



7 June 2022

[REDACTED]

By way of email only: [REDACTED]

[REDACTED]

**Official Information Act request:**

Further to your letter dated 6 May made under the Official Information Act 1982.

Specifically, you requested:

***What is the Waikato DHB policy regarding vulnerable employees, who are unable to wear a mask and have provided the appropriate exemption/ certification/ medical certificate?***

Waikato DHB does not have a specific policy in relation to mask exemptions, however we do follow the Ministry of Health guidelines (please refer to the attached document)

If an employee is adamant they cannot wear a mask to perform their duty, we ask their Manager to perform a risk assessment according to the provisions of the Health and Safety at Work Act 2015. Our Health and Safety team then uses this information to determine if the employee can perform their work function without wearing a mask, with the primary focus and need to ensure patients and colleagues are protected. This is something we have monitored and given consideration to through the COVID pandemic.

Our Human Resources Business Partners are also part of this process and if a suitable outcome cannot be established, then it is up to the Manager and Business Partner to look at alternatives for that person.

Waikato DHB supports the open disclosure of information to assist community understanding of how we are delivering publically funded healthcare. This includes the proactive publication of anonymised Official Information Act responses on our website from 10 working days after they have been released.

I trust this answers your query.

Yours sincerely

Jacquie Sherborne  
Acting Executive Director Organisational Support  
Waikato District Health Board

