

Recommendation:

That the C.A.O.-2021-40 report, dated October 19, 2021 regarding the COVID-19 Vaccination Policy be received and adopted into the Township of Douro-Dummer HR Policies.

Overview:

The Township of Douro-Dummer has a responsibility under the Occupational Health & Safety Act to take every precaution reasonable in the circumstances for the protection of the health and safety of our workplaces from the hazard of COVID-19.

Ontario Regulation 577/21 requires that all organizations comply with any advice, recommendations and instructions issued by the Office of the Chief Medical Officer of Health, or by a medical officer of health with respect to the establishment and implementation of vaccination policies.

The Peterborough Public Health Medical Officer of Health has issued a Formal Recommendation to all workplaces in the City and County of Peterborough to develop policies which require that all employees receive a COVID-19 vaccine, unless otherwise medically exempt.

The Township has been diligent in its efforts to implement and adhere to all government and public health directives and recommendations. These actions are intended to protect our workplaces and our residents, to help keep our economy operating strong and to ensure continuity of the essential services we deliver to the community. Vaccines have been demonstrated to be an integral component of the efforts to combat COVID-19 as they prevent and/or reduce the severity of illness and reduce the risk of transmission of the virus.

Conclusion:

The COVID-19 Vaccination Policy as drafted has been developed with the input and support of the Management Team. The requirements of the policy are highlighted below.

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| November 15, 2021 | * Confirmation of Vaccination status provided to the CAO |
| November 29, 2021 | * Vaccine education module completion required
* Testing begins for those not fully vaccinated |
| January 4, 2022 | * Deadline for providing proof of fully vaccinated
(an additional 30 days may be granted with work assignment adjustments) |
| February 3, 2022 | * Disciplinary action including termination |

Financial Impact:

There is no financial impact at this time.

Strategic Plan Applicability:

To ensure and enable an effective and efficient municipal administration.

Sustainability Plan Applicability:

N/A