

# COVID-19 Vaccination Policy

## Template for clubs

### Guidelines for using this document

This policy has been drafted by Bowls SA staff for clubs to use if they wish to implement Mandatory Vaccinations at their club venue and club-managed events.

To use this template:

- Review the policy template in terms of meaning and content
- Add your club's name to any section noted as <CLUB NAME>
- Add any required dates to any section noted as <ADD date>
- Update summary table below
- Delete any instructional text provided by Bowls SA – i.e. this information, highlighted in blue

For assistance with this document please contact Bowls SA on (08) 8234-7544

# COVID-19 Vaccination Policy

1.0		
Vice President	Approved by Board	10/01/2022
President	Scheduled Review	of season late May

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## 1. Purpose

[Salisbury Bowling Club](#) exists to serve the local bowls community and protect and preserve the game while ensuring the health and wellbeing of those involved in the sport of bowls at the club.

As all are aware, the COVID-19 pandemic poses threats to the health and safety of all Australians. [SALISBURY BOWLING CLUB](#) embraces vaccination as an important tool for maintaining the health and wellbeing of members, staff, and the wider community and is committed to providing an environment free of recognised hazards.

## 2. Scope

This policy shall apply to Club:

Staff	Board	Engaged Volunteers	Engaged Contractors (including employees of contractors) & Suppliers	Players (including social bowlers)	Visitors (to club venue)
✓	✓	✓	✓	✓	✓

## 3. Definitions

Note: 'Definitions' provides you with the opportunity to define any terms used in the policy. Adjust details if needed.

Term	Definition
<b>Authorised volunteers</b>	Volunteers who are appointed to club roles. This includes club committee members, volunteers, coaches, those asked to check the vaccination status of members and guests, etc
<b>Approved Vaccine</b>	Any COVID-19 vaccination that has been provisionally registered for use in Australia by the Therapeutic Goods Administration
<b>Board Members</b>	As defined by the Club Constitution (Board / Committee definition).
<b>External Bookings</b>	A group who books the club facilities via the club for private function, either as a one off or ongoing.
<b>Fully Vaccinated</b>	This means having obtained the manufacturer's recommended dosage of any Approved Vaccine.  <i>For example, where the manufacturer recommends a two-dose schedule, a person will be considered fully vaccinated when they have received both doses of the vaccine.</i>
<b>Medical exemption</b>	The approved exemption provided by a medical provider, in line with Government requirements,

<b>Players</b>	Defined as pennant players, social bowlers, anyone using the club facilities for training
<b>Staff</b>	Club employees
<b>Vaccination</b>	Refers to treatment with a vaccine to produce immunity against a disease for the benefit of individuals and the community
<b>Vaccination certificate:</b>	The Australian Government COVID-19 digital certificate or Covid passport.  <i>Suppose you receive a COVID-19 Pfizer, AstraZeneca, or Moderna vaccine while overseas, you can register your vaccination on the <a href="#">Australian Immunisation Register (AIR)</a> when you return to Australia. At this time, if you've received a COVID-19 vaccine overseas which is not Pfizer, AstraZeneca, or Moderna, you cannot have it added to the AIR.</i>
<b>Venue</b>	<a href="#">Salisbury</a> > facilities in their entirety based at < <a href="#">5-9 Orange Ave. Salisbury 5108</a>
<b>Visitors</b>	Anyone besides club staff visiting the venue. This includes spectators and venue hirers.

## 4. Policy

[Salisbury Bowling Club](#) > requires those covered by the scope of this policy to be **fully vaccinated** against COVID-19, unless they have been granted a medical exemption when visiting or working at the [Salisbury Bowling Club](#) venue, in accordance with this policy by [10/01/2022](#)

### 4.1 Workplace Health and Safety Duty

All employers have a [duty under the Work Health and Safety \(WHS\) laws](#) to eliminate, or if that is not reasonably practicable, minimise the risk of exposure to COVID-19 in the workplace.

This policy supports recommendations within the following guidelines documents:

- Australian Technical Advisory Group on Immunisation, [Australian Immunisation Handbook](#).
- National Health and Medical Research Council in collaboration with the Australian Commission on Safety and Quality in Health Care, [Australian Guidelines for the Prevention and Control of Infection in Healthcare 2019](#)
- [Fair Work Australia COVID-19 vaccinations: workplace rights and obligations](#)
- Relevant State and Territory health agencies public health orders that require some workers to be vaccinated, for example, those considered to be working in high-risk workplaces.

## 4.2. Staff and Club Volunteers Vaccination Requirements

Salisbury acknowledges that, generally, personal health management outside of your employment or engagement as a volunteer is your own affair. However, health related matters that impact or affect the health and safety of yourself and others, particularly our staff, volunteers, and members; or Salisbury's ability to deliver its mission, are a proper focus of Salisbury Bowling Club policy.

Accordingly, Salisbury Bowling Club recognises the importance of a significant level of the population being vaccinated and, to that end, requires **ALL** staff and volunteers to be fully vaccinated.

- As of 10/01/2022 all staff and volunteers will be required to be fully vaccinated against COVID-19 unless they have been granted an exemption.
  - *Vaccination must be undertaken on the advice of an accredited health practitioner (including health practitioners at any authorised COVID-19 vaccination centres).*
  - *For those of an age ineligible to be vaccinated at the time of this policy coming into effect, the requirement to be fully vaccinated comes into effect six weeks after the date they become eligible.*
- All staff and volunteers will be required to provide evidence acceptable to Salisbury Bowling Club of being fully vaccinated.
  - *Salisbury Bowling Club will accept, for these purposes, a copy of your Immunisation History Statement, or alternatively a copy of your COVID-19 Digital Certificate (both of which can be obtained through your MyGov account).*

## 4.3 Visitors and venue access

Note: For clubs that share facilities with other user groups, please refer to our 'shared facility resources' for guides on how you can work with other user groups to ensure a safe environment for all. Adjust below as needed.

As a condition of entry to the Salisbury venue, all visitors must:

- As of 10 January 2022 be fully vaccinated against COVID-19 unless they have been granted an exemption.

- Vaccination must be undertaken on the advice of an accredited health practitioner (including health practitioners at any authorised COVID-19 vaccination centres).
- For those of an age ineligible to be vaccinated at the time of this policy coming into effect, the requirement to be fully vaccinated comes into effect six weeks after the date they become eligible.
- Agree to follow [Salisbury`s](#) staff and authorised volunteer directions, including:
  - Agree to provide evidence of their COVID-19 vaccination status to the [Salisbury](#) staff and authorised volunteers, including as required by any government health directive, law, or regulation;
  - Agree to the [Salisbury`s](#) staff and authorised volunteers, sighting evidence of visitor's COVID-19 vaccination status, and if a regular visitor to the club, record their status for future reference. This will be managed in line with the [Salisbury`s and BOWLS SA Privacy Policy](#).
- All external venue bookings by third-parties must agree to this policy prior to booking and take on the management of ensuring that their guests meet the requirements of this policy.

## 5. Exemptions

Only those who can provide evidence of the following reasons will be granted an exemption under this policy:

- a. Medical exemption provided by a medical provider in line with Government requirements
- b. Being ineligible to receive the vaccination because of their age
- c. For those who were ineligible for the vaccine before 10 January 2022 due to being under 12 years old, an exemption will be granted until 15<sup>th</sup> March 2022

In order to ensure the health and safety of all club staff and volunteers, individuals granted an exemption may be subject to conditions or restrictions related to their job, access, and/or safety requirements (e.g., masking).

This policy does not apply to any person who enters the club because of an emergency.

## 6. Breach of policy

Anyone covered by the scope of this policy, which Salisbury Bowling Club identifies as breaching this policy, will be subject to appropriate action.

- For staff, this could include termination of employment.
- For volunteers, this could result in termination of your volunteering role
- For engaged contractors and suppliers, entry will be refused
- For visitors, entry will be refused

Vaccination status of staff and volunteers may be monitored (depending on health recommendations / orders).

For further information on this policy, please contact [Salisbury Bowling Club](#)

## 7. References, Legislation & Industrial Instruments

- Workplace Health and Safety legislation
- Anti-discrimination legislation
- Privacy legislation
- [Salisbury`s and Bowls SA Privacy Policy](#)

## 8. Policy Reviews and Updates

This policy will be reviewed in [<insert date the same as at top of policy>](#) or sooner should the COVID-19 landscape dramatically change.

### 8.1 Version History

Version	Changes	Endorsement date:	Endorsed by:

*Please note, a most recent version of information needs to be located at the top of the table.*