

Question	Answer	Answered by	Meeting question came from
<p>How are we as employers meant to manage staff who are unvaccinated in the absence of an actual legislated order being made public, mandating the requirement?</p>	<p>Employers continue to be responsible for employment issues – however, we are preparing a guidance document to try and help navigate the process and this will be released following confirmation of the wording of the Order. The ER consultation process has no official timelines. It can be as short as a couple of hours (if there are no alternatives), longer if there are viable alternative options to explore. Once notice of termination is issued then timelines are in line with the employee’s employment agreement. In the meantime, you are encouraged to seek advice from your normal employment professional advisers.</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>
<p>How can staff get vaccination certificates for overseas vaccines? What proof will be required? What overseas vaccinations are considered as meeting the mandatory requirement?</p>	<p>Certain overseas vaccines will be acceptable if evidence can be offered that the vaccination has taken place with an acceptable to New Zealand vaccine. E.g.: Pfizer, AstraZeneca, Janssen and Moderna.</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>
<p>Does this mandatory requirement apply to people being employed to provide support</p>	<p>Until we see the final Order we cannot confirm for sure. We are working with the following high-level guidance in anticipation.</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>

<p>under ‘Individualised Funding’ (where clients hold their own budget and employ caregivers)? Whose responsibility is it to monitor compliance of this workforce? Will contractors e.g. plumbers, electricians etc entering ARC setting have to prove their vaccination status, or no entry? Will volunteers visiting ARC be required to prove they are vaccinated? Will allied services (hairdressers, podiatry, physio) be required to prove they are vaccinated?</p>	<p>1. Regulated professions currently registered under the HPCA regulations</p> <p>AND</p> <p>2. Non-regulated professions in the following healthcare setting:</p> <ul style="list-style-type: none"> • Aged Residential Care Facilities (ARC) • Home and Community Care Services (HCSS) • Kaupapa Māori Health Providers, Pacific Health Providers and Non-Government Organisations who provide health services <p>AND</p> <p>3. Work-based approach for roles within a healthcare work setting which includes:</p> <ul style="list-style-type: none"> • Roles undertaken by persons who are an “affected person.” • Roles undertaken by persons who “have contact with” (frequent contact, face to face and less than 2 metres social distancing) or in close proximity to healthcare workers providing a health service. • Roles undertaken by persons whose place of work (or location) is where the health service is being provided. 			
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	<ul style="list-style-type: none"> Roles undertaken by people who do not necessarily provide a health service, but their role requires frequent contact/engagement with those providing health services and is considered tied to a role within a healthcare setting. 			
<p>Will there be a process for medical exemptions for not receiving the vaccination? What are the grounds for these? Who will be responsible for granting the medical exemption?</p> <p>If someone does have a medical exemption, will they still be allowed to work?</p> <p>What is the process for an affected worker to access an exemption from mandatory vaccination on medical grounds?</p> <p>What evidence will be given to a person who cannot be vaccinated based on medical</p>	<p>Medical exemptions will be accepted where a worker has been examined and the approved health professional has provided written confirmation that an exemption should apply, based on approved criteria for exemption. Medical professionals cannot exempt themselves.</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>	

<p>grounds, which the provider can accept?</p>			
<p>Will there be any flexibility if the worker can prove they have booked dose 1 by 30th October or dose 2 by 1st December?</p>	<p>We understand that 11.59pm on 30 October is a hard deadline for first doses but won't be able to confirm for sure until the Order is published (expected no later than tomorrow).</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>
<p>Will there be any national / local support for organisations on how to manage the discussions or services / organisations that can be referred to e.g. helpline for facilities to direct staff who do not want to be vaccinated?</p>	<p>We will provide high level guidance, but employers are responsible for their employment issues – however, we are preparing a guidance document to try and help navigate the process and this will be released following confirmation of the wording of the Order. In the meantime, you are encouraged to seek advice from your normal employment professional advisers.</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>
<p>We currently have a very nervous workforce that is still, 8 days before the order is rolled out, not sure if they will be part of the group requiring mandatory vaccination. Most of our workforce</p>	<p>It is critically important that you and your health practitioners work together as soon as possible to support their clients in the event that the practitioner remains unvaccinated after 30 October 2021. The ER consultation process has no official timelines. It can be as short as a couple of hours (if there are no alternatives), longer if there are viable alternative options to explore. Once notice of termination is issued then timelines are in line with the employee's employment agreement.</p>	<p>Fiona Michel</p>	<p>Health Order inbox</p>

<p>has been vaccinated but not all. They could potentially lose their job in 8 days. How can we prepare for this if there is still no certainty if we are part of it?</p>	<p>Mandatory vaccination in health has been signalled for some time, but we recognise the timeline is going to be challenging for some employers.</p>		
<p>Email inbox set up for the Border Workers</p>	<p>MSD is able to support impacted workers who are unable to continue working in their current roles and are unable to be redeployed by their employer. The regional teams can support people to look for and prepare for other work, by assisting them to update CVs and find jobs that match their skills. MSD also has a range of services and products that can also help people when they do find new work. PCBUs are encouraged to contact MSD to discuss employment support for those who they are unable to redeploy. MSD’s regional teams can meet with people individually, or as a group if you have a large number of workers who may want to hear about the support MSD can provide before engaging with MSD one-to-one. If you get permission from your workers to pass on their details to MSD, we can make direct contact with them to discuss their individual situation and options. Email BWVO_Employment_Support@msd.govt.nz to be connected with the team in your region.</p> <p>MSD also works closely with Te Kawa Mataaho, the Public Service Commission through its Workforce Mobility Hub</p>	<p>MSD</p>	<p>Email from MSD</p>

	to support public sector employees to identify other potential jobs within the public sector in their area that match their skills and interest. Public Service employers, who have unvaccinated workers who are unable to be redeployed or reach agreement do have a requirement to engage with the Public Service Commission.		
NZ Customs have been commended by Employment authority as having used a good process. Can they share with all of us the high-level good process??	We will explore this and share as soon as possible.	MSD has provided the information in the above row	Webinar Weds 20.10.21
We have 1500 Lead Maternity Carers (predominantly midwives, but also GPs and Obstetricians) that are self-employed and contract directly with the Ministry of Health. Unfortunately, there will not be a mechanism in place	<p>We understand that 11.59pm on 30 October is a hard deadline for first doses but won't be able to confirm for sure until the Order is published (expected no later than tomorrow).</p> <p>We are working to get an exemption from the Privacy Commissioner to be able to use CIR to check health worker vaccination status, but in the meantime the fastest ways for LMCs to confirm their status to you is for them to screen shot or print their vaccination result from My Covid Record. https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-</p>	Fiona Michel	Health Order inbox

<p>for 30 October to check first vaccination status for this group. We are working to potentially have something place for 1 December to check full vaccination status (but this will be extremely tight). Is there potential for the 1 December date to be considered as the final date?</p>	<p>vaccines/covid-19-requesting-proof-vaccination/my-covid-record</p>				
<p>High risk defined in the order? Otherwise, we are left in the same legal situation as requiring risk assessment by role and risking personal grievances</p>	<p>'High risk' is expected to be described in the scope by naming specific roles and health care settings that will be in scope for coverage. Until that's confirmed we are assuming:</p> <table border="1" data-bbox="533 986 1102 1383"> <tr> <td data-bbox="533 986 1102 1161"> <p>1. Regulated professions currently registered under the HPCA regulations</p> <p>AND</p> </td> </tr> <tr> <td data-bbox="533 1161 1102 1383"> <p>2. Non-regulated professions in the following healthcare setting:</p> <ul style="list-style-type: none"> • Aged Residential Care Facilities (ARC) • Home and Community Care Services (HCSS) </td> </tr> </table>	<p>1. Regulated professions currently registered under the HPCA regulations</p> <p>AND</p>	<p>2. Non-regulated professions in the following healthcare setting:</p> <ul style="list-style-type: none"> • Aged Residential Care Facilities (ARC) • Home and Community Care Services (HCSS) 	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
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	<ul style="list-style-type: none"> • Kaupapa Māori Health Providers, Pacific Health Providers and Non-Government Organisations who provide health services <p>AND</p> <p>3. Work-based approach for roles within a healthcare work setting which includes:</p> <ul style="list-style-type: none"> • Roles undertaken by persons who are an “affected person.” • Roles undertaken by persons who “have contact with” (frequent contact, face to face and less than 2 metres social distancing) or in close proximity to healthcare workers providing a health service. • Roles undertaken by persons whose place of work (or location) is where the health service is being provided. • Roles undertaken by people who do not necessarily provide a health service, but their role requires frequent contact/engagement with those providing health services and is considered tied to a role within a healthcare setting. 			
<p>Non-regulated General Practice team members?</p>	<p>Likely yes.</p>		<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>What does fully vaccinated means? I.e., both vaccines administered + time (5 days' time/stand down period)?</p>	<p>We recommend that health workers are written to now to advise them of the requirement to be vaccinated. If you are unsure if a worker is required to be vaccinated, advise that you will know more about specifically affected roles and settings when the Order is released.</p> <p>First vaccinations must be administered on or before 11.59pm on 30 October and second vaccinations must be administered on or before 11.59pm on 1 December to avoid the requirement for unvaccinated workers to be stood down. You should seek professional advice from an HR or employment law professional to ensure your stand down process meets your legal requirements. Stand down would normally include written advice to the affected employee, a meeting to consult with them on whether they have been subsequently vaccinated, have grounds to apply for a medical exemption, options for redeployment (if any) within your organisation, or your willingness or not to grant a period of paid or unpaid leave. If there are no agreed alternative outcomes identified following that fair process, you will need to issue notice of termination in line with the terms of your employee's employment agreement, and they will leave your organisation.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Whānau/Family carers?</p>	<p>Whānau and Family care givers have been proposed to be excluded from the scope of the Order, but this cannot be confirmed until the Order is gazetted.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>So will the Order cover practitioners regulated under the HPCA who do not</p>	<p>We anticipate all practitioners regulated under the HPCA will be required to be vaccinated irrespective of the setting they work in.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>work in direct clinical settings - e.g., research nurses, nurses working in policy roles for NGOs and government agencies, telehealth etc.</p>			
<p>Do those registered with a RA that do not "see" patients have to be fully vaccinated?</p>	<p>We anticipate all practitioners regulated under the HPCA will be required to be vaccinated irrespective of the setting they work in.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Disability sector? - not a health-related service?</p>	<p>We anticipate care and support workers (irrespective of sector) will be in scope.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What about people from HPCA professions who work in sole private practice?</p>	<p>We anticipate the Order will cover both private and public HPCA practitioners.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>For family members (mums, dads, siblings) being paid as the support worker/carer under Individualised Funding, does this</p>	<p>Whānau and Family care givers have been proposed to be excluded from the scope of the Order, but this cannot be confirmed until the Order is gazetted.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>order apply - if they are not vaccinated, even if they are the only carer for the disabled person? Will they lose the funding because they lose their "job" even though it is in their own home?</p>			
<p>And people who only see patients via telehealth?</p>	<p>We anticipate all practitioners regulated under the HPCA will be required to be vaccinated irrespective of the setting they work in.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Individualised Funding employees?</p>	<p>The funding arrangement is not likely to be relevant to whether someone is in scope for the Order.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Will employers have access to their workforce digital vaccine record?</p>	<p>That is being worked through now. Unlikely to be available before 30 October. The fastest solution for now is to ask your employees to register on My Covid Record, https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/covid-19-requesting-proof-vaccination/my-covid-record and provide you with a screen shot or print out of their vaccination record.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Does it include self-regulated allied health in private practices?</p>	<p>Until we see the final Order we cannot confirm for sure, but believe that there will be no distinction between private and public. We are working with the following high-level guidance in anticipation:</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

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Are there provisions for an employer to require use of PPE and/or regular testing instead of vaccination?	<p>No.</p> <p>The only situation where this may be accepted (to be confirmed) is if someone has been medically exempted and it is a control measure given their inability to be vaccinated.</p>	Fiona Michel	Webinar Weds 20.10.21
What about needs assessment and service coordination workers?	<p>Until we see the final Order we cannot confirm for sure. We are working with the following high-level guidance in anticipation.</p> <div style="border: 1px solid black; padding: 5px;"> <p>1. Regulated professions currently registered under the HPCA regulations</p> <p>AND</p> <p>2. Non-regulated professions in the following healthcare setting:</p> <ul style="list-style-type: none"> Aged Residential Care Facilities (ARC) Home and Community Care Services (HCSS) Kaupapa Māori Health Providers, Pacific Health Providers and Non- </div>	Fiona Michel	Webinar Weds 20.10.21

	<p>Government Organisations who provide health services</p> <p>AND</p> <p>3. Work-based approach for roles within a healthcare work setting which includes:</p> <ul style="list-style-type: none"> • Roles undertaken by persons who are an “affected person.” • Roles undertaken by persons who “have contact with” (frequent contact, face to face and less than 2 metres social distancing) or in close proximity to healthcare workers providing a health service. • Roles undertaken by persons whose place of work (or location) is where the health service is being provided. • Roles undertaken by people who do not necessarily provide a health service, but their role requires frequent contact/engagement with those providing health services and is considered tied to a role within a healthcare setting. 			
<p>Are Residential services for people with Intellectual disabilities included?</p>	<p>We believe residential care workers will be included in the Order. We understand that family members providing care within their bubble may be excluded, but we are unable to confirm that until the Order is published.</p>		<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>If you have staff in a rural remote site that are not going to vaccinate and you cannot replace them, can you apply for an exemption?</p>	<p>Yes, you could apply for an exception based on the impact to the service. A health equivalent exception process is being worked on, but to give you a sense of the approach taken for Border Worker exceptions, see the following website: https://www.transport.govt.nz/about-us/news/covid-19-vaccination-exemptions-for-significant-supply-chain-disruption/ It is likely the process will be highly aligned, so you could begin to prepare for it now.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Stood down from 31 October comment clarification - can they work virtually?</p>	<p>Possibly. It depends on the role and the wording of the final Order.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What about support staff for a residential home for adults with disabilities?</p>	<p>We believe these people will be in scope.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>The wording really focuses on health, does this mean health AND disability?</p>	<p>Yes, we believe so.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What is the recommendation for providing services to non-vaccinated clients?</p>	<p>That's not part of the Health Order. You will need to refer to your normal health & safety practices.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>If staff have signed up for clinical trials of the Scottish-made Valneva vaccine due to start in January, will they be covered by the mandate - or required to stand down?</p>	<p>We don't believe there will be any exceptions made for people choosing to participate in clinical trials where they are unable to be vaccinated with an accepted COVID-19 vaccine.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What is the availability of non-mRNA vaccines? Such as provided to Air NZ pilots?</p>	<p>Non-mRNA vaccines will not be available in New Zealand before 30 October.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What legal support will MoH provide to employers when their staff refuse to be vaccinated and challenge this?</p>	<p>Employers continue to be responsible for employment issues – however, we are preparing a guidance document to try and help navigate the process and this will be released following confirmation of the wording of the Order. In the meantime, you are encouraged to seek advice from your normal employment professional advisers.</p>		<p>Webinar Weds 20.10.21</p>
<p>First dose by 30th October. 1 week. Most contracts require two weeks' notice. And there's a workforce shortage -</p>	<p>You should discuss your concerns with your funder as soon as possible. The ER consultation process has no official timelines. It can be as short as a couple of hours (if there are no alternatives), longer if there are viable alternative options to explore. Once notice of termination</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

what does the MoH suggest we do to continue support for disabled people?	is issued then timelines are in line with the employee's employment agreement.		
Does it apply to all registered/regulated health professionals, or only those working in specific settings?	We anticipate there will be <u>both</u> requirements for people in specific professions and for workers in specific settings.	Fiona Michel	Webinar Weds 20.10.21
Are there exceptions for those that have an allergy to the vaccine content?	Medical exemptions will be accepted where a worker has been examined and the approved health professional has provided written confirmation that an exemption should apply, based on approved criteria for exemption. Medical professionals cannot exempt themselves.	Fiona Michel	Webinar Weds 20.10.21
What about staff who were vaccinated overseas?	Certain overseas vaccines will be acceptable if evidence can be offered that the vaccination has taken place with an acceptable to New Zealand vaccine. E.g.: Pfizer, AstraZeneca, Janssen and Moderna.	Fiona Michel	Webinar Weds 20.10.21
What is the definition of "frequent" contact e.g.: daily, many times a day, weekly, monthly?	We will have to wait until the Order is published to fully understand this, but we anticipate it will mean where the work requires people to operate inside normal physical distancing for regular periods of time, irrespective of the number of times a day.	Fiona Michel	Webinar Weds 20.10.21
Can we please have clear answer on people supporting in residential support services/disability?	Until we see the final Order we cannot confirm for sure. We are working with the following high-level guidance in anticipation.	Fiona Michel	Webinar Weds 20.10.21

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How will compliance be monitored?	It is likely there will be a Health Worker Register that will need to be maintained by the Ministry of Health and PCBUs/Employers.	Fiona Michel	Webinar Weds 20.10.21
What accompanying protections are being put in place for employers who need to dismiss staff in 10 days times?	Employers continue to be responsible for employment issues – however, we are preparing a guidance document to try and help navigate the process and this will be released following confirmation of the wording of the Order. The ER consultation process has no official timelines. It can be as short as a couple of hours (if there are no alternatives), longer if there are viable alternative options to explore. Once notice of termination is issued then timelines are in line with the employee’s employment agreement. In the meantime, you are encouraged to seek advice from your normal employment professional advisers.	Fiona Michel	Webinar Weds 20.10.21
Does it apply to general practice teams?	Yes, we believe so.	Fiona Michel	Webinar Weds 20.10.21

Can you please confirm that we need to stand down staff on 31 Oct if they have not had their first vaccine or do, we have until the 1 Dec?	Yes, the understanding is that stand down will need to occur on 31 October if a worker who is subject to the Order remains unvaccinated.	Fiona Michel	Webinar Weds 20.10.21
Will Public Health Order override employment law situations?	Both will need to be followed.	Fiona Michel	Webinar Weds 20.10.21
Will providers be audited on compliance with the order?	We expect monitoring and compliance to the order will be implemented by MoH and WorkSafe.	Fiona Michel	Webinar Weds 20.10.21
Will the guidance documents contain templates for employers - for use in standing down, redeploying, terminating etc staff?	Employers continue to be responsible for employment issues – however, we are preparing a guidance document to try and help navigate the process and this will be released following confirmation of the wording of the Order. In the meantime, you are encouraged to seek advice from your normal employment professional advisers.	Fiona Michel	Webinar Weds 20.10.21
If Disability services are included, does this include office staff as well?	Until we see the final Order we cannot confirm for sure. We are working with the following high-level guidance in anticipation.	Fiona Michel	Webinar Weds 20.10.21

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<p>Will we be required to pay these staff?</p>	<p>It is usual to pay people during stand-down, while you consult to identify if there are any alternative options (exemption, redeployment etc).</p>		<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Can you clarify the health setting definition please. E.g.: we are an NGO employing only regulated staff RN's and SW- but providing information, education and support - Not hands on work at all, although the verbal Ax takes place face to face usually.</p>	<p>Until we see the final Order we cannot confirm for sure. We are working with the following high-level guidance in anticipation.</p> <div style="border: 1px solid black; padding: 5px;"> <p>1. Regulated professions currently registered under the HPCA regulations</p> <p>AND</p> <p>2. Non-regulated professions in the following healthcare setting:</p> <ul style="list-style-type: none"> Aged Residential Care Facilities (ARC) Home and Community Care Services (HCSS) Kaupapa Māori Health Providers, Pacific Health Providers and Non-Government Organisations who provide health services <p>AND</p> </div>		<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

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<p>Our residents and staff were vaccinated 5 months ago. When is MOH going to enable the 3rd booster for these vulnerable residents and staff?</p>	<p>This is outside the scope of the Health Order.</p>		<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>There are 4 weeks and 3 days between 30 October and 1 December, so the latest people could get the vaccine keeping in mind the 3-week gap is 10 November so we do have to stand people down by 31 Oct?</p>	<p>Yes, anyone without a first vaccination by 11.59pm on 30 October should be immediately stood down.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Is funding going to be provided for standing people down and paying out notice?</p>	<p>Normal employment accountabilities apply here.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Who will prosecute practitioners defying the order? What will be the process?</p>	<p>WorkSafe regulates the process. The Order will outline the process and penalties.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Do we need to see evidence of staff vaccinations? What if people are unable to be vaccinated due to health or religious reasons?</p>	<p>Yes. Encourage your workers to register on My Covid Record as the fastest and easiest way to provide evidence of vaccination. https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/covid-19-requesting-proof-vaccination/my-covid-record</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

	<p>Few people are unable to be vaccinated for medical reasons, but exemptions may be applied for where this is the case.</p> <p>No major organised religious group has officially discouraged the vaccine, and many have explicitly encouraged them.</p>		
<p>Can we have clarity of scope of who is in for the unregulated workforce. There are support workers funded by ACC, corrections, MSD, Oranga Tamariki and MHUD providing support to the elderly, injured, young people and the homeless are they all included? Also are nominated family carers who are paid to look after family members in ACC are they in?</p>	<p>See above. The Order is likely to be silent on the employer, and focussed more on the role or setting the work is performed in. We anticipate family members providing care within their bubble will be excluded from the Order, but cannot confirm that at this time.</p>	Fiona Michel	Webinar Weds 20.10.21
<p>Why does MoH and MoE have different dates for compliance to have dose one and two?</p>	<p>Because health workers were prioritised for vaccination since March 2021.</p>	Fiona Michel	Webinar Weds 20.10.21

<p>Who enforces this order? RAs? DHBs? PHOs, MoH? MoH have self-employed Lead Maternity Carers who are contracted under Primary Maternity Services Notice.</p>	<p>Employers, MoH and Worksafe all have obligations under the Order.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>We put forward a request to include specialist mental health and addiction and forensic services which include support workers/non regulated workforce. Rather than be swept under NGOs who provide health services. This distinction would provide clarity and help employers. Is there time to have this sorted?</p>	<p>See above on the anticipated scope. Until the Order is published, we cannot confirm the final scope of coverage.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Who will manage non-compliance for</p>	<p>Employers, MoH and Worksafe all have obligations under the Order.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>practitioners who do not work in a DHB or PHO setting - the sole practitioners?</p>			
<p>Health practitioners who need to stop mahi due to their vaccination status may need to transition their clients out of therapy in a safe way, this can take time. What considerations are in place for this scenario?</p>	<p>It is critically important that you and your health practitioners work together as soon as possible to support their clients in the event that the practitioner remains unvaccinated after 30 October 2021. The ER consultation process has no official timelines. It can be as short as a couple of hours (if there are no alternatives), longer if there are viable alternative options to explore. Once notice of termination is issued then timelines are in line with the employee’s employment agreement.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Aged care has a large number of Buddhist or other religions that say they don't put anything foreign in their bodies and are saying regardless of rules, there is no way they can ever have the vaccine. How do providers respond / manage this situation?</p>	<p>No major organised religious group has officially discouraged the vaccine, and many have explicitly encouraged them.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>Can you address whether volunteers in a health setting require vaccination too e.g.: volunteer running a support group monthly- is that required?</p>	<p>Volunteers are included if the work they do is in scope.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Is vaccination required for people who have recovered from COVID?</p>	<p>Yes. People should be vaccinated regardless of whether they have already had COVID-19 because research has not yet shown how long they are protected from getting COVID-19 again after recovering from COVID-19 and vaccination helps protect those who have already had COVID-19. Evidence is emerging that people get better protection by being fully vaccinated compared with having had COVID-19.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Why have vaccination cards changed and do not show batch numbers?</p>	<p>The change was made to speed up the administration aspect of the vaccination event. The batch number will show on My Covid Record even if it's not on the vaccination card.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What legal support will MoH provide to employers when their staff refuse to be vaccinated and challenge this?</p>	<p>Employers will be responsible for employment issues.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>How do you expect all of this to be done in 4 working days from the order being brought in?</p>	<p>Mandatory vaccination in health has been signalled for some time, but we recognise the timeline is going to be challenging for some employers.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Let alone the impact on our vulnerable clients with a sudden loss of staff on the 31st of October, who unless they have care they will need to be admitted to an acute hospital. What planning has been done by the DHB for these consequences?</p>	<p>Hospitals are aware of this order, and are subject to it themselves. They are actively working on contingency planning.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Can you also clarify NGO in this order. Often NGO refers to voluntary/charitable sector. Is this also including private health services in the community?</p>	<p>Yes, all sectors are likely to be included in some form.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>Staff are already asking if they can be terminated rather than resign so they can access MSD support - has there been any union engagement re the implications of those who don't?</p>	<p>You will need to refer to your union. Termination is an option if employees in scope for the Order remain unvaccinated and do not resign by the due dates.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>What we need to know is what does it mean regarding their contracts. If they refuse to get vaccinated, where do we stand legally regarding payments?</p>	<p>You will need to consider your options, likely to refer to frustration of contract clauses.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Will the MOH fund MOH and DHB employers to enable workers to go to their GPs next week and discuss their options. I'm particularly thinking of low paid workers here who can't afford to go to</p>	<p>There are a range of channels available for people including Healthline.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>their GP and may have worries about the vaccine</p>			
<p>Is MOH consulting with GPs as providers are receiving GP certificates recommending that a vaccine is inappropriate for their patients. If there is an exemption process, could you please provide the process.</p>	<p>Yes, we will provide this when the order is gazetted.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>When will Providers be given a copy of the order?</p>	<p>When it is gazetted. This is expected no later than Friday afternoon (22/10)</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Is the Moh going to distribute something in writing that is more useful?</p>	<p>Yes, we will.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>who is responsible for obtaining this information for LMCs - the MOH or the DHBs?</p>	<p>Unclear. We'll need to come back on that one.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>Is the Health Order not going to give DHBs access the the CIR? It will take far longer than 4 days to get all staff to sign up to My Covid Record to prove their vaccination status</p>	<p>DHBs are seeking access to the CIR for this purpose and sharing employee records with employers subject to the Order is being explored with the Office of the Privacy Commissioner at pace.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Sorry - not enough time to follow correct legal processes for terminating care staff when we are already pressured with staff shortages. To care for our residents safely, we can't terminate 10% of our staff next week. like 1</p>	<p>Unfortunately, this is what the Order will require. The ER consultation process has no official timelines. It can be as short as a couple of hours (if there are no alternatives), longer if there are viable alternative options to explore. Once notice of termination is issued then timelines are in line with the employee's employment agreement.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Is the MOH going to give guidance plus a Q & A to support this? Memo What we need to know is what does it mean regarding their</p>	<p>Yes, we are working on a guidance document now that will be released as soon as we have clarity on the final Order.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>

<p>contracts. If they refuse to get vaccinated, where do we stand legally regarding payments??</p>			
<p>What do employees need to do if they have an overseas vaccine within past 6 months?</p>	<p>Provide evidence of vaccination. The type of vaccine will form part of the decision process about whether it is acceptable in New Zealand.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>does the exemption include from a registered nurse and nurse practitioner?</p>	<p>Registered nurses and nurse practitioners can apply for a medical exemption if they are contraindicated for the Pfizer vaccine.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>
<p>Will MOH or Gov be issuing specific guidance to employers on process for dismissal/termination for unvaccinated staff?</p>	<p>We will provide high level guidance, but employers should use their normal channels of support for employment issues.</p>	<p>Fiona Michel</p>	<p>Webinar Weds 20.10.21</p>