

Memorandum

To Providence Research staff

From Dr. Darryl Knight, VP, Research & Academic Affairs, PHC; President, Providence Research

Date October 22, 2021

Re **Important information regarding mandatory vaccinations**

On October 14, 2021 a public health order was put in place requiring all staff working in a PHC Care Site (hospitals and long-term care sites) to be fully vaccinated. The terms and impact of this public health order are still being assessed and we expect further communication to follow. In the meantime we wanted to communicate to Providence Research (PHCRI) staff what this means for you.

This communication is specifically only for staff paid through Providence Research. Staff of PHC, UBC and SFU will receive further communication as related to the public health order from their employer and we will share this with you once received.

For Providence Research staff, as of October 26, 2021 all staff working on a PHC Care Site are required to have 2 doses of the COVID vaccine. Staff will be required to show proof of vaccine when arriving to a PHC Care Site.

Any Providence Research staff who does not have 2 doses of the COVID vaccine by October 26 will **not be permitted** to work on site at a PHC Care Site and will be placed on an unpaid leave of absence until such time as the employee becomes vaccinated.

We anticipate this to be further addressed through additional information on the public health order or through new policies, which will require staff on all sites (including administrative sites) to be fully vaccinated.

Further communications and policies will be distributed as available. Please keep in mind that this information is changing rapidly.

The public health order is clear that any staff (regardless of the employer) needs to be vaccinated to be on a PHC Care Site. PHC, UBC and SFU staff will receive communication from their employer directly but will need to be prepared to show proof of vaccine starting on October 26 to enter a PHC Care Site.

If you have any questions please contact Providence Research HR Manager Kelly Ceron at kelly.ceron@hli.ubc.ca.