

## 1. PURPOSE

1.1 EIT is committed to ensuring that the harm that may be caused by COVID-19 to our EIT community is minimised through the application of EIT’s Health, Safety and Wellbeing Policy.

1.2 The purpose of this guideline is:

- To provide background on EIT’s position with respect to COVID-19 Vaccinations;
- To recognise that some employers EIT kaimahi and ākonga have contact with may still require them to be vaccinated due to health and safety; and
- To identify support for vaccination as a means to reduce the spread of COVID-19 and support in place for kaimahi and ākonga.

## 2. BACKGROUND

2.1 EIT’s COVID-19 Vaccination Policy (Policy) was first developed in December 2021 in response to the Government’s public health response to COVID-19. A draft Policy and risk assessment were circulated to all kaimahi, ākonga, contractors and tenants on 2 December 2021 as part of the consultation process. The final Policy was approved by EIT’s Chief Executive on 17 December 2021 following endorsement from Te Pūkenga on Monday 20 December 2021. The Policy came into effect on 14 February 2022.

2.2 On Monday 4 April 2022, two changes came into effect that impacted the Policy. These were;

1. The change to the COVID-19 Public Health Response (Protection Framework) Order 2021 under the COVID-19 Public Health Response Act 2020. My Vaccine Passes were removed from the Protection Framework, and therefore those who are unvaccinated can work and learn at tertiary education facilities while in ‘Red’. We note that some organisations EIT works with, such as placement providers, may still choose to use My Vaccine Passes.
2. The change to the COVID-19 Public Health Response (Vaccinations) Order 2021 (Vaccination Order) made under the COVID-19 Public Health Response Act 2020. Vaccine mandates were removed for workforces such as education and police, but left in place for health and disability, aged care, corrections and border workforces.

2.3 Given these changes, Te Pūkenga reviewed their position and issued a new Position Statement which recommended that all subsidiary “policies that were implemented as a result of the December 2021 position statement on this matter should be held in abeyance, that is temporarily suspended ...”<sup>1</sup>

2.4 In response, EIT completed a new risk assessment and proposed to retire the Policy and in its place develop a new Guideline for the application of the Vaccination Order and third-party requirements.

2.5 In doing this, EIT acknowledged that the safety risk to its community had lowered due to the nature of the COVID-19 variant in the community, Omicron, and the increased protection within the community offered by the uptake of booster vaccinations, recovered cases and adherence to other control measures in the Protection Framework. Further, with the removal of MyVaccine Passes from the Protection Framework, moving in and out of a red setting would no longer be disruptive to the

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<sup>1</sup> Te Pūkenga Position Statement on proof of COVID-19 vaccination status issued 1 April 2022

learning of ākongā and the general business of EIT.

2.6 EIT requested feedback on the proposal from the EIT community from 1 April to 8 April 2022. EIT was interested to hear specific concerns people may have about the impact of this proposal and ways in which these concerns can be effectively managed. The Chief Executive sought further advice from the same expert group used when implementing the Policy. The decision to retire the Policy was made by EIT's Chief Executive on 14 April 2022. This new Guideline was approved by Bill Kimberley, Executive Director, Human Resources and Operations, and this came into effect from 15 April 2022.

2.7 On 12 September 2022 the government announced the retirement of the COVID-19 Protection and from the 26 September 2022, removed the final vaccine mandate under the Vaccination Order. This applied to health and disability workers. Some employers may still require workers to be vaccinated due to health and safety. This guideline was updated to reflect that these third-party requirements may have implications for EIT kaimahi and ākongā.

### 3. APPLICATION

#### 3.1 Third-party requirements

Kaimahi and ākongā may need to comply with any proof of vaccination requirements imposed by third party organisations that they interact with as an integral part of their work or study. The third party will be responsible for managing compliance with their policy. As an example, this may include organisations that provide ākongā with student placements. The Head of School or Programme Coordinator will advise kaimahi or ākongā of this requirement at the earliest opportunity and discuss any implications.

#### 3.2 Kaimahi Recruitment

Proof of vaccination may be a condition of employment in order to satisfy a third-party requirement. This requirement will normally be included in the Job Description and should be covered during the job interview if applicable to the role.

#### 3.3 Storing Vaccination Information

Vaccination information will no longer be collected, used or stored under this Guideline.

#### 3.4 Risk Management

COVID-19, as a biological disease, is identified as a critical risk at EIT and operates in accordance with the Protection Framework and good hygiene management principles. EIT, as an employer, has updated the COVID-19 Risk Assessment, and confirmed that COVID-19 vaccinations are not required due to health and safety. Hygiene management, adherence to isolation period and advice to not come to EIT if sick remains in place.

### 4. SUPPORT

#### 4.1 Support for vaccinations and boosters

Regardless of the removal of the Vaccination Order or third-party requirements, EIT strongly encourages the EIT community to be fully vaccinated against COVID-19 and receive future boosters as they become eligible. Given this, Kaimahi who are employed by EIT are entitled to reasonable paid time off to get vaccinated, and should engage in the usual way with their manager about the timing of this.

#### 4.2 People at higher risk from COVID-19

It is recommended that kaimahi and ākongā who are considered at high risk from COVID-19 follow Ministry of Health advice and seek further support from their GP. If there is any additional support recommended by the GP, Kaimahi can discuss this with their manager, and ākongā with their tutor.

## 5. DOCUMENT APPROVAL DETAILS AND AMENDMENT HISTORY

<b>Version number</b>	4	<b>Issue date</b>	15 April 2022
<b>Approval authority</b>	EIT	<b>Date of approval</b>	26 Sept 2022
<b>Policy sponsor (has authority to make minor amendments)</b>	EIT Chief Executive	<b>Policy owner</b>	HR Director
<b>Contact person</b>	Executive Director, Human Resources and Operations	<b>Date of next review</b>	26 Sept 2023

Version	Effective date	Created/reviewed by	Reason for review/comment
1.0	NA	Proposed Policy – 3 Dec 2021	Consultation document to EIT Community
2.0	20 Dec 2021	Final Policy endorsed by EIT Chief Executive	Approved by Te Pūkenga Board
3.0	15 April 2022	New Guideline	Proposal to retire the Policy. Guideline still required for Health Order requirements.
4.0	26 Sept 2022	Update to Guideline	Review following retirement of COVID-19 Protection Framework and removal of Health Orders announced 12 Sept 2022.

EIT Use only

Document information – Office use only	
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