



Staff Report

Report Title: Vaccination Policy (3)

Prepared By: Chris Cleave, Fire Chief/CEMC AND Mel Moulton Emergency Services/ Health & Safety Coordinator

Department: Fire & Emergency Services

Date: Jul. 4, 2022

Report Number: FIRE-2022-07-20

File Number: C11-FIRE-22

Attachments:

Recommendation:

THAT the Township of Huron-Kinloss Committee of the Whole hereby approves Report FIRE-2022-07-20 prepared by Chris Cleave, Fire Chief/CEMC and Mel Moulton, Emergency Services/ Health & Safety Coordinator and authorizes repealing the Township of Huron-Kinloss Vaccination Policy AND FURTHER authorizes the appropriate By-Law coming forward.

Background:

On February 22, 2022 Council passed By-Law No. 2022-17 being the Vaccination Policy for the Township of Huron-Kinloss. The policy was enacted on the recommendation of the Chief Medical Officer of Health requiring all workplaces approve and implement a vaccination policy requiring new and existing employees declare their vaccination status.

To declare their vaccination status employees were to:

- a) Provide proof of full vaccination approved by Health Canada
- b) Provide written proof of exemption from vaccine – medical or creed/religion
- c) Complete a vaccine education session and declaration

The policy required any new staff to be fully vaccinated with a mandatory 90 day review of the policy.

On April 20, 2022 Council passed By-law No. 2022- 52 to amend the vaccination policy removing the requirement for all new hires to be fully vaccinated.

Associated COVID-19 Regulations and the Grey Bruce Medical Officer of Health recommendations have continuously changed throughout this event in response to emerging trends, case counts and other data and at times does so rapidly. As a result, a 90-day review period was included in the policy. This report is being brought forward to complete the 90-day review.

Discussion:

On February 25, 2022, the Grey Bruce Medical Officer of Health modified his recommendations on Vaccination Policies to state:

"For non-high-risk settings, it would be helpful to continue to encourage and support vaccination (moving to a third dose as being desirable), but that we would not be continuing to recommend that all workplaces universally have a vaccination policy at this time."

Additionally, Grey Bruce Public Health shared:

"•Proof of vaccination requirements were always intended to be a temporary measure to help protect the health and safety of Ontarians during the height of the COVID-19 pandemic.

•Thanks to Ontario's high vaccination rates and key public health and health system indicators remaining stable or improving, effective March 1, 2022, Ontario will no longer require businesses and organizations to verify proof of vaccination or exemption for patrons to enter their establishment.

•Businesses and organizations may choose to implement their own proof of vaccination policies or requirements after March 1, 2022."

When Council is choosing a listed options below it is important to be consider that as a corporation, we have a legislated obligation to take every reasonable precaution for the protection of a worker. It is also important to note that just because the regulations and restrictions are rescinded does not mean that the COVID-19 virus is no longer a threat, COVID-19 can still very well have a negative impact on our Continuity of Operations (Business Continuity).

On June 11, 2022, The Chief Administrative Officer, with support of the Planning and Operations Committee, rescinded all of the Emergency Pandemic Policies that remained in effect (not including the vaccination policy).

Presently most, if not all, surrounding Municipalities have all repealed their vaccination policy by-laws.

The options for Council consideration are as follows:

1. Elect to have the current vaccine policy remain in effect and establish another specific review period.
2. Repeal the Vaccine Policy By-law.

It is the recommendation of the Fire Chief/CEMC and the Health and Safety Coordinator that the Vaccine Policy By-law be repealed. This recommendation was supported by the Planning and Operations Committee.

Financial Impacts:

There are no financial impacts associated with this report.

Strategic Alignment / Link:

We are accessible community by being open and transparent.

Respectfully Submitted By:

Chris Cleave, Fire Chief/CEMC and Mel Moulton, Emergency Services/ Health & Safety Coordinator

Approved By:

Mary Rose Walden, Chief Administrative Officer