



## **Mandatory Vaccination Policy - COVID-19**

### **PURPOSE**

The purpose of this Policy is to assist the NSW Masonic Club (“The Club”) which incorporates the Castlereagh Boutique Hotel, to meet its duties to ensure the health and safety of its members and guests, as well as its employees, officers, contractors and volunteers, by implementing mandatory vaccinations against COVID-19 (including subsequent variants). This Policy is for the protection of all members and guests, their families and our community, while ensuring that the Club can continue to serve its principal purpose.

COVID-19 vaccines play a critical role in protecting the health and wellbeing of people in our community.

### **SCOPE**

This Policy applies to all persons, at any time while this Policy is in effect, wish to enter the NSW Masonic Club.

This Policy does not form part of the terms and conditions of Membership of the Club. The Club may amend this Policy at any time.

### **Why is this policy needed ?**

The Club has a duty to ensure the health and safety of staff and attendees to the Club under the *Work Health and Safety Act 2011 (NSW)*, and under general law.

Where a known safety risk cannot be completely eliminated, the Club is obliged to take steps to minimise that risk. So far, our risk minimisation measures earlier in the pandemic have included PPE, facemasks, physical distancing, hygiene and hand washing, temperature testing, and contact tracing measures.

Now that the community has access to methods of vaccinating against COVID-19 which greatly reduce both transmission of the virus and its health consequences, this represents a “higher” and more effective method to minimise the risk of COVID-19 in the workplace, compared to the measures which were previously available.

Those who are not fully vaccinated have a higher risk of transmitting the coronavirus to workers and patrons. For instance, the Doherty Modelling Report, prepared for the National Cabinet, states that people fully vaccinated with the AstraZeneca and Pfizer vaccines have an overall reduction in transmission of 79% and 93%, respectively.

Moreover, subclause 1.3(f) of the *Public Health (COVID-19 General) Order 2021* states “the risk [to public health in NSW] is from and among people who remain unvaccinated because these people are more likely to be infected, more at risk of severe illness and death resulting from infection with SARS-CoV-2, and more likely to transmit the infection to others, than fully vaccinated people”.

Given the overwhelming research supporting these findings, precluding patrons who are not fully vaccinated will reduce the likelihood that fully vaccinated staff and patrons will be exposed to the coronavirus, or contract COVID-19.

While the Club is implementing other controls to mitigate the risk of COVID-19 transmission, as outlined in its COVID-19 safety plan, the level of mitigation from excluding those who are not fully vaccinated cannot be achieved through other available controls.

### **Why are vaccinations required?**

There are many compelling reasons to make vaccination against COVID-19 (or subsequent variants) a mandatory requirement to enter the NSW Masonic Club, including:

- **Consequences:** given COVID-19 is so easily transmitted, positive COVID cases at the Club have the potential to shut down the Club which has significant financial and other consequences for our members, personnel and our operational continuity and ongoing operations and viability as a Club;
- **Confidence:** when persons in the Club are fully vaccinated, all concerned can gain increased confidence that the Club is a safe place to socialise;
- **Contact:** Some persons who use the NSW Masonic Club are at elevated risk for COVID-19 including elderly and/or vulnerable patrons, and the Club is mindful of their and their families' health and safety, in addition to that of other members and guests our own Personnel (and their families);
- **Capability:** vaccination is currently the highest control measure reducing the risk of transmission of COVID-19.

### **Obligation to be vaccinated to enter the Club, mask wearing and other safety measures**

The Club is implementing a requirement that, to enter the Club one must be vaccinated against COVID-19 (including any subsequent variants). The Club considers this to be the primary, highest and most effective risk minimisation measure it can implement.

Masks are required to be worn in public areas of the Club & Hotel unless physically eating or drinking.

We will take the temperature of every attendee and employee on entry to the NSW Masonic Club and that all staff & attendees register on the NSW Government approved Track & Trace method.

### **Evidence of vaccination**

Members and guests must ensure they have ready access to government-issued evidence of their vaccination status whilst engaging in club activities. Examples include the Federal Government Immunisation History Statement or COVID-19 vaccination digital certificate.

The Club may ask any member or guest to show their vaccination status at any time. If you are unable to evidence your vaccination status when asked, you may be asked to leave Club premises.

### **Exemptions to this Policy**

Any member or guest with a legitimate medical reason for being unable to be vaccinated will be considered for an exemption (if possible) on a case-by-case basis.

If the person cannot, due to legitimate medical reasons, be vaccinated in accordance with this Policy, the person will be asked to show a medical contraindication certificate, in the form mandated by the New South Wales Government, with all particulars completed by a registered medical practitioner ("Contraindication Certificate"). The Club will not grant a medical exemption unless the person supplies a Contraindication Certificate.

The Club does not have the resources available to consider exemptions for other reasons, or based on other forms of evidence, in order to permit members and guests to access facilities.

The Club's facilities are regularly accessed by large numbers of persons. There are very few staff available to oversee access, and at busy times in particular it is impracticable for Club staff to spend significant periods of time dealing with any one person's request to access the facilities.

The process set out above is designed to permit efficient access to facilities by those who have good grounds to seek to access them. Outside that process, there is simply no capacity to evaluate different reasons for seeking exemptions, or to entertain argument or provide for any process of appeal, when determining whether to allow a particular person into the Club.

### **Consequences of non-compliance with this Policy**

Any member or guest who fails to comply with this Policy will not be permitted to enter the Club.

### **Privacy**

Where a member or guest of the Club provides any information regarding their medical or other circumstances for the purposes of this Policy, that information will be treated confidentially and, to the extent that the information may be retained, will be stored securely in accordance with the Club's Privacy Policy.

AUTHORISED BY:

Signed  Date: 1/12/2021  
Paul Brasch, General Manager - NSW Masonic Club.