



HORNSBY RSL CLUB

## COVID-19 (TEMPORARY) BY-LAW

### Purpose

The COVID-19 pandemic in Australia is an ever-evolving situation, and it is necessary for the Club to adapt to current circumstances to ensure the health and safety of its staff, patrons, members, and any other third parties who visit or have dealings with the Club. The purpose of this By-Law is to assist the Club achieve its duty in complying with the *Work Health and Safety Act 2011 (NSW)* and the health and safety of all involved.

For these reasons, the Club has made the decision to temporarily maintain the current mandatory COVID-19 vaccination entry requirements for all staff, contractors and patrons, over the age of 16, in place.

**This temporary By-Law will be implemented until 28<sup>th</sup> February 2022.**

If circumstances change before, on or after the 28<sup>th</sup> February 2022 due to the ever-evolving nature of the pandemic, the Club may revise this By-Law, at any stage.

### Why is this By-Law necessary?

1. The Club has a duty to ensure the health and safety of staff and customers under the *Work Health and Safety Act 2011 (NSW)*, and under general law.
2. Vaccination is a reasonable (and currently the highest) control measure in reducing the risk of transmission between staff and members/patrons at work.
3. Those who are not fully vaccinated have a higher risk of transmitting the coronavirus to workers and patrons. For instance, the Doherty Modelling Report, prepared for the National Cabinet, states that people fully vaccinated with the AstraZeneca and Pfizer vaccines have an overall reduction in transmission of 79% and 93%, respectively.
4. Moreover, subclause 1.3(f) of the *Public Health (COVID-19 General) Order 2021* states “the risk [to public health in NSW] is from and among people who remain unvaccinated because these people are more likely to be infected, more at risk of severe illness and death resulting from infection with SARS-CoV-2, and more likely to transmit the infection to others, than fully vaccinated people”.
5. Given the overwhelming research supporting these findings, precluding patrons who are not fully vaccinated will reduce the likelihood that fully vaccinated staff and patrons will be exposed to the coronavirus, or contract COVID-19.
6. The Club considers that this is the “right thing to do” as a good corporate citizen for staff, patrons and our community – given the services we provide to the community.
7. This By-Law provides patrons and staff with increased confidence that the Club is a safe place to visit and to work.
8. While the Club has implemented other control measures to mitigate the risk of COVID-19 transmission, as outlined in its COVID-19 safety plan, the level of mitigation from excluding those who are not fully vaccinated cannot be achieved through other available controls.

### Scope

To gain entry to Hornsby RSL Club, all persons, will need to continue to show proof they are fully vaccinated, or have a medical contraindication to vaccination (e.g. people with a history of severe allergic reactions, immunocompromised individuals and past confirmed infection with SARS-CoV-2 within the last 6 months). The definition of “fully vaccinated person” is as per the current Public (Covid-19) Health Order 2021.