

Questions concerning COVID-19 Vaccinations

Unitec strongly supports the Government's COVID-19 vaccination programme and encourages staff to get vaccinated. The Ministry of Health (MoH) web site provides a wealth of information about the vaccine.

Click [here](#) for other FAQs and resources relating to the COVID-19 vaccination plan. The following questions have been raised by staff. If there are other concerns around vaccinations, staff can discuss with their managers in the first instance. They can also talk with their [HR Business Partner](#), [Health and Safety](#) team or [Wellbeing team](#).

1. Can staff receive the vaccine during work hours?

Yes. Please discuss with your manager to ensure this is scheduled around work commitments. You will not need to take leave to do this. Please let your manager know when you will be going and for how long.

2. Where can staff go to be vaccinated?

There are a range of places where you are able to get vaccinated, including community clinics, marae, pharmacies and walk-in and drive through vaccination centres. Information on locations and how to book your vaccine is here: [How to get a vaccine](#).

3. Do staff need to tell managers if they are getting vaccinated?

If staff are attending a medical appointment during work time, they need to let their manager know in the normal way. Staff do not need to tell their manager, or others, about their vaccination status.

4. What happens if a staff member feels unwell following the vaccine?

If a staff member becomes unwell as a direct result of receiving a COVID-19 vaccination, the staff member should let their manager know and they enter the sick leave in the normal manner directly into PeopleSoft. If there is not sufficient sick leave balance available, please contact your manager and HR Business Partner to discuss options of special leave in support.

5. Can staff know about the vaccine status of colleagues or students?

In most situations' vaccinations are voluntary and are not required in order to carry out the work or learning. In these circumstances a person's vaccination status (and other medical information) is private and confidential. Unitec and/or colleagues cannot require this information to be divulged. The MoH and the Tertiary Education Commission (TEC) have specified public health precautions such as physical distancing, handwashing/sanitising, face coverings, contact tracing, and cleaning regimes that enable the work and study to be carried out safely whether people are vaccinated or not.

If staff have strong concerns about this they should talk with their manager and/or HR Business Partner. It should be noted that vaccinated people are less likely to get the virus, transmit the virus, or get very unwell from the virus which is why staff and students are encouraged to be vaccinated.

6. Can Unitec require staff and/or students to have a vaccine?

As we have noted above vaccinations are voluntary and are not required for most work/learning. However, there may be some roles/learning that need to be performed by a vaccinated person due to the high risk of contracting and/or transmitting COVID-19 to others. Click [here](#) for information on assessing whether a specific role needs to be performed by a vaccinated worker. There are currently no roles at Unitec that fit into this category.

There may be situations where a staff member or student is unvaccinated or does not wish to be vaccinated but is working/learning in a role that can only be performed by a vaccinated person. In this situation the manager would talk with the individuals concerned to explore all reasonable options.

7. Does Unitec keep a record of who has a COVID vaccination?

No, with the exception of circumstances where a vaccination is required in order to carry out specific work or learning. In these specific circumstances evidence of a COVID vaccination will need to be sighted and recorded by Unitec.

8. Can a staff member share their anti-vaccination stance to others?

To be vaccinated or not is a personal choice we all have, however Unitec does not support the sharing of [misinformation](#).

Unitec strongly supports the Government's COVID-19 vaccination programme and encourages staff to get vaccinated. The vaccine provides the best protection against serious illness that can require hospitalisation or possible death from COVID-19.

The Ministry of Health (MoH) web site provides a wealth of information about the vaccine. Click [here](#) to learn more about the NZ Vaccine Facts to make your own informed decision.

Should you feel uncomfortable about a conversation that is occurring or information that is being shared, please contact your manager or [HR Business Partner](#).

9. How does the COVID vaccine impact on the Flu and MMR Vaccine?

There is a wait time between vaccinations, please check the Ministry of Health (MoH) site [here](#) for more detailed information.

As a guide see below:

- 2 weeks between the COVID-19 vaccine and influenza (flu) vaccine
- 4 weeks between the COVID-19 vaccine and the Measles, Mumps and Rubella (MMR) vaccine (if you get the MMR vaccine first)
- 2 weeks between the COVID-19 vaccine and the Measles, Mumps and Rubella (MMR) vaccine (if you get the COVID-19 vaccine first)