

memo



Adelaide Catholic Education Centre
116 George Street, Thebarton SA 5031
PO Box 179, Torrensville Plaza SA 5031
T +61 8 8301 6600 F +61 8 8301 6611
W www.cesa.catholic.edu.au

To All Workers in Catholic Education South Australia
From Susan Young
Date 4 April 2022
Re **COVID-19 Vaccination Policy proposal**

Dear Colleagues

In light of the recent announcement by the Police Commissioner (in his role as State Coordinator) that the Emergency Management Direction mandating vaccination of workers in an education or early childhood setting has been revoked from 12.01am Thursday 31 March 2022, CESA is of the opinion that continuing to maintain COVID-19 vaccination requirements as a condition of employment and workplace entry is beneficial in preventing serious illness and potential death arising from COVID-19 transmission that may occur within our settings.

Vaccination is the most effective and efficient control available to combat the risks posed by COVID-19. Other measures, such as mask wearing and social distancing, have a role to play. However, the effectiveness of these measures depends on people applying them consistently and correctly. They do not provide a substitute for the constant protection offered by vaccines, nor do they reduce the risk of developing serious illness once somebody acquires infection.

At this stage, in respect to COVID-19, and as we enter winter months, we continue to be extremely vigilant about health and safety of our people, students, and all in the community.

Catholic Safety Health and Welfare SA (CSHWSA) have conducted risk assessments for our Education and Early Childhood settings and identified that a COVID-19 Vaccination Policy is an effective risk mitigator to maintain a safe work environment for our staff, students, and community.

It is therefore proposed that, to continue to protect our people, students and community, a COVID-19 Vaccination Policy and Procedure be implemented, with a review of the Policy and Procedure to be undertaken in November 2022. The COVID-19 Vaccination Policy and Procedure proposes to maintain the current settings in relation to vaccination requirements of a minimum of two approved COVID-19 vaccination doses and strong encouragement to maintain an 'up to date' vaccination status, to meet employment and workplace entry requirements.

The policy is suggested to be interim in order to allow CESA to monitor the progress of the pandemic and the way the virus transmits within the community and our settings.

A COVID-19 Vaccination Policy and Procedure has been drafted for consultation across CESA, including for separately governed schools to apply to all workers (this includes all staff including staff on leave, regular volunteers including Board Members and contractors).

We invite all workers to review links to the following documents that are publicly accessible:

1. [COVID-19 Vaccination Policy](#)
2. [COVID-19 Vaccination Procedure](#)
3. [FAQ – COVID-19 Vaccination Policy](#)
4. [Risk Assessment Report](#)

The WHS consultation process will be facilitated by the Catholic Education Office's People, Leadership and Culture Section in partnership with CSHWSA.

This WHS consultation process provides all an opportunity to:

- provide feedback and raise work health or safety issues, and
- contribute to the decision-making process

In accordance with the WHS Consultation and Enterprise Agreement requirements, the consultation process is set out below. All staff will have the opportunity to provide feedback regarding the proposed policy and procedure during this period.

Date	Action	Proposed date of completion
4/04/2022	Commencement of Consultation Process via this memorandum.	20/04/2022
21/04/2022	Collation of feedback to be presented to Employers	22/04/2022
22/04/2022	Consideration of feedback	TBC
TBC	Next Steps: <ul style="list-style-type: none">• Consider all options following feedback• Review and finalise policy and procedure• Recommendation, endorsement, approval via Employers, Education WHS Committee, PLC Standing Committee, SACCS• Communicate and implement policy and procedure• Implementation of COVID-19 Vaccination Policy and Procedure including transition period	


Your feedback is important and will be duly considered in finalising the COVID-19 Vaccination Policy and Procedure.

Please engage by providing your feedback through the following link: [Feedback Form](#).

Please continue to regularly view the FAQ link for updates at [FAQ COVID-19 Vaccination Policy.docx](#).

Should you have other queries, please contact your Principal or enter your queries in the [Feedback Form](#).

Yours sincerely



Susan Young
Assistant Director – People, Leadership and Culture