



ECBC COVID-19 Policy

Introduction

East Coast Bays Cricket Incorporated (**ECBC**) is committed to proactively managing the ongoing health and safety of all our staff, volunteers, members and of our broader cricket community. As such we have a range of procedures in place to manage health and safety risk and maintain a safe environment across our club.

COVID-19 presents a significant health risk to our community and the Omicron variant's increased transmissibility increases that risk. New Zealand Government and Ministry of Health advice is that vaccination is the most effective way of keeping yourself and others safe. It is important to remember that the latest Government and Ministry of Health advice protects not only yourself but those you may come in contact with.

The following position and process has been formulated based on Worksafe, Employment NZ and Ministry of Health guidance.

ECBC Position

ECBC supports Government advice for all New Zealanders to be vaccinated against the COVID-19 virus. We encourage all staff (including employees and contractors), volunteers and members to be fully vaccinated and will provide them with information and support on how to do so.

ECBC reserves the right to ask all staff, volunteers and members about their vaccination status, and to request proof of vaccination if necessary, for the purpose of taking COVID-19 related health and safety precautions and ensuring that we are providing a safe environment for our people and the wider community.

All information collected by ECBC in relation to the vaccination status of its staff, volunteers and members will be requested and held by ECBC in accordance with its Privacy Policy and relevant law.

Staff

In line with Government advice, ECBC will carry out a health and safety risk assessment of all staff roles to determine whether any or all roles should be performed by a fully vaccinated person for health and safety reasons.

This process will be carried out in consultation with staff, using guidelines developed by Worksafe and will involve consideration of the following factors:

- How many people does the staff member carrying out that work come into contact with? (very few = lower risk; many = higher risk)
- How easy will it be to identify the people who the staff member comes into contact with? (easy to identify, such as co-workers = lower risk; difficult to identify, such as unknown members of public = higher risk)
- How close is the staff member carrying out the tasks in proximity to other people? (2 metres or more in an outdoor space = lower risk; close physical contact in an indoor environment = higher risk)
- How long does the work require the staff member to be in that proximity to other people? (brief contact = lower risk; lengthy contact = higher risk)
- Does the work involve regular interaction with people considered at higher risk of severe illness from COVID-19, such as people with underlying health conditions? (little to none = lower risk; whole time = higher risk)
- What is the risk of COVID-19 infection and transmission in the work environment when compared to the risk outside work? (similar to outside work = lower risk; higher than outside work = higher risk)
- Will the work continue to involve regular interaction with unknown people if the region is at a higher alert level? (no = lower risk; yes = higher risk).

An assessment will be reached using these questions and taking into account any controls that could be applied which may reduce the risk.

If it was determined that there was a high risk for a particular role/s based on these questions and that the risk cannot be reduced by introducing more controls, then ECBC may determine (in consultation with affected staff members) that the work for that role should be carried out by a vaccinated person.

If in the above instance the role was being performed by a non-vaccinated person, then ECBC would first work with the staff member to understand any barriers for that person to become vaccinated and provide encouragement and support for them to do so.

If the staff member was unwilling or unable to be vaccinated, ECBC would discuss how their role at the club may be affected. This may include, but would not necessarily be limited to the following:

- Changing work arrangement or duties
- Taking leave
- Restructuring work
- Other options (this may include redeployment or if that were not available, it may mean termination of contract)

The above process applies to both existing and any new roles that may be created at ECBC. This includes full time, part time, casual and contract positions with the club.

ECBC will at all times abide by relevant employment law and Government regulations in managing such a process. This includes consulting with affected staff members and considering their feedback before making any final decisions.

Volunteers

ECBC recognises and values the contribution that volunteers make towards the delivery of cricket in our community.

Volunteer Coaches

In line with Government advice, ECBC has carried out a health and safety risk assessment of all volunteer coaching roles and its preference is that all volunteer coaching roles should be performed by a vaccinated person for health and safety reasons. In stating this ECBC will adhere to the prevailing Government regulations with regard to vaccinations.

Other volunteers who have, or may have, close contact with players (for example umpires) should be treated in the same manner as volunteer coaches for the purposes of this policy.

Volunteer Scorers – Men’s Premier Cricket

In line with Government advice, ECBC has carried out a health and safety risk assessment of the Men’s Premier volunteer scoring role and its preference is that this role should be performed by a vaccinated person for health and safety reasons. In stating this ECBC will adhere to the prevailing Government regulations with regard to vaccinations.

Members

ECBC accepts that some members may be reluctant to provide their vaccination status. ECBC respects members’ right not to disclose their vaccination status.

If a member declines to advise their vaccination status then ECBC will treat that member as though they are not vaccinated.

Where a member discloses that they are not vaccinated or they decline to provide their status, ECBC reserves the right to advise their team that a member of the team is not vaccinated or has declined to provide their vaccination status. The name of any unvaccinated member or any member declining to advise their vaccination status will not be released.

The advice to the impacted team is done to allow team members to take any precautions they may wish to take.

ECBC will not exclude from any team any member who discloses that they are not vaccinated or who declines to provide their vaccination status.

Facilities

ECBC Clubrooms at Windsor Park

The ECBC Clubrooms at Windsor Park are deemed to be a hospitality venue and access to the entire facility (including outdoor decks) will adhere to the prevailing Government regulations with regard to COVID-19.

Changing Sheds

ECBC considers the changing rooms under the Clubrooms facility to be separate to the Clubrooms facility. This is evidenced by the fact there is no access from the changing rooms to the Clubrooms facility.

Cricket Nets

Under the current Government COVID-19 regulations there are no restrictions with regard to use of the cricket nets.

Suppliers

Under the current Government COVID-19 regulations there are no restrictions with regard to access to the ECBC Clubrooms.

QR Codes

Under the current Government COVID-19 regulations there is no obligation to scan the appropriate QR codes displayed. This includes codes for the Park, for the changing sheds, for the cricket nets and for the Clubrooms facility.

ECBC does encourage all users of the facilities to continue to make use of the displayed QR codes for scanning.

COVID-19 Protection Framework settings

As Auckland transitions through the respective Covid-19 Protection Framework settings (i.e. the traffic lights), the above COVID-19 Policy requirements will be amended in alignment with the prevailing setting rules.

East Coast Bays Cricket Incorporated reserves the right to amend this Policy at any time without notice.

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