



## **Snow Sports New Zealand COVID-19 Vaccination Policy FAQ's**

### ***Who does the Vaccination policy apply to?***

This policy applies to SSNZ employees and contractors, as well as anyone wanting to access SSNZ facilities – including tenants, partners, coaches, athletes and other visitors.

### ***Will HPSNZ and/or Sport New Zealand have the same or a similar policy?***

Yes – HPSNZ has already introduced their policy (effective 29 November 2021)  
Sport New Zealand is currently developing a policy that may merge with the HPSNZ one to become a group policy.

### ***How does this policy relate to our other COVID-19 protocols?***

The vaccine policy is an important measure to protect our people and environments, but it is not the only line of defence. While the vaccination policy will be a critical tool in minimising risks associated with COVID-19, our other protocols will remain in place. These are outlined in the various COVID-19 safety plans that are currently in place, and include measures such as physical distancing, contact tracing, mask wearing when appropriate, intensive hand hygiene and health monitoring. We will continue to monitor the situation and introduce new measures as and when appropriate.

### ***What evidence of vaccination will be required?***

Digital COVID-19 Vaccination Certificates are now available through the Ministry of Health's My COVID Record. These Vaccination Certificates will be required as proof of vaccination, but there will be a transition period through to 17 January 2022. Until that time, we plan to operate on a trust model, where anyone accessing SSNZ facilities will be expected to only come on site if they are fully vaccinated.

### ***What will happen if I am not fully vaccinated?***

If you have not completed a recognised course of COVID-19 vaccination, you will not be able to access SSNZ facilities. SSNZ will work with individuals in good faith to explore options and try and find a way forward. For SSNZ employees this may involve steps such as working from home or redeployment, but we recognise that will not always be practical.

### ***How will SSNZ support people who may be vaccine hesitant?***

Any employee or contractor with concerns should speak to their manager or the SSNZ CEO. In the meantime, for those who are hesitant, the COVID-19 website has information that may help: <https://covid19.govt.nz/covid-19-vaccines/>. The website also has information about [how to talk to friends and whanau about the vaccine](#) that you may find useful for your networks.

### ***Does this policy apply to SSNZ staff working in other environments?***

Yes, this policy will apply to SSNZ employees and contractors working in other workplaces, including ski resorts (both nationally and internationally). This is due to the health and safety assessment we have undertaken for all roles across the organisation.

Each workplace will separately need to consider and adopt its own policy when it comes to vaccinations, and wider COVID-19 safety protocols. Where SSNZ staff are operating in those environments, we will work with the workplace to ensure everyone in those environments remains safe.

***Will NZ Ski Resorts be expected to have the same policy?***

Each resort will need to do its own risk assessment when determining what its policy should be. SSNZ will work collaboratively and support them in this work.

A workplace may ultimately decide not to mandate vaccines for a variety of reasons. Whatever they decide, our policy will continue to apply to SSNZ employees and contractors regardless of whether they are operating in SSNZ, HPSNZ or Ski Resort environments.

***How will the policy be updated?***

SSNZ acknowledges that best practice in the minimisation and mitigation of the impacts of COVID-19 is evolving rapidly (e.g. the potential introduction of rapid antigen testing). The policy will be reviewed from time to time (with advice from the SSNZ Medical Director) and updated appropriately as needed.