

Vaccination health order affects employment

A number of Managed Isolation and Quarantine (MIQ) and New Zealand Customs Service workers have reported losing their jobs as a result of legislative changes that the Government has made to enforce vaccination in certain workplaces.

On 30 April 2021 at 11:59pm the [COVID-19 Public Health Response \(Vaccinations\) Order 2021](#) came into force, meaning that workers in certain workplaces and roles will need to be vaccinated against COVID-19 in order to carry out their work. The requirement currently mandates one dose, but from 5 June 2021, these workers will need to have had two doses of the vaccine to be considered vaccinated.

Guidance from [Employment New Zealand](#) sets out that any workplace vaccination issues are subject to the duty of good faith requirements in employment relationships and proper employment law processes must still be followed.

Of the approximately 100 workers in MIQ facilities who were not vaccinated as at 4 May 2021, almost half had been redeployed and others were on extended leave, working from home and booked in for vaccinations. Some were undergoing processes that could lead to termination.

It is also predicted that other workplaces will make the decision to mandate vaccinations among workers, but they are being urged to follow guidance and to ensure that decisions are based on a health and safety risk assessment focused on the role that a worker would be carrying out – not the workers themselves.

For more information on which workers are affected by the Health Order, please see guidance on the [Unite Against COVID-19 site](#).

For more information on vaccinations in the workplace, including supporting the vaccine campaign, vaccine misinformation, privacy around vaccination status and amending workplace agreements, please see the [Employment New Zealand guidance](#).

Resources:

Woman fuming after losing her job over COVID-19 vaccine policy

<https://www.rnz.co.nz/news/national/441829/woman-fuming-after-losing-her-job-over-covid-19-vaccine-policy> > 5 May 2021

Employment New Zealand: Vaccines and the workplace https://www.employment.govt.nz/leave-and-holidays/other-types-of-leave/coronavirus-workplace/covid-19-vaccination-and-employment/#scrollto-covid_002d19-vaccination-will-not-be-needed-for-most-work >

COVID-19: More border workers face job losses for not getting vaccinated

<https://www.newshub.co.nz/home/new-zealand/2021/05/covid-19-more-border-workers-face-job-losses-for-not-getting-vaccinated.html> > 4 May 2021

COVID-19 Public Health Response (Vaccinations) Order 2021

<https://www.legislation.govt.nz/regulation/public/2021/0094/latest/LMS487853.html> >