

10th November 2021

s9(2)(a)
Private/Individual

Email s9(2)(a)

Dear s9(2)(a)

Official Information Act Request for – Covid-19 Vaccination Mandate Correspondence

I write in response to your Official Information Act request received by us 14th October 2021, you requested the following information:

"We value all our team members, and want you to continue your valuable work here" This vax has been available and regularly pushed at CMDHB for some time now (including bullying by those in positions of authority), so it should be obvious by now that those of us who are unvaccinated remain so having made a conscious decision. Our reasons for this are both personal and varied, but firmly held. Anyone "deciding" to receive it from now on will only be doing so out of significant coercion and threat of loss of livelihood.

If the above quoted sentence were true, then the DHB should be advocating for freedom of choice and informed consent, not threatening the livelihoods of staff (in a time when they are needed most), in what is tantamount to medical rape.

The DHB has maintained for the last 18 months that "infection prevention and control measures" (such as PPE, patient streaming, and surveillance testing) are sufficient protections for patients and staff, and indeed this has proven to be effective. Why does the DHB no longer believe these measures to be effective, and why does the DHB think firing 5% of its workforce will lead to better patient outcomes? Does the DHB believe arbitrarily firing staff for declining a medical treatment will make the DHB an attractive place to work for those considering a career in health, especially considering the DHB already has high turnover due to a myriad of other systemic issues?

The only explanation I can see is that the DHB is actually a callous employer, kowtowing to the governments illegal decree, instead of standing up for the rights of its staff, as laid out in the Bill of Rights Act and Human Rights Act.

"research shows that the COVID-19 vaccine can prevent those who catch the virus from infecting other people" Incorrect, findings from Public Health England (technical report 20, page 3) state "PCR cycle threshold (Ct) values from routinely undertaken tests in England show that Ct values (and by inference viral load) are similar between individuals who are unvaccinated and vaccinated".

Please also consider this email a formal request under the Official Information Act, for a copy of all communications between the DHB and the government/ministry of health, regarding the vaccine mandate, including any and all 'consultation' that occurred prior to the 11 Oct announcement."

Counties Manukau Health Response:

For context Counties Manukau Health (CM Health) employs over 8,500 staff and provides health and support services to people living in the Counties Manukau region (approx. 601,490 people). We see over 118,000 people in our Emergency Department each year, and over 2,000 visitors come through Middlemore Hospital daily.

Our services are delivered via hospital, outpatient, ambulatory and community-based models of care. We provide regional and supra-regional specialist services i.e. for orthopaedics, plastics, burns and spinal services. There are also several specialist services provided including tertiary surgical services, medical services, mental health and addiction services.

- **Please also consider this email a formal request under the Official Information Act, for a copy of all communications between the DHB and the government/ministry of health, regarding the vaccine mandate, including any and all 'consultation' that occurred prior to the 11 Oct announcement.**

In response to your request, appendix 1 reflects the minutes/actions of the National General Managers of Human Resources meeting which took place on the 7th October 2021 where the policy for vaccination order for health workers was discussed by the Ministry of Health.

A small amount of information has been redacted under section 9(2)(a) to protect the privacy of the individual persons. We have also redacted any information that is out of scope of your request.

I trust this information answers your request. You are entitled to seek a review of the response by the Ombudsman under section 28(3) of the Official Information Act. Information about how to make a complaint is available at www.ombudsman.parliament.nz or Freephone 0800 802 602.

Please note that this response or an edited version of this may be published on the Counties Manukau Health website. If you consider there are good reasons why this response should not be made publicly available, we will be happy to consider this.

Yours sincerely

A handwritten signature in black ink, appearing to read 'Fepulea'i Margie Apa', enclosed in a thin black rectangular border.

Fepulea'i Margie Apa
Chief Executive Officer
Counties Manukau Health

Appendix 1

From: Rory Barton [redacted] s9(2)(a)
Sent: Monday, 11 October 2021 2:51 pm
To: O365.DHB - GMs Human Resources [redacted] s9(2)(a)
Subject: Minutes/Actions GMHR Zoom 11am Thurs 7th

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Kia ora koutou

As requested due to several apologies.

- **Policy for vax order for health workers** [Māni Crawford - Principal Advisor, Public Health and System Policy, MoH]
 - Engaging with various stakeholders with focus of defining scope of Health Order and who it may apply to/how broad (e.g. GPs? Pharmacy? In home care? Have a list of those engaged if interested.
 - Gathering all advice and determining what to present to Minister.
 - Discussed problem of e.g. what if a payroll person liaises with a clinical, maintenance people etc. – if want it to be effective it needs to be as broad as possible.
 - Discussed how DHB policies focus on risk management/reduction ie philosophy for exemptions.
 - In the meantime work on risk reduction plans is still valid and may just have to go through additional step of exemption process once confirmed.
 - Discussed collecting information on those who have indicated they are not getting vaccinated, where they are and what reason for. **Action** Stephen has done some work on this at Waitemata – Rory to follow up and look at possible national request we can base this off.
 - Noted Minister is consulting with unions.

• [redacted] Out of Scope [redacted]

From: Rory Barton
Sent: Wednesday, 6 October 2021 3:53 pm
To: O365.DHB - GMs Human Resources [redacted] s9(2)(a)
Subject: Agenda GMHR Zoom 11am Thurs 7th (and attached MOH Visitor Policy)

Kia ora koutou,

Please see agenda for tomorrow:

- [Redacted] Out of Scope
- Policy for vax order for health workers [Māni Crawford - Principal Advisor, Public Health and System Policy, MoH]

- [Redacted] Out of Scope

[Redacted] Out of Scope

Ngā mihi



Rory Barton

Workforce Advisor

69 Tory Street, PO Box 23075, Wellington 6140

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KIWI HEALTH JOBS
MAHI HAUORA

