

Vaccination Policy

Version: 1.1 Version Effective:

Approved By: Board



1. LAST AMENDED

- Version 1.0 – approved 20/12/2021
- Version 1.1 – 20/06/2023

2. COMMITMENT

Shooting Australia (SA) is committed to taking all reasonable measures to ensure the health, safety and welfare of its employees, volunteers, team members, contractors, and visitors in their working environments.

3. SCOPE

This Policy applies to the following:

- SA Staff including National and Network Coaches;
- SA Squad Athletes;
- Athletes selected by SA for representative teams. (All Persons).

4. OBJECTIVES

The objective of this policy is to facilitate the protection of the health and safety of All Persons who attend and participate in international competitions/events by strongly recommending and encouraging all such persons to be fully vaccinated against transmissible diseases commonly encountered through international travel.

5. DEFINITIONS

Workplace includes working on site or off-site, attendance at work-related events or functions and attendance at other locations such as competitions and social events.

Work is defined as activities undertaken or decisions made while fulfilling, or by association with, the role with SA. This includes activities undertaken by All Persons.

6. BACKGROUND

There are many serious and life-threatening diseases which can be prevented through vaccination. Many vaccine-preventable diseases are contagious and readily spread. Individuals who are infected with vaccine-preventable diseases may in turn transmit infection to people at the workplace, their families, and the wider community.

SA assessment has considered the ability to minimise the risk to work, health and safety and meet its obligations under Australian work health and safety laws and regulations, resulting from international travel, particularly National Teams travelling to competitions.

7. REQUIREMENTS

In addition to routine childhood vaccinations, the following table details SA's requirements for All Persons undertaking international travel, in the Workplace and interaction with athletes and Australian Team Members who may travel to competitions.

It is noted that when travelling internationally there may be vaccinations that SA determines are compulsory to maintain All Persons' safety or as it is a requirement to enter that country or return entry to Australia.



As ISSF competitions are commonly held in countries where particular diseases are more common, SA will, where appropriate, encourage, or if necessary, require All Persons to be vaccinated, or obtain prescriptions for appropriate medication, following expert advice.

Commonly recommended vaccinations by the Australia Government include:

- Diphtheria, Tetanus and Pertussis
- COVID-19
- Hepatitis B
- Influenza and pneumococcal disease
- Malaria
- Measles, mumps and rubella
- Meningococcal disease
- Polio myelitis (Polio)
- Typhoid

For further information please visit the Department of Health website regarding immunisations and/or Smart Traveller website for more information specific to the destination.

All Persons must provide evidence to SA upon request that they meet the requirements of this policy.

If a relevant person fails to meet the requirements of this policy or fails to produce evidence on request, they may not be eligible for selection for international tours or related work.

8. COVID-19

SA has taken a risk-based approach to determine the reasonably practicable measures that are necessary to minimise the risks to health and safety from potential infection with COVID-19.

While National vaccination mandates and restrictions have been removed or reduced, Health authorities continue to recommend measures such as mask wearing, hand hygiene, social distancing, staying at home if unwell and isolating to minimise the risks.

SA will support any COVID safe requirements (including vaccination) that are enforced by an event host (Club, State Association or Member Organisation) or local or state Government body. SA will assist the event hosts with the communication of any COVID safe requirements (including vaccination) in the lead up to an event. It will be the responsibility of the event host to enforce any applicable COVID safe requirements (including vaccination) during the delivery of the event.

9. VACCINATION EXEMPTIONS

There are some specific vaccinations (such as COVID-19) which may be either a prerequisite or strong recommendation for international travel.

There may be valid reasons for individuals to be exempted from some vaccinations, such as medical or health reasons. In such cases a medical exemption will be required. Individuals relying on a medical exemption must produce that exemption to SA upon request.

Any medical exemption from receiving a Therapeutic Goods Administration (TGA) Approved Vaccine on either a permanent or temporary basis must be in accordance with guidelines published by the Australian Technical Advisory Group on Immunisation.

If you are unsure or reluctant to proceed with SA requirements, please speak with the SA CEO or COO.

10. PRIVACY

SA will manage the collection, use and disclosure of information about an individual's vaccination status in accordance with SA's Privacy Policy.

11. CHANGES TO REQUIREMENTS

SA acknowledges that the Australian government guidelines, medical advice and international travel vaccination requirements are likely to change regularly. SA will comply with any relevant updated advice, to ensure the safety of All Persons, as it becomes available.

SA will be guided by the information and directions provided by local health authorities and the World Health Organisation and its occupational and safety obligations.

SA may elect to introduce an event specific policy from time to time, which may amend this policy for a specified period.

12. RELATED DOCUMENTS AND REFERENCES

Work Health and Safety policy

[Department of Health and Aged Care](#)

[Vaccination for International Travellers](#)

[Smarttraveller](#)

13. SUPERSEDED VERSIONS

Vaccination Policy 1.0

14. AMENDMENT HISTORY

Provision	Amendment	Commencing
Clause 3 & 4	Changed order of clauses	DRAFT
Clause 4	Remove reference to Board Members	DRAFT
Clause 6	Remove reference to domestic travel	DRAFT
Clause 7	Remove table re COVID vaccinations	DRAFT
Clause 7	Add reference to common international transmissible diseases	DRAFT
Clause 7	Amend wording to reflect recommendations instead of requirements	DRAFT
Clause 8	Re structure to include COVID-19 specific information	DRAFT
Clause 9	Adjust language to refer to vaccinations generally	DRAFT
Clause 8	Alter wording to reflect relaxing of requirements	DRAFT
Clause 10	Remove	DRAFT
Clause 11	Move clause text to be included in Clause 8	DRAFT

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