

**From:** s7(2)(a)  
**To:** s7(2)(a)  
**Subject:** COVID-19 Update: worker vaccination requirement for close-contact businesses, & workforce vaccination risk assessment process to be introduced in law  
**Date:** Wednesday, 27 October 2021 10:26:49 AM  
**Attachments:** [FAQs - 26 October 2021.pdf](#)  
[image001.png](#)

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Mōrena tatou,

Further to Minister of Workplace Relations and Safety Michael Woods and the Prime Minister's [announcement regarding worker vaccination yesterday](#), 26 October, please refer to this [written update which summarises the range of measures introduced to help protect workplaces and workers from COVID-19](#):

- Vaccination will be required for all workers at businesses where customers need to show COVID-19 Vaccination Certificates, such as hospitality and close-contact businesses.
- New law to introduce a clearer and simplified risk assessment process for employers to follow when deciding whether they can require vaccination for different types of work.
- Non-vaccinated workers in roles requiring vaccination will be given a new four-week notice period to get vaccinated before employment can be terminated.
- Employers to be required to provide paid time off for workers to get vaccinated and will need to keep records about workers' vaccination status.

Also, attached is the latest FAQ document from DPMC covering worker vaccination, and a selection of other topics. You are welcome to share part or all of this material.

The timing of these announcements coming into force will depend on when we move to the COVID-19 Protection Framework.

Government is working with the CTU and BusinessNZ to make sure robust guidance for businesses is ready in advance. If your organisation is a member of BusinessNZ or CTU, please work through your existing relationships to advocate for appropriate implementation measures and timeframes for your sector or industry.

If you have *specific definitional queries* regarding the COVID-19 Protection Framework as it relates to your sector or industry, these can be directed to MBIE for now. You are welcome to come via me in the first instance. Please remember that more detail on *how* the Framework will be implemented won't be available until the end of November, after further decisions are made by Ministers.

Warm regards,

s7(2)(a) (she/her) | **Stakeholder Engagement Specialist | COVID-19 Vaccine and Immunisation Programme | Ministry of Health**

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# COVID-19 FAQs

26 October 2021

## Alert Levels and General Information

This contains the most up-to-date and approved messaging on key COVID-19 matters.

Information that changes or is added between grids will be highlighted. Please ensure you are using the most up to date version.

This document answers frequently asked questions about what **Alert Level 3 and Alert Level 2** means for New Zealand.

This information applies from **5.00pm, 26 October 2021.**

Information can be used for any government, agency, local government or relevant sector and business communications.

This is a living document that will be updated frequently. Information that changes or is added between versions will be highlighted. New sections and changes to messages are in **yellow.**

Please ensure you are using the most up to date version.

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## Alert Level status across New Zealand

Based on the latest public health assessment, parts of Waikato are in Alert Level 3, this will continue till 11.59pm on Wednesday 27 October.

Auckland remains at Alert Level 3, with no changes to the current restrictions. This will be reviewed on Monday 1 November.

Northland moved to Alert Level 2 at 11.59pm on Tuesday 19 October.

Travel boundaries between Auckland and parts of the Waikato exist despite both being at Alert level 3, and boundaries between these Alert Level 3 areas and the rest of New Zealand remain in place.

## New COVID-19 Protection Framework

### Q. What is the new COVID-19 Protection Framework?

The new COVID-19 Protection Framework (CPF) will replace the current Alert Level system. New Zealand will transition to the framework as it becomes safe to do so and once the milestone 90% vaccination rate in each DHB milestone has been reached.

Like our current Alert Level systems there will be three settings Green, Orange and Red. The framework uses COVID-19 Vaccination Certificates (CVCs) to minimise disruptions to people’s lives and protect people from COVID-19.

### Q. Why are we introducing a new framework?

Using Alert Levels to stamp out COVID-19 helped keep us safe from the worst impacts of COVID-19 that we have seen overseas. It’s something we’re incredibly proud of.

While Delta, and its high transmissibility, has changed our ability to control COVID-19, the vaccine has enabled us to change the way we manage the virus.

High vaccination rates mean we can introduce a new system to support us to move to a new chapter, where COVID-19 is managed in a different way, minimising the impacts it has on our day-to-day lives.

**Q. Where can I find out more information about the COVID-19 Protection Framework?**

The DPMC has provided a COVID-19 Protection Framework FAQ document alongside this FAQ. More information is available on the Unite Against COVID-19 [website](#).

**Q. When will more information about CPF be made available?**

More detail on how the Framework will be implemented will be available by the end of November, after further decisions are made by Ministers.

High vaccination rates mean we will soon be able to take a new approach to managing COVID-19 with fewer restrictions and less reliance on lockdowns to stop the spread of the virus. Work is now underway to develop guidance and detail to underpin the new COVID-19 Protection Framework, and we will only transition when it is safe to do so. We'll be talking with a wide range of people as this work progresses including community and business groups, education, faith-based and sport sectors, and other key stakeholders.

## Business

**Q. What changes have been announced on mandatory vaccinations in business?**

Cabinet decided (26 October 2021) that vaccinations will be mandated for everyone who works in any workplace where a vaccine certificate is required for entry. In the new COVID-19 Protection Framework, this includes hospitality, events, gyms and close proximity businesses such as hairdressers and barbers. Any business which chooses to require vaccine certificates into the future will be covered by this decision.

**Q. Will an employee be required to inform their employer of their vaccination status?**

Workers can choose whether they want to tell their employer if they are vaccinated. However, if they do not share this information, and they are doing work that requires vaccination, this could have employment consequences. This is because their employer can then treat them as unvaccinated. In these situations, employers must inform workers of this assumption, and what it would mean for a worker's employment.

**Q. What happens if an employee is unvaccinated, but is doing work that will require vaccination?**

Employers must consider options like redeployment before giving an employee notice of termination. However, there may be instances when there are no options for redeployment, and other options like taking leave or working from home are not realistic.

In these situations, Government is introducing a requirement for unvaccinated employees to be given four weeks' paid notice. Employers must give employees a reasonable chance to be vaccinated before the end of this notice period.

## **Q. Who will enforce this?**

Agencies such as WorkSafe enforce Government mandates.

In recognition of the additional COVID-19 enforcement duties WorkSafe is taking on, Cabinet has increased WorkSafe's funding by \$4.4 million for the next year.

For vaccination requirements imposed by employers, each employer will need to check whether their workers are vaccinated. MBIE's early resolution service and mediation service are available to assist with any issues that may arise in workplaces.

For more information go to their [website](#).

## **Q. Where can we go for advice on vaccination requirements for employees now?**

WorkSafe has published guidance on COVID-19 health and safety risk assessments and some businesses have done a risk assessment to require some or all of their workers to be vaccinated.

The additional funding of \$4.4 million for WorkSafe will enable them to extend their current COVID-19 activity and undertake more proactive work using a mix of education, engagement and enforcement interventions.

Visit their [website](#) for more information.

## **Q. What was the Enhanced Business Support Package Government announced today?**

The business support package announced today includes;

- Resurgence Support Payment rate doubled and paid fortnightly, up to \$43,000 per business
- Wage subsidy will continue through the transition period
- \$60 million package for Regional Business Partner Programme and mental health support

## **Q. What are the changes to Resurgence Support Payments (RSPs) announced today?**

After the next scheduled payment on the 29th of October RSPs will move to fortnightly payments at double the current rate. The enhanced support will first be paid on 12 November and fortnightly thereafter until Auckland moves to Red status in the new framework.

Currently the RSP is paid at a base rate of \$1500 per eligible business and \$400 for each full-time employee up to a total of \$21,500.

For the payments starting on 12 November this will be \$3000 per business and \$800 per FTE (Full Time Employees) up to 50 FTEs. This will make the maximum fortnightly payment \$43,000

## **Q. Are there any changes to the wage subsidy payments?**



The Wage Subsidy will continue to be available on the current criteria while areas of the country are still in Alert Level 3.

**Q. Is there any specific support for Auckland business owners?**

Yes, today the Government announced \$60 million package for business advice and mental health support will be made available to help Auckland businesses.

Businesses will be able to apply for up to \$3000 worth of advice and planning support, and then receive up to \$4,000 to implement that advice through the established Regional Business Partners programme.

As part of the package, \$10 million is available for mental health and wellbeing support through a programme to be designed with the EMA (Employers & Manufacturers Association) and Auckland Business Chamber of Commerce.

## Support for low income households

**Q. COVID-19 restrictions are adversely affecting low income households, how will Government help?**

Income limits for Hardship Support through the Ministry of Social Development have been temporarily lifted so more people can receive assistance.

Currently a single person working 30 hours per week on the minimum wage is not eligible for hardship assistance from Work and Income. Minister Sepuloni announced that from the 1st of November income limits for assistance lifts to 40 hours at the minimum wage, or \$800 per week and \$1600 per week for a couple with or without children.

The temporary income eligibility criteria will come into force from 1 November for four months. 28 February 2022 will be the last day the increased limits will apply.

**Q. Are there any further plans to support low income households?**

Ministers are also considering further supports for individuals and families experiencing hardship as a result of the Delta outbreak. Cabinet will review these in the next few weeks.

The Government has bolstered support for those affected by the Delta outbreak with more than \$38 million allocated to support community organisations responding to needs in the community.

## Māori communities COVID-19 fund

**Q. What's the fund for and when does it open?**

The fund will provide direct financial support to iwi and Māori organisations, to accelerate vaccination uptake over the next two months. Access to the funding for phase 1 activities will begin from 25 October through to the end of the year. Rapid vaccination uptake is the priority.

## **Q. Who can apply and what are the eligibility criteria?**

The fund targets Māori and iwi community organisations. It is anticipated that groups already engaged in vaccination mobilisation and outreach activities through Te Puni Kōkiri, the Ministry of Health and Te Arawhiti will be interested in accessing further funding to maintain and build momentum and will work with them in the first instance. Other groups with funding proposals will be considered.

## **Q. What are the funding priorities?**

Areas where Māori vaccination rates are low – currently Counties Manukau, Lakes District, Taranaki, Northland, Bay of Plenty and Tairāwhiti DHB areas, but these may change over time. There will also be a focus on other priority groups including rangatahi, whānau without permanent housing, tangata whaikaha, whānau who are not well-connected to health services and Māori with mental health and addiction conditions and whānau in rural and remote communities.

## **Q. What can the funding be used for?**

Iwi and Māori community designed and implemented initiatives that complement the vaccination roll-out led by the Ministry of Health and local DHBs. The funding should help connect vaccinators with whānau and whānau with vaccinators. This includes funding for mobile services, communications, incentives, sites, workforce, events, IT etc.

## **Q. What is the decision-making process for approvals?**

A Ministerial Oversight Group will oversee the Māori Communities Covid-19 Fund, made up of the Minister of Finance, the Minister for Māori Crown Relations – Te Arawhiti, the Associate Minister of Health (Māori Health) / te Minita mō Whānau Ora, and te Minita Whanaketanga Māori. This group will sign off proposals.

# Vaccination information

## **Q. What certainty is there for employers navigating a vaccinated versus unvaccinated workforce?**

Cabinet has decided that vaccinations will be mandated for everyone who works in any workplace where a vaccine certificate is required for entry. In the new COVID-19 Protection Framework, this includes hospitality, events, gyms and close proximity businesses such as hairdressers and barbers. But any business which chooses to require vaccine certificates into the future – will be covered by this decision.

This requirement means staff and customers are treated equally and it will play a big part in helping to minimise the spread of the virus in the highest risk venues by reducing the potential for COVID-19 to enter the business in the first place, and further supports our businesses in our economic recovery. Government expects to have these changes in place in December.

## **Q. When will mandatory vaccinations for workplaces come into being?**

The timing of this coming into force will depend on when New Zealand moves to the COVID-19 Protection Framework. Government will continue to work through the detail with businesses and unions to ensure we get the balance right.

**Q. What advice is available to businesses, employers and workers now to guide decisions on what roles need workers to be vaccinated?**

WorkSafe has published guidance on COVID-19 health and safety risk assessments and some businesses have done a risk assessment to require some or all of their workers to be vaccinated.

Visit their [website](#) for more information.

**Q. Will we require employers to provide paid time off for workers to get vaccinated?**

Yes, most employers have already been doing this, and are taking steps to support employees, for example, by providing transportation to vaccination centres. This change will ensure all employees can get vaccinated during work hours.

It will help any employees for whom time off is a barrier to getting vaccinated, and benefits employers by helping raise vaccination coverage in their workplaces.

**Q. Has the date changed for all health and disability sector workers to be vaccinated?**

Yes, all workers will need to have received their first vaccine dose by 15 November 2021 rather than 30 October as was originally advised. The extended COVID-19 Public Health Response (Vaccinations) Amendment Order 2021 came into effect at 11.59pm on 25 October, requiring workers who face a high risk of exposure to COVID-19 and who work in the health and disability sectors or in prisons to be fully vaccinated.

General Practitioners, pharmacists, community health nurses, midwives, paramedics, and healthcare and disability workers in facilities where vulnerable patients are treated (including ICU), are amongst those included. It also covers many workers doing non-regulated healthcare work, for example providers in aged residential care and workers who enter homes to provide community support services.

This Order also includes Corrections workers.

**Q. What level of vaccination do we need to move to the new protection framework and greater freedoms?**

Every District Health Board needs to reach 90% of their eligible population having received both doses of the COVID-19 vaccine before a change to the new framework. 90% is a milestone not an end point. The more eligible New Zealanders who get vaccinated the safer everyone is.

Auckland will be able to move sooner. This plan provides a clear path for Auckland to move out of lockdown as soon as 90 percent fully vaccinated is reached in each of the city's three DHBs.

# Education

## **Q. Do border COVID-19 testing requirements apply to teachers crossing boundaries to school?**

Yes, testing requirements will apply to staff who are permitted to travel across the Auckland boundary (eg, evidence of having had a COVID-19 test no more than seven days before their journey, for those travelling back and forth across the Auckland boundary on a regular basis).

## **Q. Can a child living in a Level 2 area commute daily from L2 to L3 and back to attend high school in Auckland?**

Yes, for students in years 11-13 and (some students in years 9 or 10 where a parent is an essential worker).

## **Q. Are day students crossing Alert Level boundaries to go to school required to be tested?**

No, day students who are travelling back and forth across the Auckland Alert level boundary are not required to undertake regular testing.

## **Q. Will school bus services be travelling across Alert Level boundaries?**

School transport services that cross alert level boundaries will resume full service from Tuesday 26 October 2021 but may be discontinued until further notice if they are not used.

## **Q. Does opening schools in Alert Level 3, for students in years 11-13 include boarding schools?**

Yes, residential and specialist schools will reopen for students in years 11-13 on 26 October. If parents have questions or concerns about their child's return, they can contact the school or the Ministry of Education for more information.

## **Q. Are exams going ahead for all New Zealand students this year?**

Yes, exams will go ahead at the end of the year for senior secondary students across the whole country. Students in both Alert Level 2 and 3 will be able to sit their NCEA and Scholarship exams.

## **Q. Are there any plans to further support students with their NCEA exams?**

With Auckland, Waikato and Northland experiencing COVID-19 disruption in Term 4, NZQA has confirmed these students will be eligible for an Unexpected Event Grade, recognising the work they have done.

While students will be expected to attend exams where possible, this long-established 'Unexpected Event Grade' process will reflect what happens in any year when a student's attendance or performance in exams is affected by an illness or injury.

This grade is worked out based on their work throughout the school year.

# MIQ

## **Q. What report was released about MIQ absconders on 21 October?**

An investigation report into the absconding incident at the Novotel & Ibis Ellerslie MIQ facility on 2 September 2021 was released on 21 October.

The MIQ system is something that continually evolves and changes – which reflects the changing nature of the COVID-19 virus. As part of a commitment to continuous improvement, incidents are reviewed to ensure any lessons are captured and necessary changes are made.

## **Q. What were the recommendations from the report?**

The report includes several recommendations for improvements, all are either complete or underway, including:

Developing an MIQ Community Case Management framework so that information relating to community cases can be more effectively shared between agencies to ensure safety, wellbeing and risk factors are understood;

Introducing a wellbeing and risk profile assessment for community cases;

Updating and improving site security plans and settings, including a review of CCTV controls, improving training for security staff and ensuring there is a shift supervisor for the security team.

Joint Head of MIQ, Brigadier Rose King highlighted that of the more than 180,000 people who have been through MIQ since March 2020, MIQ has had 13 incidents involving 18 absconders. Every event is extremely disappointing, and they are all taken very seriously. But people in MIQ are not prisoners, or under arrest. We expect community cases and returnees from overseas to follow the rules and the overwhelming majority to do their part to keep New Zealand safe.

## **Q. Is the Chief Ombudsman investigating the MIQ booking system?**

Chief Ombudsman Peter Boshier announced the launch of an investigation into the MIQ booking system on 20 October, after receiving several complaints.

In a statement, Boshier said the complaints received broadly fit into four categories; claiming the allocation system is unlawful, unfit for purpose, unfair and poorly managed. Leading to a decision to do an independent investigation into them all.

Substantive findings will be reported to Parliament next year.

# Parts of the Waikato remain in Alert Level 3

## **Q. How can people in Alert level 3 help?**

To move out of Alert Level 3 public health officials urge people in the Waikato to get vaccinated. It's the best way to protect ourselves and our loved ones. At 11.59pm on 25 October in the Waikato 85% of the eligible population have had one dose and 68% are fully vaccinated.

## **Q. While anyone with COVID-19 symptoms should get tested are there any locations of interest?**

People in the Te Awamutu area should get tested if they or anyone in their household has symptoms, or if they have travelled out of Te Awamutu over the past week for work or other activities, regardless of whether they have symptoms.

## **Q. Can people in Waikato travel across regions also in Alert Level 3?**

No, in Alert Level 3 people are advised to stay at home and not travel. The boundaries with Auckland to the north and Alert Level 2 areas to the south exist to prevent the spread of the Delta variant beyond the region.

# Auckland Alert Level 3, Step 1

## **Q. What are the golden rules in Auckland for Alert Level 3?**

The golden rules for Auckland's Alert Level 3 are:

- Continue to work or study from home if you can
- Wear a face covering and keep your distance from people while out and about
- Two households can meet up outdoors with a maximum of 10 people.
- More outdoor exercise such as yoga and group exercise classes. Up to 10 people can take part while maintaining physical distancing of 2 metres.
- Children can return to early childhood centres with 10 children in each bubble. Please keep all older children at home.
- Businesses that require close physical contact cannot operate. Gyms remain closed.
- Keep scanning QR codes and record keeping everywhere you go.
- Travel between regions is still restricted.

## **Q. Are there any changes to the Auckland boundary area and travel across it?**

No. Air and land boundaries between Auckland and the rest of the New Zealand remain heavily restricted, and most people will not be permitted to travel across it without specified permission or exemptions. This is to provide confidence that COVID-19 will not be transmitted across the boundary. Checkpoints are in place to prevent illegal travel over Auckland's boundaries.

Most people who are permitted to cross the boundary for business or personal reasons will require a COVID-19 test, with people travelling for permitted personal reasons requiring evidence of a negative result taken within 72 hours of travelling.

Information about permitted travel is available on the [Unite Against COVID website](#).

## **Domestic travel**

### **Q. What changes have been made to domestic travel restrictions?**

If announcement is made to move an area to a higher alert level, people living in that area are no longer permitted to travel to an alternative place of residence outside the area once the announcement has been made, i.e there is no grace period between the time an announcement to a higher alert level is made and when it comes into effect.

The exception to this is any travel permitted under the rules of the increased alert level.

## **Additional information**

### **Q. Do you have any advice on celebrating Halloween this year?**

Advice if you are living in an area under Alert Level 3 over Halloween:

At Alert Level 3, tamariki (children) will not be able to go trick-or-treating.

While we can't celebrate in the usual way, there are alternative options you can do at home in your bubble.

Try a Halloween themed scavenger hunt in your backyard. You can meet up with 1 other household, up to a maximum of 10 people — you need to celebrate outside.

Have a Halloween movie night with your bubble.

Decorate your house.

Have a virtual costume party with friends and whānau online.

Remember if you are in Tāmaki Makaurau / Auckland or in parts of the Waikato that are at Alert Level 3, indoor gatherings are not allowed.

Advice if you are living in an area under Alert Level 2:



Check the [Unite Against COVID-19 website](#) for advice on how to stay COVID-19 safe while trick or treating, and information for those households who want to take part sharing candy with visitors.

**From:** s7(2)(a)  
**To:** s7(2)(a)  
**Subject:** RE: Watch webinar playback: "Vaccine Pass use & employment matters under the COVID-19 Protection Framework" - recording and presentations  
**Date:** Monday, 22 November 2021 2:32:32 PM  
**Attachments:** [My Covid Record Presentation for Industry.pdf](#)  
[MBIE content for business presentation - CVCs 19 November 2021\\_2.pdf](#)  
[COVID-19 Vaccination Certificates Business webinar 19 Nov.pdf](#)  
[image001.png](#)

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Kia ora koutou,

Thank you for your participation and interest in Friday's webinar on *Vaccine Pass use in workplaces and business settings, and employment matters under the new COVID-19 Protection Framework*.

**\*Sincere apologies if you have received this email already, or encountered firewall issues when trying to retrieve an earlier version with Powerpoint Show files. I am trusting this version with PDFs will reach everyone.\***

We received a large number of questions throughout the webinar, and hope we managed to provide answers to many during the course of the presentations. We will review questions and make best efforts to communicate answers in MBIE's forthcoming sector guidance, at [covid19.govt.nz](https://www.covid19.govt.nz), and through other communications channels.

Please also keep watch at [business.govt.nz](https://www.business.govt.nz) for the latest business specific information to assist with preparations to operate under the new COVID-19 Protection Framework. The latest [business specific information about the use of My Vaccine Pass and the soon to be released, NZ Pass Verifier smartphone app, is available here](#).

#### **Playback webinar recording**

Watch recording S7(2)(a) Privacy  
Access password S7(2)(c)(i) Obligation of c

#### **Presentations**

Presentations from our three presenters are attached.

Shane Kinley mentioned the process for exemptions from mandatory vaccination. You can read more about who can apply for an exemption and what criteria must be met, [here](#).

#### **Future correspondence**

Your email address will be retained for future correspondence about COVID matters or briefings relevant to business and workplaces.

If you **do not** wish your email address to be used for this purpose, please [click here by 26 November to confirm by email reply that you would like your email address removed](#).

Thank you all for your continued efforts to keep your workforce and everyone in New Zealand, safe and well.

Warmest regards – ngā mihi,

s7(2)(a) (she/her) | Stakeholder Engagement Specialist | COVID-19 Vaccine and Immunisation Programme | Ministry of Health

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[www.health.govt.nz](http://www.health.govt.nz)

Have you signed up with [My Covid Record?](#)



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# **My Covid Record and Vaccine Passes**

**[www.mycovidrecord.health.nz](http://www.mycovidrecord.health.nz)**

Shiree Hart  
Change Manager

# Introducing My Covid Record

The screenshot shows the 'My Covid Record' website. At the top left, it says 'My Covid Record' and 'MINISTRY OF HEALTH' with a logo. At the top right, it says 'Have a My Health Account?' and 'Log In' with a user icon. The main heading is 'Get your COVID-19 vaccination records'. Below this, there is a 'Start' button and a link that says 'Create a My Health Account to access your vaccination records'. On the right side of the main content area, there is a circular image of a family (a man, a woman, and a child) sitting outdoors, and a large graphic of overlapping blue and orange shapes.



**COVID-19  
Vaccination records**



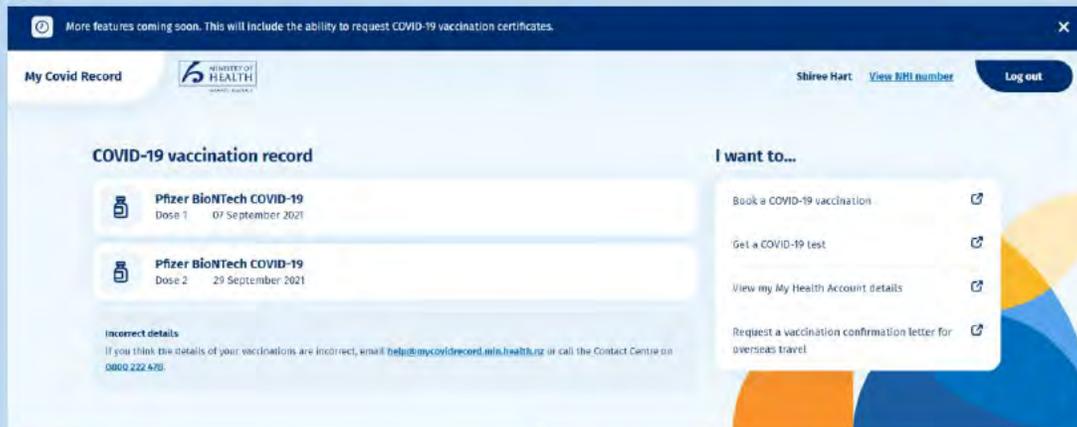
**COVID-19  
Vaccination passes and  
International certificates**



**COVID-19 Test results**

# Sign into My Covid Record with a My Health Account

- Email address
- 
- Identity Document
- 
- NHI Match – manual or auto



# Get now...vaccine pass / certificate



## Self Service My Covid Record

COVID-19 vaccination record		
	Pfizer BioNTech COVID-19 Dose 1	07 September 2021
	Pfizer BioNTech COVID-19 Dose 2	29 September 2021



0800 222 478



In Person  
(Pharmacy/GP)



# Vaccine Passes

Email > PDF

Email > Wallet



**Kia ora Jack,**

This card is your personal vaccine pass – an official record of your COVID-19 vaccination status.

'My Vaccine Pass' opens up possibilities throughout Aotearoa New Zealand by helping you access places that require proof that you are fully vaccinated.

A physical vaccine pass card for Jack Nicholson. It includes the name "Jack Nicholson", date of birth "01-01-1990", and expiration date "30-12-2022". It features a QR code and the text "My Vaccine Pass An official record of your COVID-19 vaccination status." It also includes the Ministry of Health logo and a note: "For use in Aotearoa New Zealand. Cannot be used for international travel."

Please cut out your pass and keep it somewhere safe.

**Let's work together to stamp out the virus**

- Stay home if you're sick.
- Wash or sanitise your hands.
- If you have COVID-19 symptoms, get a test.
- Cough or sneeze into your elbow.
- Wear a face covering on public transport and in many public places.
- Use the NZ COVID Tracer app to scan QR codes to record your visits & turn on Bluetooth tracing.

Te Kāwanatanga o Aotearoa New Zealand Government

Thank you for protecting New Zealand.

Unite against COVID-19

MINISTRY OF HEALTH

Postage > Print

A vaccine pass card for Jack Nicholson, featuring a collage of diverse people. The card includes the name "Jack Nicholson", date of birth "01-01-1990", and expiration date "30-12-2022". It features a QR code and the text "My Vaccine Pass An official record of your COVID-19 vaccination status." It also includes the Ministry of Health logo and a note: "For use in Aotearoa New Zealand. Cannot be used for international travel."

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Please cut out your pass and keep it somewhere safe.

Ngā mihi,  
**The Ministry of Health**

Te Kāwanatanga o Aotearoa New Zealand Government

Unite against COVID-19

MINISTRY OF HEALTH

A vaccine pass card for Jack Nicholson. It includes the name "Jack Nicholson", date of birth "01-01-1990", and expiration date "30-12-2022". It features a QR code and the text "My Vaccine Pass An official record of your COVID-19 vaccination status." It also includes the Ministry of Health logo and a note: "For use in Aotearoa New Zealand. Cannot be used for international travel."

# International Travel vaccination certificate

fold this first

fold this first

**Let's work together to stamp out the virus**

-  Stay home if you're sick
-  If you have COVID-19 symptoms, get a test
-  Wear a face covering on public transport and in many public places
-  Wash or sanitise your hands
-  Cough or sneeze into your elbow
-  Use the NZ COVID Tracer app to scan QR codes to record your visits & turn on Bluetooth tracing

**COVID-19 Vaccination Certificate**  
for international travel



**Te Kāwanatanga o Aotearoa**  
New Zealand Government

**Personal details**

Surname: HART  
Given names: SHIREE ANNE  
Date of birth: 03 MAR 1976

**Vaccine details**

Disease targeted: COVID-19  
Vaccine / prophylaxis: SARS-CoV-2 mRNA vaccine  
Medicinal product: Comirnaty  
Manufacturer: Biontech Manufacturing GmbH

**Vaccination details**

Dose number: 2  
Total series of dose: 2  
Date of vaccination: 29 SEP 2021

Certificate expiry date: 18 NOV 2022

This certificate is only valid when presented alongside a photo ID.

Please keep this vaccination certificate, which includes medical information about the vaccination you have received.

fold this first

Te Kāwanatanga o Aotearoa  
New Zealand Government

Unite against COVID-19

MINISTRY OF HEALTH  
MANATŪ HAUORA

3P21002111111 | HF780



# Scanning Vaccine Passes



>> Moving into the role of business

# My Vaccine Pass (NZ) Verification – 2 options



## NZ Pass Verifier

- Is an App for mobile devices
- In the Apple App and Google Play Store late November
- Free and available to anyone
- No login is required
- Nothing is stored on the phone
- Needs internet to download and first scan
- No internet needed for future scanning



## 3<sup>rd</sup> party verifier apps

- It is also possible for others to build their own verifier apps, to incorporate verification into their existing technology and business processes
- [nzcp.covid19.health.nz](https://nzcp.covid19.health.nz).
- For further info email, [integration@health.govt.nz](mailto:integration@health.govt.nz)

# Vaccination pass in use with NZ Pass verifier



1

**Download your certificate from My Covid Record**  
Keep a copy on your phone or print it out

2

**Customer enters, staff welcomes them and asks to see their Vaccine pass**

3

**Business scans QR code with app to verify**

4

**Vaccination status / test results confirmed**

# Key Dates

What	Date	Activity
Check your vaccine records	<b>Now!</b>	Check dose records in <a href="http://www.mycovidrecord.health.nz">www.mycovidrecord.health.nz</a>
Get vaccine passes	<b>Now!</b>	From <a href="http://www.mycovidrecord.health.nz">www.mycovidrecord.health.nz</a> or call 0800 222 478
Pilot of NZ Pass Verifier	<b>Now Until 22<sup>nd</sup> November</b>	End to end test
Verifier NZ Pass Verriier	~22 <sup>nd</sup> November	Verification app to scan passes is able to be downloaded
Legislation in power	~29 <sup>th</sup> November	Able to enforce “show me your vaccine pass”, “I’ll scan your pass”.

**Sign up today!**

**[www.mycovidrecord.health.nz](http://www.mycovidrecord.health.nz)**



# Vaccine Pass use in workplaces and business settings, and employment matters under the new COVID-19 Protection Framework

## Workplace requirements

19 November 2021

Shane Kinley





## Recap: Guidance on position to date

Vaccination has been able to be required for work where:

- This is covered by a vaccination mandate under the [COVID-19 Public Health Response \(Vaccinations\) Order 2021](#)
- A business has conducted a health and safety risk assessment.
  - <https://www.employment.govt.nz/leave-and-holidays/other-types-of-leave/coronavirus-workplace/covid-19-vaccination-and-employment>
  - [How to decide what work requires a vaccinated employee | WorkSafe](#)
  - [Guidelines for businesses and services | Ministry of Health NZ](#)
  - [Office of the Privacy Commissioner | Privacy and Covid-19](#)
  - [Vaccine information for businesses | Unite against COVID-19 \(covid19.govt.nz\)](#)





## Approach announced 26 October 2021

- **KEY POINT: Vaccination will be required for all workers at businesses where customers need to show COVID-19 Vaccination Certificates, such as hospitality and close-contact businesses.**
- New law to introduce a clearer and simplified “vaccination assessment tool” process for employers to follow when deciding whether they can require vaccination for different types of work.
- Non-vaccinated workers in roles requiring vaccination will be given a new four-week notice period to get vaccinated before employment can be terminated.
- Employers to be required to provide paid time off for workers to get vaccinated and will need to keep records about workers’ vaccination status.

[Press release: Govt backs business to vaccinate workforces | Beehive.govt.nz](#)





## Implementing this new approach

- A mix of legislation, regulations and Orders are required. These will be completed with urgency.

### **CVC mandates**

- CVC-required employers / PCBUs and workers should be preparing for vaccination as a requirement for when the COVID-19 Protection Framework comes into effect.
- Orders will specify the dates for vaccinations.

### **Paid time-off and paid notice of termination**

- Legislation will specify how this will work shortly.





## Implementing this new approach (2)

### Non-mandated work

- “Vaccination assessment tool” will be empowered in legislation and provided for under regulations.
- “Vaccination assessment tool” will not over-ride existing risk-assessment processes or decisions that have been made.
- Business decision on which process to do and when:
  - Can either:
    - wait for regulations
    - progress under current WorkSafe guidance for Health and Safety at Work Act process.
  - Good faith engagement and consultation is required under either option.





# General employment law considerations (1)

## Employment consequences if not vaccinated when this is mandated or required to perform work

- Advise that consider cannot perform role without vaccination and basis for that view
- Specify the dates by which vaccination is required
- Seek information on whether vaccinated or not, and if not whether will become vaccinated
- Consult over options (with affected workers and representatives eg unions):
  - Is the work covered by mandate or requirement
  - Can the work be reorganised so vaccination would not be required
  - Are any other controls possible so vaccination would not be required (for PCBU requirements – not an option for mandates)
  - Can time be given to consider options (will that be paid or not)
  - Can the worker be redeployed to a role that doesn't require vaccination
  - Are exemptions available (limited grounds under mandates)





## General employment law considerations (2)

### Employment consequences if not vaccinated when this is mandated or required to perform work (2)

- Consider worker and representative feedback
- Determine if worker can continue to perform role if not vaccinated
- If not, give notice – for employees:
  - Minimum of four weeks paid notice under new legislation
  - Can be cancelled if worker becomes vaccinated and this will not unreasonably disrupt employers business

### How do I know if someone is vaccinated when this is mandated or required to perform work?

- Cannot demand private information unless lawful reason to do so eg cannot demand proof of vaccination or test results.
- Can ask vaccination status but employees are not compelled to answer.
- Can treat as unvaccinated if do not answer.
  - Must explain consequences that will follow if not vaccinated or do not disclose.





# COVID-19 Vaccination Certificates

COVID-19 Vaccination Certificates are a key tool in the new  
COVID-19 Protection Framework

# Minimise and Protect

Minimisation means that we are aiming to keep the spread of COVID-19 at as low a level as possible. It means containing and controlling any outbreaks, and if practical to do so, stamping it out.



Maximise vaccination – including ensuring good coverage across geographic areas, age range, and ethnicity to prevent outbreaks



Maintain effective testing, tracing and isolating of cases and contacts when they do arise



Control transmission of the virus through sustainable public health measures



Give as much certainty and stability as possible for people, and businesses, including by removing the need for Alert Level 3 and 4 lockdowns



Catch cases at the border, but work towards removing the bottlenecks, and being more open



Ensure our hospitals and public health system are well equipped to care for cases if and when they do arise



Maintain equity in health and economic outcomes

## New Zealand COVID-19 Protection Framework

**Factors for considering a shift between levels:** vaccination coverage; capacity of the health and disability system; testing, contact tracing and case management capacity; and the transmission of COVID-19 within the community, including its impact on key populations.

**Localised lockdowns:** will be used as part of the public health response in the new framework across all levels, and there may still be a need to use wider lockdowns (similar to the measures in Alert Level 3 or 4).

**Vaccination certificates:** Requiring vaccination certificates will be optional for many locations. There are some higher-risk settings where they will be a requirement in order to open to the public. Some places won't be able to introduce vaccination requirements, to ensure everyone can access basic services, including supermarkets and pharmacies.

<p><b>GREEN</b></p> <p>COVID-19 across New Zealand, including sporadic imported cases.</p> <p>Limited community transmission.</p> <p>COVID-19 hospitalisations are at a manageable level.</p> <p>Whole of health system is ready to respond – primary care, public health, and hospitals.</p>	<p><b>General settings</b></p> <ul style="list-style-type: none"> <li>Record keeping/scanning required</li> <li>Face coverings mandatory on flights, encouraged indoors</li> <li>Public facilities – open</li> </ul>	<ul style="list-style-type: none"> <li>Retail – open</li> <li>Workplaces – open</li> <li>Education (schools, ECE, tertiary) – open</li> </ul>	<ul style="list-style-type: none"> <li>Specified outdoor community events – allowed</li> </ul>
	<p><b>No limits if vaccination certificates are used for:</b></p> <ul style="list-style-type: none"> <li>Hospitality</li> <li>Gatherings (e.g. weddings, places of worship, marae)</li> </ul>	<ul style="list-style-type: none"> <li>Events (indoor/outdoor)</li> <li>Close contact businesses</li> </ul>	<ul style="list-style-type: none"> <li>Gyms</li> </ul>
	<p><b>If vaccination certificates are not used, the following restrictions apply:</b></p> <ul style="list-style-type: none"> <li>Hospitality – up to 100 people, based on 1m distancing, seated and separated</li> <li>Gatherings (e.g. weddings, places of worship, marae) – up to 100 people, based on 1m distancing</li> </ul>	<ul style="list-style-type: none"> <li>Events (indoor/outdoor) – up to 100 people based on 1m distancing, seated and separated</li> <li>Close contact businesses – face coverings for staff, 1m distancing between customers</li> </ul>	<ul style="list-style-type: none"> <li>Gyms – up to 100 people, based on 1m distancing</li> </ul>
<p><b>ORANGE</b></p> <p>Increasing community transmission with increasing pressure on health system.</p> <p>Whole of health system is focusing resources but can manage – primary care, public health, and hospitals.</p> <p>Increasing risk to at risk populations.</p>	<p><b>General settings</b></p> <ul style="list-style-type: none"> <li>Record keeping/scanning required</li> <li>Face coverings mandatory on flights, public transport, taxis, retail, public venues, encouraged elsewhere</li> </ul>	<ul style="list-style-type: none"> <li>Public facilities – open with capacity limits based on 1m distancing</li> <li>Retail – open with capacity limits based on 1m distancing</li> </ul>	<ul style="list-style-type: none"> <li>Workplaces – open</li> <li>Education – open with public health measures in place</li> <li>Specified outdoor community events – allowed</li> </ul>
	<p><b>No limits if vaccination certificates are used for:</b></p> <ul style="list-style-type: none"> <li>Hospitality</li> <li>Gatherings (e.g. weddings, places of worship, marae)</li> </ul>	<ul style="list-style-type: none"> <li>Events (indoor/outdoor)</li> <li>Close contact businesses</li> </ul>	<ul style="list-style-type: none"> <li>Gyms</li> </ul>
	<p><b>If vaccination certificates are not used, the following restrictions apply:</b></p> <ul style="list-style-type: none"> <li>Hospitality – contactless only</li> </ul>	<ul style="list-style-type: none"> <li>Gatherings (e.g. weddings, places of worship, marae) – up to 50 people, based on 1m distancing</li> </ul>	<ul style="list-style-type: none"> <li>Close contact businesses, events (indoor/outdoor) and gyms are not able to operate</li> </ul>
<p><b>RED</b></p> <p>Action needed to protect health system – system facing unsustainable number of hospitalisations.</p> <p>Action needed to protect at-risk populations.</p>	<p><b>General settings</b></p> <ul style="list-style-type: none"> <li>Record keeping/scanning required</li> <li>Face coverings mandatory on flights, public transport, taxis, retail, public venues, recommended whenever leaving the house</li> </ul>	<ul style="list-style-type: none"> <li>Public facilities – open with up to 100 people, based on 1m distancing</li> <li>Retail – open with capacity limits based on 1m distancing</li> <li>Workplaces – working from home encouraged</li> </ul>	<ul style="list-style-type: none"> <li>Education – schools and ECE open with public health measures and controls</li> <li>Specified outdoor community events – allowed with capacity limits</li> </ul>
	<p><b>With vaccination certificates, the following restrictions apply:</b></p> <ul style="list-style-type: none"> <li>Hospitality – up to 100 people, based on 1m distancing, seated and separated</li> <li>Gatherings (e.g. weddings, places of worship, marae) – up to 100 people, based on 1m distancing</li> </ul>	<ul style="list-style-type: none"> <li>Events (indoor/outdoor) – up to 100 people based on 1m distancing, seated and separated</li> <li>Close contact businesses – public health requirements in place</li> </ul>	<ul style="list-style-type: none"> <li>Gyms – up to 100 people, based on 1m distancing</li> <li>Tertiary education – vaccinations required for onsite delivery, with capacity based on 1m distancing</li> </ul>
	<p><b>If vaccination certificates are not used, the following restrictions apply:</b></p> <ul style="list-style-type: none"> <li>Hospitality – contactless only</li> <li>Gatherings (e.g. weddings, places of worship, marae) – up to 10 people</li> </ul>	<ul style="list-style-type: none"> <li>Close contact businesses, events (indoor/outdoor) and gyms are not able to operate</li> <li>Tertiary education – distance learning only</li> </ul>	



# What this means for business

## Businesses need to...

- *If vaccine certificates apply to your business:*
  - *Check customers' My Vaccine Pass at points of entry with a verifier app*
  - *Identification can be, but does not have to be checked*
  - *You can record in your systems whether a regular customer has been verified, but you cannot store any data from My Vaccine Pass*
  - *You can use the Verifier App to check customer's passes – third party apps are also allowed, provided no data is collected*
  - *My Vaccine Pass is the only acceptable form of evidence to meet Government requirements*
  - *Get your workforce ready*
  - *WorkSafe and the Police have enforcement roles*
- *If you choose to use vaccine certificates:*
  - *You do not have to use My Vaccine Pass as evidence, but if you use other evidence you will need to comply with privacy and human rights law*



# What this means for individuals

## Individuals need to...

- *Download your My Vaccine Pass*
  - *Digital and paper versions are acceptable*
- *Present My Vaccine Pass at entry to applicable settings*
  - *Produce evidence of compliance when requested by the PCBU or an enforcement officer e.g. My Vaccine Pass and identification*
  - *Not to share My Vaccine Pass, permit anyone else to use it, or provide anyone with a fake Pass*
- *Workers are also obligated to comply with their vaccination requirements*
  - *Not do work that requires vaccination*
  - *Provide evidence of vaccination or have a validly issued exemption*
- *You are exempted if:*
  - *You are ineligible for vaccination*
  - *Children under 12 years and 3 months*
  - *People who are clinically exempted*

**From:** s7(2)(a)  
**To:** [REDACTED]  
**Subject:** COVID-19 Update: NZ Pass Verifier App available, Vaccination assessment tool coming soon, Employment legislation to be passed under urgency & more  
**Date:** Tuesday, 23 November 2021 4:05:42 PM  
**Attachments:** [Keeping calm and safe - de-escalation tips.docx](#)  
[Keeping calm and safe - talking with people about the vaccination order \(002\) \(002\).docx](#)  
[COVID-19 Vaccination Certificates Business webinar 19 Nov.pdf](#)  
[MBIE content for business presentation - CVCs 19 November 2021\\_2.pdf](#)  
[My Covid Record Presentation for Industry.pdf](#)  
[image001.png](#)

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Kia ora,

Here is a selection of latest COVID-19 updates for the business sector. You are welcome to share this information with your networks and workforce.

## **NZ Pass Verifier app to scan and verify My Vaccine Passes now available to download**

The NZ Verifier app can be downloaded from the Apple and Google Play app stores from today. [Click here to learn how to use the NZ Pass Verifier, and where to download the App.](#)

Hospitality venues, close-contact businesses, large gatherings, events, air transport and gyms are just some of the types of businesses that will need to verify customer's vaccination status if they wish to operate in higher risk levels under the COVID-19 Protection Framework.

For customers entering a business requiring proof of vaccination status, their My Vaccine Pass will be scanned by the verifier app. The verifier will show a green tick recognising the official QR code that is embedded into the customer's pass. It will show quickly that the person is fully vaccinated or has the appropriate exemption and can enter their premises. The verifier app does not store a person's data or see any information other than a person's name and date of birth.

Scanning the NZ Vaccine Pass QR code with a verifier app is the only way to confirm the authenticity of a My Vaccine Pass. Verifiers should also undertake additional checks to ensure they are confident that the person presenting the pass is the person named on the pass.

Technical guidance for NZ Pass Verifier is available on the Ministry of Health website and people will also be able to call 0800 800 606 for technical assistance. Guidance from MBIE for businesses using the verifier under the COVID Protection Framework will be out later this week.

Further work is being undertaken to accommodate events that expect large volumes of people at a time – such as stadiums, festivals, or large tourism operators.

Essential services such as supermarkets, access to health and disability services and primary and secondary education facilities cannot ask for proof of verification status and will not require a NZ Pass Verifier.

[Read the Press Release](#)

For more [information about when My Vaccine Pass will be required, see here.](#)

### **My Vaccine Pass mandates – vaccination dates announced**

Vaccination has been mandated for workers at businesses that must use My Vaccine Passes to operate, or operate with fewer restrictions, at all levels of the COVID-19 Protection Framework.

This mandate applies to hospitality, events, gatherings, close contact businesses and gyms. It also applies to on-site tertiary education at the Red level.

To continue doing work in these areas, workers will need to have their first vaccination before 3 December 2021, when the COVID-19 Protection Framework comes into effect. These workers will need to be fully vaccinated by 17 January 2022 to continue doing that work.

People can book their vaccination online through [bookmyvaccine.nz](https://bookmyvaccine.nz), visit one of the many pop-up vaccination centres or talk to a trusted health practitioner.

We encourage employers and employee to have good faith conversations about this incoming requirement that will see workers at these businesses need to be vaccinated.

Guidance prepared by a clinical psychologist to help managers and employers speak with their people about any vaccination requirement in the workplace is attached: *Keeping calm and safe – talking with people about the vaccination order* and *Keeping calm and safe – de-escalation tips*.

[Read the latest information on My Vaccine Pass mandates at business.govt.nz](https://business.govt.nz)

### **My Vaccine Pass and Verifier – expanded trial with Hairdressers and barbers in Auckland**

As part of an expanded trial of the vaccine pass and verifier technology, hairdressers and barbers in Auckland are permitted to open from 25 November provided they require valid Vaccine Passes from customers as a condition of entry.

### **NZ Pass Verifier – Terms of use and privacy**

The NZ Pass Verifier app collects no information about the user of the device or the passes it scans. Any personal information accessed with the app must only be used in accordance with the Privacy Code 2020 and in accordance with any Order requirements.

[Read more about the terms of use and service agreement for users of NZ Pass Verifier](#)

## **New Zealand to move into the COVID-19 Protection Framework from Friday 3 December**

All of New Zealand will transition to the new COVID-19 Protection Framework (CPF) at 11.59pm on 2 December 2021. The first day the CPF will be operationalised is 3 December, 10 days from now.

Auckland and those parts of the country with lower vaccination rates will initially move into the new system at Red, the highest level in the CPF. The rest of the country will move to Orange. Cabinet will make decisions about regional settings on 29 November.

Sector guidance for businesses to successfully transition to the traffic light system will be published this week at [business.govt.nz](https://business.govt.nz)

## **Vaccination assessment tool to help employers decide on vaccination requirements available mid-December**

A simple and clear tool for assessing what work should be covered by vaccinated workers will be able to be used mid-December.

The Vaccination assessment tool will provide a clear, legal framework to help businesses make decisions about vaccinations in the workplace. It builds on the guidance provided by WorkSafe and has had input from BusinessNZ and the CTU.

The tool will specify four key factors, at least three of which must be met, before it would be reasonable to require vaccination for particular work.

The tool won't override risk assessments that businesses have already done under the existing health and safety guidelines. Businesses can choose which one they use, and any assessments done to date remain valid.

[Read the press release](#)

## **Employment legislation to be passed under urgency this week**

Legislation allowing the Vaccination assessment tool to be created, as well as introducing four weeks' paid notice of termination and paid time off to get vaccinated, will be passed under urgency this week. This legislation will come into effect the day after it is passed.

The Vaccination assessment tool will then be available for businesses to use once regulations are made in mid-December under the amended law.

## **Watch webinar playback: Vaccine Pass use and employment matters under the new COVID-19 Protection Framework**

Last Friday's business webinar *Vaccine Pass use in workplaces and business settings, and employment matters under the new COVID-19 Protection Framework* is [now available to watch online](#) [ Enter access password: s\$9hLMy\$ Note: webinar begins at 1:00 minute]

The presentations from DPMC, MBIE and MoH are attached as PDFs.

We received a large number of questions throughout the webinar, and hope we managed to provide answers to many during the course of the presentations. We will review questions and make best efforts to communicate answers in MBIE's forthcoming sector guidance, and through other communications channels including [covid19.govt.nz](https://www.covid19.govt.nz). Please also keep watch at [business.govt.nz](https://www.business.govt.nz) for the latest business specific information to assist with preparations to operate under the new COVID-19 Protection Framework.

## **AstraZeneca COVID-19 vaccine available later this week**

The AstraZeneca COVID-19 vaccine will soon be available for people aged 18 and older who cannot receive the Pfizer vaccine, and for people who wish to have a different COVID-19 vaccine.

We have 100,000 doses of AstraZeneca in New Zealand, enough for 50,000 people. AstraZeneca is a two-dose viral vector COVID-19 vaccine, with a 4 to 12 week gap between dose 1 and dose 2.

The AstraZeneca vaccine will only be available at a limited number of sites across the country as Pfizer is the main COVID-19 vaccine we are using in New Zealand.

From 26 November, bookings can be made for selected vaccination sites at [bookmyvaccine.covid19.health.nz](https://bookmyvaccine.covid19.health.nz) or by calling the COVID Vaccination Healthline 0800 28 29 26.

To date, New Zealand's COVID-19 immunisation programme has focused on rolling out the Pfizer COVID-19 vaccine, and we are now able to provide another COVID-19 vaccine option, AstraZeneca. Pfizer remains the preferred COVID-19 vaccine that we will be using in New Zealand.

Medsafe approved the AstraZeneca COVID-19 vaccine in July 2021 for people aged 18 and older.

[Read the press release](#)

## **Rapid Antigen Testing trial - update**

The Rapid Antigen Testing trial is now in its fifth and final week of the trial.

In December, the Ministry of Health formally takes ownership of the programme. MoH is finalising the testing strategy and communication for wider roll out of rapid antigen testing across New Zealand businesses and community groups. MBIE will continue to work closely with MoH to support the transition and wider roll out of rapid antigen testing.

Details of suppliers approved to import rapid antigen tests can be found in the New Zealand Gazette Notice for Phase 1 of Point-of-Care Testing Programme. [View the Gazette Notice](#)

### **About the Rapid Antigen Testing Trial**

The Ministry of Business, Innovation and Employment (MBIE) is working alongside businesses and the Ministry of Health to trial rapid antigen testing. This work will support businesses to roll out rapid antigen testing in their workplaces to help them meet their health and safety obligations.

This is a collaborative process between government agencies and the private sector and we will be seeking expertise from all parties to ensure that this is successful.

Rapid antigen testing will not be a replacement of any other testing or vaccine requirements required as part of the public health response, it will sit alongside these services.

### **Changes to saliva testing requirements**

The Ministry of Health has updated its position on the use of saliva for diagnostic testing for COVID-19, based on an updated review of the evidence and results of testing in New Zealand.

This means saliva testing for surveillance purposes for some groups of workers can be reduced from twice weekly to once a week, and there is no need for a follow-up nasopharyngeal swab to confirm a positive saliva test result.

The Ministry's testing strategy is always led by public health and science advice.

More information is available [here](#).

Warm regards — ngā mihi,

S7(2)(a) (she/her) | Stakeholder Engagement Specialist | COVID-19 Vaccine and Immunisation Programme | Ministry of Health

Mobile S7(2)(a)

S7(2)(a) Privacy

[www.health.govt.nz](http://www.health.govt.nz)

Have you signed up with [My Covid Record?](#)



\*\*\*\*\*

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## **Keeping calm and safe – tips for de-escalation**

People may become agitated or upset for a wide range of reasons.

When people feel uncertain, confused or unheard they can become distressed, anxious or angry and can present challenging behaviours.

Planning ahead for how to respond when this occurs, can help us to stay calm and able to cope with challenges when they arise.

### **Check your safety space**

- Respect personal space: 2-3 metres away. If someone becomes agitated, aim for 3-4 metres
- Know where your exits are and/or retreat options
- Know what the escalation plan is for your team

### **Use your eyes and ears**

- Sometimes even before a person speaks, their facial expression or the way they are walking or standing will give you a hint as to how a person is feeling
- When a person is agitated, they will often speak more quickly or with a louder voice. This can be a clue that a person is upset
- If you see someone becoming agitated, check whether it might reflect a communication challenge or indicate a support need (e.g. vision, hearing, neuro-diversity)
- For some, agitation may reflect a negative experience with the health system in the past

### **Be calm and welcoming**

- Introduce yourself, smile and make eye contact to establish rapport, take your time, the person may be very nervous and your compassion will help
- Be respectful: give the person your full attention and listen carefully to what they say
- Use please and thank you when making requests (rather than issuing commands or demands)

### **Communicate your desire to help**

- Aim to understand their concerns: ask open questions and check with them to ensure you have understood
- Listen for the underlying needs in their message: tone of voice, emphasis and body language can be clues as to what is important to them
- Speak slowly and allow time for the person to think about options and responses
- Be empathic and non-judgemental in your words and your actions

### **Set boundaries**

If a person raises their voice, makes threats, or is uncivil in words or behaviours:

- Be calm
- State the unwanted behaviour
- State the behaviour you want to see, in order to be able to help them
- If the behaviour persists, end the communication
- IF YOU FEEL UNSAFE REMOVE YOURSELF AND SEEK HELP

### **Talk to someone**

- Find time to talk with someone (a colleague or your leader) afterwards

You can expect to feel the effects of adrenalin in the period after the event.

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### **Talk to someone**

- Find time to talk with someone (a colleague or your leader) afterwards

You can expect to feel the effects of adrenalin in the period after the event.

**From:** s7(2)(a)  
**To:** [REDACTED]  
**Subject:** COVID-19 Update: Traffic light settings announced, Rapid antigen testing, Financial support, Vaccination assessment tool and more  
**Date:** Tuesday, 30 November 2021 4:41:45 PM  
**Attachments:** [COVID-19 Protection Framework Glossary - 29.11.21.pdf \( Out of Scope\)](#)  
[Traffic Light Levels North Island - Regions in Red.jpg \( Out of Scope\)](#)  
[image004.png](#)

---

Kia ora,

Here is a selection of latest COVID-19 updates for the business sector. You are welcome to share this information with your networks and workforce.

## **COVID-19 Protection Framework: traffic light settings announced**

This Friday, New Zealand will transition to the new COVID-19 Protection Framework (the traffic lights), as the country moves safely into the next phase of our world-leading COVID-19 response. [Read the press release](#)

The following areas will enter the new Framework at Red:

- Northland
- Auckland
- Taupō and Rotorua Lakes districts
- Kawerau
- Whakatane
- Ōpōtiki districts
- Gisborne district
- Wairoa district
- Rangitikei
- Whanganui and Ruapehu districts

The rest of the North Island (Waikato, Taranaki, Hawkes Bay, Wairarapa and Wellington) will enter the new Framework at Orange, as will the entire South Island.

A visual traffic light map with the ability to search for your local setting is available at [Unite against COVID-19 \(covid19.govt.nz\) | Traffic light map](#). A map image of traffic light levels in the North Island is attached (jpg file).

### **Review of settings**

Cabinet will review traffic light settings in two weeks and will provide an update on Monday 13 December. The next update will be on Monday 17 January and will continue on a fortnightly basis.

The factors that determine whether a region is Red or Orange include: vaccination rates, the capacity of the local health system, testing and contact tracing and case management, and the current case number and spread.

### **Travel restrictions**

The Auckland land and air boundaries remain in place and until 15 December people will only be able to travel out of Auckland for permitted reasons. From 15 December, restrictions at the boundaries ease and personal travel will be permitted for any reason for travellers who have a

Vaccine Pass or have a negative COVID-19 test, taken within 72 hours of travel.

There will be no restrictions on travelling in and out of the Red areas in the central and eastern North Island, but people entering these areas must follow the Red requirements.

### **Gatherings**

Gatherings include those held at home, weddings, funerals and tangihanga, marae, social sports and places of worship.

At all colour settings, visiting whānau and friends in each other's home is permitted in line with the rules on all gatherings. Anyone hosting a gathering or party will need to make sure they are aware of the rules and requirements.

Like with businesses, if the organiser of a party or gathering chooses to use My Vaccine Pass, then they also have the obligation to check each attendee's My Vaccine Pass. The free [NZ Pass Verifier app](#) can be used by anyone to help check passes.

If the party organiser chooses *not* to use My Vaccine Pass, then they will need to limit the number of people attending depending on which colour they are in. If there are people who have chosen to be unvaccinated present, the limit is 25 people at Red, and 50 people at Orange.

### **Business Guidance – operating under the COVID-19 Protection Framework**

Get ready for the change and find [guidelines about how your business can operate under the COVID-19 Protection Framework](#).

Many industry associations and professional bodies are also providing advice, detailed guidance and resources for specific sectors. Check with the associations relevant to your work to learn more.

If you operate in an office setting, you may be interested in workforce guidance issued by the Public Service Commission for operating under the Protection Framework. The guidance covers topics including leave and pay guidance under a variety of situations, for Public Service organisations.

Read the [Public Service workforce guidance for the COVID-19 Protection Framework | Te Kawa Mataaho – Public Service Commission](#)

### **What do Orange and Red settings mean?**

There are three key things to remember at every colour setting: **Mask, Scan, and Pass.**

- Mask - take your face-covering when you leave the house and be ready to wear it.
- Scan - scan in wherever you go.
- Pass - download your Vaccine Pass and have it ready, so you can go to all your favourite places.

Red will feel a lot like Alert Level 2, but with Vaccine Passes. A Vaccine Pass will allow for access everywhere.

- You are encouraged to wear a face covering whenever you leave the house.
- Working from home might be appropriate for some.

- Where Vaccine Passes are required, capacity limits of 100 will apply to most activities.
- The capacity limit for public facilities including zoos, museums, public swimming pools and libraries will be based on the number of people who can visit based on 1m physical distancing.

At Orange, face coverings will be required on flights, public transport, taxis, public venues and encouraged everywhere else. With a Vaccine Pass, access everywhere is unlimited but physical distancing rules will apply at retail and public facilities.

Read comprehensive guidance for life under the traffic light system, including information for businesses and workers, gatherings, events and public facilities, and financial support at Unite against COVID-19 ([covid19.govt.nz](https://covid19.govt.nz)):

[Life at Orange | Unite against COVID-19 \(covid19.govt.nz\)](https://covid19.govt.nz)

[Life at Red | Unite against COVID-19 \(covid19.govt.nz\)](https://covid19.govt.nz)

### **Enforcement and reporting non-compliance**

Any individual or organisation can report issues and people or businesses not following advice to the [COVID-19 Compliance Centre](https://covid19.govt.nz). The information reported will be available to the agencies responsible for compliance as part of New Zealand's COVID-19 response including the Police, and WorkSafe, Customs and Primary Industries.

There will be a graduated compliance model in place to support businesses as they implement these new requirements. Businesses can expect strong feedback from their customers and competitors if they do not follow the rules.

WorkSafe will take a similar approach to how it has acted with requirements around QR codes and record keeping, using an education first approach. If a business or service then fails to make expected changes, WorkSafe may take enforcement action.

Police will have operational discretion on the enforcement of new rules due to come into effect shortly. Police have begun discussions with Iwi and other partners on these new rules and will be working with them around their plans moving forward. Fraudulent use or misuse of My Vaccine Passes will not be tolerated and authorities will act to prevent this. Police are able to enforce the legitimate use of the My Vaccine Pass. Police could be requested to check that a person's ID matches their pass, or make spot checks at venues. If people feel their safety is at risk, they should call Police.

### **COVID-19 Protection Framework Glossary**

A glossary of COVID-19 Protection Framework terms is attached.

## **Work vaccination mandate**

Vaccination has been mandated for workers at businesses that must use My Vaccine Passes to operate, or operate with fewer restrictions, at all levels of the COVID-19 Protection Framework.

The vaccination mandate applies to hospitality, events, close contact businesses and gyms, and to all workers including employees, contractors, sub-contractors and volunteer workers.

If your business is covered by the work vaccination mandate you are also required to check customers' proof of vaccination status. You can use the free [NZ Pass Verifier app](#) to do so.

### **Key vaccination requirement dates**

To continue doing work in these areas, workers will need to have their first vaccination by Friday 3 December when the new COVID Protection Framework comes into effect. These workers will need to be fully vaccinated by 17 January 2022 to continue doing that work.

Employers should encourage workers to get vaccinated as soon as possible, noting that recent changes to the Employment Relations Act 2000 require employers to give employees reasonable paid time off to be vaccinated.

If an employee intends to be vaccinated, but has not been able to get their first dose, businesses should consider alternatives like a short period of leave. Under recent changes to the Employment Relations Act 2000, employers must consider all alternatives that would preserve an employment relationship before giving notice of termination.

### **Process for unvaccinated employees**

If any workers are not vaccinated by the required dates, employers will need to consider whether there are any alternatives to allow the employee to keep working (for example, rearranging work or duties, or working remotely).

If all alternatives that would preserve the employment relationship have been exhausted, recent changes to the Employment Relations Act 2000 require employers to give employees at least four weeks' paid notice of termination. If an employee has a longer notice period in their employment agreement, the longer period will apply.

Employees can get vaccinated during this four-week period and retain their employment, unless this would unreasonably disrupt the employer's business.

Read about work covered by the work vaccination mandate at [biz.govt.nz | My Vaccine Pass – work vaccination mandate](#)

Read guidance for employees and employers on COVID-19 vaccination requirements in the workplace at [Employment New Zealand | Vaccines and the workplace](#)

### **Verifying My Vaccine Passes**

Businesses can choose whether to require customers to have My Vaccine Passes as a condition of entry. For some businesses, this decision will affect the rules they must operate under.

Businesses choosing to do so must display posters or signage indicating to customers that entry is contingent on having a My Vaccine Pass. These can be downloaded from the COVID-19 website. [Download posters for businesses and organisations.](#)

There is no mandatory obligation on businesses to *scan* every My Vaccine Pass using a Verifier app. However, businesses who require customers to have My Vaccine Passes as a condition of entry must take reasonable steps to ensure that every person entering the premise aged 12 years and 3

months and older is carrying a valid My Vaccine Pass issued to that person.

Read more about requiring My Vaccine Passes for entry at [biz.govt.nz | Requiring Vaccine Passes for entry](#)

### **NZ Pass Verifier app**

The free NZ Pass Verifier app is available now from the Apple and Google Play app stores for downloading to scan and verify digital or printed My Vaccine Passes. It can be downloaded onto a smart phone or tablet.

Further information on how to download and use the NZ Pass Verifier app is on the Ministry of Health website. This includes information on downloading, use of and technical support for the NZ Pass Verifier.

Get the [Ministry of Health | NZ Pass Verifier app](#)

## **Rapid antigen testing available for business**

Rapid antigen tests are an option for businesses in their response to COVID-19. Rapid antigen tests offer a much faster turnaround than a laboratory PCR test (around 15 minutes compared to 2-5 days) and can provide an additional level of protection for a business's workers, contacts, and customers.

They're not mandatory and won't be suitable for everyone. It's up to you to choose whether you want to use rapid antigen tests in your business. Businesses need to pay for rapid antigen tests themselves.

From 1 December businesses that choose to use rapid antigen tests for surveillance testing will be able to directly source approved tests from the following authorised suppliers (all are nasal swabs):

- Roche Diagnostics NZ Ltd
- Abbott Rapid Diagnostics
- Pantonic Health (Australia) or Arrotex Pharmaceuticals (NZ) Limited
- EBOS Group Ltd.

From 15 December, if you don't want to buy tests directly from these authorised suppliers you'll be able to buy them from a local distributor. The Ministry of Health is currently working through the details of supply.

We recommend that businesses trial different tests before committing to buying one in bulk as there are differences in processes.

If you choose to use rapid antigen testing in your workplace, you need to follow [health and safety guidance](#). General [information on rapid antigen testing is available from the Ministry of Health website](#), which will be updated regularly.

For more information contact [xxxxxxxxxx@xxxxxx.xxxx.xx](#)

## **Financial support to move to traffic light system**

A new transition payment will be made available particularly for affected businesses in Auckland, Waikato and Northland to acknowledge the restrictions they have faced under the higher Alert Levels.

A one-off transition payment will be activated through the Resurgence Support Payment system criteria and be available on December 10. This payment is at a higher base rate than the current Resurgence Support Payment and will be \$4,000 per business plus \$400 per FTE up to a cap of 50 FTEs – a maximum payment of \$24,000. The affected revenue period for the Transition Payment will be set between October 3 and November 9, and must be compared to a typical week in the six weeks prior to August 17

Last week the final wage subsidy and Resurgence Support Payment opened for applications. These will still open, and pay out even though we are moving to the new Framework, in addition to the transition payment.

Support to be off work while isolating or to take leave while waiting for test results, currently provided by the Leave Support Scheme and the Short Term Absence Payment, will also remain available under all levels of the Protection Framework.

At all levels of the new Protection Framework, most businesses will be able to operate at almost full capacity. The Transition payment reflects a progressive shift away from the broad based economic supports provided under the current alert level system.

[Read the press release](#)

### **COVID-19 Financial support for business**

Applications for the first three rounds of the Resurgence Support Payment close on 1 December. Applications for subsequent rounds will remain open.

For a summary of the financial support available to help you, your business and employees through the response to COVID-19, visit [biz.govt.nz | Financial support for businesses](#)

### **Vaccination assessment tool**

A new vaccination assessment tool to help businesses decide if they can require vaccination for different types of work will soon be available. The tool will provide a clear, legal framework under the COVID-19 Public Health Response Act 2020 to help businesses make decisions about vaccinations in the workplace.

The simple assessment tool is likely to include an assessment of four risk factors, of which at least three of the higher-risk indicators need to be met before it would be reasonable to require vaccination for particular work.

Use of the assessment tool is optional and will not override any risk assessments that have already been done.

The draft Vaccination assessment tool will be further refined and tested over the next few weeks.

View the draft risk assessment factors at [biz.govt.nz | Vaccination assessment tool](#)

Existing guidance to help decide what work can require a vaccinated employee can be read at [WorkSafe.govt.nz | How to decide what work requires a vaccinated employee](https://www.worksafe.govt.nz/How-to-decide-what-work-requires-a-vaccinated-employee)

## Vaccine Boosters

If six months has elapsed since your second dose of vaccine, you are eligible for a booster shot now.

This includes healthcare and border workers, and older people who have been fully vaccinated for six months or more.

Boosters are strongly encouraged for those that are most at risk of coming into contact with COVID-19, and older people including those in residential care.

You do not need to have a booster to be considered fully vaccinated for My Vaccine Pass or an International Travel Vaccination Certificate.

## Contact information

### Business helpline

Free helpline for businesses, offering advice and access to Government business support, HR and general business advice and access to online resources and webinars. Call **0800 500 362** for North Island, or **0800 50 50 96** for South Island.

### Reporting non-compliance

Report issues and people or businesses not following advice to [COVID-19 Compliance Centre](https://www.covid19.govt.nz/compliance-centre)

### If you have symptoms

Call Healthline if you have symptoms **0800 358 5453**

### Mental Health

Need to talk? For mental health help, call or text **1737**

### Immigration

Visit [www.immigration.govt.nz/about-us/covid-19](https://www.immigration.govt.nz/about-us/covid-19) or call the Immigration Contact Centre 6am – 10pm, Monday – Friday (NZST) from landlines only on 0508 558 855, or Auckland 09 914 4100, Wellington 04 910 9915, or from overseas +64 9 914 4100

### Kiwis returning from overseas

Managed Isolation and Quarantine [www.miq.govt.nz](https://www.miq.govt.nz) or call on on +64 4 888 1670 if you're overseas (rates will apply) or 0800 476 647 if you're in New Zealand (calls are free). Hours are 8am – 10pm, Monday – Sunday (NZST).

All New Zealanders overseas are encouraged to see the advice and register on [www.safetravel.govt.nz](https://www.safetravel.govt.nz)

**Healthline** 0800 358 5453 or +64 9 358 5453

For information on transport go to [www.transport.govt.nz/about/covid-19](https://www.transport.govt.nz/about/covid-19) or email [xxxxxxxxxxxxxxxx@xxxxxxxx.xx](mailto:xxxxxxxxxxxxxxxx@xxxxxxxx.xx)

Ngā mihi – warm regards,

S7(2)(a) (she/her) | Stakeholder Engagement Specialist | COVID-19 Vaccine and Immunisation Programme | Ministry of Health

Mobile S7(2)(a)

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[www.health.govt.nz](http://www.health.govt.nz)

Have you signed up with [My Covid Record?](#)



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**From:** s7(2)(a)  
**To:**  
**Subject:** COVID-19 Update: My Vaccine Pass exemption letters, Switching between My Vaccine Pass requirements, Changes to the Employment Relations Act and more  
**Date:** Friday, 3 December 2021 12:47:22 PM  
**Attachments:** [Covid-19 Traffic Light Communications support pack.msg](#)  
[Sample exemption letter for My Vaccine Pass.msg \( out of scope\)](#)  
[image001.png](#)  
[image003.png](#)  
[image007.png](#)

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Kia ora,

Here is a selection of latest COVID-19 updates for the business sector. You are welcome to share this information with your networks and workforce.

### **Temporary exemption letter for people waiting for their My Vaccine Pass**

Last night the Ministry of Health emailed a temporary exemption from the requirement to produce a My Vaccine Pass to a small group of people waiting for the individual assistance needed to obtain their pass.

The temporary exemption is a record of the individual's request for assistance and has a unique identifier. It can be shown to businesses and organisations that require a My Vaccine Pass. It is valid until 11.59pm on 14 December 2021.

More than 95% of people who requested a My Vaccine Pass have received their pass and are ready for New Zealand to move to the traffic light system on Friday.

However there are currently around 70,000 requests for assistance, including people who need to add international vaccinations to their New Zealand record; people who need their name changed; and people whose records have other errors that need to be corrected.

While this represents a small percentage of the 3 million My Vaccine Passes that have been issued to date, it is important these individuals are not unfairly disadvantaged under the Covid Protection Framework.

A sample exemption letter is **attached** for your information. If you are presented with an exemption letter, you can accept it in place of a My Vaccine Pass up until until 11.59pm on 14 December 2021.

[Read the media release](#)

### **Operating different activities under the COVID-19 Protection Framework**

The COVID-19 Protection Framework requirements apply by activity.

Businesses that undertake different activities may need to apply different rules under the COVID-19 Protection Framework for each activity.

Following is an example based on an indoor fair:

Indoor fair example	Food stalls	General retail	Face painting	Music	Overall
Events rules apply	Food and beverage rules apply	Retail rules	Close contact service rules apply	Depends on set up	You may <ul style="list-style-type: none"> <li>manage areas differently</li> <li>have common set of rules to meet requirements</li> </ul>

Current at Wednesday 1 December; may be subject to change

### Switching between My Vaccine Pass requirements under the COVID-19 Protection Framework

You may switch between operating conditions where My Vaccine Pass is required or not required. However, the premises must be thoroughly cleaned between times.

You must clearly communicate what settings you are operating under, and display any required signage. Businesses must display posters advertising if they require people entering to have a My Vaccine Pass.

Following is an example based on a conference venue operating under Green settings, WITHOUT and then WITH a My Vaccine Pass requirement:

Conference venue at Green	My Vaccine Pass is <u>NOT</u> required		My Vaccine Pass <u>IS</u> required
<b>Rules</b>	Capacity limited to up to 100 people, based on 1m distancing, per defined space.  Food and beverage service must be seated and separated.	<b>Clean thoroughly in between</b>  <b>Change signage</b>	You can run events and gatherings without number limits.  Must sight and/or verify each customer's My Vaccine Pass.

Current at Wednesday 1 December; may be subject to change

### My Vaccine Pass use and school groups

When participating in education activities outside of the classroom, schools need to follow the Vaccine Pass requirements specified by the provider/venue.

Any person under 12 years and 3 months cannot be prevented from attending an offsite facility.

Offsite operators receiving school groups who are using My Vaccine Pass may like to ask schools to provide the guarantee that participating students, staff members and volunteers are double-vaccinated, or that they are younger than 12 years and 3 months – rather than having to make these checks onsite. Schools would have to check My Vaccine Passes to do this.

## **Communications support pack for the Covid-19 Protection Framework**

**Attached** is a COVID-19 Traffic Lights Communications support pack. It includes top line messages and supporting materials for use in workplace and customer-facing settings.

A one-page snapshot of the framework including general settings under each Red, Orange and Green levels, and operating restrictions in specific settings where My Vaccine Pass is not used, can be viewed at [covid19.govt.nz | COVID-19-Protection-Framework-traffic-lights-summary-table](https://covid19.govt.nz/COVID-19-Protection-Framework-traffic-lights-summary-table)

## **Changes to the Employment Relations Act 2000**

### **Four-week minimum paid notice period**

The four-week minimum paid notice period is effective from 26 November 2021. This applies to notices of termination given after this date.

Under these changes, employers are required to provide four weeks' paid notice of termination when an unvaccinated employee's employment agreement is terminated because their work requires vaccination. This covers situations where vaccination is required by a Government mandate, as well as when an employer decides vaccination is required on health and safety grounds.

If the employee has a notice period that is longer than four weeks as part of their terms and conditions of employment, then the longer notice period will apply.

If an employee is vaccinated before the end of this four-week period (or longer if specified in the employment agreement), or becomes authorised to do work without vaccination under a COVID-19 Order (e.g. because they get an exemption), the notice is cancelled. This is unless cancelling the termination notice would unreasonably disrupt the employer's business.

Parties can also mutually agree to end the employment relationship before the end of the relevant notice period but they will still need to pay out the employee for the notice period.

Employees will still be able to bring a personal grievance in relation to any termination.

### **Paid time-off for employees to be vaccinated**

The provision of paid time-off for employees to be vaccinated is effective from 26 November 2021.

To continue to support employees to be vaccinated, an employee will be entitled to reasonable paid time off during their normal working hours to be vaccinated. This is unless providing the time off would unreasonably disrupt their employer's business or the performance of the employee's employment duties.

The employee will need to notify their employer of when they intend to be vaccinated and how long they will expect it to take including travel time.

We know most employers have already been providing paid time-off for vaccination, and are taking steps to support employees to get vaccinated, for example by providing transportation to vaccination centres.

## **Future vaccination and testing mandates**

Vaccination is becoming an increasingly important tool to mitigate workforce health and safety risk and

disruption to business continuity.

From Wednesday 1 December 2021 the Minister for Workplace Relations and Safety can mandate vaccination or testing for work where it is in the public interest.

On 26 November 2021 the Government announced that the New Zealand Defence Force and parts of the New Zealand Police will be required to be vaccinated to perform their work. Vaccination will be required for the constabulary, recruits and authorised officers of New Zealand Police, and for the armed forces and civilian staff of the New Zealand Defence Force.

First doses of vaccinations for workers in these organisations will be required by 17 January 2022, and second doses by 1 March 2022.

### **Contestable fund part of reactivation package for Auckland over summer**

A new support package will help revive economic, social and cultural activities in Auckland over summer, encouraging Aucklanders to rediscover the best of local businesses and visitor attractions.

The \$37.5 million package has been put together jointly with Auckland Council and Auckland Unlimited.

The support package includes the *Local Activation Programme* – a contestable fund for businesses or community organisations to organise events that are free for the public.

[Read the press release](#)

### **MedSafe expected to make a decision on rollout of vaccine to 5-11-year olds**

MedSafe is expected to decide mid-December on a plan to rollout vaccinations to 5-11-year olds. The timing for rollout is yet to be confirmed, but is expected to be before the end of January 2022.

People under 12-years old have a lower risk of direct health impacts from COVID-19 than older age groups. However COVID-19 can still have serious health consequences, particularly for children with compromised immune systems or significant respiratory conditions.

Warm regards – ngā mihi,

S7(2)(a) (she/her) | Stakeholder Engagement Specialist | COVID-19 Vaccine and Immunisation Programme | Ministry of Health

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S7(2)(a) Privacy

[www.health.govt.nz](http://www.health.govt.nz)

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**From:** s7(2)(a)  
**To:** s7(2)(a)  
**Subject:** Covid-19 Traffic Light Communications support pack  
**Date:** Friday, 3 December 2021 11:46:53 AM  
**Attachments:** [211123\\_UAC\\_CPFDetailed\\_A3\\_v1.0.pdf](#)  
[0277\\_MBI\\_CPF\\_Information\\_Layer-CPF\\_Chart\\_A4x2\[31\].pdf](#)  
[0277\\_MBI\\_CPF\\_Self\\_Isolating\\_Timeline\\_A4\\_1.3.pdf](#)  
[Traffic\\_light\\_transition\\_pack.pptx](#)  
[COVID-19\\_Protection\\_Framework\\_-\\_Quickfire\\_FAOs.docx](#)  
[CPF\\_-\\_10\\_Key\\_Things\\_to\\_Know.docx](#)  
[FAQs\\_-\\_3\\_December\\_2021.docx](#)  
[Key\\_messages\\_My\\_Vaccine\\_Pass\\_3\\_December\\_2021.docx](#)  
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[image012.png](#)  
[image013.png](#)

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Kia ora,

As you are no doubt aware, New Zealand has moved to the Covid-19 Protection Framework (traffic light framework).

Please see below and attached for a range of messaging and materials to help support this transition. An extensive advertising campaign is underway and will be highly visibly over the coming days. This includes advertising in TV, radio, print and social media.

**Topline messages:**

- New Zealand has transitioned to the COVID-19 Protection Framework as of 3 December 2021. All parts of the country have transitioned to 'Red' or 'Orange' settings. A [map of current traffic light settings](#) is available on the Unite Against Covid-19 website.
- New Zealand is able to make this transition because our vaccination rates are on track to be some of the highest in the world.
- At Red and Orange under the Framework, many places will require people to show a My Vaccine Pass to enter. This includes hospitality venues, close-proximity businesses (like hairdressers) and gyms. My Vaccine Pass can also be used at events, retail businesses, gatherings, and public facilities.
- People who don't yet have their My Vaccine Pass should sign up to My COVID Record at [mycovidrecord.health.nz](#) to download their pass. It can also be requested by calling 0800 222 478. Pharmacies and some vaccination centres are also able to assist people in getting access to their My Vaccine Pass. A list of participating pharmacies is available on the Healthpoint website.
- For fully vaccinated people, life at Orange will feel pretty close to normal. People will be able to go everywhere with their My Vaccine Pass. At Red, there will be capacity limits of 100 at some places.
- Everyone is encouraged to follow the new rules as we transition to the new Framework (traffic lights), including use of My Vaccine Pass where mandated. This will ensure we're all kept safe and businesses are able to remain open and operational.
- There will be a graduated enforcement model in place to support business compliance, with an emphasis on education first as businesses work out how best to implement new

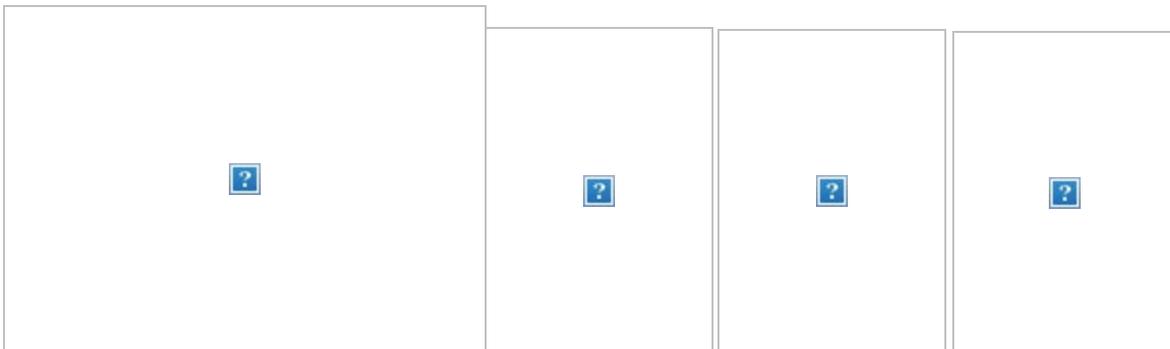
requirements.

- Police will focus on helping people understand what the changes mean through its education and engagement approach. People will still be able to report a breach of the rules at the Unite Against COVID-19 website.
- It is expected that there will be COVID-19 cases in communities around New Zealand. Fully vaccinated people are less likely to develop serious illness and less likely to be hospitalised. The new Care in the Community model means most people will be able to safely isolate at home.
- There is always a period of adjustment when changes are made to settings and this will be the same with the move to the new COVID-19 Protection Framework.

**Supporting material and resources:**

- An A4 printable simplified guide to the Traffic Light settings – **attached** and [available here](#)
- An A3 detailed guide to the Traffic Light settings – **attached** and [available here](#)
- FAQs and key messages (including for MVP)
- A short powerpoint designed to introduce the traffic light settings and support conversations with stakeholders – **attached**
- A timeline showing how the Care in Community experience works from a patients perspective – **attached**
- There are a wide range of posters, videos, and social media tiles available to support businesses, workplaces, communities groups and organisations with the transition from the alert level system to the COVID-19 Protection Framework. You can easily download these, including content in 28 languages, by going to [Toolkit.covid19.govt.nz](https://www.toolkit.covid19.govt.nz). You can also send feedback/requests for other collateral from the toolkit or by emailing [@..](mailto:info@ toolkit.covid19.govt.nz)

A selection of some of the new collateral that is available.



Ngā mihi





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We've moved to the next stage of our COVID-19 response.

The framework will continue to protect New Zealanders, while also providing more certainty and new opportunities. It minimises the impact and provides protection from COVID 19 through three settings Green, Orange and Red.

**Minimisation** means we are aiming to keep the spread of COVID 19 and hospitalisations at as low a level as possible. Outbreaks will be contained and controlled, and if practical, stamped out. There will likely be some level of cases in the community on an ongoing basis.

**Protection** means that we will protect people from the virus, with vaccination, infection prevention and control, and general public health measures (e.g. contact tracing, case management and testing). Response will also focus on minimising significant health impacts through treatment and support. We will also protect people's health, by ensuring we are not letting cases go to the point where the impacts have flow on effects to impact other health services.

The framework is intended to give as much certainty and stability as possible for people and businesses, reducing the need for widespread lockdowns.

RED

## Life at Red

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<b>Gatherings – at home or private residence</b> e.g. friends and family visiting a house, hosting a party or gathering.	Required. (Not required if everyone 12 and over at the gathering can identify each other for the purposes of contact tracing).	Required by workers and volunteers if present, encouraged for others.	If My Vaccine Pass is used, up to 100 people allowed. If My Vaccine Pass is not used, up to 25 people allowed.	
<b>Gatherings</b> e.g. weddings, funerals, tangihanga, and community and social sport. Marae and places of worship are also treated as gatherings.	Required. (Not required if everyone 12 and over at the gathering can identify each other for the purposes of contact tracing).	Required for workers and volunteers, encouraged for others.	If My Vaccine Pass is used, up to 100 people allowed, based on 1m distancing. If My Vaccine Pass is not used, up to 25 people allowed, based on 1m distancing.	
<b>Outdoor community gatherings</b> e.g. community fairs or events with uncontrolled access such as a public parade.	Required.	Required for workers and volunteers, encouraged for others.	If My Vaccine Pass is used, up to 100 people allowed, based on 1m distancing. If My Vaccine Pass is not used and there is uncontrolled access, up to 25 people allowed, based on 1m distancing.	
<b>Events</b> e.g. cinemas, theatres, stadiums, concerts, conferences, casinos, and private galleries.	Required.	Strongly encouraged for all workers (excluding performers) and others.	If My Vaccine Pass is used, up to 100 people allowed, based on 1m distancing. If My Vaccine Pass is not used, events are not allowed.	If food and drink is provided at the event, people must be seated and separated while eating and drinking. Public facing workers at food and drink businesses must wear face coverings.

# COVID-19 Protection Framework (traffic lights)

 Life at Red continued	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<b>Retail</b> e.g. shops, banks, and outdoor markets. Everyone will be able to access basic needs like food (dairies, convenience stores, supermarket), petrol stations, and pharmacies.	Required.	Required for staff and customers.	Shops, outdoor markets and banks can choose to follow My Vaccine Pass requirements; this will not affect their capacity limits. Basic needs providers are prohibited from asking customers for My Vaccine Pass.	Capacity limits based on 1m distancing apply.
<b>Hospitality</b> e.g. cafes, restaurants, and bars.	Required.	Required for public facing staff, encouraged for others (when not eating and drinking).	If My Vaccine Pass is used, hospitality venues are limited to 100 people based on 1m distancing and seated and separated. Contactless only if My Vaccine Pass is not used.	Food and drinks requirements may also apply in other settings.
<b>Gyms</b> Gyms including membership based business or services e.g. dance or martial arts studios.	Required.	Encouraged.	With My Vaccine Pass, up to 100 people, based on 1m distancing. Without My Vaccine Pass, gyms must close.	
<b>Close-proximity businesses</b> e.g. hairdressers, beauty therapy, massage.	Required.	Required for public-facing staff, encouraged for others.	Open if My Vaccine Pass is used, but public health requirements must be in place, including face coverings for staff. If My Vaccine Pass is not used, close-proximity businesses must close.	These restrictions may apply for other settings. Note: professional and semi-professional sports; and specified social services are not considered to be close-proximity businesses.
<b>Public facilities</b> These are premises owned or managed by central or local government e.g. libraries, museums, public pools.	Required.	Required for staff and customers (except at pools).	Open at Red with a capacity limit based on 1 m distancing. Some public facilities may choose to require My Vaccine Pass.	
<b>Workplaces</b>	Encouraged.	Required for public facing staff, encouraged for others. Required for: <ul style="list-style-type: none"> <li>• veterinary services and animal health and welfare services</li> <li>• courts and tribunals</li> <li>• specified social services</li> <li>• public area of premises operated by NZ Post Limited</li> <li>• premises operated by a central govt agency, a local authority, or NZ Police</li> <li>• workers at a food and drink business or service</li> <li>• health services in some situations.</li> </ul>	Some workplaces may be covered by vaccine mandates. In addition, some businesses may use the new vaccination assessment tool to decide whether the business or service must be done by vaccinated people.	Workplaces are open. Working from home may be appropriate for some staff.
<b>Transport</b> e.g. airlines (domestic), public transport, Cook Strait ferries, taxis, trains.	Transport operators are required to support contact tracing, such as displaying QR codes in vehicles and assets (e.g. terminals and bus stations).	Required on: <ul style="list-style-type: none"> <li>• on domestic air transport services</li> <li>• public transport</li> <li>• arrival and departure points of public transport services.</li> </ul>	Public transport, including buses, trains and taxis are prohibited from asking customers for My Vaccine Pass. Flights and Cook Strait Ferries may have My Vaccine Pass or testing requirements.	There are no physical distancing requirements on services or in transport environments like terminals, airports or bus stops.

# COVID-19 Protection Framework (traffic lights)



Life at Red continued

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<p><b>Education - early childhood services, kōhanga reo</b></p> <p>Open with public health measures in place.</p>	Required for certified playgroups, encouraged elsewhere.	Parents/caregivers and visitors are required to wear face coverings when indoors.	<p>Licensed early childhood services are prohibited from asking children and parents for My Vaccine Pass.</p> <p>Teachers and staff are required to be vaccinated for onsite delivery of teaching and learning.</p> <p>Certified playgroups can only open with My Vaccine Pass.</p>	<p>Parents/caregivers who can supervise their children at home should do so.</p> <p>If required, educators will make choices about their capacity to manage attendance.</p> <p>Parents/caregivers and visitors are encouraged to maintain 1m distancing from other adults while on site e.g., to settle their child, or to view a service.</p> <p>Visiting teachers in home-based services can consider providing support remotely to some educators and children.</p>
<p><b>Education - schools, kura</b></p> <p>Open with public health measures in place.</p> <p>Where confirmed cases occur within a school or kura, it may be necessary to limit the number of Year 0-8 students/ākonga.</p>	Encouraged.	<p>Required:</p> <ul style="list-style-type: none"> <li>for all students/ākonga Years 4 and up when indoors or in close contact with others</li> <li>for staff working to provide or support the provisions of education for Years 4 and up</li> <li>on school transport for all students/ākonga aged 12 and up.</li> </ul>	<p>Teachers and staff are required to be vaccinated for onsite delivery of teaching and learning.</p> <p>Schools are prohibited from requiring students/ākonga to be vaccinated to access education. This includes parents, caregivers and whānau supporting students and their learning.</p>	<p>Visiting teachers in home-based services can consider providing support remotely to some educators and children.</p> <p>Essential and learning support services and agencies may be on site. Minimise attendance on site for non-essential services.</p> <p>No non-essential visitors on site.</p> <p>Auckland schools will continue to follow Alert Level 3, Step 2 for the remainder of the 2021 year. This means continuing with a mix of students learning from home and learning on site whether full-time or part-time.</p> <p>Schools outside of Auckland will follow Alert Level 2 for the remainder of the 2021 year. This means all students are on site and curriculum-related activities will continue to go ahead.</p> <p>All schools/kura will move to traffic lights from 1 January 2022.</p>
<p><b>Tertiary Education</b></p> <p>Operating with increased public health measures in place.</p>	Encouraged.	Required indoors.	<p>Staff (including volunteers and contractors) and students/ākonga can be onsite if they are vaccinated or alternatively can work and learn remotely.</p> <p>Distance learning only if My Vaccine Pass is not used.</p> <p>Providers may choose to require that residents or staff in student accommodation be vaccinated.</p>	<p>Capacity limits based on 1m distancing apply.</p> <p>Tertiary education libraries follow the public facilities requirements.</p> <p>Where possible, tertiary education operators are encouraged to make remote learning options available for those who are unable or unwilling to attend classes being held onsite.</p>

**ORANGE**

## Life at Orange

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<b>Gatherings – at home or private residence</b> e.g. friends and family visiting a house, hosting a party or gathering.	Required. (Not required if everyone 12 and over at the gathering can identify each other for the purposes of contact tracing).	Required for workers and volunteers if present, encouraged for others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 50 people allowed.	
<b>Gatherings</b> e.g. weddings, funerals, tangihanga, and community and social sport. Marae and places of worship are also treated as gatherings.	Required. (Not required if everyone 12 and over at the gathering can identify each other for the purposes of contact tracing).	Required for workers and volunteers, encouraged for others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 50 people allowed, based on 1m distancing.	
<b>Outdoor community gatherings</b> e.g. community fairs or events with uncontrolled access such as a public parade.	Required.	Required for workers and volunteers, encouraged for others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 50 people allowed, based on 1m distancing.	
<b>Events</b> e.g. cinemas, theatres, stadiums, concerts, conferences, casinos, and private galleries.	Required.	Strongly encouraged for all workers (excluding performers) and others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, events are not allowed.	
<b>Retail</b> e.g. shops, banks, and outdoor markets. Everyone will be able to access basic needs like food (dairies, convenience stores, supermarket), petrol stations, and pharmacies.	Required.	Required for staff and customers.	Shops, outdoor markets and banks can choose to follow My Vaccine Pass requirements; this will not affect their capacity limits. Basic needs providers are prohibited from asking customers for My Vaccine Pass.	Capacity limits based on 1m distancing apply.
<b>Hospitality</b> e.g. cafes, restaurants, and bars.	Required.	Required for public facing staff, encouraged for others when not eating and drinking.	No limits if My Vaccine Pass is used. Contactless only if My Vaccine Pass is not used.	
<b>Gyms</b> Gyms including membership based business or services e.g. dance or martial arts studios.	Required.	Encouraged.	No limits if My Vaccine Pass is used. Without My Vaccine Pass, gyms must close.	Note: close-proximity business or service rules may also apply to some services within this setting.

# COVID-19 Protection Framework (traffic lights)



Life at Orange continued

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<b>Close-proximity businesses</b> e.g. hairdressers, beauty therapy, massage.	Required.	Required for public-facing staff, encouraged for others.	Open if My Vaccine Pass is used.  If My Vaccine Pass is not used close-proximity businesses must close.	These restrictions may apply for other settings.  Note: professional and semi-professional sports; and specified social services are not considered to be close-proximity businesses.
<b>Public facilities</b> These are premises owned or managed by central or local government (e.g. libraries, museums, public pools).	Required.	Required for staff and customers (except at pools).	Open with a capacity limit based on 1m distancing.  Some public facilities may choose to require My Vaccine Pass.	
<b>Workplaces</b>	Encouraged.	Required for public facing staff, encouraged for others. Required for: <ul style="list-style-type: none"> <li>veterinary services and animal health and welfare services</li> <li>courts and tribunals</li> <li>specified social services</li> <li>public area of premises operated by NZ Post Limited</li> <li>premises operated by a central govt agency, a local authority, or NZ Police</li> <li>workers at a food and drink business or service</li> <li>health services in some situations.</li> </ul>	Some workplaces may be covered by vaccine mandates.  In addition, some businesses may use the new vaccination assessment tool to decide whether the business or service must be done by vaccinated people.	Workplaces are open.
<b>Transport</b> e.g. airlines (domestic), public transport, Cook Strait ferries, taxis, trains.	Transport operators are required to support contact tracing, such as displaying QR codes in their vehicles and assets (e.g. terminals and bus stations).	Required: <ul style="list-style-type: none"> <li>on domestic air transport services</li> <li>public transport</li> <li>arrival and departure points of public transport services.</li> </ul>	Public transport, including buses, trains and taxis are prohibited from asking customers for My Vaccine Pass.  Flights and Cook Strait Ferries may have My Vaccine Pass or testing requirements.	There are no physical distancing requirements on services or in transport environments like terminals, airports or bus stops.
<b>Education - early childhood services, kōhanga reo</b> Open with public health measures in place.	Encouraged.	Parents/caregivers and visitors are encouraged to wear face coverings when on site.	Teachers and staff are required to be vaccinated for onsite delivery of teaching and learning.  Licenced early childhood services are prohibited from asking children and parents for My Vaccine Pass.  Certified playgroups can open with My Vaccine Pass and following close-proximity business measures.	Parents/caregivers and visitors are encouraged to maintain 1m distancing from other adults while on site e.g. to settle their child, or to view a service.

# COVID-19 Protection Framework (traffic lights)



Life at Orange continued

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<p><b>Education - schools, kura</b></p> <p>Open with public health measures in place.</p> <p>Where confirmed cases occur within a school or kura it may be necessary to limit the number of Year 0-8 students/ākonga.</p>	Encouraged.	<p>Required on school transport for students/ākonga aged 12 and up.</p> <p>Encouraged on site.</p>	<p>Teachers and staff are required to be vaccinated for onsite delivery of teaching and learning.</p> <p>Schools are prohibited from requiring students/ākonga to be vaccinated to access education. This includes parents, caregiver and whānau supporting students and their learning.</p>	<p>Auckland schools will continue to follow Alert Level 3, Step 2 for the remainder of the 2021 year. This means continuing with a mix of students learning from home and learning on site whether full-time or part-time.</p> <p>Schools outside Auckland will follow Alert Level 2 for the remainder of the 2021 year. This means all students are on site and curriculum-related activities will continue to go ahead.</p> <p>All schools/kura will move to traffic lights from 1 January 2022.</p>
<p><b>Tertiary Education</b></p> <p>Open with public health measures in place.</p>	Encouraged.	Encouraged on site.	Some tertiary providers may choose to require My Vaccine Pass.	<p>Capacity limits based on 1m distancing apply.</p> <p>Tertiary education libraries follow the public facilities requirements.</p>

GREEN

## Life at Green

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<b>Gatherings – at home or private residence</b> e.g. friends and family visiting a house, hosting a party or gathering.	Required. (Not required if everyone 12 and over at the gathering can identify each other for the purposes of contact tracing).	Required for workers and volunteers if present, encouraged for others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 100 people allowed.	
<b>Gatherings</b> e.g. weddings, funerals, tangihanga, and community and social sport. Marae and places of worship are also treated as gatherings.	Required. (Not required if everyone 12 and over at the gathering can identify each other for the purposes of contact tracing).	Required for workers and volunteers, encouraged for others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 100 people allowed, based on 1m distancing.	
<b>Outdoor community gatherings</b> e.g. community fairs or events with uncontrolled access such as a public parade.	Required.	Required for workers and volunteers, encouraged for everyone else.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 100 people allowed, based on 1m distancing.	
<b>Events</b> e.g. cinemas, theatres, stadiums, concerts, conferences, casinos, and private galleries.	Required.	Strongly encouraged for all workers (excluding performers) and others.	No limits if My Vaccine Pass is used. If My Vaccine Pass is not used, up to 100 people allowed, based on 1m distancing, seated and separated for service of food and drink.	
<b>Retail</b> e.g. shops, banks, and outdoor markets. Everyone will be able to access basic needs like food (dairies, convenience stores, supermarket), petrol stations, and pharmacies.	Encouraged.	Encouraged.	Shops, outdoor markets and banks can choose to follow My Vaccine Pass requirements; this will not affect their capacity limits. Basic needs providers are prohibited from asking customers for My Vaccine Pass.	
<b>Hospitality</b> e.g. cafes, restaurants, and bars.	Required.	Encouraged.	No limits if My Vaccine Pass is used. Without My Vaccine Pass, up to 100 people, based on 1m distancing, seated and separated.	
<b>Gyms</b> Gyms including membership based business or services e.g. dance or martial arts studios.	Required.	Encouraged.	No limits if My Vaccine Pass is used. Without My Vaccine Pass, up to 100 people, based on 1 m distancing.	Note: close-proximity business or service rules may also apply to some services within this setting.

# COVID-19 Protection Framework (traffic lights)



Life at Green continued

	Record keeping/scanning	Face coverings	My Vaccine Pass	Other requirements
<b>Close-proximity businesses</b> e.g. hairdressers, beauty therapy, massage.	Required.	Required for public-facing staff, encouraged for others (when no My Vaccine Pass is used).	Open if My Vaccine Pass is used. Without My Vaccine Pass, up to 100 people, based on 1m distancing between customers.	These restrictions may apply for other settings. Note: professional and semi-professional sports; and specified social services are not considered to be close-proximity businesses.
<b>Public facilities</b> These are premises owned or managed by central or local government (e.g. libraries, museums, public pools).	Required.	Encouraged.	Some public facilities may choose to require My Vaccine Pass.	
<b>Workplaces</b>	Encouraged.	Some workplaces may be covered by vaccine mandates. In addition, some businesses may use the vaccination assessment tool to decide whether they can require work at their business to be done by vaccinated people.	Some workplaces may be covered by vaccine mandates. In addition, some businesses may use the new vaccination assessment tool to decide whether the business or service must be done by vaccinated people.	Workplaces are open.
<b>Transport</b> e.g. airlines (domestic), public transport, Cook Strait ferries, taxis, trains.	Transport operators are required to support contact tracing, such as displaying QR codes in their vehicles and assets (e.g. terminals and bus stations).	Required on domestic air transport services.	Public transport, including buses, trains and taxis are prohibited from asking customers for My Vaccine Pass. Flights and Cook Strait Ferries may have My Vaccine Pass or testing requirements.	There are no physical distancing requirements on services or in transport environments like terminals, airports or bus stops.
<b>Education - early childhood services, kōhanga reo</b> Open.	Encouraged.	Parents/caregivers and visitors are encouraged to wear face coverings when on site.	Teachers and staff are required to be vaccinated for onsite delivery of teaching and learning. Licenced early childhood services are prohibited from asking children and parents for My Vaccine Pass. Certified playgroups can open with My Vaccine Pass or close-proximity business measures.	Parents/caregivers and visitors are encouraged to maintain 1m distancing from other adults while on site e.g. to settle their child, or to view a service.
<b>Education - schools, kura</b> Open. Where confirmed cases occur within a school or kura it may be necessary to limit the number of Year 0-8 students/ākonga.	Encouraged.	Required on school transport for students/ākonga aged 12 and up. Encouraged but not required indoors at school.	Teachers and staff are required to be vaccinated for onsite delivery of teaching and learning. Schools are prohibited from requiring students/ākonga to be vaccinated to access education. This includes parents, caregivers and whānau supporting students and their learning.	Visiting teachers in home-based services can consider providing support remotely to some educators and children.
<b>Tertiary Education</b> Open.	Encouraged.	Encouraged but not required indoors on site.	Some tertiary providers may choose to require My Vaccine Pass.	Tertiary education libraries follow the public facilities requirements.

## Key components

### Vaccination

High vaccination rates is a key tool in protecting people and minimising the spread of COVID 19. Getting vaccinated reduces the likeliness of getting really sick, going to hospital or passing COVID 19 on to others. There are places where vaccination for workers is required, e.g. within the border, health, disability, education sectors, and at hospitality, events, gyms and close proximity businesses. It is also required for businesses that are using My Vaccine Passes for their customers. The vaccination assessment tool is a legal framework to help businesses make decisions about vaccinations in the workplace.

### Factors considered to shift traffic lights settings

Health factors include vaccination coverage, capacity of the health and disability system, testing, contact tracing and case management capacity and the transmission of COVID 19, including its impact on communities. Decisions will also include other factors, including economic and social impacts, and operational considerations.

### My Vaccine Pass

The official record of your COVID 19 vaccination status. My Vaccine Pass can be accessed from MyCovidRecord.health.nz. for people who are fully vaccinated, or have a temporary medical exemption. It can be stored on a phone or paper copy carried.

- My Vaccine Pass may be required at places with vaccination requirements in place.
- A negative test result is not a substitute for My Vaccine Pass.
- You cannot be asked to provide your vaccine pass to access basic needs services, including supermarkets, dairies, petrol stations, public transport (except for airlines and inter island ferries), pharmacies and essential health care.
- Children under the age of 12 years and three months do not need to provide a vaccine pass, but they do count towards capacity limits. Businesses should exercise judgement when requesting vaccine passes from children, as they may find it hard to prove their age.
- If My Vaccine Pass is in place, it should clearly signal that customers and staff will have to be vaccinated.
- My Vaccine Pass is to be checked when people enter premises for example, at the door, or as a customer is seated. Photo ID may be requested alongside checking the pass.
- Businesses and services may switch between operating under vaccinated and unvaccinated settings. There must be a clear process in place, such as well ventilated rooms and high touch, surfaces cleaned between cohorts. Settings must be made clear to all involved (staff and attendees) and signage displayed to indicate if My Vaccine Pass is required.

### Capacity limits

Specified limits are based on 1 metre distancing, which means one metre square of space for each person (the number of people is limited by the space available). It does not mean people must maintain 1 metre physical distancing. Capacity limits include everyone in a defined space, excluding workers (paid and unpaid). A group of people that has people with and without My Vaccine Pass (excluding children), must follow the lower capacity limit specified for no My Vaccine Pass.

### Record keeping

QR codes issued by the NZ Government legally must be displayed in workplaces and on public transport to enable use of the NZ COVID Tracer App for contact tracing. Certain businesses and event organisers legally must also have a way for customers and visitors to record entry their premises or attended a gathering or event (whether via the NZ COVID Tracer app or otherwise).

Record keeping is encouraged to help contact tracing go faster and the prevention of further spread of COVID 19.

Localised protections and lockdowns can be used to control high rates of transmission. The restrictions implemented will consider specific circumstances and the nature of the public health response required. They could include:

- stay at home orders;
- closure of premises, e.g. schools and retail;
- restrictions on gatherings; and
- restrictions on movement in and out of the lockdown area.

### Enforcement

A person who fails to comply with a COVID 19 Protection Health Order commits an offence and may be subject to penalties. Businesses and venue providers are responsible for record keeping, verifying vaccine passes, and following capacity limits. Breaking rules risk spreading the virus and puts communities at risk. Penalties may apply for any breach in the COVID 19 Order.

### Additional guidance may apply

A business, service, or activity not captured in the framework must follow public health measures. If hosting an event or gathering, those rules apply (the rules follow the activity). If food and drink is available, hospitality rules must be followed, unless you are operating as part of a gathering. Additional requirements may apply for some workplaces; check relevant guidance.

### Freight

No restrictions. All freight can be distributed and received. All freight can enter and leave the country.

# The COVID-19 Protection Framework

Unite  
against  
COVID-19

## From Alert Levels to Traffic Lights

We're moving to the next stage of our COVID-19 plan. The Traffic Lights are designed to keep us safe as we go about our daily lives now most of us are vaccinated.

Vaccine passes are an important part of life within the new framework. With My Vaccine Pass, businesses can safely open at all settings, events can go ahead and we can do more of what we love. If you don't have your pass yet, get it today at [MyCovidRecord.nz](https://MyCovidRecord.nz)

## Be prepared

If you're fully vaccinated, you're still able to catch COVID-19 but are likely to only have mild to moderate symptoms.

If you test positive for COVID-19, you and anyone you live with will need to isolate to help stop the spread of the virus. You will be supported by local health care providers to ensure your health, welfare and wellbeing needs are met while you are isolating.

To make sure you're ready, be prepared. It's a good idea to have a plan and some supplies at home in case you or someone you love needs to self-isolate. Have a chat with your neighbours, friends and whānau about how you can look out for each other too.

Find more information on getting prepared at [Covid19.govt.nz/be-prepared](https://Covid19.govt.nz/be-prepared)



## How to keep each other safe

If you have cold or flu symptoms, stay home, isolate from others, and call Healthline on 0800 358 5453 for advice about a COVID-19 test.

### Mask. Scan. Pass.

We need to protect vulnerable people, keep businesses open and ensure our healthcare system is running well.

To do that we should all:

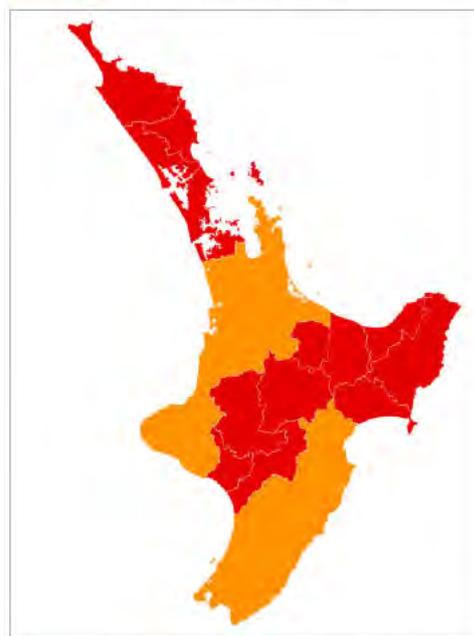
- Wear a mask or face covering when out and about
- Scan in or keep a manual record of everywhere we go
- Use My Vaccine Pass to enter businesses and events.

Check your region's colour setting at [Covid19.govt.nz/map](https://Covid19.govt.nz/map)

## Regional Colour Settings

**RED:** Far North District, Whangarei District, Kaipara District, Auckland, Rotorua District, Kawerau District, Whakatane District, Ōpōtiki District, Gisborne District, Wairoa District, Taupō District, Ruapehu District, Rangitikei District, Whanganui District.

**ORANGE:** The rest of the North Island.



**ORANGE:** The whole of the South Island and Chatham Islands.



# Taking care of each other at Red, Orange and Green

Services for basic needs like supermarkets, pharmacies and public transport are open across every setting with or without *My Vaccine Pass*.

## Red

### Life at Red

- Wear a face covering on flights, public transport, taxis, shops, education (Year 4 and up including tertiary) and public venues (mandatory)
- You can visit public places like libraries and museums (with limits based on the size of the venue)
- Go to workplaces. Where appropriate staff may work from home
- Go to education places like schools and ECE (with health measures and controls in place).

### My Vaccine Pass allows you to go to the following:\*

- Cafes, restaurants and bars
- Gatherings like weddings and funerals, and gatherings at home
- Indoor and outdoor events
- Close proximity businesses like your hairdresser
- The gym or other member based businesses like dance or martial art studios.

You can also attend tertiary education in person (capacity limits will apply based on venue sizes).

\*Up to 100 people based on the size of the venue. For gatherings at home, you can have up to 100 regardless of the size of the house.

### Without My Vaccine Pass there are restrictions that apply:

- Only allowed contactless pickups at cafes, restaurants and bars
- Only attend small gatherings of up to 25 people. If held at home, maximum of 25 people regardless of the size of the house
- Cannot attend indoor or outdoor events, like concerts
- Up to 25 people can attend outdoor community events with uncontrolled access
- Only distance learning for tertiary education.

## Orange

### Life at Orange

- Wear a face covering on flights, public transport, taxis, shops and public venues (mandatory)
- You can visit public places like libraries and shops (with limits based on the size of venue)
- Go to workplaces
- Go to education places (with health measures in place).

### My Vaccine Pass allows you to go to the following with no limits:

- Cafes, restaurants and bars
- Gatherings like weddings and funerals, and gatherings at home
- Close proximity businesses like your hairdresser
- The gym or other member based businesses like dance or martial art studios.

### Without My Vaccine Pass there are restrictions that apply:

- Only allowed contactless pickups at cafes, restaurants and bars
- Small gatherings can be up to 50 people, based on the size of the venue. If held at home, maximum 50 regardless of the size of the house
- Cannot attend indoor or outdoor events
- Outdoor community events with uncontrolled access have a maximum of 50 people
- Cannot go to the gym or other member based businesses like dance or martial art studios
- Cannot visit close proximity businesses like hairdressers.

## Green

### Life at Green

- Wear a face covering on flights (mandatory)
- Visit public places like libraries and shops
- Go to workplaces
- Go to education places.

### My Vaccine Pass allows you to go to the following with no limits:

- Cafes, restaurants and bars
- Gatherings like weddings and funerals, and gatherings at home
- Indoor and outdoor events
- Close proximity businesses like your hairdresser
- The gym or other member based businesses like dance or martial art studios.

### Without My Vaccine Pass you can go to the following (with limits):\*

- Gatherings like weddings and funerals
- Close proximity businesses like your hairdresser (with masks and scanning in)
- The gym or other member based businesses like dance or martial art studios.

\*Up to 100 people based on the size of the venue.

# COVID-19 Protection Framework - Quickfire FAQs

## **Q. Do restrictions on the Auckland Boundary come back on 17 January?**

A. No, the intention is for the Auckland boundary to lift at that point.

## **Q. Can you travel freely into and out of Red areas?**

A. Yes. Auckland is an exception. More information on the Auckland boundary can be found on [the Unite Against COVID-19 website](#).

## **Q. Do I have to wear a mask?**

A. At Red and Orange you are encouraged to wear a mask whenever you are out and about. There are some places that you must wear a mask. Go to the [Unite Against COVID-19](#) website to find out more.

## **Q. How does an area move between colour settings?**

A. Cabinet will review settings on 13 December, 17 January, and then at least every two weeks from that point.

Before changing an area's colour settings, Cabinet will consider:

- vaccination coverage
- capacity of the health and disability system
- testing, contact tracing and case management capacity
- the transmission of COVID-19 within the community, including its impact on key populations
- the economy and society more generally.

## **Q. Who is responsible for enforcement of My Vaccine Pass?**

A. Police and WorkSafe. People can report a breach of the traffic light rules on [the Unite Against COVID-19 website](#).

**Q. Can I be fined for not wearing a mask where I am required to or for not using a My Vaccine Pass where it is required?**

A. Yes. Police will focus on helping people understand what the changes mean through its education and engagement approach.

**Q. Can a business shift between service for vaccinated and unvaccinated customers?**

A. Yes. As long as:

- the premises is cleaned between groups
- the business communicates clearly what settings they are operating under
- there is no intermingling between vaccinated and unvaccinated groups.

**Q. Will people having a party need to check My Vaccine Passes?**

A. If they are using My Vaccine Pass to enjoy the higher capacity limit for gatherings, then the organiser will be responsible for checking guests' My Vaccine Pass.

**Q. Do businesses have to check every My Vaccine Pass?**

A. Businesses need to sight every pass, but don't need to verify every single pass.

**Q. When should people get tested?**

A. People should get isolate and get tested if they have symptoms of COVID-19?

**Q. How long will the traffic lights be in place?**

A. Until further notice.

**Q. Will children under 12 have to present ID to prove they don't require a My Vaccine Pass?**

A. No, this is not required. Some businesses may wish to ask for ID for children under 12 and they are permitted to do that.

**Q. Will adults have to provide ID to prove their My Vaccine Pass is authentic?**

A. No, unless they are in a venue that would normally require ID. The NZ Pass Verifier App is the best way to tell if a My Vaccine Pass is authentic.

## COVID-19 Protection Framework (traffic lights) – 10 Key Things

1. New Zealand transitions to the COVID-19 Protection Framework at 11:59pm on 2 December. All parts of the country will transition at Red or Orange. A map is available on the Unite Against Covid-19 website.
2. New Zealand is able to make this transition because our vaccination rates are on track to be some of the highest in the world.
3. At Red and Orange under the Framework, many places will require people to show a My Vaccine Pass to enter. This includes hospitality venues, close-proximity businesses (like hairdressers) and gyms. My Vaccine Pass can also be used at events, retail businesses, gatherings, and public facilities.
4. People who don't yet have their My Vaccine Pass should sign up to My COVID Record at [mycovidrecord.health.nz](https://mycovidrecord.health.nz) to download their pass. It can also be requested by calling 0800 222 478. Pharmacies and some vaccination centres are also able to assist people in getting access to their My Vaccine Pass. A list of participating pharmacies is available on [the Healthpoint website](#).
5. For fully vaccinated people, life at Orange will feel pretty close to normal. People will be able to go everywhere with their My Vaccine Pass. At Red, there will be capacity limits of 100 at some places.
6. Everyone is encouraged to follow the new rules as we transition to the new Framework (traffic lights), including use of My Vaccine Pass where mandated. This will ensure we're all kept safe and businesses are able to remain open and operational.

7. There will be a graduated enforcement model in place to support business compliance, with an emphasis on education first as businesses work out how best to implement new requirements.
8. Police will focus on helping people understand what the changes mean through its education and engagement approach. People will still be able to report a breach of the rules at the Unite Against COVID-19 website.
9. It is expected that there will be COVID-19 cases in communities around New Zealand. Fully vaccinated people are less likely to develop serious illness and less likely to be hospitalised. The new Care in the Community model means most people will be able to safely isolate at home.
10. There is always a period of adjustment when changes are made to settings and this will be the same with the move to the new COVID-19 Protection Framework.

## Key messages – My Vaccine Pass – 3 December 2021

### *My Vaccine Pass and the COVID-19 Protection Framework – overview*

- My Vaccine Pass is the official record of a person's vaccination status for use in Aotearoa New Zealand.
- It is a key aspect of the COVID-19 Protection Framework, which New Zealand will transition into at 11:59pm on 2 December.
- Under the Framework, people will have to present their vaccine pass to enter places that have vaccination requirements under the traffic lights.
- This may include hospitality venues, events, close-proximity businesses, gatherings and gyms.
- Where My Vaccine Pass is used, people's My Vaccine Pass must be either sighted or verified. The NZ Pass Verifier App is the easiest way for businesses and other organisations to verify people's My Vaccine Pass.
- My Vaccine Passes have been issued to more than 2.7 million individuals.
- This means more than 95% of people who requested a My Vaccine Pass have received their pass and are ready for New Zealand to move to the traffic lights on Friday.
- Anyone who doesn't yet have their pass should sign up to My Covid Record at [mycovidrecord.health.nz](https://mycovidrecord.health.nz) to download their My Vaccine Pass.
- People who don't wish to download their My Vaccine Pass are also able to request a copy by post or email. This can be requested by calling [0800 222 478](tel:0800222478).
- Pharmacies and some vaccination centres are also able to assist people in getting access to their My Vaccine Pass. A list of participating pharmacies is available on [the Healthpoint website](#).
- People who do not have a My Vaccine Pass will have access to basic needs services at all colour settings. This includes supermarkets, dairies, petrol stations, public transport, pharmacies and essential healthcare. This also applies to specific education and housing services.

### *Outstanding requests – temporary solution*

- There are around 70,000 requests that need individual support to get their My Vaccine Pass.
- These include around 20,000 people who were vaccinated overseas and need their proof of vaccination checked before they can get a My Vaccine Pass (see below).
- The remainder are people who need help to correct the name attached to their NHI. This is the name that appears on a person's My Vaccine Pass. These people have the incorrect name either due to spelling errors or because their names have changed due to personal circumstances.
- There is also a smaller group of people who need help with data missing from the COVID Immunisation Register (CIR) – for example, they might have received a both vaccine shots but this is not showing on the CIR.
- The Ministry of Health is confident that most people who need help to correct their name or have data missing from the CIR will have their MVP by Friday, 3 December.
- However, some people who have requested their My Vaccine Pass more recently are not likely to have their My Vaccine Pass on Friday.
- For those people, there will be a letter in the form of an email from the Ministry of Health that will exempt them from presenting a My Vaccine Pass until 14 December.

### *International vaccinations*

- To date, around 20,000 applications have been received from people who were vaccinated overseas. These people are required to provide proof of vaccination before they can get My Vaccine Pass.
- Checking proof of vaccination takes around 10-14 days.
- Approx. 7,000 of these applications have been processed and so long as they are eligible will be able to download their My Vaccine Pass from today (2 December).
- Another 13,000 people are being processed under urgency. 40 staff have been added to the processing team giving us the capacity to process 1,000 requests per day.
- We expect to be up to date with everyone who applied 14 or more days ago by Friday.
- It takes 10-14 days to process vaccinations obtained overseas because staff must check evidence of vaccination records that have been issued by many different countries.

- We understand people want to get their My Vaccine Pass as quickly as possible. It is important to get this right and ensure that we check people's vaccine status.
- New Zealand transitions to the COVID-19 Protection Framework at 11:59pm on 2 December. All areas in New Zealand will be at either Orange or Red. People who are waiting for their proof of international vaccination to be checked in order to gain a My Vaccine Pass, will be able to do the following at Orange and Red settings:
  - Access basic needs services such as supermarkets, pharmacies, petrol stations, and public transport
  - Go to retail businesses not using My Vaccine Pass
  - Go to public facilities (such as libraries, museums, and pools) not using My Vaccine Pass
  - Contactless pick-up or delivery from hospitality venues

#### *Infringement and Enforcement model*

- Everyone is encouraged to follow the new rules as we transition to the COVID-19 Protection Framework (traffic lights), including use of My Vaccine Pass where mandated. This will ensure we're all kept safe and businesses are able to remain open and operational.
- There will be a graduated enforcement model in place to support business compliance, with an emphasis on education first as businesses work out how best to implement new requirements.
- Police is working with partner agencies to establish a compliance framework which will outline the most appropriate agency to respond.
- Individuals and companies found not to be complying with the traffic lights risk breaching COVID-19 orders and could be charged with an offence under the COVID-19 Public Health Response Act.
- The 105 number and [reporting form](#) remains available for people to report potential breaches.
- WorkSafe also have the authority to ensure businesses are complying with obligations. As with any workplace requirement it is a high trust model, however, based on experience with the alert level framework, businesses can expect strong feedback from their customers and competitors if they do not follow the rules.
- If a concern is raised, WorkSafe will take a similar approach to how they've acted with requirements around QR codes/record keeping. If a business or service then fails to

make the changes WorkSafe expects to see, they will consider taking enforcement action.

- As background, legislation for the traffic light system:
  - [COVID-19 Public Health Response \(Vaccinations\) Amendment Order \(No 6\) 2021](#)
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### *My Vaccine Pass Fraud*

- There is only one official proof of vaccination status - My Vaccine Pass - and it is free
- Anyone offering vaccine documentation - especially for a fee - is trying to capitalise on the vaccine pass rollout and it is not a legitimate document. [Note that Pharmacies offering Vaccinations have been engaged as an official channel to provide My Vaccine Pass to those that need assistance but this option is also free].
- Any other pass that you are offered, be it on paper or via a phone, cannot be verified by the official NZ Pass Verifier app. If you are not using a My Vaccine Pass that is legitimately yours, you may be declined entry to a premises, event, or prevented from boarding an aircraft, ferry etc. If people are already within that place they may be asked to leave.
- It is important for all New Zealanders who have taken part in the COVID-19 vaccination process to be confident that they have the legitimate proof they require to enjoy the freedoms vaccination allows under the COVID-19 Protection Framework.
- Complaints regarding the misuse / fraudulent use of vaccine passes will be dealt with on a case-by-case basis. The Ministry is reporting fraudulent activity to social media platforms and other publishers and will work with Police and other agencies to investigate reported breaches.
- If people receive an email, phone call or SMS asking for financial details in regards to My Vaccine Pass, it will be a scam. This should be reported to CERT NZ immediately.
- If people see something about My Vaccine Pass that doesn't seem right, they can report it to CERT NZ at <https://www.cert.govt.nz/covid-19-vaccine-scams/> or call 0800 2378 69.

### *People who are medically exempt from vaccination*

- In rare medical situations, some people may be able to apply for a temporary medical exemption from being vaccinated against COVID-19. There are very few people that are unable to get vaccinated due to medical grounds.
- If someone meets the criteria, their usual doctor will apply on their behalf. The application will go through a panel review process. If the application is granted, the person will receive the exemption by letter or email.
- The exemption will only be valid for six months. Exempt people are eligible for a My Vaccine Pass.
- People who are given a temporary medical exemption will see a record of this in My Covid Record ([mycovidredcord.health.nz](https://mycovidredcord.health.nz)) and will be able to request their My Vaccine Pass from Saturday, 4 December.
- People will be able to access basic needs services like supermarkets, dairies, petrol stations, public transport, pharmacies and essential healthcare while they are waiting for their pass.
- Exemption status is not disclosed on a My Vaccine Pass or when the pass is verified by the NZ Pass Verifier App.

### *Vaccine requirements for business and workers*

- Under the COVID-19 Protections Framework, My Vaccine Pass mandate applies to all customers or attendees at hospitality businesses, events, close-contact businesses and gyms. It also applies to on-site tertiary education organisations at Red settings. Where My Vaccine Pass is a requirement for customers and attendees, workers in these places must also be vaccinated.
- To continue doing work in these places, workers will need to have at least their first dose of vaccine by 11.59pm on 2 December 2021.
- These workers will need to be fully vaccinated (have had two doses) by 17 January 2022 to continue working in these places.
- If an employee intends to be vaccinated but has been unable to get their first dose prior to the COVID-19 Protection Framework coming into effect, the employer should consider alternatives like a short period of leave. Recent changes to the Employment Relations Act 2000 require employers to give employees reasonable paid time off to be vaccinated.

### *Workers at gatherings are not covered by my vaccine pass mandate*

- Gatherings where vaccine passes are required by all attendees can operate with fewer restrictions. Where the organiser of a gathering chooses to require vaccine pass, all workers at the gathering must also be vaccinated.
- If the organiser of a gathering (ie a faith-based gathering) has chosen not to require vaccine passes from attendees, workers at the gathering are NOT required to be vaccinated.

### *Process for unvaccinated employees*

- If any worker in the above Vaccine Pass mandated settings is not vaccinated by the required dates, employers will need to consider whether there are any alternatives to allow the employee to keep working (for example working remotely).
- If all alternatives that would preserve employment for the worker have been exhausted, recent changes to the Employment Relations Act 2000 require employers to give the worker four weeks' paid notice of termination. If an employee has a longer notice period in the employment agreement, the longer period would apply.

### *My Vaccine Pass for gatherings at home*

- Gatherings at home can go ahead under all colours of the COVID-19 Protection Framework, with and without My Vaccine Pass requirements, but with different restrictions for each.
- Anyone hosting a gathering will need to make sure they are aware of the rules and requirements that apply to them.
- Under the COVID-19 Protection Framework, My Vaccine Pass can be used at gatherings at home. Using My Vaccine Pass means no restrictions on the number of people that you can bring into your home at Green and Orange. At Red it allows up to 100 people with a My Vaccine Pass to come into your home.
- Without My Vaccine Pass being used, number limits on gatherings at home apply. These are:
  - 100 people at Green
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- Like with businesses, if the organiser of a gathering at home choose to use My Vaccine Pass, then they also have the obligation to sight or verify each attendee's My Vaccine Pass.
- The NZ Pass Verified app is an easy way to verify people's My Vaccine Pass.
- Children under the age of 12 years and 3 months do not need to provide a My Vaccine Pass to enter places with a vaccination requirement.

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