

Ministry of Health Application

COVID-19 Health and Disability Sector Temporary Significant Service Disruption Exemptions

COVID-19 Public Health Response (Vaccination) Order (VO) 2021 grants:

Power of Minister to grant exemptions; a relevant PCBU may, by notice in writing to the Minister, apply for an exemption for a person specified in the application form from any other provision of this order.

Use this form to apply for a significant service disruption exemption for a health or disability worker (affected worker) who is not vaccinated and where removing the affected worker from the role would result in a significant disruption to the service.

Temporary Significant Service Disruption Exemption Requirements

In accordance with VO clause 12A (4)(a) (i) and (ii) (B) the PCBU has assessed the service will be significantly disrupted if the affected worker(s) are unable to provide a part or all the service.

- Where the affected worker has a contraindication to the available vaccine(s), a temporary medical exemption is required before applying for a temporary service disruption exemption.
- Exemptions should be limited to situations where an affected worker cannot be replaced by another worker without causing a significant service disruption.
- Exemptions should be for a specified time, reflecting, for example, the vaccination of the specified affected worker or training of a replacement worker for the specified role or part of the role.
- The affected worker should be vaccinated as soon as clinically safe within the exemption timeframe.
- The affected worker should be supported in the workplace to complete their future vaccinations going forward.

Temporary Significant Service disruption exemption duration

This exemption time period will allow the affected worker to be vaccinated to protect them against COVID-19 so regular business can resume as soon as possible. The significant service disruption exemption duration is will be up to 6 months.

Please send this completed application, with supporting information attached, to:
HealthDisabilityPCBUExemption@health.govt.nz

Completed application/s will be processed within 10 working days.

If you need to apply on behalf of more than one affected worker, please complete a separate form for each worker.

Temporary Significant Service Disruption Exemption Application form v 2.0

Employer/PCBU information as Applicant

Organisation Name	
Contact Name	
Contact Title	
Physical address	
Contact Email	
Contact Phone	
Duration of exemption being requested	

I [] certify that the information I have provided for the purposes of making this application is complete, true and accurate.

Signature		Date Signed	
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Affected Worker information

Affected Worker Name	
Affected Worker email address	
Affected Worker Title	
Role description	

Reason for being unvaccinated			
I [] agree the information in this application is complete and accurate and acknowledge my employer as the PCBU is applying for a temporary service disruption exemption under clause 12A of the COVID-19 Public Health			
Signature		Date Signed	

Required information

- 1) **Please insert or attach the PCBU significant service disruption risk management plan.
One plan is required for each affected worker type at each site.
This means one affected worker - one plan, or five affected workers in one team or service - one plan.**

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- 2) **There is evidence the organisation has assessed the potential for a significant service disruption if the affected worker is not able to perform their role due to not being vaccinated.**

Describe the potential significant service disruption in the PCBU significant service disruption risk management plan that would result from the affected worker being unable to perform all or part of the role.

3) Public health risk

Please complete the following questions to describe the public health risk associated with the role by circling Yes or No and provide supporting comments if needed.

Does the affected worker encounter other workers and the public, either on a frequent basis, face-to-face, or in proximity?	Yes / No
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If you answered **Yes**, please describe the interactions and the public health protection measures in place the PCBU significant service disruption risk management plan.

4) Impact on your service

Please complete the following questions with a Yes or No.

The replies below are a summarised position for the affected worker and is described in the PCBU significant service disruption risk management plan.

Confirm the affected worker can't be replaced with another worker, by another function, or by contracting, training or inducting another/new staff in the short term?	Yes / No
Confirm the affected worker's activities can't be reasonably delayed while facilitating the vaccination of the affected worker needed to perform the role?	Yes / No
Confirm there are service business continuity measures to maintain all or part of the service without the role ie, while retraining or recruitment is underway? (If No, provide further information).	Yes / No

If you answered **No**, please ensure the supporting information is outlined in the PCBU significant service disruption risk management plan and describe the qualifications and training required to fill the all or part of the role, and how long training or recruitment will take.

5) Efforts to support the affected worker's vaccination

Please complete the following statements by circling Yes or No.

Confirm the affected worker is aware of their requirement to be vaccinated	Yes / No
Confirm the affected worker is aware of the VO timelines to be fully vaccinated	Yes / No

Confirm the affected worker is offered the opportunity to be vaccinated during their usual work hours

Yes / No

Please describe in the PCBU significant service disruption risk management plan the efforts undertaken to address any barriers for the affected worker being vaccinated and/or support offered to be vaccinated.