

Vaccination Assessment Tool v.2

What type of environment is the work performed in?	
100m ² indoor space or greater, or outside	Less than 100m ² indoor space
How close does the person work to other people?	
At least 1 metre apart	Less than 1 metre apart
How long is the worker in proximity to other people?	
15 minutes or less	More than 15 minutes
Does the work require the worker to provide services to vulnerable people?	
No	Yes

A vulnerable person is a person who is:

- Under the minimum age to be vaccinated;
- Is medically exempt from being vaccinated; or
- Is at higher risk of severe illness from COVID-19.

Information on people who are at higher risk of severe illness from COVID-19 is on the Unite Against COVID-19 website: [People at higher risk of severe illness from COVID-19 | Unite against COVID-19 \(covid19.govt.nz\)](https://www.uniteagainstcovid19.govt.nz/people-at-higher-risk-of-severe-illness-from-covid-19)

The definition of a vulnerable person would be included in the regulations. The guidance would refer PCBUs to the Unite Against COVID-19 website for information on who is a vulnerable person. A PCBU may need to make a judgment call about whether they provide services to vulnerable people, as they may not be able to verify.

The Minister had suggested the definition of vulnerable people could be with reference to workers who have contact with population groups or communities with identifiably low vaccination rates (including children). Vaccination rates aren't static, so we are concerned that if we pegged it just to this, the tool may not produce consistent outcomes, depending on when and where it was applied (as vaccination rates vary greatly by region). We have instead linked it to the advice on the AOG website about people at risk of severe illness from COVID-19. This picks up ethnicity as well, so will cover groups with lower vaccination rates. It will also be likely to cover people who provide services directly to vulnerable people (eg social workers) and those who provide more general services that vulnerable people access (eg supermarket workers, retail and staff at the council run local swimming pool). This has the potential for PCBUs to require vaccination quite widely.

- **Do you agree with this definition?**
- **Are you comfortable with how wide a vaccination requirement may potentially be applied?**

We have linked the vulnerability factor to the provision of services. We had considered using "works with", but were concerned this was too wide and would pick up essentially everyone as most people will work with (come in to contact with in the course of their work day) people with vulnerabilities.

- **Do you agree with "provide services to" as the requirement in the definition?**

We have reconsidered the threshold now that vulnerable people have been included in the tool. Our advice is that the threshold for requiring vaccination should be 3 out of 4 or higher.

The impact of COVID-19 on vulnerable people is greater, therefore there should be a lower risk tolerance, and only two of the public health factors should need to apply alongside vulnerability. We will test this with the Ministry of Health.

- **Do you agree with the threshold?**

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Example occupations			What type of environment is the work performed in?	Can physical distancing be maintained?	How long is the worker in contact with other people?	Does the work require the worker to provide services to vulnerable people?	Overall score	Is it reasonable to consider requiring vaccination?
Occupation	Description	Highest risk aspect of job	Greater than 100m ² indoor space, or outdoors (0) or Less than 100m ² indoor space (1)	At least 1m apart (0) or less than 1m apart (1)	15 minutes or less (0) or more than 15 minutes (1)	Under the minimum age to be vaccinated; or is medically exempt from being vaccinated; or is at higher risk of severe illness from COVID-19.		
Forestry harvester	A forestry harvester spends the majority of their day outside in the forest where they do not interact regularly with other people. To get to and from work, they use a shared van with colleagues. While it's a confined space, they are able to ensure physical distancing, however, the drives can be over an hour each way.	Periods of close confinement with colleagues during extended work transportation. May work alongside Māori colleagues, but does not provide services to them.	1	0	1	0	2	No
Builder	A builder works on a large commercial construction site which is currently open air. The builder consistently works in close physical contact with colleagues.	Being in close contact with colleagues.	0	1	1	0	2	No
	A builder specialises in kitchen and bathroom renovations. This means they work in confined spaces, often alongside other tradespeople.	Working in confined spaces in close proximity to others.	1	1	1	0	3	Yes

Meat packer	A meat packer works full time at a local plant. The area they work in is 83m ² and involves being close with their colleagues for extended periods of time. There is limited ability for physical distancing to be maintained.	The time spent close to colleagues in a small work environment.	1	1	1	0	3	Yes
Truck driver	A truck driver works shift work transporting goods between Auckland and Wellington. They usually work alone, and have limited contact with other people. Their truck cabin is a confined space.	Comes in to with different people for short periods when making deliveries.	1	0	1	0	2	No
Librarian	A librarian works part-time at a local council library that is part of a wider complex, of which is 3,065m ² . The librarian is often out on the 'floor' with customers for short periods of interaction, while maintaining a physical distance.	The regular contact with customers, which includes vulnerable people.	0	0	1	1	2	No
Front counter bank staffer	A front counter bank staffer works part-time at a local bank. The job involves a mixture of front office support for customers, while also working in the back office from time to time. The back office workspace is 72m ² . They interact with multiple customers a day, and are able to physically distance themselves.	The regular contact with customers and working in a small office space. Provides services to vulnerable people, as older people are higher users of face to face banking services..	1	0	1	1	3	No
Real-estate agent	A real-estate agent works full-time between their office, which is 78m ² , and home. They spend multiple hours a day meeting with clients, including visiting private homes and driving clients in their car. These meetings are a minimum of half an hour and can be multiple hours when visiting homes. They are operating open homes on a booking system.	Work in a small office environment and regular contact with clients, which can involve visiting private homes. Works in a town that has a higher proportion of retirees.	1	0	1	1	3	No
Economist	An economist works full-time in an office that is 206m ² . Within the office there is enough space for colleagues to be socially distanced. The job is primarily desk based, with a few client meetings scattered across the week. These client meetings are usually half an hour to an hour.	The contact the economist has with clients.	0	0	1	0	1	No

Motel receptionist	A hotel receptionist works full-time at a small motel. The front office space is 68m ² . They interact with customers regularly throughout the day for short periods of time, while maintaining a physical distance.	Regular contact with members of the public, including vulnerable people within a small front office space.	1	0	0	1	2	No
Nanny	A nanny works part-time for one family with two young children. As well as providing at home care, they also are responsible for taking the children to school and various activities in a vehicle. They spend extended periods of time with the children, in close contact where it is not possible to maintain a physical distance.	Regular close contact with a household, including children.	1	1	1	1	4	Yes
Bus driver	A bus driver who works on different routes in the Wellington region.	Comes in to contact with many people, including vulnerable people and works in a confined space.	1	0	1	1	3	Yes
Front line family social worker	Works with families that have children younger than 12, often meets them in their homes or transitional housing (which can be motel units).	Comes in to contact with many people, including vulnerable people and works in a confined space.	1	1	1	1	4	Yes
Shelf stacker in a supermarket	Stocks shelves in a supermarket during the day when customers are present	Works in an area alongside the general public, which will include vulnerable people. CVCs are prohibited.	0	1	0	1	2	No
Retail worker	Serves customers in a small boutique clothing shop targeting older women. Work requires them to be on the floor and assist customers.	Works in an area alongside the general public, which will include vulnerable people.	1	0	1	1	3	Yes
	Directs the queue at the self-service checkouts at a large national retailer.	Works in an area alongside the general public, which will include vulnerable people.	0	0	0	1	1	No
Livestock farmer	A livestock farmer works on a large dairy farm. They spend the majority of their day outside where they do not interact regularly with other people. To get to and from work, they use a shared van with colleagues. While a	The periods of close confinement with colleagues during work transportation.	1	0	0	0	1	No

	confined space, they are able to ensure physically distancing and the drives are short distances.							
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