

The Sabbath and managing requests for medical care and service activities either on or off site on Sabbath.

1. Policy Statement

- 1.1. At Adventist HealthCare we thank God for the Sabbath.
- 1.2. As Christians, Seventh-day Adventists believe, one way to show love and respect for God is to be the best we can – physically, socially, mentally and spiritually.
- 1.3. We believe in the balance of work, leisure, exercise, diet and rest, which includes a change of pace every Sabbath. We embrace a wholesome lifestyle, which includes abstinence from alcohol, tobacco and harmful drugs.
- 1.4. Just as God rested on the seventh day of creation, Seventh-day Adventists observe Sabbath from sunset Friday to sunset Saturday. We do not undertake non-essential activities that can be undertaken at another time.
- 1.5. On Sabbath at Adventist HealthCare the needs of our patients is paramount and we provide all essential medical care and services.
- 1.6. We recognise and welcome that people of different faiths and culture worship, celebrate and rest on other days.

2. Scope

Managers and Directors

3. Rationale

This policy exists to provide assistance to Managers and Directors when making decisions about activities on the Sabbath

4. Definitions

- 4.1. **AHCL** means Adventist HealthCare Limited
- 4.2. **Sabbath** means (for Seventh-day Adventists) from sunset Friday until sunset Saturday

5. Responsibilities

5.1. Executive

- 5.1.1. Establish and implement a policy
- 5.1.2. Review requests in accordance with policy
- 5.1.3. Create an awareness of the reasons why Seventh-day Adventist believe in the Sabbath

5.2. Managers

- 5.2.1. Ensure activities of departments and services are in accordance with this policy
- 5.2.2. Seek guidance where the activity is not clear

Sabbath

- 5.2.3. Encourage an understanding of Sabbath and the benefits to a balanced life

5.3. Human Resources

- 5.3.1. Ensure HR policies reflect the belief of the Seventh-day Adventist Church and support the benefits of Sabbath

6. Policy Details

Sabbath activity request consideration process:

- 6.1. Each request should be subject to individual consideration by the AHCL Chief Executive Officer on its merits in the context of the opportunities that we believe Sabbath offers. Requests should be directed to the CEO office.
- 6.2. It is not possible to provide a comprehensive definitive checklist of criteria that if satisfied should automatically result in approval/disapproval. There are grey areas for interpretation and different weights should be applied to different elements of a request. The ultimate right to weigh up the various aspects and decide remains with AHCL.
- 6.3. Matters for consideration in that decision however may include:
 - 6.3.1. Is it an event being proposed by an AHCL or an external entity?
 - 6.3.2. Is it an event being proposed by an AHCL entity for overriding commercial/financial reasons? This would be contrary to Sabbath observance.
 - 6.3.3. Is it an event being proposed by an external organisation with worthwhile educational/training/informational motivations? These motivations might be interpreted as outweighing even the financial benefits that will accrue to that organisation and therefore not contrary to AHCL Sabbath observance.
 - 6.3.4. Does the activity require AHCL to mandate employee involvement? ie catering/management/cleaning/other. If yes this would be contrary to AHCL Sabbath observance.
 - 6.3.5. What is the suffering/hardship/impact of a refusal to approve? This may determine if AHCL will meet its Sabbath commitment to serve others, offer hospitality and do good.
 - 6.3.6. Does the activity provide an opportunity for AHCL to share, declare and practice our beliefs?
 - 6.3.7. Can the activity be prefaced by a statement that seeks to promote Sabbath principles? i.e. "This event is being held at AHCL/by AHCL which observes Sabbath as a day of worship, rest and service and accordingly it is requested that attendees are mindful of this during this activity."

7. References

[Entities of Adventist HealthCare Limited and the Celebration of Sabbath July 2014](#)

[Sydney Adventist Hospital and the Celebration of Sabbath Guiding Principles May 2010](#)

8. Approval and Review

CEO, Adventist HealthCare Limited 30 Jul 2014