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<b>NAME OF DOCUMENT</b>	Vaccination and Sickness Policy
<b>FRAMEWORK</b>	Policies and Procedures
<b>DEPARTMENT</b>	People and Culture
<b>DATE OF ISSUE</b>	1/5/2023
<b>OWNER</b>	Executive Manager- People and Culture
<b>FIRST APPROVER</b>	CEO
<b>FINAL APPROVER</b>	TRUSTEES
<b>VERSION NUMBER</b>	1
<b>DATE OF NEXT REVIEW</b>	1/5/2024 or every three months from date of issue

## I. PURPOSE

Kardinia Park Stadium Trust (the Trust) considers the health and safety of all staff, stakeholders, and patrons a high priority. We care deeply for all our people, and we have a responsibility to provide a workplace that is, as far as reasonably practicable, safe and without risks to health. This policy outlines how Kardinia Park Stadium Trust will manage risks presented by exposure to infectious diseases such as but not limited to COVID-19 at our workplaces, including our offices, authorised home offices, Stadium locations, and other offsite locations.

### ***Background on COVID-19 Infections and Organisational Context***

COVID-19 and its variants pose a risk to our health and safety although the risk of serious illness or death is higher in those who are elderly and/or have other illnesses particularly in a highly vaccinated population. Due to the nature of COVID-19 and the vaccines, there will be some risk of exposure to COVID-19 in the workplace. That said, a demonstrably safe and effective vaccine offers the best possible protection in keeping our people safe, healthy, and together.

Relevant Authorities previously made Directions that imposed vaccination requirements on persons working outside of their homes requiring them to be fully vaccinated. The Trust and its people were required to comply with these Directions, such as to the Chief Health Officer's (CHO) Direction.

As the Australian community has continued to adopt a "living with the virus" approach (by which there has been a greater acceptance of a high prevalence of COVID-19 infection in the community to facilitate the return to a more normal way of life), the Vaccination Directions have been withdrawn, such that there are no longer any Vaccination Directions that require the Trust people to be fully vaccinated to work outside of their homes. Since their withdrawal the Trust has temporarily relied on the prior Vaccination Directions and issued a directive to its people imposing mandatory vaccination requirements for the period while Management have been running up-to-date risk assessments and consulting with staff on our organisational approach to COVID-19 and other infectious diseases.

A more recent risk assessment of the current risks associated with our people exposure to COVID-19 in our workplaces identified that that:

- All current Trust employees are, at the least, double vaccinated and a significant proportion have had a booster dose;
- A significant proportion of all staff have also contracted and recovered from COVID-19, with additional immunity as a result; some people have contracted the virus more than once.
- For persons that are not elderly and/or do not have co-morbidities (which encompasses most Trust staff) they will generally not be at risk of serious illness and/or death as a result of COVID-19 infection.
- Following the withdrawal of the previous Vaccination Requirements, there would have been only a small number of unvaccinated persons entering the Stadium premises, the Trust offices and attending the stadium events noting the high levels of vaccination in the broader community.

## II. SCOPE

This policy applies to all Kardinia Park Stadium Trust employees, including the Chief Executive Officer (CEO), Trustees, contracted workforces, volunteers, and students on placements who are referred to in this document as employees or Trust people.

This policy replaces the Trust's COVID-19 Policy and Procedure, version 5 issued on 15/12/2021.

This Policy may be amended, and/or other policies or documents may be introduced by the Trust at any time regarding how the Trust would manage infectious diseases.

In the event of any inconsistency between any direction issued under a relevant State or Territory law regarding infectious diseases and this Policy, the Direction will prevail to the extent of that inconsistency to the extent the Direction imposes more stringent restrictions than provided for by this Policy.

## III. POLICY AND PROCEDURE

Trust employees are strongly encouraged to be fully vaccinated against infectious diseases (such as influenza and COVID-19) and as soon as they are practicably able to be.

Getting vaccinated has many benefits. In regards to COVID-19, vaccinations can protect people against severe illness and death and reduce the prevalence of symptoms associated with long COVID. Please see the resources links.

As at the date of this Policy, the Trust will no longer require the persons subject to this Policy (including new starters) to be vaccinated.

The Trust will continue to support its permanent employees to be vaccinated including by providing paid time off to attend booked vaccination appointments and (where necessary) to recover from any side effects. Full time and part time employees can access up to half a day's paid time off during ordinary hours of work, including reasonable travel time, to attend each COVID-19 vaccination appointment.

In addition to strongly encouraging and supporting its employees to be vaccinated, the Trust will also continue to utilise other effective health and safety control measures as appropriate and/or as directed by Relevant Authorities to reduce the risk of contracting and transmitting infectious diseases such as COVID-19 in our workplace/s. As such, as of the date of this Policy, the following applies to all staff:

- If an employee has a cold, influenza, COVID-19 symptoms or is likely to be infectious (for example, if they are asymptomatic but return a positive COVID-19 test result), they should not attend the workplace.
- If an employee is unwell, they should take sick leave. If an employee has no symptoms, but are likely to be infectious, they may be able to work from home rather than take sick leave, but they should discuss this with their manager.
- People with influenza and COVID-19 are commonly most infectious within the first five days of contracting the illness and employees should avoid attending the workplace during that period at a minimum.
- To limit the risk of cold, influenza and COVID-19 spreading in the workplace, managers may encourage an employee that has very mild symptoms but is able to work, to work temporarily from home.

## IV. SUPPORT

The Trust understands that the topic of vaccinations is sensitive, and this Policy position may be confronting or unsettling for some team members. As such, the Trust will provide appropriate support to all employees as best as possible.

The Trust will support its full time and part time employees to be vaccinated including by providing paid time off to attend booked vaccination appointments and (where necessary) to recover from any side effects.

If you are yet to be vaccinated, to ensure you make an informed decision, you are strongly encouraged to seek the advice of a qualified medical practitioner.

Professional wellbeing and counselling support is available via our Employee Assistance Program currently provided by Benestar. To access this professional support please contact Benestar directly via 1300 360 364 and identify yourself an employee of the Trust for receive up to six (6) free counselling sessions.

## V. RESPONSIBILITIES

Employees are responsible for:

- ensuring that they are aware of and comply with this Policy and Procedure
- seeking assistance from their manager or People and Culture contact, if required

Managers must:

- ensure their employees are aware of the requirements outlined in this Policy and Procedure.
- facilitate employee attendance for a vaccine appointment with the least disruption to work as possible.
- ensure their direct reports comply with this Policy and Procedure

The Human Resources Department is responsible for the implementation, review, and providing clarification on this Policy and Procedure

The CEO is responsible for ensuring that their General Managers and respective department comply with this policy and procedure.

Any breaches of this policy and procedure by staff may constitute misconduct under the Trust's Disciplinary Policy and may be subject to disciplinary action.

## VI. RELATED DOCUMENTS AND RESOURCES

- Immunisation Information including the benefits of vaccinations can be found there-
  - [Immunisation | Australian Government Department of Health and Aged Care](#)
  - [About Australia's COVID-19 vaccine rollout | Australian Government Department of Health and Aged Care](#)
- Occupational Health and Safety Act 2004
- Occupational Health and Safety Regulations (2017)
- OH&S Policy
- KPST Code of Conduct
- Working from Home Policy and Procedure
- Disciplinary Policy and Procedure
- Leave Policy
- Recruitment Policy and Procedure

## VII. VERSION CONTROL AND CHANGE HISTORY

VERSION NUMBER	DATE	DETAILS OF CHANGE
1	1/5/2023	NEW POLICY
2		
3		
4		

**VIII. ACKNOWLEDGEMENT**

I acknowledge:

I have received, read, and understood the policy

I am required to comply with the policy; and

that disciplinary consequences as outlined above, may apply if I fail to comply with this policy.

Name:

Signature:

Date: