19 vaccination due to a Medical Contraindication to Vaccination);
- maintaining physical distances, as appropriate;
- regular sanitation of our classrooms and other school/work-related spaces and high traffic areas; and
- ensuring that people do not come into our schools and/or workplaces if they are feeling unwell.

CESA recognises that a person who is fully vaccinated against COVID-19, is much less likely to both transmit the disease and suffer serious health effects if they catch the virus.

Current public health advice is that vaccination against COVID-19 is an effective way of preventing transmission and reducing the health impact of the SARS-CoV-2 virus in the workplace. Safe Work Australia advice is that a safe and effective vaccine is an important part of keeping the Australian community safe and healthy. Vaccination is a safe and highly effective measure as explained on the [SA Health COVID-19 vaccination website](#) and the [Australian Government Department of Health Approved COVID-19 vaccines website](#).

2 Scope of Policy

This policy is applicable to all employees, contractors, volunteers and board members working for or engaging with CESA (defined in this policy as “Workers”).

The policy also extends to hirers or users of the Facilities of CESA and non-incidentual visitors to the employer (“Others”).

This policy may be adopted by separately governed schools.

3 Policy

Vaccines play an important role in managing infectious diseases such as COVID-19 and protecting the health of our communities. These therapies are used with other measures such as public health directions, case detection and isolation, personal hygiene, personal protective equipment, and social distancing to control the spread of viruses.

COVID-19 is highly transmissible and there may be significant health impacts on those afflicted. CESA recognises the importance of a significant level of the population being vaccinated against COVID-19 and its various strains, and as such requires all Workers to be fully vaccinated against COVID-19.

CESA strongly encourages all Workers and Others to be up-to-date with their vaccination against the COVID-19 virus, which means receiving all recommended vaccinations and booster doses in accordance with the [ATAGI statement on defining 'up-to-date' status for COVID-19 vaccination](#).

CESA considers that vaccination against COVID-19 is a critical control measure to minimise risks to health and safety and disruption to our education services and obligations. We have taken the decision that it is reasonable for CESA to implement a COVID-19 vaccination policy requiring vaccination as a condition of performing work at our schools and sites, given the specific nature of our activities, which require regular in-person contact with students, their families, colleagues, and other members of the public. The safeguarding of our school communities are paramount, as is the health and safety of our Workers. We will regularly review work health and safety (WHS) practices and medical guidance to assess the reasonableness of requiring COVID-19 vaccinations in line with the above factors.

We acknowledge that education is essential to ensure employees have access to the facts related to COVID-19 vaccination. To this end, we encourage all Workers to obtain information about vaccination from reputable, evidence-based sources such as [SA Health](#), the [Australian Government Department of Health](#), and their treating medical practitioner.

The intent of this policy is to put in place measures that will protect people and the community, associated with CESA and our schools and sites, as much as is reasonably practicable, from acquiring and transmitting COVID-19.

CESA Workers and Others to whom this Policy applies are required to be fully vaccinated against COVID-19 from 16 May 2022. The policy will take effect from 16 May 2022; however, a five (5) week transition period is afforded to existing Workers and Others to meet the requirements of the policy ie until 19 June 2022.

For clarity, this means CESA Workers and Others are required to have completed a course (being 1 dose of a single-dose vaccine, or 2 doses of a double-dose vaccine, in accordance with the schedule recommended by ATAGI) of a TGA-approved or recognised COVID-19 vaccine (or provide medical evidence of being permanently or temporarily clinically unable to receive any currently TGA approved or recognised COVID-19 vaccination due to a Medical Contraindication to Vaccination) as a condition of employment or service from 16 May 2022.

For the purposes of this Policy, CESA will be guided by the [ATAGI advice on the definition of 'fully vaccinated'](#). This may change as the pandemic evolves.

CESA will collect and store vaccination information in accordance with the applicable Privacy Act, including storing it securely and destroying or deidentifying it when it is no longer required. Further information is set out in the COVID-19 Vaccination Procedure.

4 Definitions

“ATAGI” means the Australian Technical Advisory Group on Immunisation.

“Facilities” includes any part of the precincts of the buildings or grounds of CESA schools and sites.

“Fully Vaccinated” means having completed a course (being 1 dose of a single-dose vaccine, or 2 doses of a double-dose vaccine, in accordance with the schedule recommended by ATAGI) of a TGA-approved or recognised COVID-19 vaccine.

“Incidental visitors” are defined as couriers, delivery persons, emergency maintenance workers, emergency services workers or those deemed by the Directors (or delegate) to be incidental.

“Medical Contraindication to Vaccination” means one of the contraindications outlined in formal clinical advice from the Australian Department of Health to vaccine providers based on advice from the TGA and ATAGI.

“Others” are defined as external hirers, presenters, speakers, users of our Facilities including attendees at conferences, meetings, professional development sessions, seminars and other functions and employees of building and maintenance companies conducting works at our sites but excluding incidental visitors or those who are not able to receive vaccination due to age or medical exemption.

“TGA” means Therapeutic Goods Administration.

“Workers” means all employees, contractors, sub-contractors, religious and volunteers working for CESA, including board members, (either in permanent, voluntary, casual, full or part-time basis) excepting umpires/referees for outdoor sports where the umpire/referee is supplied by an external association.

5 Responsibility for implementation, monitoring, and continual improvement

Responsibility for implementation, monitoring and review of the policy is vested at the level appropriate to the following roles:

Catholic Education Offices	
Assistant Director - People, Leadership and Culture	
Manager: System Safeguarding and Development	

6 Supporting documents

This Policy is to be read in conjunction with, and is additional to, the following document/s, and any other relevant South Australian Commission for Catholic Schools (SACCS), school or CEO policy, separately governed schools, procedure or support document.

- [COVID-19 Vaccination Procedure](#)

7 References

[COVID-19 Vaccination Procedure](#)

[SA Health COVID-19 health information](#)

[ATAGI statement on defining ‘up-to-date- status for COVID-19 vaccination](#)

[Australian Government Department of Health Approved COVID-19 vaccines website](#)

[Australian Government Department of Health Is it true? Get the facts on COVID-19 vaccines](#)

8 Revision Record

Document Title	COVID-19 Vaccination Policy
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