

CITY OF PRINCE RUPERT CORPORATE POLICY

Policy Title:	New Hire COVID-19 Vaccination Policy	Policy No:	HR-F32
Effective Date:	12 November 2021	Revised:	
		Pages:	1 of 1

PURPOSE:

The City acknowledges that evidence shows that vaccination is the best control measure available to prevent the spread of COVID-19. According to B.C.'s Ministry of Health:

According to BC's Ministry of Health:

- 1) Unvaccinated persons are at higher risk than vaccinated persons of being infected with SARS-CoV-2 and of transmitting SARS-CoV-2 to other persons;
- 2) Most infections occur between unvaccinated people, however, due to the highly transmissible nature of the Delta variant, vaccinated people continue to be likely to be exposed to the SARS-CoV-2 virus and to contract COVID-19;
- 3) Although to a lesser extent than unvaccinated people, people who are vaccinated can contract the SARS-CoV-2 virus and be a source of transmission of the SARS-CoV-2 virus to others, further perpetuating the transmission chain;
- 4) Unvaccinated people are at a much higher risk of serious complications of COVID-19, which can result in hospitalization, admission to intensive care units and death. In addition to serious impacts on the health of a person who contracts COVID-19, high numbers of seriously ill people are overtaxing the health care system to the extent that the health care system is being compromised in its ability to deliver health care to other seriously ill people, further endangering public health;
- 5) After factoring for age, unvaccinated people are approximately twenty-six (26) times more likely to be hospitalized with COVID-19 than those who are fully vaccinated.

Consistent with this advice, the successful external applicant for any position with the City of Prince Rupert will be required to be fully vaccinated and provide proof of vaccination, effective the date of this policy. Candidates who have been granted an exemption to the PHO requirements will be considered. This policy does not apply to internal job postings.

GUIDELINES:

The successful candidate must either show their COVID-19 BC Vaccine Card (including the QR code), their government-approved vaccination record from the province/territory/country where the dose(s) were received (for all doses) which must include the employee's name, date of birth, vaccination date and type of vaccination received if vaccinated outside of British Columbia, or their letter of exemption from the Provincial Health Officer.

This policy will be reviewed regularly by Human Resources and will adjust based on information provided by B.C.'s Ministry of Health and Human Rights Code legislation.