



COVID-19 Mandatory Vaccination Policy

PURPOSE

The purpose of this policy is to inform all Monivae College education workers, students and the school community about our COVID-19 vaccination responsibilities under the COVID-19 Mandatory Vaccination Directions (No 5).

SCOPE

This policy applies to all education workers engaged by Monivae College.

DEFINITIONS

Term	Definition
Education Operators	those who own, control or operate an education facility – a childcare or early childhood service, a school and school boarding premises.
Education Worker	Includes: <ul style="list-style-type: none">• any person who is employed by an education operator to work in an education facility (including teachers, early childhood educators and educational support staff);• any person contracted to work at an education facility and who will or may be in close proximity to children, students or staff, whether or not they are engaged by the education operator (including CRTs, IT personnel, NDIS providers and auditors, but does not include delivery personnel and contractors);• staff of any other entity who attends an education facility;• volunteers that attend an education facility and that work in close proximity to children, students or staff (including parent helpers); and• students on placement.
Excepted person	A worker will be an excepted person if they have obtained certification from a medical practitioner that they are unable, due to a medical contraindication to receive a dose, or a further dose, of a COVID-19 vaccine.

POLICY STATEMENT

It is mandatory for all staff who work in schools (including school boarding premises), to have received the COVID-19 vaccination.

Monivae College will collect, record and hold the following vaccination information about the worker's vaccination status as one of the following:

- a) fully vaccinated – the person has received two doses of a COVID-19 vaccine; or

- b) partially vaccinated – the person has received one dose of COVID-19 vaccine and is not an excepted person – and whether the worker has a booking to receive a second dose by 15 December 2021; or
- c) unvaccinated – the person has not received a dose of a COVID-19 vaccine and is not an excepted person – and whether the worker has a booking to receive a first dose by 25 October 2021; or
- d) an excepted person – the person has obtained certification from a medical practitioner that the person is unable to receive a dose or a further dose of a COVID-19 vaccine due to a medical contraindication.

Education workers who do not provide the required information by the specified dates will not be permitted to enter, or remain on your premises for the purpose of working. This may also have consequences for their ongoing employment if they are employees.

Monivae College ensures that its workers are fully informed of what they are being requested to do and will appropriately manage the personal information that is being collected from our employees:

Monivae College will:

- inform its workers of the information and evidence that we are required to request of them and for workers to provide it by 18 October 2021;
- take all reasonable steps to ensure that, on or after 18 October, a worker who is unvaccinated does not enter, or remain on, your premises for the purposes of working (unless they have a booking for a first dose by 25 October);
- publish this COVID-19 Mandatory Vaccination Policy to assist staff in complying with the Directions and to inform employees of the requirements of the Directions;
- set up a dedicated folder on our intranet with dedicated COVID-19 vaccination information and other resources; and
- review our record keeping protocols and ensure that the personal information being collected from our workers is secure and accessible only by those who need to know, and those who are managing the process of collecting and recording the information.

Preventing Access to the Premises

Monivae College will take all reasonable steps to ensure that, on or after 18 October 2021, a worker who is unvaccinated does not enter, or remain on, the education facility for the purposes of working. However, an unvaccinated worker may be permitted to attend for work between 18 October and 25 October 2021 if they have a booking to receive a first dose by 25 October.

Excepted persons

A worker will be an excepted person if they have obtained certification from a medical practitioner that they are unable, due to a medical contraindication to receive a dose, or a further dose, of a COVID-19 vaccine.

A medical contraindication is a specific contraindication to the administration of a COVID-19 vaccine that is outlined in the Directions. It includes:

- anaphylaxis after a previous dose;
- anaphylaxis to any component of the vaccine; or
- 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 the relevant authorities.

The Directions also list specific reactions to named COVID-19 vaccines that will also amount to a medical contraindication.

There is no exemption under the Directions for employees to object to vaccinations on religious grounds or because of their personal views about vaccinations.

Record Keeping

Monivae College will keep the necessary records to demonstrate compliance with the Directions, including records of the vaccination information that they have collected. The Directions note that vaccination information may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register.

Education operators will also be required to provide access to these records to an Authorised Officer under the Public Health and Wellbeing Act 2008 (Vic) if requested to do so to demonstrate compliance with the Directions.

GOVERNANCE

Supporting Documents	Directions from Acting Chief Health Officer in accordance with emergency powers arising from declared state of emergency COVID-19 Mandatory Vaccination Directions (No 4)
Related Legislation	Education and Training Reform Act 2006 (Vic) Education and Training Reform Regulations 2017 (Vic) Family Law Act 1975 (Cth) Public Health and Wellbeing Act 2008 (Vic) Public Health and Wellbeing Regulations 2019 (Vic) Equal Opportunity Act 2010 (Vic) Fair Work Act 2009 (Cth)
Category	Operational
Approval	Principal 04.10.2021
Policy Owner	Compliance and Risk Manager
Date Effective	4.10.2021
Review Date	4.10.2026
Version	1.0
Content Enquiries	eguthrie@monivae.vic.edu.au