



PMAbility

Covid-19 Policy Feb 2022

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Purpose

The purpose of this Covid-19 Policy is to recognize that PMAbility prioritizes the safety and well-being of its community members above all else. It is prepared in line with State and Federal Health Department advice and additionally follows best practice compliance with World Health Organization Guidelines. Additionally, all staff (employed) are required to take personal responsibility for their health and the health of others. Failure to abide by this policy will make the employee ineligible to work at PMAbility.

Scope

The policy applies to all staff (employees) of PMAbility in their work. This covers all services and supports that are provided by PMAbility, not only under the NDIS but any under other schemes. It also is noted that wherever possible volunteers may be restricted in their duties or activities that they perform with participants should they not comply with the requirements of this Policy.

Exemptions

Exemptions will be provided when the vaccination is contraindicated, the employee requires a delay in vaccination due to medical reasons, or they are entitled to a reasonable accommodation due to a disability, sincerely held religious beliefs, practices, or observances that conflict with the vaccination requirement. Employees with such exemptions may be restricted in their duties or activities should this be deemed to put safety and well-being of community at risk.

It will be at the discretion of the Principal Consultant to determine the veracity of these exemptions and provide a response to the applicant with 7 business days.

All individuals who are not fully vaccinated are subject to additional public health requirements. This includes, but is not limited to, mask wearing while indoors in semi-private spaces, in indoor private spaces in the presence of others, and outdoors when social distance cannot be maintained.

Supporting COVID-19 Vaccination

An employee may take up to two hours as COVID-19 paid time per dose to travel to the vaccination site, receive a vaccination, and return to work. This would mean a maximum of four hours of time off for employees receiving two doses. Additional booster shots also qualify for this provision. If an employee spends less time getting the vaccine, only the necessary amount of time will be granted. If an employee is vaccinated outside of their regular work schedule, they will not be compensated.

Employees may utilize up to two consecutive work days of sick time immediately following each dose if they have side effects from the COVID-19 vaccination that prevent them from working (with appropriate medical certification). Employees who have no sick time available will be granted up to two consecutive days of additional sick time immediately following each dose if necessary (again with appropriate medical certification).

Confidentiality and Privacy

All medical information collected from individuals, including vaccination information, test results, and any other information obtained as a result of testing, will be treated in accordance with applicable laws and policies on confidentiality and privacy.

Supporting Participants

It is widely acknowledged that we are likely to be living with the presence of COVID-19 and its many variants in our community for some time.

Participants are eligible for assistance to get COVID-19 vaccination via their NDIS plans. All participants should be encouraged to get vaccinated unless they have good medical or other reasons for not doing so. They should not be coerced or forced to comply however, as their human rights and dignity of risk need to be respected.

It is expected that Participants will be provided with appropriate training and practical hygiene advice, ensuring this meets their level of understanding and preferred method of communication. In all situations wherever it is possible participants should practice social distancing of 1.5m. Participants will be encouraged to understand the requirements of “sign-in” at venues where it is required and assisted to download the relevant COVIDSafe App on their phones (should they have them).

Supporting Staff

Staff are also required to ensure that they observe social distancing of 1.5m as much as is possible. They will be supported as outlined above to participate in COVID-19 vaccination program. Staff will be expected to observe hygiene requirements, including hand washing, use of sanitizer and other Personal Protective Equipment (PPE) that might be deemed necessary by the State or Commonwealth Health authorities. Staff are requested to consider if meetings should be conducted as face-to-face or via phone / video conference / telehealth consultation. As a rule, any non-essential meetings will be held via teleconference.

It is known that in a pandemic situation information and advice can change quickly, staff should check their emails and website homepage for any updated advice or notification.

Resources

Whilst every attempt will be made to check that these resources are updated and relevant, you should always check State and Commonwealth Government health websites.

Australian Human Rights Commission issued Easy Read resources in PDF:

https://humanrights.gov.au/sites/default/files/2020-08/AHRC_EasyRead_COVID19%20Guidelines_Disability_2020.pdf

YouTube via of some ways to stop the spread of COVID-19:

<https://youtu.be/tU8TB6FsfyA>

THE END