

BRONTE

SURF LIFE SAVING CLUB • 1903

Title:	COVID-19 Vaccination Policy
Document Number:	12.2
First Published:	September 2021
Last Review Date:	October 2021
Next Review Date:	Each Board of Management Meeting for 2021/22 Season
Responsible Portfolio:	Administration
Authority:	This policy is binding on all Members of Bronte SLSC and is to be interpreted in accordance with the Bronte SLSC Constitution.

Bronte SLSC COVID-19 Vaccination Policy

Background

This Policy has been developed by Surf Life Saving Sydney (SLSS) and Bronte SLSC as the organisation transitions from closed and restricted services to a return to more normal activity. Its primary purpose is to ensure the safety and wellbeing of Members and the community as NSW moves from restricted movement to greater public autonomy. This increase in movement has been recognised as a greater risk factor to those who are unvaccinated while vaccination rates have not reached optimal levels. The NSW Government has asked us to exercise extreme caution during this period.

The Policy is designed as a risk mitigation strategy as the community transitions from 70% to 80% vaccination rates. It is temporary in nature and will be amended as required. It is expected to expire on or before 1 December 2021. A final determination on the expiry of this policy will be made by the Bronte SLSC Board of Management, taking into consideration Public Health and NSW Government health advice at the time.

The Policy will complement NSW Government Health Orders that will require those using Surf Life Saving Clubs, gymnasiums and bar facilities being required to be fully vaccinated. It will be one risk mitigation strategy in a suite of initiatives provided to keep Members and the community safe.

Patrolling Members have been eligible for priority vaccine access 1B as Emergency Services workers throughout the year.

WH&S Duty of Care

Bronte SLSC's core value is that of safety and the Club Board of Management have a primary responsibility to ensure the physical and mental health & safety of all our volunteers and paid staff as reasonably practicable within our operating environment.

Further, our Members have a shared duty of care under WH&S legislation to ensure the health and safety of themselves and others under the suite of services we provide, so far as is reasonably practicable. Our Members must follow the reasonable WH&S instructions given by their Club, SLSS, SLSNSW and SLSA.

COVID-19 Vaccination Requirement

For the safety of Members and the wider community, Bronte SLSC strongly encourages all Members aged 12 years of age or older who can be safely vaccinated, to do so at the earliest opportunity.

Until a final determination is made by the Board of Management, all Patrolling Members, Trainers, Assessors, Facilitators, Age Managers, Age Assistants, Water Safety, Coaches, COVID Marshals and those interacting with groups, and participating in teams such as education squads (including SRC), who are eligible to be safely vaccinated must be doubly vaccinated, unless they are exempt on medical or other grounds.

In relation to Nippers, all volunteers must be double vaccinated to participate this season. Nippers, other than SRC, will not need to be vaccinated against COVID-19.

Further, to comply with the NSW Government Public Health Orders those Members using clubhouse facilities, equipment, gymnasiums and attending hospitality services, or the club bar, when open, will need to be fully vaccinated.

Bronte SLSC has the power to give a direction to volunteers and employees to be vaccinated (and provide proof of vaccination) against COVID-19 if the direction is:

- Lawful;
- Reasonable;
- Within the scope or subject matter of the volunteer's/employee's duties; and
- Provided following a risk assessment.

Any such direction must not be prohibited under legislation, industrial instruments, or contracts of employment. A direction must not discriminate against a volunteer or an employee, either directly or indirectly, on any basis, including on the basis of for example:

- Disability (e.g. a person with a medical contraindication to receiving a vaccine as certified by a treating medical practitioner)
- Sex (e.g. a volunteer or employee who is pregnant and not able to be vaccinated (if that is the case))
- Race or Age (e.g. if vaccinations were only mandated for at risk employees as defined by their race or age).

Any person who believes they should be exempt from the requirement to be doubly vaccinated on medical or other grounds is encouraged to contact the Club President. In any such exceptional cases (including with employees), the Club may consider if any reasonable adjustments may be made to an individual's duties (e.g.: only conducting

surveillance outdoors with suitable PPE and other measures). Bronte SLSC will liaise with SLSS for further advice in such situations.

Risk Assessment

A risk assessment, summarised in *Appendix One*, has been presented to the Bronte SLSC Board of Management. It considers the need for Members to be fully vaccinated when performing the duties of Patrolling Members, Trainers, Assessors, Age Managers and those interacting with formal groups and teams within the Sydney region.

With the current vaccination levels and infection rates in the community, there is a higher risk that patrolling, and team management Members will be exposed to the virus as they interact with other Members and the public and cannot reasonably socially distance while performing rescues or more critical first aids. Patrolling Members are required to wear protective masks and to socially distance as much as possible, but there may be occasions especially in the aquatic environment where mask wearing, and social distances cannot be maintained in order to perform their duties (e.g. rescuing someone). As such, since PPE and other control measures are in the circumstances of patrol duties and group management inadequate to sufficiently protect volunteers, SLSS and Bronte SLSC has decided double vaccination is required.

Members will be required to provide proof of vaccination or medical exemption prior to activity. Refer to *Appendix Two* for details of what evidence is acceptable, how to obtain that evidence, and how to provide that evidence to Bronte SLSC. All health-related records will be kept confidential and secured by Bronte SLSC in line with SLSA Privacy Policy. Refer to *Appendix Three* for a privacy notice regarding COVID-19 Vaccination certificates, which outlines what personal information will be collected and how it will be used.

Individual Members may choose to not disclose their status and may choose not to Patrol or participate in formal activity.

All Members will be required to sign in via a QR code before Patrol or formal team activity or before entering their Clubhouses.

PPE

SLNSW has provided all Clubs/Services with the following PPE:

- Masks
- Face Shields
- Gowns
- Protective Glasses/Goggles
- Alcohol Wipes
- Hand Sanitiser

NSW Public Health Orders largely determine where and when a mask is required to be worn. Currently masks are mandatory for outdoor use and should be worn on Patrol. In the event that members need to run, the mask may be removed to aid breathing. Masks should also be worn in enclosed workspaces such as Training Rooms, Gear sheds and Clubhouses.

It is not recommended to wear masks in aquatic activities such as on boards, IRB's or when swimming.

What happens if a member does not comply with the evidence of vaccination requirement?

Members who do not provide evidence of their COVID-19 vaccination are welcome to remain members of the Club, but will not be able to participate in Club-led activities or access Club facilities and equipment at this time.

The Club will review this policy at each meeting of the Board of Management and consider any amendments in line with Government policy and safety concerns.

Exemption

As an Emergency Service, Bronte SLSC has been provided with a number of exemptions around the use of facilities and for critical education training. The Bronte SLSC Board of Management may endorse appropriately risk assessed activity for the exemption on the use of facilities and the SLSS Director of Lifesaving and Education will provide exemptions on critical education training.

For broader exemptions to Patrol Members and other group activity, the Bronte SLSC Board of Management (through a Board resolution) may submit to the SLSS Branch Council its intention for exemption accompanied by a detailed COVID Safe plan for their activities.

Other Guidance

For other COVID guidance and information (including on temporary minimum age requirements for Patrol) please see SLSS [Circular 06](#) and [Circular 11](#)

Further information can be found on the SLSNSW and Bronte SLSC COVID Information pages.

<https://www.surflifesaving.com.au/resources/coronavirus-covid-19-updates-resources-slsnsw-clubs>

<https://brontesurfclub.com.au/covid-19-updates-bronte-slsc>

Contact and support

We understand everyone's circumstances are different. If a member does not, or cannot, meet the requirement to provide vaccination evidence and would like to discuss their situation, please contact a member of the Board of Management. Similarly, members who cannot be vaccinated against COVID-19 for medical reasons are encouraged to get in touch.

If you have any questions or concerns about any of the matters raised in this communication, please speak to any of the club representatives listed in this document.

If this matter is causing you concern or distress, we encourage you to reach out to us, to speak to your support network or alternatively to contact [Lifeline](#) on 131114

APPENDIX ONE – Risk Assessment

Risk	Likelihood/ Consequence	Inherent Risk Rating	Proposed Controls
COVID-19 transmission between Patrolling Members on beach	Unlikely/ Significant	Medium	Masks/Social distance
COVID -19 transmission between Patrolling Members indoors	Possible/ Significant	Medium High	Masks Social distance Double vaccination
COVID -19 transmission between Patrolling Members & public while in water doing training and proficiencies	Unlikely/ Significant	Medium	Social distance Double vaccination
COVID -19 transmission between Patrolling Members and patient during first aid treatment	Likely/ Significant	Medium High	N95 Masks PPE Mask on patient Double vaccination
COVID - 19 transmission between Patrolling Members and patient during water rescue	Possible/ Significant	Medium High	Double vaccination
COVID -19 transmission between Patrolling Members while in IRB on the water	Unlikely/ Significant	Medium	Double vaccination Air movement
COVID -19 transmission between member from LGA of concern and other members and public	Likely/ Significant	Medium High	Double vaccination LGA concern members need to apply for exemption on a case by case basis
Training and Education Groups / Assessments indoors	Likely / Significant	High	Double vaccination Social distancing Sanitation Masks
COVID -19 transmission between members & public while in water doing training, assessment and skills maintenance	Unlikely/ Significant	Medium	Social distance Double vaccination
COVID -19 transmission between Age Managers and Coaches & public while in water or on beach training and activity	Unlikely/ Significant	Medium	Social distance Double vaccination

APPENDIX TWO – Evidence of vaccination

What evidence is acceptable?

The COVID-19 Digital or Printed Certificate endorsed by either the Australian Federal Government or the NSW Government (see [NSW Government Fact Sheet](#)). This is created when you are given your vaccine and **shows only your COVID-19 vaccinations**.

How to get your COVID-19 digital certificate

Your COVID-19 digital certificate will **only be available to download after you are fully vaccinated (two doses)** with an approved COVID-19 vaccine.

You can download your COVID-19 digital certificate using:

- the [Express Plus Medicare mobile app](#)
- your [Medicare online account](#) through [myGov](#)
- [My Health Record](#)

You can add your COVID-19 digital certificate to your smartphone Apple Wallet or Google Pay. Instructions are available on the [Services Australia website](#).

How to get a printed certificate

Call the [Australian Immunisation Register](#) on [1800 653 809](#) (8am to 5pm, Monday to Friday) and ask for your immunisation history statement to be posted to you. It can take up to 14 days to arrive by post.

How to show your certificate to the Club

You can show your COVID-19 digital or printed certificate to one of the Club representatives listed below in one of two ways as outlined below. We ask that this is done as soon as practicable, and at least 5 days prior to your first participation in a Club-led activity.

Method 1: In Person or via WhatsApp: please show or send your vaccination certificate directly to any one of the following authorised club representatives listed below:

- **Board of Management**

- Anthony Burrows (Nippers) 0402 991 881
- James McLennan (Lifesaving) 0425 251 349
- Amber Brown (Cadets) 0418 822 299
- Betsy Rumble (Education) 0425 261 994

- **Office Team**

- Tim Jeffries (Membership) 0405 150 919
- Jess Stewart (Nippers) 0411 140 994
- Kimberly Johns (Lifesaving) 0430 275 177
- Holly Ries (Functions) 0404 564 115
- Beki Dombrowe (Education) 0420 392 142

- Tilly Teahuahu-Tana (Admin) 0412 073 882
- Peter Butcher (General Mgr.) 0411 795 256

- **Club Vice-Captain** Garry Luscombe 0421 988 057
- **IRB Captain** Dominic Villa 0412 229 108

Or

Method 2: Email: please email Tim Jeffries at office@brontesurfclub.com.au and use **COVID-19 Vaccination Certificate** as your subject line.

The Club will keep a register of the names of members who have shown their COVID-19 vaccination certificate in accordance with the above.

If evidence is provided by email or WhatsApp, it will be sighted, the member's name added to the register and the electronic image of their certificate deleted. The Club **will not** keep a copy of COVID-19 vaccination certificates. See **Privacy Notice** in *Appendix Three* for further details.

APPENDIX THREE – Privacy Notice – COVID-19 Vaccination Certificates

The *Privacy Act 1988* (Cth) (Privacy Act) sets out principles in relation to the management, collection, use and disclosure of personal information and Bronte SLSC must comply with the Privacy Act when handling your personal information.

Personal information

‘Personal information’ means any information or opinion about an identified, or reasonably identifiable, individual:

- Whether the information or opinion is true or not; and
- Whether the information or opinion is recorded in a material form or not.

‘Sensitive information’ is a subset of personal information and means any information or opinion about an individual’s racial or ethnic origin, political opinion or association, religious beliefs or affiliations, philosophical beliefs, sexual preferences or practices, trade or professional associations and memberships, union membership, criminal record, health or genetic information and biometric information or templates.

Collection, use and disclosure of personal information

From 18 September 2021, Bronte SLSC requires evidence of COVID-19 vaccination for members to participate in activities led by the Club or access Club facilities and equipment.

To meet this requirement, Bronte SLSC will collect the following personal information about you with your consent:

- full name
- COVID-19 vaccination status

The Club **will not** keep a copy of COVID-19 vaccination certificates.

In line with all Bronte SLSC membership information, your COVID vaccination status will be stored by Bronte SLSC in Surfguard, the national Surf Life Saving member database. Your membership record is accessible only by authorised personnel and is kept confidential and secure by Bronte SLSC in accordance with the applicable IT security policies.

Your personal information will be used by Bronte SLSC to assist in providing a safe environment for participants in Bronte SLSC activities.

Your personal information may be disclosed where required by law.

By providing Bronte SLSC with your personal information, including sensitive information, you consent to the collection, use, disclosure and storage of your personal information. Your personal information will be used and stored in accordance with the Privacy Act.

Contact

If you do not consent to this collection by Bronte SLSC, please speak to any of the club representatives listed in this document. You acknowledge that if you do not consent, you will not be able to participate in Club-led activities or access Club facilities at this time.