



Northern Presbytery Covid 19 Health & Safety Policy

January 2022

1. Introduction

In alignment with PCANZ, the Northern Presbytery does not have an 'official position' about vaccination or the overall covid 19 strategy. The Northern Presbytery does:

- advise that its members comply with government requirements in relation to Covid 19
- remains committed to ensuring a safe work place for its staff
- respects that Church Councils are determining their own health and safety policies for their respective churches and related activities
- continues to support inclusion, rather than exclusion.

This policy provides guidance and directions, where appropriate, for employed staff, volunteers, and presbytery activities. It strives to accommodate the considerable variability of the specific health and safety provisions for each church, which range from entry only if vaccinated to not requiring, or even asking for vaccinated status. If the vaccination status is not required at a venue where a Presbytery activity is to occur, then those attending are advised to assume that not all who are attending will be vaccinated. This policy is also a 'living document', as government policy settings, guidelines and requirements do change over time.

2. Employed staff and contractors

Northern Presbytery considers the health and well-being of its employees, contractors, volunteers and their families during this pandemic is of the utmost importance. All presbytery employees and contractors are required to be vaccinated. They are also expected to:

- a) Follow the advice given by the Ministry of Health (health.govt.nz)
- b) Follow any travel advisories which are issued (safetravel.govt.nz)
- c) Stay home if they are feeling unwell
- d) To work from home if possible if their household is in isolation
- e) To take measures to protect the health of themselves, their families and people they encounter
- f) To take measures to avoid unnecessary exposure and act responsibly to reduce the risk of spreading the virus

Northern Presbytery will:

- i) Continue to pay its employees if they are in isolation or on sick leave
- ii) Not expect any employee to work if they are unwell
- iii) Support employees in the ways that they can during this difficult time

3. Presbytery Office

3.1 The Presbytery Office is situated in the building occupied by Presbyterian Support Northern,

which is the primary tenant. The Presbytery also has used the PSN Board Room for larger meetings, such as Council and Workgroup meetings. As the secondary tenant, the Northern Presbytery needs to comply with PSN's Covid 19 Health and Safety requirements. Therefore, those entering the building at 111 Great Sth Rd are required to have vaccine certificates and to scan the QR code. If the latter is not possible, then they must ensure their name and contact details are provided to the Presbytery Office, including the month, day and time they were in the building.

- 3.2 As a general principle, if anyone who would be attending a Presbytery activity at 111 Great Sth Rd is not comfortable with revealing their vaccination status, and/or, are not comfortable to enter a building that is restricted to people with vaccine certificates, they are to advise the Presbytery Administrator as early as possible before the scheduled activity. The Administrator will liaise with the person convening, or organising that particular activity, and an alternate arrangement will be made.
- 3.3 As a matter of principle, the Northern Presbytery respects the view of any individual member as to whether or not they are vaccinated, or are comfortable / uncomfortable about attending activities at 111 Great Sth Rd. However, aligned with the Assembly Moderator's message to PCANZ, the Northern Presbytery encourages its members to be vaccinated.

4. Presbytery Council meetings

There is at least one member of the Presbytery Council who is not comfortable entering a building that requires vaccine certificates. Therefore, for face-to-face meetings during 2022, the Presbytery Council will meet at a Presbyterian Church that does not require vaccine passports, or via zoom.

5. Region Meetings

On the basis that one, or more than one church within a region will not require vaccine certificates to enter, then region meetings will adhere to the without vaccine certificate requirements in the Covid 19 Protection Framework. This means that a region meeting will need to be held via zoom should any of its area be categorized as Red. A face-to-face meeting of a region is possible if all the areas within that region are categorized as Orange or Green.

6. Workgroup, Commission, and Review / Committee meetings

If at all possible, workgroup, commissions and review / committee meetings are to be held at 111 Great Sth Rd, or at a more convenient location if they are to be face to face. All such meetings will require to adhere to the Covid 19 health and safety provisions for that facility – unless 3.2 above applies. Or, these could be held via zoom if effectiveness is not compromised.

If there are more than 25 people involved in a facility that does not require vaccine certificates, and any area within Northern Presbytery is categorized as red in the Covid 19 Protection Framework, then a face-to-face meeting is not possible.

7. Full Presbytery Meetings

Face to face full Presbytery meetings can only be held, whilst the current Covid 19 Protection Framework is in place, when all areas within the Northern Presbytery are categorized as Green, with a limit of 100, with social distancing of 1 metre and other safety precautions in place. The location will need to be at a Church that does not have a vaccine certificate entrance policy.

The Leaders Conferences will not be held face to face until there is provision for up to 300 people to gather without vaccine certificates.