



Cashmere Technical FC COVID-19 Update

26th January 2022

The Board of Cashmere Technical FC has adopted a COVID-19 policy. This policy takes effect from 24 January 2022 and applies to all employees, contractors, volunteers, coaches, and members 12 years and over.

COVID-19 Policy

Our policy is that all employees, coaches, volunteers and members aged 12 and over must be able to provide a valid 'My Vaccine Pass' as outlined in the Ministry of Health guidelines in order to participate in Club activities. This policy does not apply to players who are aged 11 or younger.

This means that if you are aged 12 or over, you will not be able to register as a member for the 2022 season and you will not be able to play for, coach or be a volunteer or employee of the Club unless you can provide a valid vaccine pass. You will be asked to provide a copy of your My Vaccine Pass when you register to play or coach for the 2022 season.

Reason for this policy

Over the past couple of years Football has faced a lot of challenges and seen the cancellation of competitions and reduced game time as a result of COVID-19. Under the current RED setting, gathering sizes are very limited if participants are not vaccinated. It would therefore be very difficult to manage our Club and to participate in football competitions if our players are not vaccinated.

As a result, the Board has unanimously agreed to introduce a COVID-19 policy that supports the health and safety of its employees, coaches, volunteers and members along with the wider community.

The Board has taken the step of implementing this policy now because we are about to open registrations for the start of the 2022 season and New Zealand Football and Mainland Football have yet to determine their position.

As we have all experienced, the COVID-19 situation is very fluid and circumstances can rapidly change. The Board will therefore continually review and revise our policy to take account of Ministry of Health guidelines and best practice advice from New Zealand Football and Mainland Football.

Process

1. Our starting position was to understand our obligations under the Health and Safety at Work Act 2015. Under this Act the Club has a primary duty of care "to eliminate risks to health and safety, so far as is reasonably practical".
2. We conducted a workplace risk assessment covering the various aspects of the Club's operations, using firstly the recommended WorkSafe NZ template, then checking it against the four-question template more recently made available under the COVID-19 Protection Framework.
3. We kept other relevant and emerging government legislation under constant review, along with the interpretations and guidelines released by government agencies (MBIE, Employment NZ etc), and industry associations (Hospitality NZ, Sport NZ) and others.



Cashmere Technical FC COVID-19 Update

4. We took notice of decisions made by other sports clubs and codes both locally and nationally.
5. We held briefings, updates and question sessions with our staff.
6. We discussed whether we could legally, safely and reasonably allow unvaccinated junior members in the 12-16 age bracket to play; ultimately agreeing that since they are eligible and encouraged to vaccinate, we should remain consistent across all eligible groups.
7. We had a robust discussion about whether we could allow unvaccinated employees contractors, volunteers, coaches, and members 12 years and over to safely engage with club activities without risk to other club members.

This took us back to our starting position i.e. our statutory obligation to **eliminate risks to health and safety**, taking into account that football is a contact sport.

This decision has been a very difficult one but, in the end was fully supported by the Board and the Clubs employees.

Our club has more than 1500 members, and we value each and every one of them. Our assessment is that the “no vaccine passport, no involvement” policy will be accepted positively by the vast majority of members however, the Board understands that there may be a number of members who for a range of reasons have decided not to get the COVID-19 vaccination.

Whilst we encourage every member to get vaccinated, we accept that in the end it is a decision for each and every person to make.

Unfortunately, however, that will mean that once the policy is implemented any employees, volunteers, coaches, and members 12 years and over who choose not to be vaccinated or who do not hold a valid medical exemption will no longer be able to participate in Club activities.

Finally, we do however acknowledge that the situation is very fluid and we will review our policy on a regular basis and update our members if there are any changes.

Thank you for your continued support and understanding.

Cashmere Technical FC Board