



Rationale

Dignity, safety, health, and wellbeing are central to the Church's teaching, and DOBCEL is committed to providing a safe and healthy environment for all DOBCEL schools and workplaces. All school Principals and Catholic Education Ballarat (CEB) Managers have a Duty of Care to provide and maintain a work environment that is free of risk and beneficial to the health and safety of all.

The health and safety of all members of the DOBCEL community inform all DOBCEL policies and practise the purpose of this policy, consistent with the overarching obligations of all Federal and State Government pandemic mandates, is to:

- ensure a safe environment for DOBCEL directors, employees, contractors, volunteers, students and their families, and others attending DOBCEL education facilities by only permitting employees, contractors and volunteers employed or engaged by DOBCEL ("worker") to attend in accordance with relevant pandemic orders; and
- assist in the prevention of inadvertent acquisition and spread of COVID-19 at DOBCEL education facilities by complying with any legal requirements with respect to COVID-19, including but not limited to, the requirement that employees, contractors and volunteers employed or engaged by DOBCEL are vaccinated in accordance with any applicable pandemic orders.

In this policy, the term pandemic order refers to any prescribed State or Federal Government mandate, directive, order, instruction or the like, as relevant at the time and including those issued by relevant government departments.

This policy commences with immediate effect and operates subject to any applicable pandemic orders, which may be issued from time to time after its commencement.

Policy Statement

DOBCEL requires that any "worker" (that is, a director, an employee, contractor or volunteer employed or engaged by DOBCEL) be fully vaccinated (including with respect to any booster vaccinations) or otherwise have a valid exemption, as set out in the applicable pandemic orders.

DOBCEL may issue procedural directions consistent with the pandemic orders from time to time, with which all workers must comply.

The directions issued by DOBCEL under this Policy will, amongst other things, outline any key changes to the pandemic orders and/or implications for the employment or engagement of any employees, contractors and/or volunteers with DOBCEL.

Relevant pandemic orders will accompany any such directions and will be promptly communicated to all workers in DOBCEL schools.

It is a condition of employment for any DOBCEL worker that they meet the requirements of this Policy.

Principles

Common good

People are fundamentally social beings. Social, political and economic organisation has, therefore, implications for the entire community. Each social group, therefore, must take account of the rights and aspirations of other groups, and of the wellbeing of the whole human family. The common good is reached when all work together to improve the wellbeing of society and the wider world. The rights of the individual to personal possessions and community resources must be balanced with the needs of the disadvantaged and dispossessed.

Human dignity

Our common humanity requires respect for and support of the sanctity and worth of every human life. All other rights and responsibilities flow from the concept of human dignity. This principle is deemed as the central aspect of the Church's social teaching. The belief that each life has value is shared with International Human Rights which are universal, inviolable and inalienable.

References

- DOBCEL First Aid and Infection Control Policy and Procedure

The following Victorian Government Directions per [health.vic.gov:](https://www.health.vic.gov.au/directions)

- Workplace Order
- Pandemic (Public Safety) Order
- Quarantine Isolation and Testing Order