(New Zealand Government, 2021i) [6 Nov 2021]; [15 Nov 2021]; [26 Nov 2021]

Unite against COVID-19

Mandatory vaccinations for workers

Find out about mandatory COVID-19 vaccinations for workers at the border and sectors including health and disability and education.

Sectors where COVID-19 vaccinations are mandatory

Sectors and business types where COVID-19 vaccinations are mandatory:

- Border and managed isolation and quarantine workers
- Education sector
- Health and disability sector
- Prison workers
- NZ Police
- NZ Defence Force
- Workers covered by the My Vaccine Pass mandate. This applies to food and drink services (excluding businesses that operate solely as takeaways), events, close-proximity businesses and indoor exercise facilities like gyms. The mandate also applies to on-site tertiary education when Red settings are in place.

If a business is only offering takeaway food and drink, then workers do not need to be vaccinated.

This may be because they work with populations that:

- are unable to be vaccinated
- are at increased risk of severe illness from COVID-19
- are at-risk of outbreaks.

Vaccination in these sectors is an important tool for reducing infection and transmission.

For example, in healthcare, workers are more likely to be in contact with someone that has COVID-19, making it a high-risk sector. A high rate of vaccination in this sector will help to protect staff from getting sick and passing COVID-19 onto others, including those who are at risk from severe illness.

Most people in these sectors are already vaccinated. But getting everyone in these sectors vaccinated is critical to the management of COVID-19.

How to get a COVID-19 vaccination

COVID-19 vaccination: Your questions answered

Border worker vaccinations

Workers at the border and in managed isolation and quarantine (MIQ) settings are required to be vaccinated against COVID-19.

Learn more about border worker vaccinations

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Education sector vaccinations

Certain roles in the education sector are required to be vaccinated against COVID-19.

This includes anyone who works, volunteers, or does unpaid work in education and who either:

- may have contact with children or students while working, **or**
- will be at an education service when children or students are present.

Education services where workers, volunteers or unpaid workers need to be vaccinated include:

- licensed early learning education and care centres — for example, kindergartens
- registered schools, including state schools, state-integrated schools and private schools
- licensed home-based education and care services, for children under 6 years old — every person 12 years and 3 months of age and over in the home where the home-based education takes place will need to be vaccinated
- licensed hospital-based education and care services
- hostels or boarding establishments used for the accommodation of students at a registered school
- before and after school care and holiday programme services.

The mandatory order does not include:

- tertiary institutions or people that work within them
- certified playgroups (except for playgroups that operate on a school or early learning site or one run by a home-based childcare provider).

Education workers must get their first dose by 15 November 2021. They must get their second dose by 1 January 2022.

Vaccination status register

Under the Public Health Order, schools must maintain a register of the COVID-19 vaccination status of workers.

Since the COVID-19 Protection Framework (traffic lights) came into effect on 3 December, it is no longer necessary to maintain a register of students' COVID-19 vaccination status.

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Health and disability sector vaccinations

Workers in health and disability roles and settings are required to be vaccinated against COVID-19.

Health practitioners who need to be vaccinated include:

- chiropractors
- dentists, dental hygienists, dental therapy and oral health therapy
- dietitians
- anaesthetists
- medical laboratory scientists
- radiographers
- doctors
- midwives
- nurses
- occupational therapists
- optometrists and dispensing opticians
- osteopaths
- paramedics
- pharmacists
- physiotherapists
- podiatrists
- psychologists
- psychotherapists.

Anyone who works closely with these health practitioners or who work in a facility providing healthcare also need to be vaccinated. These include:

- reception and administration staff
- shop assistants in community pharmacies
- anyone working in a hospital — for example laundry staff, orderlies, or administration staff
- anyone working in a rest home — for example kitchen and cleaning staff
- anyone whose work involves being within 2 metres or less of a health practitioner or member of the public for 15 minutes or more
- fertility service staff
- residential disability care staff.

Care and support workers who go into people's homes to provide services funded by the Ministry of Health, DHBs or ACC will need to be vaccinated. This includes any family, whānau or aiga who are paid to provide support or care in the disabled person's home.

Health and disability workers need their first dose by 15 November 2021. They must get their second dose by 1 January 2022.

Corrections sector vaccinations

Workers in the corrections sector are required to be vaccinated against COVID-19.

This includes:

- all staff who work in prisons
- health care staff working in prisons
- psychologists working in prisons and the community
- many contracted providers and people who provide services in prisons
- all other healthcare professionals that work within prisons.

Corrections workers needed to have their first dose by 6 November 2021. They must get their second dose by 8 December 2021.

NZ Police vaccinations

All sworn members, recruits and authorised officers of the New Zealand Police are required to be vaccinated against COVID-19.

They must have their first dose of the COVID-19 vaccine by 17 January 2022, and their second dose by 1 March 2022.

NZ Defence Force vaccinations

All New Zealand Defence Force staff are required to be vaccinated against COVID-19.

They must have their first dose of the COVID-19 vaccine by 17 January 2022, and their second dose by 1 March 2022.

Workers covered by the My Vaccine Pass mandate

Workers covered by the My Vaccine Pass mandate need to have their first dose by 3 December and be fully vaccinated by 17 January 2022.

This applies to food and drink services (excluding businesses that operate solely as takeaways), events, close-proximity businesses and indoor exercise facilities like gyms. The mandate also applies to on-site tertiary education when Red settings are in place.

Vaccination assessment tool | business.govt.nz (https://www.business.govt.nz/covid-19/vaccination-assessment-tool/)

My Vaccine Pass – work vaccination mandate | business.govt.nz (https://www.business.govt.nz/covid-19/my-vaccine-pass-work-vaccination-mandate/)

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Exemptions and exceptions

Workers may be able to get an exemption from being vaccinated against COVID-19.

Depending on the type of work done, there are different exemption grounds that may apply. For example, for an exemption on medical grounds, workers will need to apply to the Ministry of Health.

Exemptions for the border, health and education sectors and in prisons | health.govt.nz (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)

More information about exemptions for hospitality, events, close-contact businesses, gyms and tertiary education will be available soon on business.govt.nz.

NZ Police and NZ Defence Force will have information about exemptions available in mid-December 2021.

More information

COVID-19: Mandatory vaccinations | health.govt.nz (https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-response-planning/covid-19-mandatory-vaccinations)

COVID-19 Required Vaccinations Order | education.govt.nz (https://www.education.govt.nz/covid-19/advice-for-schoolskura/managing-staff/covid-19-required-vaccinations-order/)

Corrections COVID-19 vaccination programme | corrections.govt.nz (https://www.corrections.govt.nz/news/2021/update_2_on_covid-19_vaccination_programme)

COVID-19 Public Health Response (Vaccinations) Order 2021 | legislation.govt.nz (https://www.legislation.govt.nz/regulation/public/2021/0094/latest/LMS487853.html)

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