

COVID-19 Required Vaccinations Order

The COVID-19 Public Health Response Order for Mandatory Vaccinations for Education came into effect last year, on Monday 25 October 2021. This page provides information to assist applying the Order in schools and kura during 2022.

[Find the COVID-19 Public Health Response \(Vaccinations\) Amendment Order \(No 3\) 2021 here.\(external link\)](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.legislation.govt.nz/regulation/public/2021/0094/latest/LMS573022.html?search=ts_act%40bill%40regulation%40deemedreg_health+response_resel_25_a&p=1)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.legislation.govt.nz/regulation/public/2021/0094/latest/LMS573022.html?search=ts_act%40bill%40regulation%40deemedreg_health+response_resel_25_a&p=1]

What the requirements are and who they apply to

From 1 January 2022, everyone who works for a school or kura, who may have contact with children or students or will be present at a time when children and students are also present, must have had two doses of the COVID-19 vaccine. This includes:

- principals
- teachers
- teacher aides
- relief teachers and casual staff
- administration staff
- caretakers and cleaners
- contractors and other tradespeople
- service managers

- caregivers and other staff.

It also includes unpaid workers, such as volunteers and any members of the community who are regularly on site during a time when children and students may be present. Throughout this guidance we have used the term staff member to refer to paid staff members, unpaid workers, volunteers, contractors and other workers at your school or kura.

The vaccination requirements apply wherever in person schooling occurs, such as on the school or early learning service site, but also at school camps, swimming pools, museums, or where other education outside the classroom (EOTC) programmes take place.

The vaccination requirements do not apply to those who are performing services remotely, or who are onsite only when children and students are not present (such as a contractor who is performing maintenance during the weekend or over a term break). The requirements also do not apply to people who are visiting your school or kura, such as for a learning conference or a parent, whānau and community evening.

A table with more detailed explanations of who the mandatory requirements apply to can be found here -

[Application of mandatory vaccination requirements by role \[DOCX, 21 KB\]](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/COVID919-files/Application-of-mandatory-vaccination-requirements-by-role-v2.docx)
[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/COVID919-files/Application-of-mandatory-vaccination-requirements-by-role-v2.docx]

Employer obligations

From 1 January 2022, the obligation is on the employer to ensure that everyone who works for a school or kura, who may have contact with children or students or will be present at a time when children and students are also present, has had two doses of the COVID-19 vaccine.

You are required to collect and maintain a record of the contact and vaccination information for all staff members. The usual requirements around collecting, recording, using and storing personal information will

apply to the above information. Given the sensitivity of the information being collected, careful consideration will need to be given to ensuring unauthorised access to the information is not able to occur. Find [example privacy statements and vaccination registers](#)(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.educationcounts.govt.nz/data-services/collection-forms/vaccination-register] on the Education Counts website.

If a worker is a staff member of a service contracted to you (such as a PLD provider, cleaning company or tradesperson, canteen staff, cleaner or Te Tāhuhu o Mātauranga | Ministry of Education staff member), the worker must have provided this information to their employer, not your school. Their employer is responsible for ensuring the worker has met the vaccination requirement.

You are not required by the Order to record vaccination status of workers employed by another agency, but you may wish to for your own health and safety processes. ([external link](#))

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf] See the flow chart we have prepared that summarises the steps to take. [PDF, 171 KB]
[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/COVID919-files/28OCTMandatoryVaccinationFlowcharts.pdf]

Staff member obligations

Staff members must provide, or give you access to, the information necessary for you to record their vaccination status. They can get this from [My Covid Record](#).(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://app.covid19.health.nz/]

Staff members must also update you on any changes to their vaccination

status as soon as practicable. If the staff member does not provide you with evidence of their vaccination, you must assume they are not vaccinated.

It is important to remember that you cannot share a staff member's vaccination status with others without their permission.

Medical exemptions

The Covid-19 Public Health Response (Vaccinations) Order 2021 was amended to clarify the requirements relating to medical exemptions. All medical exemptions for the education sector need to be approved by the Director-General of health. For details on the medical exemptions process. -

Medical Exemptions for Vaccinations

[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/medical-exemptions-for/]

Unvaccinated staff members after 1 January 2022

We expect most education workers will be vaccinated. Staff members who refuse to meet vaccination requirements cannot return to work onsite from 1 January 2022 and both they and their employer will be committing an infringement offence if they do so.

You should consult with the staff member to establish why they are not vaccinated, continue to support them to be vaccinated and accommodate alternative working arrangements to the extent that this is practicable.

If you have provided reasonable notice of the instruction to be vaccinated (such as advising them of the vaccination requirements in advance), then discretionary leave without pay may apply. If on leave without pay, the staff member cannot be expected to do any school-related work while on leave.

You may also provide discretionary paid leave at the school's cost if the school board considers this is appropriate. Your obligations under the Employment Relations Act (2000) and your staff member's employment agreement continue to apply.

Please contact NZSTA or your alternative employment adviser for support and advice.

Obligations of contractors, tradespeople and consultants as PCBU

Contractors, tradespeople and consultants on site are PCBU of their own workforce, and must:

- assess what workers are affected persons under the Order
- notify (if they have not already done so) which workers are covered by the Order of the requirements of the Order and their duty to be vaccinated
- collect and maintain a record of the contact and vaccination information for all workers affected by the Order
- ensure their workers are advised that both the Ministry and your school may seek confirmation from them of their compliance with the Order and the aggregate vaccination status of their workforce.

You (schools) are not required by the Order to record vaccination status of contractors, tradespeople and consultants but you may wish to for your own health and safety processes.

See our [advice to Ministry suppliers](#)

[[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-ministry-suppliers/](#)] for further reference.

Worker obligations and when the requirements do not apply

From **1 January 2022** workers must not carry out work on a school site unless they have had two doses of an approved COVID-19 vaccine. This will only apply if they are on the school site and may come into contact with children or students or if they will be onsite at the same time as children or students.

The vaccination requirements **do not apply** to those workers who are performing services remotely, or who are onsite only when children and

students are not present (such as a contractor who is performing maintenance during the weekend or over a term break).

Questions and answers about the COVID-19 Required Vaccinations Order

How do we decide which roles don't require someone to be vaccinated?

You will need to determine which roles being carried out are covered by the Order.

Remember that all roles that require the staff member to be present at a time when children or students are also present are covered, including education outside the classroom activities.

If a staff member's role means they may have contact with children or students in the course of carrying out their work, then they are also covered.

If a staff member disagrees that their work is covered by the Order, you should consider their reasons with an open mind before making a decision.

Do all teachers, principals, support and specialist staff, and volunteers whose work is covered by the Public Health Order (referred to as staff members) need to be fully vaccinated?

Yes, unless they are medically exempt, they need to have received a first vaccination by 15 November and be fully vaccinated by 1 January 2022.

Do the vaccination requirements apply when we are providing education outside the classroom (EOTC) or education in similar settings?

Yes, your staff members (as well as volunteers and contractors) who are providing EOTC and may have contact with children or students in the course of carrying out their work are required to be vaccinated.

Can a staff member choose not to be vaccinated, but to undergo regular testing instead?

No. As of 1 January 2022 all staff members who may be in contact with children will need to be fully vaccinated.

Am I legally allowed to ask staff members for their vaccination status? What about privacy requirements?

Yes. The Public Health Order requires you to maintain a register that includes the date(s) your staff members were vaccinated. It also requires staff members to tell you this information. If they do not provide you with this information you should assume they are not vaccinated.

However, privacy must be maintained. The usual requirements around collecting, recording, using and storing personal information will apply. Given the sensitivity of the information being collected, careful consideration will need to be given to ensure no unauthorised access to the information can occur.

Can I tell our parent and whānau community about the vaccination status of our staff?

Staff are welcome to share their own vaccination status at any time, however, employers cannot do so without the individual's permission.

This includes not sharing the vaccination status of groups of staff members if the vaccination status of individuals within that group is to be able to identified.

What proof of vaccination is required?

You may accept any official proof of vaccination, such as *My Vaccine Pass*.

See [COVID-19 vaccination status certificates\(external link\)](#)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://covid19.govt.nz/covid-19-vaccines/covid-19-vaccination-certificates/] for further

information.

What if a staff member refuses to be vaccinated or refuses to share the necessary information?

All staff members are required to be vaccinated, as above. If a staff member refuses to share information their vaccination status should be recorded as unvaccinated.

What if a staff member initially refused to get vaccinated, but changes their mind?

A staff member who has had two COVID-19 vaccinations before 1 January 2022, will be able to attend their school or kura in 2022. If a staff member indicates they will become vaccinated after 1 January 2022, you will need to enter into an employment process with them to ensure they are able to get into a position to commence work. Remember that there needs to be at least three weeks between vaccinations.

If I'm not going to be working on site, do I have to be vaccinated?

No. This order only applies to those who are physically onsite or for EOTC and may have contact with children or students in the course of carrying out their work

It does **not** apply to those who are performing services fully remotely. If services are partially on site and partially remote, then the vaccination requirements do apply.

What does fully vaccinated mean?

Fully vaccinated means the person has received two doses of the Pfizer vaccine, or the AstraZeneca COVID-19 vaccine which is available for those aged 18 and older who cannot receive the Pfizer vaccine, and for people who would like a different option.

AstraZeneca vaccines – Ministry of Health(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/covid-19-vaccine-health-advice/covid-19-getting-other-vaccines/covid-19-astrazeneca-vaccines]

The Public Health Order also allows for some alternative vaccinations to reflect that some people may have been vaccinated overseas (see Schedule 3 of the Order(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.legislation.govt.nz/regulation/public/2021/0094/latest/LMS573022.html?search=ts_act%40bill%40regulation%40deemedreg_health+response_resel_25_a&p=1].).

Can a staff member take leave rather than be vaccinated?

This Order applies to those who are physically onsite. A staff member who is on leave will become subject to the Order when they return to work. The usual policies and funding settings around leave apply.

Last reviewed: 05 January 2022

Medical Exemptions for Vaccinations

The Covid-19 Public Health Response (Vaccinations) Order 2021 has been amended to clarify the requirements relating to medical exemptions. All medical exemptions for the education sector need to be approved by the Director-General of health.

The revised Order is available here(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.legislation.govt.nz/regulation/public/2021/0358/latest/whole.html?search=y_regulation%40regulation_2021_rc%40rinf%40rnif%40raif_an%40bn%40rc_25_y&p=1]

What you need to know

- Medical exemptions from the vaccination requirement issued before the revised order are no longer valid.
- Exemptions issued by Disabled Persons Assembly (DPA) relating to face coverings continue and are not affected by the new Public Health Order.
- People who currently have an exemption on medical grounds or consider that they need an exemption need to apply for a new exemption. Exemptions are specific to individuals.
- Only a medical doctor or nurse practitioner can apply for a new exemption. They will assess your employee and, if they consider your employee fits the criteria, apply for an exemption to the Ministry of Health on your employee's behalf.
- The Ministry of Health advises that very few people (in the order of 100 or 200 people nationally) will require a medical exemption as they

are unable to physically tolerate the Pfizer vaccine.

- If you have an employee who considers that a medical exemption should apply to them they must provide you with written confirmation from a [medical doctor\(external link\)](#)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.mcnz.org.nz/] or [nurse practitioner\(external link\)](#)
[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.nursingcouncil.org.nz/public/nursing/scopes_of_practice/nurse_practitioner/ncnz/nursing-section/nurse_practitioner.aspx] that states that the doctor or nurse is applying for an exemption on their behalf. They will not be able to work on site where students may be present after 15 November and you should provide them with alternative duties where possible. If alternative duties are not available, and the employee has provided confirmation from their doctor or nurse that they are seeking an exemption on your employee's behalf, then you should provide discretionary leave with pay while the employee waits for their application to be processed by the Ministry of Health during Term 4.

How the medical exemption process will work

An exemption can only be applied for by a [medical doctor\(external link\)](#)
[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.mcnz.org.nz/] or [nurse\(external link\)](#)
[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.nursingcouncil.org.nz/public/nursing/scopes_of_practice/nurse_practitioner/ncnz/nursing-section/nurse_practitioner.aspx] [practitioner\(external link\)](#)
[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.nursingcouncil.org.nz/public/nursing/scopes_of_practice/nurse_practitioner/ncnz/nursing-section/nurse_practitioner.aspx].

The doctor or nurse practitioner needs to assess if the employee meets clinical criteria that have been specified for an exemption by the Director-General of Health.

If the doctor or nurse practitioner considers that there are reasonable

grounds for believing that the employee meets the specified criteria for a medical exemption, they can complete a request for an exemption on behalf of the employee and submit this to the Ministry of Health for consideration.

The Ministry of Health will consider exemption requests that are submitted in accordance with these requirements and the Director General of Health will decide:

1. if an exemption is to be granted; and
2. the duration of the exemption.

The Ministry of Health must notify the doctor or nurse practitioner and the individual in writing of the decision.

Exemptions may be issued for a maximum of six months, and if the exempted employee believes a further exemption is required at the end of that period, their doctor or nurse practitioner will need to apply for a new exemption.

[See more information on the exemption process from the Ministry of Health\(external link\)](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-response-planning/covid-19-mandatory-vaccinations/covid-19-exemptions-and-exceptions-mandatory-vaccination)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-response-planning/covid-19-mandatory-vaccinations/covid-19-exemptions-and-exceptions-mandatory-vaccination].

This includes a flowchart summarising the process that doctors and nurses will follow, and the clinical criteria for an exemption. The Ministry of Health's published advice is clear that only a small number of cases are expected to meet the exemption criteria.

If your employee is issued an exemption under the new process

Any affected worker (voluntary and paid) who qualifies for an exemption must provide you, as their employer, with a copy of the exemption. You must then record the exemption in your Vaccination Register.

If you receive written advice that a staff member has an exemption, we recommend you take the steps outlined in the flowchart previously provided[\[external link\]](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf)

[\[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf\]](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf).

You should carry out a health and safety risk assessment in consultation with your employee to determine what measures can be put in place to minimise risks to the exempt person, other staff, and students and tamariki. More detailed information on this process is available here -

Health and Safety Assessment for Mandatory Vaccination Requirements
[\[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/health-and-safety-assessment-for-mandatory-vaccination-requirements/\]](https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/health-and-safety-assessment-for-mandatory-vaccination-requirements/)

If your employee has previously provided a medical exemption but is no longer eligible under the revised Order

The only valid medical exemption to the vaccination requirements is one that is issued by the Director-General of Health under the Health Order referred here.

From **8 November, 2021** any other exemptions are no longer valid and the employee will need to seek advice from a medical doctor or nurse practitioner.

You should continue to support your employee to be vaccinated. If, however, your employee continues not to be vaccinated after 15 November they cannot attend on site and we recommended you take the steps outlined in the flowchart previously provided[\[external link\]](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf)

[\[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-](https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf)

Bulletins/2021COVID/Oct-COVID-
documents/28OCTMandatoryVaccinationFlowcharts.pdf].

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Health and Safety Assessment for Mandatory Vaccination Requirements

This page answers questions raised on when a school or kura needs to undertake a health and safety assessment in relation to mandatory vaccination requirements and links to guidance on conducting a risk assessment.

Does my school or kura need to undertake a health and safety assessment due to the mandatory vaccination Public Health Order?

No, there is no need for a health and safety assessment to be undertaken in relation to the application of the Order to your school or kura, but you do need to undertake an assessment to manage the health and safety issues related to growing the number of students on site.

Regardless of your specific health and safety policy, the Order applies to all workers at your school or kura who may have contact with children and students in the course of carrying out their work, or who will be on-site when children and students are also present.

The validity of the Order has been upheld by the courts in any challenges to date. The role of schools and kura is to give effect to the Order.

The Order supplements, rather than replaces, your own COVID-19 response plan and existing health and safety risk assessments.

If you have received formal correspondence from your employees about the Order and how it applies to specific roles in your school or kura we

recommend you contact NZSTA or an alternative employment adviser who will be able to help you respond.

Attached is a letter template you may wish to use to assist you to ascertain the intentions of staff who have not yet stated their vaccination intentions. -

Letter Template [DOCX, 14 KB]

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/COVID919-files/Template-letter-request-for-confirmation-of-vacciantion-intention.docx]

Should I undertake a health and safety assessment if an employee has a medical exemption because they are unable to take the vaccine?

Yes, a health and safety assessment is required for any employees who present a **valid medical exemption** obtained from **Monday 8 November 2021**.

A medical exemption needs to have been issued by the Director General of Health in accordance with the process set out in the amended Order that came into force on **Sunday 7 November 2021**. More information about medical exemptions is available here -

Medical Exemptions for Vaccinations

[[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/medical-exemptions-for/](https://webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/medical-exemptions-for/)]

The Ministry of Health has advised that medical exemptions will be rare; should be limited to situations where a suitable alternative COVID-19 vaccine is not readily available for the individual; and should be for a specified time, such as to allow the individual to recover from clinical conditions or until alternate vaccines that suit that individual's health needs become available.

The purpose of the health and safety assessment is to determine whether and how the duties of an employee with a medical exemption can be undertaken in a way which does not compromise their safety, or the safety of ākonga, other employees, whānau or the wider schooling community.

We have prepared guidance to help you work through this assessment -

Guidance for schools and kura on conducting a risk assessment with an exempted employee [PDF, 235 KB]

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/COVID919-files/Guidance-risk-assessment-employee-exempted-from-the-mandatory-vaccination-requirements-2021.pdf]

The health and safety assessment must be carried out with the exempt person's input, having regard to the impact on any other people who may be affected by the presence of an unvaccinated employee in the workplace. The aim should be to have arrangements in place for the exempted employee to be working safely, wherever this is possible, by the beginning of Term 1, 2022.

If the health and safety assessment determines the exempt employee is able to perform work safely, with appropriate measures in place, then confirm the arrangements with the employee and update your vaccination record.

If there are no measures which can reasonably be put in place to enable the exempt employee to perform work safely, the exempted employee may be provided with discretionary paid leave, while other options are explored such as modified duties or an alternative role which would allow them to work safely.

If at the end of this period, no options have been found, which we anticipate would be rare, an employment process could be commenced, which may include agreement to provide discretionary paid leave, or unpaid leave for a period of time, or whether termination of employment is appropriate.

The Ministry recommends you seek advice from NZSTA or another employment relations advisor.

Can the exempted employee undertake work on site while the health and safety assessment is carried out?

Yes, if that work can be carried out in a way that means they will not have contact with students in the course of carrying out their work and they will

not be present at your school or kura when children or students are also present.

If this is not possible, the exempted employee should be provided with paid discretionary leave while the health and safety assessment process is worked through.

How often do I need to do a health and safety risk assessment for an exempted employee?

Your obligations to assess and manage health and safety risks in the usual way under the Health and Safety at Work Act 2015 remain.

We recommended all risk assessments are regularly reviewed, as well as being reviewed if circumstances change. If the exempted employee was to be granted a subsequent exemption, we further recommend the risk assessment be reviewed at that point also.

Who applies for a medical exemption to the vaccine requirements?

Individual employees will need to consult with their medical doctor or nurse practitioner about their health situation. The doctor or nurse practitioner is required to assess the individual's application for exemption against a prescribed criterion set by the Director General of Health.

If the doctor or nurse practitioner believes that the individual meets the criterion for exemption, they will then make an application to the Ministry of Health on the individual's behalf.

Who applies for a significant disruption exemption to the vaccine requirements?

The revised COVID-19 Public Health Response (Vaccinations) Order 2021 allows the Minister for COVID-19 Response to grant a limited exemption for schools and kura in certain circumstances. If a school or kura considers there may be a significant disruption to learning, they need to discuss this with their regional Director of Education who will work with them to address the disruption.

Individuals cannot make an application for this type of exemption. If you have an employee who makes an application to you under this provision of the Order you will need to let them know that the only form of exemption that applies in individual circumstances is a medical exemption as described above.

What is the difference between the medical exemption and significant disruption exemption?

The medical exemption is for individuals only and can only be applied for and lodged by a medical doctor or nurse practitioner on the individual's behalf.

The significant disruption exemption is for schools only and must be applied for and lodged by the school with the Regional Director of Education.

What do we do if an unvaccinated staff member requests leave, such as refreshment leave, parental leave, or another form of leave?

Requests for refreshment or other types of leave should be considered in line with the school's usual processes for the type of leave being requested. The COVID-19 vaccination requirement is not a reason to provide this leave, but it also should not be a reason to decline it.

The school should work through their usual process and should either approve or decline the leave based on the usual considerations. If a staff member is on leave then employment processes including decisions regarding their ability to work on site should be deferred until their return to work.

What if a staff member was part of the Valneva vaccine trial? Are they considered to be vaccinated under the Order?

Individuals involved in the Valneva vaccine trial are not considered to be vaccinated under the Order.

These individuals must have the medical doctor leading the trial apply for a medical exemption on their behalf. Until the application for medical

exemption is confirmed, individuals must be treated as unvaccinated.

Last reviewed: 15 November 2021

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Managing employment processes after 15 November 2021

Workers who have not had their first dose of the COVID-19 vaccine by 15 November 2021 will not be able to work on site and will be committing an infringement offence if they do so. This page provides schools, kura and early learning services advice on employment processes after 15 November.

By now, all your employees should have been advised in writing of the requirement to be vaccinated and have been encouraged them to get vaccinated. Schools, kura and early early learning services should also have requested the required contact and vaccination information from all your staff.

You should now have a reasonable understanding of who has already received their first dose of the COVID-19 vaccine and who has yet to do so. You may also understand who intended to receive their first dose by 15 November.

The Ministry encourages you to continue to actively discuss with employees the benefits of vaccination and the health and safety, and other risks of not being vaccinated.

Employment steps to take from 16 November

Firstly, ensure that you have received, compiled and securely stored the contact and vaccination information from all employees. If you have not received this information from an employee, you must assume that employee has not had their first dose of the COVID-19 vaccine.

If an employee is either assumed or confirmed to not have received their first dose and does not intend to, you will need to follow a process with them.

While working through this process it is important to ensure that there is no predetermined outcome. Your usual employment obligations still apply, including the duty to act in good faith, consider all reasonable alternatives, consult with the employee and take their feedback into consideration.

The steps below are summarised in the flowchart we have previously provided(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://assets.education.govt.nz/public/Documents/School/SchoolsBulletin/2021-Bulletins/2021COVID/Oct-COVID-documents/28OCTMandatoryVaccinationFlowcharts.pdf] and there is more advice on managing implications for staff impacted by the vaccination requirement

[[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/managing-employment-processes-after-15-november-2021/nmanaging-implications-for-staff-impacted-by-the-vaccination-requirementew-page/](https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/managing-employment-processes-after-15-november-2021/nmanaging-implications-for-staff-impacted-by-the-vaccination-requirementew-page/)].

1. You should advise the employee that they can no longer be on site which may mean they are unable to perform the work required of them. They will need to leave the worksite.
2. You should ask the employee why they are not vaccinated and if they are now willing to be vaccinated. This process will need to take into account that the employee will not be onsite to do this. If the employee is willing to be vaccinated, you should immediately provide them with time to be vaccinated and no absence should be recorded.
3. If the employee is not willing to be vaccinated, for any reason other than they have a medical exemption from the Ministry of Health or their doctor/nurse practitioner has applied for an exemption for them and the result isn't back yet, alternative duties should be provided where feasible. If necessary, they may be placed on discretionary special leave.

Discretionary leave can be provided with or without pay at the discretion of the school board.

You will need to consult with the employee to determine whether going forward they can carry out work in a way that means that they have no contact with children and are not onsite when children are expected to be present for the rest of Term 4 and when school resumes in 2022.

You will also need to discuss alternative working arrangements such as the feasibility of alternative duties, an alternative role, working hours or working from home arrangements.

For many roles it is unlikely that alternative duties can be reasonably accommodated beyond the short term and, as a last resort, the school may need to consider terminating the employee's employment.

We strongly advise consulting NZSTA or an alternative employment adviser for support during this step and in any employment processes.

While working through this process, if you determine that:

1. The employee's work can be reasonably rearranged, to ensure that they do not have contact with children and are not onsite when children are expected to be present, you should confirm with the employee their new working arrangements
2. If a longer-term period of leave is involved, you will need to confirm with the employee that they must be fully vaccinated at the end of the leave period in order to return to onsite duties
3. There are no alternatives to dismissal, you should work with NZSTA or an alternative employment advisor and move to give notice to the employee of termination of their employment. The notice period in the employee's employment agreement applies. For example, the Primary Teachers' and Secondary Teachers' Collective Agreements both require the employer to give permanent employees two calendar months' notice of the termination of their employment. This must be paid notice. If staff have been put on unpaid leave then the unpaid leave is not part

of the notice period. The employee will not be able to have contact with children or work on site at a time that children are present during this notice period and therefore the employee will either need to continue with alternative working arrangements or they should be on discretionary leave during their period of notice.

Advertising vacancies

It would be contrary to your employment obligations throughout this process, including not having a predetermined outcome, to start advertising the potential vacancies created by unvaccinated staff before their employment status is certain. It would be appropriate to advertise positions to temporarily backfill the role of the person who is not performing their usual duties.

Positions can start to be advertised after staff have been given notice of termination of employment, however staff should continue to be encouraged to get vaccinated and should be given time and resources to allow them to change their mind during the notice period.

What do we do if an unvaccinated staff member goes on sick leave on or before 15 November, preventing the employment consultation process from taking place?

As per the usual requirements, you cannot contact employees for work related issues while they are on leave such as this. This means that if a staff member is on leave during a time when you were planning to start the consultation process to work through their employment options, you will need to wait until they return from leave.

The usual process concerning requests for a medical certificate for sick leave will still apply. If a staff member's sick leave ends during a period in the school holidays, you are still able to conduct the employment process during the school holidays if necessary.

What do we do if a staff member is awaiting the result of an application for a medical exemption?

If a staff member has not had their first dose of the COVID-19 vaccine by 15 November and is seeking a medical exemption from the Ministry of Health they cannot be on site.

If the employee's doctor or nurse practitioner has applied for a medical exemption for the employee, they should provide you with a letter from the medical professional confirming that. If so, these staff should be on discretionary paid leave while waiting for the result of their application.

What do we do if an unvaccinated staff member turns up on site after 15 November?

The staff member will be committing an infringement offence if they have not had their first dose of the COVID-19 vaccine and are onsite after 15 November. This means they may be liable for a fine.

If staff do turn up on site after this date, we encourage school leaders to deal with this in the usual manner you would if other inappropriate people were to turn up on site.

The staff member should be notified that they are committing an offence under the Order. A conversation may be required in the first instance to work through the staff member's concerns.

If you feel your safety or the safety of ākonga or other staff is compromised, you could consider contacting the police.

What do we do if a staff member reports in sick on 16 November?

If an unvaccinated employee reports themselves as unfit for work and on sick leave on 16 November this should be treated as sick leave through your usual process.

This can include requiring a medical certificate demonstrating illness in line with the relevant terms of your staff members' employment agreement.

What do we do if an unvaccinated staff member advises they will be vaccinated with an alternative vaccine when this is available (such as the AstraZeneca vaccine)?

The Order requires that a staff member who may have contact with students or will be working at a site where children or students may be present, to have received one dose of a vaccine by 15 November.

An unvaccinated staff member may not work onsite without a valid exemption or a letter from a medical professional confirming an exemption request has been submitted on the staff members' behalf and the appropriate health and safety assessment has been undertaken, and measures to ensure safety have been put in place. We have provided guidance about how to undertake this assessment here(external link) [https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://mailchi.mp/education/covid19-update-10-nov].

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Managing implications for staff impacted by the vaccination requirement

This page provides more advice on managing the employment processes for employees who did not receive their first dose of the COVID-19 vaccine by 15 November 2021.

While working through this process it is important to ensure that there is no predetermined outcome. Your usual employment obligations still apply, including the duty to act in good faith, consider all reasonable alternatives, consult with the employee and take their feedback into consideration.

We acknowledge that this is particularly challenging at this time of year and as you plan for your staffing requirements for 2022.

You may wish to contact NZSTA or an alternative employment advisor for guidance with these employment processes. You can also contact employment.relations@education.govt.nz [<mailto:employment.relations@education.govt.nz>] for advice.

If your employee has a medical exemption, you should follow [the advice we have provided here](#)(external link).

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/medical-exemptions-for/].

Otherwise, you will need to work through the process in consultation with your employee to determine:

- if the employee is willing to be vaccinated
- if their work can be reasonably rearranged, to ensure that they do not have contact with children or students and are not onsite when children are expected to be present (not just until the end of the 2021 school year but also in the longer term). You should confirm with the employee their new working arrangements
- if there are other options such as extended leave without pay which are appropriate in the circumstances
- for roles where alternative duties cannot be reasonably accommodated beyond the short term, notice will be given to end the employee's employment as a last resort.

We have provided a fuller overview of this process in managing employment processes(external link)

[https://ndhadeliver.natlib.govt.nz/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/managing-employment-processes-after-15-november-2021/] and in this flowchart(external link)

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If the employee is not willing to be vaccinated, alternative duties should be provided where feasible.

If no alternative duties are available, they may be placed on discretionary special leave while you work through the employment process. Whether that leave is with or without pay is a matter for the school board, but an employee who has chosen not to be vaccinated is arguably not “ready, willing and able to work” and therefore may not be entitled to pay.

There may be cases in which a board decides that paid leave is appropriate, for example, in the case of an employee who is waiting on the outcome of a medical exemption application submitted to the Ministry of Health by their doctor or nurse practitioner.

Termination of employment

If you have found no suitable alternatives after consultation with the employee, you should move to give notice to the employee of termination of their employment. The notice period in the employee's employment agreement applies.

For example, the Primary Teachers' and Secondary Teachers' Collective Agreements both require the employer to give permanent employees two calendar months' paid notice of the termination of their employment.

If staff have been put on unpaid leave while you undertake the employment and consultation process described above, then the unpaid leave is not part of the notice period.

The employee will not be able to have contact with students or work on site at a time that students are present during this notice period. Therefore, the employee will need to continue with alternative working arrangements, or they should be on discretionary leave with pay during their period of notice.

In most circumstances you will be able to make payment in lieu of notice, and the employee's relationship with the school would be fully terminated on receipt of their final pay.

This will provide you with certainty as you plan your staffing requirements for 2022. Your employment adviser will be able to provide further information about how this would apply.

While you will already be thinking ahead about how to manage your staffing for next year, it is important that you fulfil your responsibilities as an employer, including undertaking a comprehensive consultation process with affected employees before moving to give notice of termination of their employment.

Advertising vacancies

You are able to advertise positions to temporarily backfill the role of the person who is not performing their usual duties.

However, you should consider whether it would be contrary to your employment obligations throughout this process (including not having a predetermined outcome) to start advertising any potential ongoing vacancies created by unvaccinated staff before their employment status is certain.

Positions can start to be advertised after staff have been given notice of termination of employment.

However, if their notice period has not yet ended, an employee who gets vaccinated might ask to have their employment reinstated. You will need to give reasonable consideration to this and, as a general rule, we suggest that you reinstate the employee unless the ongoing role has been filled.

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Managing implications for staff impacted by the vaccination requirement

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We acknowledge that this is particularly challenging at this time of year and as you plan for your staffing requirements for 2022.

You may wish to contact NZSTA or an alternative employment advisor for guidance with these employment processes. You can also contact employment.relations@education.govt.nz [<mailto:employment.relations@education.govt.nz>] for advice.

If your employee has a medical exemption, you should follow [the advice we have provided here](#)(external link).

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Otherwise, you will need to work through the process in consultation with your employee to determine:

- if the employee is willing to be vaccinated
- if their work can be reasonably rearranged, to ensure that they do not have contact with children or students and are not onsite when children are expected to be present (not just until the end of the 2021 school year but also in the longer term). You should confirm with the employee their new working arrangements
- if there are other options such as extended leave without pay which are appropriate in the circumstances
- for roles where alternative duties cannot be reasonably accommodated beyond the short term, notice will be given to end the employee's employment as a last resort.

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There may be cases in which a board decides that paid leave is appropriate, for example, in the case of an employee who is waiting on the outcome of a medical exemption application submitted to the Ministry of Health by their doctor or nurse practitioner.

Termination of employment

If you have found no suitable alternatives after consultation with the employee, you should move to give notice to the employee of termination of their employment. The notice period in the employee's employment agreement applies.

For example, the Primary Teachers' and Secondary Teachers' Collective Agreements both require the employer to give permanent employees two calendar months' paid notice of the termination of their employment.

If staff have been put on unpaid leave while you undertake the employment and consultation process described above, then the unpaid leave is not part of the notice period.

The employee will not be able to have contact with students or work on site at a time that students are present during this notice period. Therefore, the employee will need to continue with alternative working arrangements, or they should be on discretionary leave with pay during their period of notice.

In most circumstances you will be able to make payment in lieu of notice, and the employee's relationship with the school would be fully terminated on receipt of their final pay.

This will provide you with certainty as you plan your staffing requirements for 2022. Your employment adviser will be able to provide further information about how this would apply.

While you will already be thinking ahead about how to manage your staffing for next year, it is important that you fulfil your responsibilities as an employer, including undertaking a comprehensive consultation process with affected employees before moving to give notice of termination of their employment.

Advertising vacancies

You are able to advertise positions to temporarily backfill the role of the person who is not performing their usual duties.

However, you should consider whether it would be contrary to your employment obligations throughout this process (including not having a predetermined outcome) to start advertising any potential ongoing vacancies created by unvaccinated staff before their employment status is certain.

Positions can start to be advertised after staff have been given notice of termination of employment.

However, if their notice period has not yet ended, an employee who gets vaccinated might ask to have their employment reinstated. You will need to give reasonable consideration to this and, as a general rule, we suggest that you reinstate the employee unless the ongoing role has been filled.

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COVID-19 Protection Framework advice for schools and kura

The COVID-19 Protection Framework (CPF) brings us a world where we are freer to move and live with less disruption and offers the stability businesses need to plan for the future. It introduces a new traffic light system to manage COVID-19 in the community.

What the framework means for schools

The framework is more flexible than the current Alert Level system because we know that businesses that only open to vaccinated customers pose a lower risk. We can move up levels when needed to control an outbreak.

Schools are prohibited from requiring students to be vaccinated to access education. This includes parents, caregivers and whānau supporting students and their learning.

Green

Schools and kura are open for on site learning, for all students

- There are some COVID-19 cases in the community and sporadic imported cases.
- Community transmission will be limited, and COVID-19 hospitalisations will be at a manageable level.
- The health system will be ready to respond, including primary care, public health, and hospitals.

Schools are prohibited from requiring students to be vaccinated to access education. This includes parents, caregivers and whānau supporting students and their learning.

How you can operate at Green

[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/covid-19-protection-framework-advice-for-schools-and-kura/green/]

Orange

Schools and kura are open for on site learning, for all students

- There will be increasing community transmission that is putting pressure on our health system.
- The whole of health system will focus its resources, but can continue to manage primary care, public health, and hospitals.
- There may also be an increasing risk for at-risk people.

Schools are prohibited from requiring students to be vaccinated to access education. This includes parents, caregivers and whānau supporting students and their learning.

How you can operate at Orange

[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/covid-19-protection-framework-advice-for-schools-and-kura/orange/]

Red

Schools and kura are open for on site learning, for all students

- Action will need to be taken to protect both at-risk people and protect our health system from an unsustainable number of hospitalisations.

Schools are prohibited from requiring students to be vaccinated to access education. This includes parents, caregivers and whānau supporting students and their learning.

How you can operate at Red

[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/covid-19-protection-framework-advice-for-schools-and-kura/red/]

Resources

Resources for schools and kura to implement the CPF

[/webarchive/20220218114939mp_/https://www.education.govt.nz/covid-19/advice-for-schoolskura/covid-19-protection-framework-resources-for-schools-and-kura/]

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[Home](#) / [COVID-19](#) / [Advice for schools and kura](#) / [Managing staff](#)

Last Updated: 10 April 2022

Removal of Vaccine Mandates - Further Information and FAQs

Further Information and FAQs

ON THIS PAGE

Frequently Asked Questions

Vaccine mandates were removed for the education sector at 11:59pm on 4 April 2022. Requirements around My Vaccine Pass and scanning COVID-19 QR codes were also removed.

Your School board will need to consider what work, if any, will continue to need to be undertaken by a vaccinated worker.

There may be some specific roles within a school where vaccination is needed in order to provide the greatest level of protection for those most vulnerable. An example of this may be where staff work in close contact with an immunocompromised child or young person. There may also be other work that, after careful consideration, requires vaccination.

It is unlikely that many schools will determine through this risk assessment process that all workers (paid and unpaid) will need to be vaccinated.

It is important that you work with your staff and their representatives when identifying health and safety risks and how these will be managed. Your community is likely to want to understand if vaccinations are required and, if so, why this is the case.

You can continue to ask workers about their vaccination status if you have a good reason to do so, for example they are undertaking work which your health and safety assessment has identified requires vaccination as one of the measures to control these risks. However, as vaccination status is personal information, employees will no longer be required to disclose this to you.

Further advice around assessing if specific work requires a vaccination is available from WorkSafe, with employment advice available from MBIE.

[COVID-19 controls at work, employer vaccination requirements and other measures - WorkSafe](#)

[Vaccines and the workplace - Employment New Zealand](#)

The Risk Assessment guidance we have provided can support you to consider other measures outside of mandating vaccinations, in addition to the requirements at each framework setting.

[Risk Assessment for COVID-19](#)

Frequently Asked Questions

Do we need to have updated our Health and Safety planning by 5 April?

You need to take time to get this right. While the new legislative framework will give schools and kura the ability to make their own decisions on vaccination requirements going forward, it is important that you carry out a robust assessment process and involve your employees and community.

The time required to carry out appropriate consultation may mean you need to effectively continue with your existing health and safety plan from 5 April, until decisions are made on the suitability of vaccination or other mitigation strategies in your school and kura. It is important not to pre-empt any outcomes.

There may be quite differing views amongst your staff and in your community about the importance of vaccinations, masks or other measures. We recommend you seek employment advice to support you with this process.

Why has the vaccine mandate been lifted?

The government's decision is based upon the assessment that the mandates are no longer proportionate to the current risks with the other safety measures that are in place. This decision recognises that a large proportion of the workforce is now fully vaccinated and boosted. This provides an additional layer of protection to staff, students, children, and wider community. Other measures such as hand washing and hygiene measures and mask wearing will continue to provide layers of protection.

What if our early learning service, school or kura wants to continue requiring all staff members to be vaccinated as a health and safety policy?

The decision to remove vaccine mandates has been based upon the assessment that they are no longer proportionate to the current risks from Omicron with the other mitigations that are in place. This recognises that a large proportion of the workforce is now fully vaccinated and boosted, which provides an additional layer of protection to staff, students, children, and wider community, and that other mitigating hygiene measures will continue to provide layers of protection.

Given this context, including that your workforce is highly vaccinated, your school will need to consider what work, if any, will continue to need to be undertaken by a vaccinated worker.

It is unlikely that many schools will determine through a risk assessment process that all workers (paid and unpaid) will need to be vaccinated.

Further updated advice around assessing if specific work requires a vaccination is available from WorkSafe.

[How to decide what work requires a vaccinated employee — Worksafe](#)

We recommend that you work with your staff and their representatives when identifying health and safety risks and how these will be managed. Your community is also likely to want to understand if vaccinations are required and, if so, why this is the case.

What do we need to consider in a health and safety assessment?

We recommend that early learning services and School Boards work with their employees and learning community to review their current risk assessments and health and safety policies around COVID-19. Guidance to support this is available on the following pages.

- [COVID-19 Protection Framework for schools and kura](#)
- [Risk Assessment for COVID-19](#)

Further updated advice around assessing if specific work requires a vaccination is available from WorkSafe.

[How to decide what work requires a vaccinated employee — WorkSafe](#)

Can we continue to ask people for their vaccination status?

In general no. Now that vaccine mandates have been removed you no longer have a specific legal requirement to ask for people's vaccination status. Accordingly, requesting this would be the same as for any other private medical information.

However, you can continue to ask workers about their vaccination status if you have good reason to do so. For example, they are undertaking work which your health and safety assessment has identified requires vaccination as one of the measures to control these risks. You would need to have sufficient reason for requesting and holding the information and follow your normal processes for storing private information.

What do we do with the vaccination records we have kept about staff?

You should ensure the information you have collected and handled about an employee's vaccination status is stored securely, in accordance with the Privacy Act.

Are we obligated to re-employ a previous staff member whose employment ended due to the Public Health Order mandate?

No. The removal of the mandate does not mean that unvaccinated staff members whose employment ended have a right to return to their former position, or to any other position. This includes employees who resigned because of their inability to comply with the mandate or whose employment was ended after a reasonable employment process. Your normal obligations to advertise vacancies and appoint on merit apply to all new appointments.

Employment agreements with replacement staff that School Boards have appointed while the vaccination requirements were in place are not changed by the removal of the mandates and remain valid.

School Boards should seek advice through NZSTA, Te Rūnanga Nui or their legal advisor if they have questions regarding specific situations involving past or current employment processes.

What happens if my school board is currently working through a termination process with a staff member who is unvaccinated?

Now that the mandatory vaccination requirements have been removed, any employment processes which are underway because an employee is not vaccinated should cease and the employee should be confirmed into their position. This is because the reason for undertaking that process is no longer in effect.

What are our obligations to employees still in a notice period?

Now that the mandatory vaccination requirements have been removed, if you have not already filled the employee's role you should have cancelled the notice of termination of employment, as the reason for their employment to end will no longer be in effect.

If the role has been filled, seek advice from NZSTA, Te Rūnanga Nui or your employment advisor.

What if we have agreed to a term of absence for an unvaccinated staff member?

Any employment agreements the School Board has entered into with staff to cover the leave of absence still apply. If these are tied to a specific date, then that date still applies, unless the parties agree to a new date.

What happens if a vaccinated staff member does not want to come into work as there may be others on site who are not vaccinated?

At every level of the COVID-19 Protection Framework, students and staff can continue to attend schools and kura as there are a range of health and safety measures in place to reduce the risk of COVID-19 transmission. Their own vaccination status is a significant mitigation of risk from severe outcomes.

Because of these safety measures, including very high vaccination rates across most communities, school settings continue to be considered low risk for onward transmission.

School boards should take a health and safety risk-based approach to understand and investigate the concerns of their employees in good faith. The board will need to determine an appropriate response in line with employer and employee duties under the Health and Safety at Work Act 2015, and advice from the Ministry of Health. The board, or principal under delegation, should engage your school's health and safety committee and/or union delegates about the measures that are in place to sustain a healthy and safe workplace.

You can request a medical certificate from an employee who is at higher risk. This will also help you plan for a safe return to the workplace for your staff member. Staff should work with their GP or specialist if they need help understanding their own level of risk and how best to stay healthy.

If after considering public health guidelines and health and safety advice, the board does not agree the employee should stay away from the school site, they should work with them to try to identify why they consider the work is unsafe, and rectify the matter, so far as is reasonably practicable.

While your employee's health and safety concerns are being resolved, you may require them to carry out suitable alternative work either onsite or working from home. You may also agree on a leave arrangement such as annual leave (for non-teaching staff) or unpaid discretionary leave. Unless the employee is ill, sick leave will not apply.

What happens if a staff member is on extended sick leave when the Public Health Order mandatory vaccination requirements are removed?

The School board needs to manage staff members' individual circumstances in line with their usual leave policies and the relevant collective agreement provisions. The School Board should consult with the staff member now that the requirements to be vaccinated in order to work on site have changed.

Do we have to reimburse lost wages due to termination of employment because of the mandatory vaccination requirements?

No. The removal of the mandatory vaccination requirements does not introduce a new right for compensation.

What can we do to rebuild positive staff relations where necessary?

It is important that you work with your staff and their representatives when considering the health and safety measures that are required to mitigate COVID-19 risks and communicate with parents and caregivers to provide confidence in the systems you have in place.

If the return to work of an unvaccinated employee is likely to cause tensions with other staff, the School Board may consider the use of professional counsellors or restorative practice mediators to work through the issues.

EAP Services are available to help with any work or life issues and to improve health and general wellbeing. EAP counselling is completely confidential and funded by the Ministry of Education until June 2022. All teaching and non-teaching staff across Early Learning Services (including Kōhanga Reo, Kindergartens, Play Centres and home-based services), kura and state and state-integrated schools are eligible to access this support. To request an in-person, phone, video or e-counselling appointment:

Freephone (NZ Only): 0800 327 669

or visit EAP for further information

eapservices.co.nz

WE WANT TO HEAR FROM YOU

E hiahia ana mātou kia rongō mai i ō whakaaro

We will be developing this website over time and would love to hear your feedback.

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