

COVID-19 Vaccination Policy

1 Purpose of policy

The Commission of Inquiry into the Tasmanian Government's Responses to Child Sexual Abuse in Institutional Settings (**Commission**) is committed to ensuring a safe working environment. The health, safety and wellbeing of workers and all community members is of the highest priority.

This policy is intended to set out the Commission's expectations in relation to COVID-19 Vaccines and the role that workers and community members can play to contribute to reducing the spread of SARS-CoV-2 when attending Commission Premises and participating in Commission Activities in person.

From time to time, it may be necessary for us to review and revise this policy. We reserve the right to change this policy at any time. When we do so, we will post our updated COVID-19 Vaccination Policy on our website, accessible at <https://www.commissionofinquiry.tas.gov.au/>.

This COVID-19 Vaccination Policy supplements, and should be read in conjunction with other Commission policies.

2 Who does this policy apply to?

This policy applies to:

- (a) all individuals working for the Commission, whether as employees (permanent or casual), volunteers, secondees, contractors, consultants, counsel or otherwise (**workers**); and
- (b) all individuals who attend Commission Premises or participate in Commission Activities (**community members**).

The Commission's workers must comply with this policy at all times during the performance of their duties, including while interacting with community members.

3 Terminology

In this policy, the expressions **we**, **us** and **our** are references to the Commission. The expressions **you** and **your** refer to the individuals who are required to comply with this policy.

Acceptable Certification means:

- (a) a current COVID-19 digital certificate issued by Services Australia and displayed through the Medicare App, Check In TAS App or equivalent smartphone wallet, that states that the person is unable to receive a dose, or a further dose, of any COVID-19 vaccine that is available in Australia; or
- (b) a printed version of the COVID-19 digital certificate referred to in paragraph (a).

Commission Activities means Commission arranged, facilitated, or related hearings, meetings, events, functions or activities, both on and off Commission Premises, during or after ordinary working hours, including on weekends and non-workdays, that a worker or community member attends. This may include Commission hearings, stakeholder consultations, sessions with a Commissioner or meetings with or between Commission workers.

Commission Premises means any offices occupied by the Commission and its legal advisors.

COVID-19 Vaccine means a vaccine to protect a person against SARS-CoV-2 that has been registered or provisionally registered by the Therapeutic Goods Administration (**TGA**), or has been approved by a comparable overseas regulator, as determined by the TGA under regulation 16DA(3) of the *Therapeutic Goods Regulation 1990* (Cth).

Fully Vaccinated means having obtained the relevant manufacturer's recommended dosage of any COVID-19 Vaccine within the recommended timeframe, including any booster vaccine.

Medical Contraindication means:

- (a) one of the following contraindications to the administration of a COVID-19 Vaccine:
 - (i) previous anaphylaxis to a COVID-19 Vaccine or any component of a COVID-19 Vaccine, and a suitable alternative COVID-19 Vaccine is not available;
 - (ii) acute major medical illness;
 - (iii) severe adverse event attributed to a previous dose of a COVID-19 Vaccine without another identifiable cause, that has been reported to the Tasmanian Specialist Immunisation and Allergy Clinic and/or the Therapeutic Goods Administration and there is no suitable alternative COVID-19 Vaccine available; or
 - (iv) confirmed case of SARS-CoV-2 infection in the previous 6 months; or
- (b) a medical contraindication as defined by any applicable public health direction or order in the Australian State or Territory you are in.

SARS-CoV-2 means severe acute respiratory syndrome coronavirus 2.

4 What does this policy require you to do?

COVID-19 Vaccines play a vital role in supporting the health, safety and wellbeing of our workers, community members and the general public, and supports the Australian and State and Territory Government responses to the COVID-19 pandemic.

In accordance with the Commission's obligations under occupational health and safety legislation, the Commission requires all workers and community members to be Fully Vaccinated in order to attend Commission Premises or participate in Commission Activities **in person**.

Children under the age of 12 and two months are not required to be Fully Vaccinated in order to attend Commission Premises or participate in Commission Activities in person.

This requirement will be subject to ongoing risk assessment and review by the Commission.

If you are already required by law (e.g. a public health direction or order) to be Fully Vaccinated, you must do so in accordance with the terms of that law. For example, if a public health direction or order requires you to be Fully Vaccinated by a particular date, you must comply with that requirement.

The Commission deeply values the contribution and voices of all workers and community members and will seek to make alternative arrangements for those who cannot comply with this policy to participate in Commission Activities, where it is practical and safe to do so. For example, in the case of sessions with a Commissioner, this may include participation:

- (a) via a virtual or online platform; or
- (b) in an outdoor setting, involving physical distancing and/or mask wearing.

The Commission supports workers and community members in making informed choices concerning COVID-19 Vaccines. The Commission encourages all workers and community members to discuss vaccination with a registered medical practitioner, taking into account their personal circumstances.

4.2 Notification to the Commission

The Commission is committed to acting quickly when it becomes aware of suspected or confirmed cases of SARS-CoV-2 to support the health, safety and wellbeing of workers, community members and the general public, limit further exposure and contain any potential outbreaks.

Workers and community members must notify the Commission as soon as possible if:

- (a) they attend Commission Premises or participated in Commission Activities in person during their infectious period (for example, if they subsequently test positive for SARS-CoV-2); or

- (b) within 14 days of their exposure to a suspected or confirmed case of SARS-CoV-2 they attended Commission Premises or participated in Commission Activities in person.

Individuals should notify the Commission by contacting 1800 950 110 or contact@commissionofinquiry.tas.gov.au.

5 Exemption

The Commission understands that not all workers and community members will be able to receive a COVID-19 Vaccine. The Commission will provide an exemption to workers and community members who are required to be vaccinated under this policy or public health direction or orders but can provide evidence of a Medical Contraindication.

Any workers and community members who are required to be vaccinated but have a Medical Contraindication and who wish to attend Commission Premises or participate in Commission Activities in person will be required to provide Acceptable Certification of their Medical Contraindication to the Commission in advance in order to receive an exemption.

In order to ensure the health and safety of workers and community members on Commission Premises and at Commission Activities, persons granted an exemption (and in respect of whom the Commission is satisfied that attendance at the Commission Premises or participation in Commission Activities in person is appropriate) may be subject to additional health and safety control measures or may be required to participate remotely.

6 Evidence

Where a worker or community member is required to comply with this policy, or where they have requested an exemption, the Commission will request to sight evidence of being Fully Vaccinated or Acceptable Certification in support of granting an exemption.

Evidence of administration of a COVID-19 Vaccine may include:

- (a) a copy of a COVID-19 Digital Certificate (which can be obtained online through your MyGov account or via the Express Plus Medicare mobile app);
- (b) a medical certificate from a registered medical practitioner confirming that you have received an Approved Vaccine; or
- (c) a COVID-19 'vaccine passport' or other equivalent document issued by a government agency, which is intended to provide proof of the holder's COVID-19 vaccination status.

The purpose of seeking this information is to:

- (a) ensure you can safely attend work and/or perform duties in accordance with public health directions or orders (as applicable);
- (b) assess compliance with this policy; and
- (c) manage the risk of exposure to SARS-CoV-2 at Commission Premises and at Commission Activities, consistent with the Commission's occupational health and safety obligations.

If an individual is unable to provide the requested information, the Commission will discuss alternate arrangements with you in order to accommodate, where reasonable, your attendance at Commission Premises or participation in Commission Activities in person.

6.2 Consent to collect information

The Commission may keep a record of whether it has sighted evidence of being Fully Vaccinated or an Acceptable Certification.

The Commission will not store evidence of an individual being Fully Vaccinated or an Acceptable Certification unless it is required to do so by law. All records in relation to a COVID-19 Vaccine will be collected and stored with the individual's consent. Records will:

- (a) be stored securely within the Commission's internal systems, and restricted so that only authorised Commission personnel with a legitimate need can access the information; and
- (b) not be disclosed to any third parties outside the Commission unless expressly required or authorised by law.

Workers and community members may request to access their vaccination record information at any time and may also request that any relevant updates are made to it.