Australian Chamber of Commerce and Industry

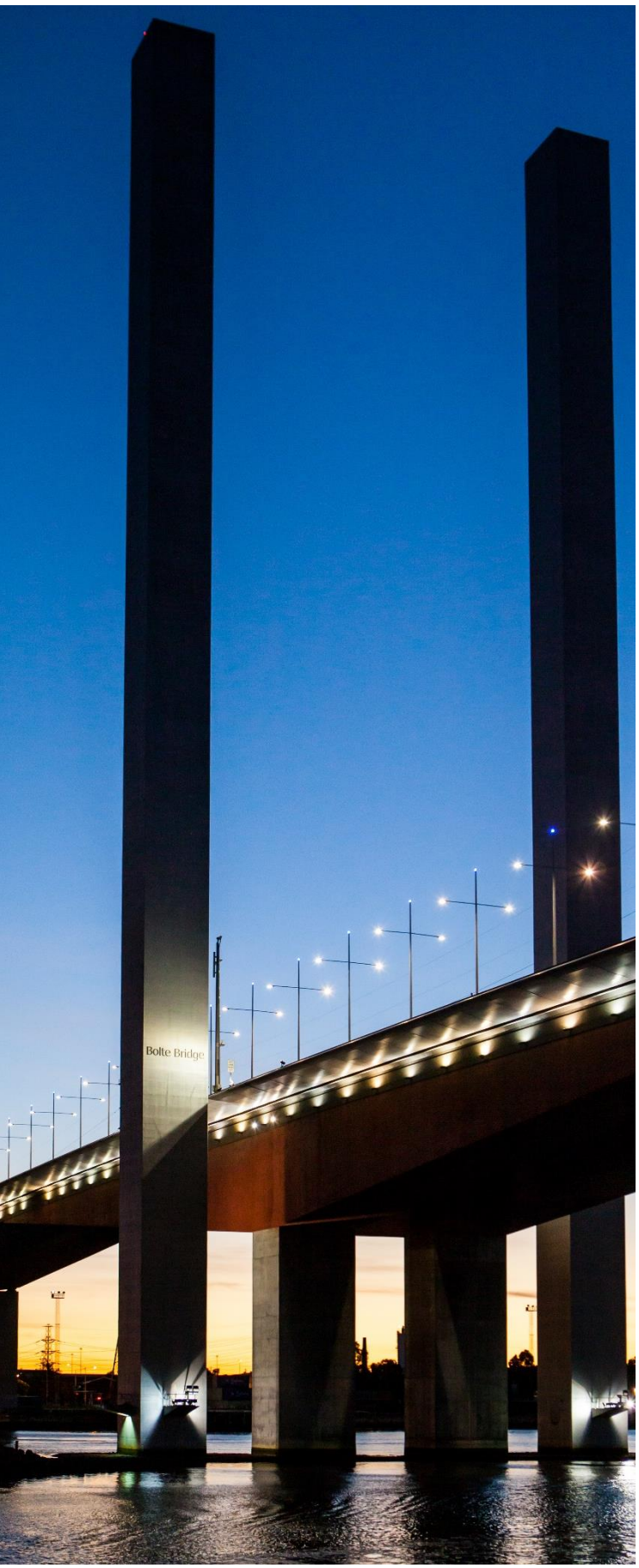
master plumbers
Expert. Committed. Professional.

Victorian Directions - Mandating COVID-19 Vaccination in the Workplace

Employer Guidance

Helping employers navigate and understand the Victorian COVID-19 Mandatory Vaccination Directions

Edition 1
Current as at 13 October 2021



Contents

Introduction	03
A. Summary of current Victorian public health orders mandating the vaccine	04
B. Communicating with Employees	18
C. Mandating vaccinations in the workplace under a public health order	24
D. Implementing a mandatory vaccination policy – important additional considerations	27
E. Asking & collecting information about an employee's vaccination status	28
F. Workplace disputes regarding vaccination	30
G. Vaccinations and employer liability	32
Who and where to contact for further assistance	33
Schedule 1 - Worker Category Definitions	34
Schedule 2 - Specified facilities definitions	43

Introduction

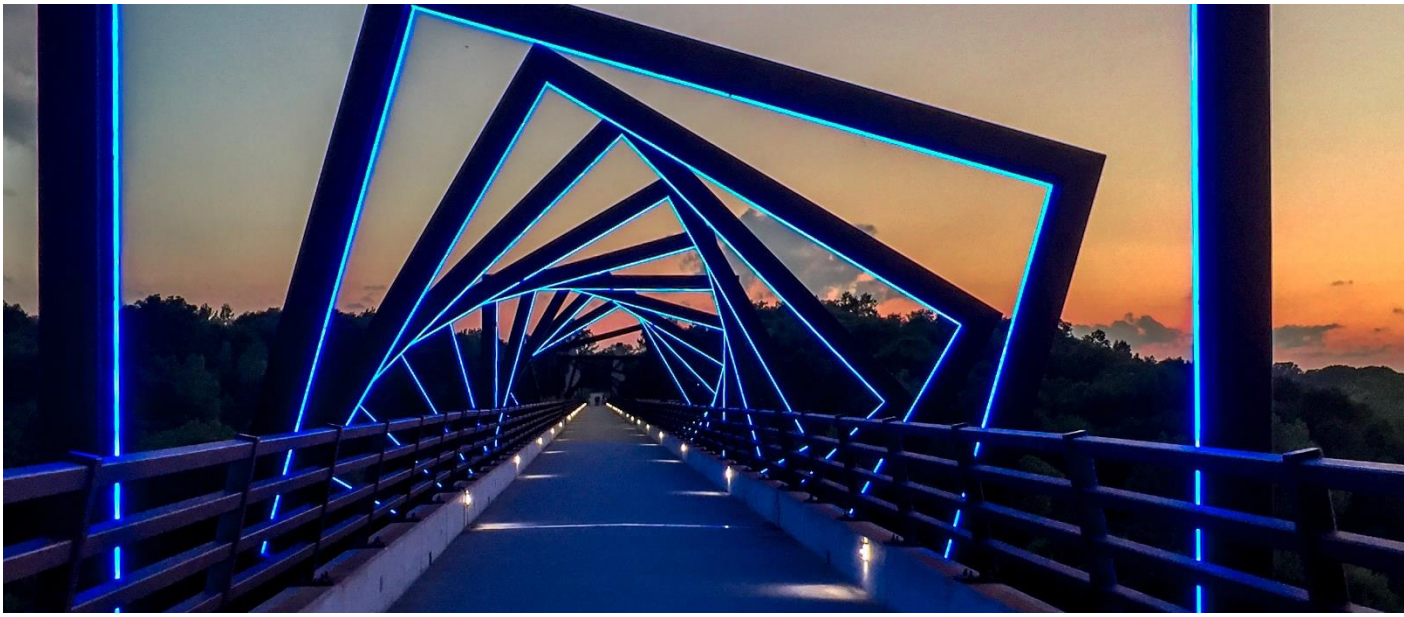
COVID-19 vaccination plays a vital role in protecting the health and wellbeing of people in Australia. Vaccination is both a means to manage and protect health systems from being overwhelmed and allow business to return. As is the case in other states and territories, in Victoria, vaccination threshold is a measure used and identified in the Roadmap to Deliver the National Plan set by the Victorian Government.

The Victorian Premier recently made a number of announcements concerning mandatory vaccination. Chief Health Office Directions (public health orders) have now been issued in respect of mandates impacting a broad range of industries and occupations. These directions are continually evolving, and new and updated directions are likely to continue.

It is businesses that are responsible for gathering information to ensure mandates are complied with. Business are also responsible for communicating vaccination requirements to relevant staff and workers to ensure as many people as possible are vaccinated within the relevant timeframes.

With the deadlines for vaccination looming, this guide aims to help you understand and digest your obligations in relation to current CHO Directions, as well as the proactive steps you can to ensure you comply with the Directions and can manage employment issues related to vaccinations as and when they arise.

The content of this guide has been prepared based on material and information available to date (13 October 2021). The information in this guide is of a general nature and does not constitute legal advice and should not be relied upon as such. In any important matter, you should seek appropriate independent professional advice in relation to your own circumstances. Some information contained in this publication has been obtained from external sources, and its accuracy or currency cannot be guaranteed. The Australian Chamber of Commerce and the Master Plumbers accepts no responsibility or liability for any damages, loss or expense incurred as a result of the reliance on information contained in this guide.



A. VICTORIAN PUBLIC HEALTH ORDERS (DIRECTIONS) MANDATING THE VACCINE IN THE WORKPALCE

Summary

Throughout September and October 2021, the Victorian Government has introduced a range of COVID-19 vaccination mandates through a number of differing public health orders (Directions). Each of the public health orders operates differently and places differing obligations on employers, workers and site operators.

It is important that employers ensure they apply the correct public health orders when implementing these Directions in their workplaces, as each of the Directions has differing applications and relevant dates. It is also anticipated that directions will continue to change and evolve based on public health advice, so employers should continue to monitor and stay across any relevant changes.

A summary of the three current Victorian Public Health Orders (Directions) relevant to employer vaccination mandates is set out in the below table. Each of the Mandatory Vaccination Directions is then covered in more specific detail throughout this section of the guide.

Current Victorian Mandatory Vaccination Directions

	Type	Official title	Brief Summary	Commenced
1	**WORKERS DIRECTIONS**	Covid-19 mandatory vaccination (Workers) directions (No 1)	Imposes mandatory vaccination obligations upon **employers** of **specified workers**	7 Oct 2021
2	**SPECIFIED FACILITY DIRECTIONS**	COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 6)	Imposes obligations upon **operators** of **specified facilities** (residential aged care facilities, construction sites, healthcare facilities and education facilities) in relation to the vaccination of **workers.**	7 October
3	**VACCINATED ACTIVITIES DIRECTIONS**	COVID-19 Vaccinated Activities Directions (No 3)	Imposes certain mandatory vaccination requirements in order for **specific businesses** (outdoor personal training) and **specified venues** (theatres) to provide goods or services to the public at certain capacity limits.	9 October 2021

1. WORKERS DIRECTIONS

On 1 October, premier Andrews announced that a vaccinate mandate would apply to all Authorised Workers, in order for them to continue to work on site/ in the workplace.

At 11:59pm on 7 October 2021, the COVID-19 Mandatory Vaccination (Workers) Directions (No 1), were issued. The Directions are some of the broadest seen to date and impose significant obligations on employers to prevent workers from working outside their usual place of residence when not vaccinated, and require employers to collect, record and retain information about workers' vaccination status.

Under the Directions there is a first dose deadline of **22 October 2021** for all workers covered, however the practical effect of the Directions is that an employer cannot allow a worker into the workplace from **15 October 2021** if they have not provided proof of receiving a first dose, or have not provided booking information showing they will receive a first dose by 22 October 2021.

Who do the Workers Directions apply to?

The Workers Directions apply to employers of specific types of 'workers'. The table below outlines the categories of workers covered by the Directions.

For specific definitions for each type of worker in each category, see *Schedule 1: Worker Category Definition* (summarising clause 9 of the Directions) at the end of this Guide.

It is important for employers to be aware that the worker categories covered in the Direction are **not** identical to the authorised worker categories. Employers should carefully review the definitions in the Schedule to this Guide to confirm whether they are covered by the Directions or not, as in many instances, the definitions in the Direction are broader than they may seem at first glance because they often extend to apply to workers who perform work 'in connection with' particular types of work.

The term workers cover employees, contractors, self-employed and unpaid workers (volunteers).

WORKER CATEGORIES

Accommodation workers	Emergency Service Workers	Mining Workers	Repair and maintenance workers
Agricultural and forestry workers	Entertainment and function workers	Physical recreation workers	Retail workers
Airport Workers	Funeral workers	Port or freight workers	Science and technology workers
Ancillary, support and welfare workers	Higher education workers	Production and distribution workers	Social and community service workers
Authorised Officers	Justice service centre workers	Professional sports, high performance sports or racing persons	Transport workers
Care Workers	Manufacturing workers	Professional services workers	Utility and urban workers
Community Workers	Marriage celebrants	Public sector employees	Veterinary and pet/animal care workers
Creative Arts Workers	Meat and seafood processing workers	Real estate workers	
Custodial Workers	Media and film production workers	Religious workers	

Summary of what employers need to do and when under the Workers Directions

ASAP

Employers have **an obligation to inform relevant workers as soon as reasonably practicable** of the obligation to collect, record and hold vaccine information, and that after **15 October 2021** unvaccinated workers will not be permitted to work outside their ordinary place of residence unless an exception applies to them (e.g. medical reason).

If any new employees are engaged **on or after** 15 October 2021, then employers are under an obligation to **as soon as is reasonably practicable** to collect, record and hold that new employees vaccination information and inform the employee that they will not be able to attend the workplace (to work outside of their ordinary place of residence) if unvaccinated unless an exception applies to them

15 OCTOBER 2021

Employers must not allow a worker into the workplace (to work outside of their ordinary place of residence) from **15 October 2021** if they have not provided **proof of receiving a first dose** of COVID-19 vaccine*, **UNLESS** the employee can provide **booking information** (evidence) showing they will receive their first dose by **22 October. 2021**.

Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 26 November 2021 a second dose of the vaccine.

22 OCTOBER 2021

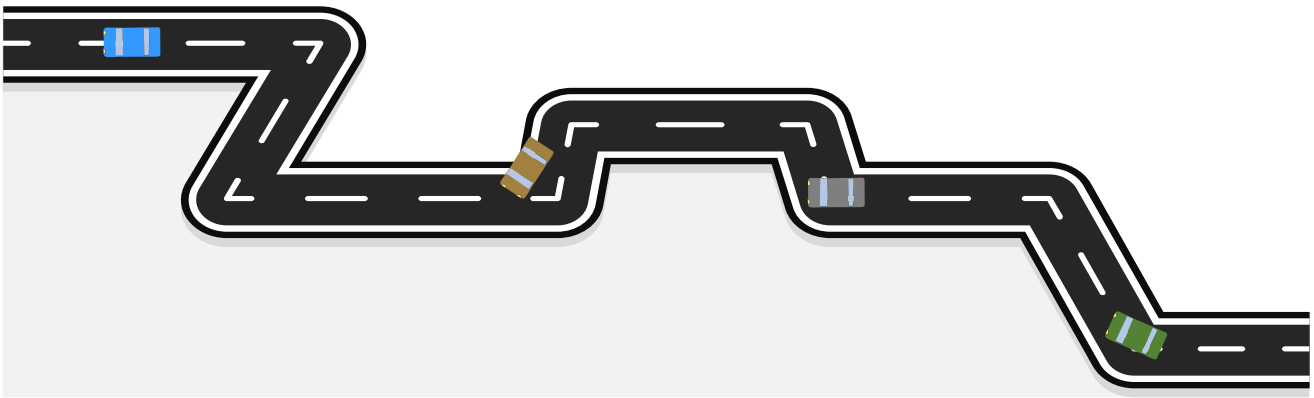
Employers **must not** allow a worker into the workplace (to work outside of their ordinary place of residence) from **22 October 2021** who has not provided proof of receiving a **first dose** of a COVID-19 vaccine.*

Exception: where an employee could not meet the first dose deadline because they were in self-quarantine they will be permitted to continuing working away from their place of residence so long as they have a booking to receive a vaccine within 7 days of the end of their self-quarantine period.

Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 26 November 2021 a second dose of the vaccine.

26 NOVEMBER 2021

Employers must not allow a worker into the workplace (to work outside of their ordinary place of residence) from **26 November 2021** who has not provided proof of receiving two **doses** of a COVID-19 vaccine.



What exceptions apply to certain workers and situations under the Directions?

COMMONWELATH AND COURT WORKERS

The Directions **do not cover** Commonwealth employees or persons who work in connection with court proceedings.

EXCEPTED PERSONS DUE TO MEDICAL REASONS

The Directions **do not apply** to workers (known as excepted persons) that hold certification from a n approved medical practitioner that they are unable to receive a dose, or a further dose, of a COVID-19 vaccine due to:

- a medical contraindication (specific examples of adverse reactions are set out in the Directions); or
- an acute medical illness (including where the worker has been diagnosed with SARS-COV-2).

Medical contraindication under the Directions means the following:

(a) anaphylaxis after a previous dose;
(b) anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol;
(c) in relation to AstraZeneca:
(i) history of capillary leak syndrome; or
(ii) thrombosis with thrombocytopenia occurring after a previous dose;
(d) in relation to Comirnaty or Spikevax:
(i) myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax; or
(e) the occurrence of any other serious adverse event that has:
(i) been attributed to a previous dose of a COVID-19 vaccine by an experienced immunisation provider or medical specialist (and not attributed to any another identifiable cause); and
(ii) been reported to State adverse event programs and/or the Therapeutic Goods Administration.

For the purposes of this exception, certifications provided by medical practitioners are valid until either a date specified by the practitioner or 6 months from the date the certification was given by the medical practitioner.

EXCEPTIONAL CIRCUMSTANCES

The Directions **do not apply** in a range of exceptional circumstances, where urgent specialist clinical/medical care or urgent and essential work needs to be performed by the worker for the duration of time that the worker needs to respond to the exceptional circumstances.

How does a worker prove they are vaccinated?

Workers can provide their vaccination status information through a variety of documents, such as:

- a letter from a medical practitioner,
- a certificate of immunisation; or
- an immunisation history statement obtained from the Australian Immunisation Register.

Who is considered an unvaccinated person under the Workers Directions?

A person is considered unvaccinated if they **have not** received a (first/second) dose of COVID-19 vaccine and they are not an **excepted person** (exemption from the directions).

Employers must not allow an unvaccinated worker (after the relevant dates) to work outside their ordinary place of residence.

What about employees who refuse to disclosure if they are vaccinated or not?

Under the directions, any worker for whom an employer does not hold a COVID-19 vaccine record, whether by reason of refusal or otherwise, is to be **treated as unvaccinated** and must not work outside their ordinary place of residence.

Who will monitor compliance with the Workers Directions?

Authorised officers (under the Public Health and Wellbeing Act 2008) may request an employer to produce vaccination information about their workers. Employers must comply with any request or may face penalties.

What are the penalties for failure to comply with the mandatory vaccination Workers Directions?

- Penalties of up to **$21,808** for individuals and **$109,044** for a body corporate for a failure to comply with Directions, including any failure to collect, record and hold vaccination information or allowing an unvaccinated person into a workplace / to work outside their place of residence.

- Penalties of up to **$10,904** for individuals and **$54,522** for a body corporate for providing false information, giving false statement or producing false or misleading documents to an authorised officer.

Are there any penalties for a worker subject to the Workers Directions who enters or remains on a worksite whilst unvaccinated?

In short, no. The current public health order requirements around informing, collecting vaccination information and preventing access to the workplace for the unvaccinated apply only to employers under these Directions.

There is currently no penalty under the orders for a worker who attends a worksite knowingly unvaccinated (and not subject to a medical exemption, known as an excepted person).

2. SPECIFIED FACILITIES DIRECTIONS

The COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 6.) impose obligations on operators of particular facilities to ensure workers who enter or remain on such premises for the purposes of working at the facility are vaccinated by a certain date.

Who do the Specified Facilities Directions apply to?

The current Specified Facilities Directions apply ONLY to Operators of the following facilities: Residential Aged Care Facilities, Construction Sites, Health Care Facilities and Education Facilities

See *Schedule 2: Specified Facilities* at the end of this Guide for the specific definitions under the Directions for each type of Operator and facility.

Summary of what operators need to do and when under the Workers Directions

RESIDENTIAL AGED CARE FACILITIES OPERATORS

Residential Aged Care Facility Operators must:

ASAP	From 30 Sept 2021	From 1 Oct 2021	From 15 Nov 2021
• Inform each worker who is or may be scheduled to work at the facility after **30 September 2021** of their obligation to collect, record and hold vaccination information about the worker AND prevent entry of unvaccinated workers from 30 September 2021 unless an exception applies to them.	• Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) to the worksite if they have not provided **proof of receiving a first dose**, OR have not provided **booking information** showing they will receive a first dose by **1 October 2021**. • Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also as soon as reasonably practical also collect, record and hold information about whether the employee has a booking to receive by 15 November 2021 a second dose of the vaccine	Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) who have not provided proof of receiving **a first dose** of COVID-19 vaccine, OR partially vaccinated workers who have not provided **booking information** showing they will receive a second dose by **15 November 2021**. Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 13 November 2021 a second dose of the vaccine.	• Prevent entry of workers (who are not exempt due to mediucal reasons) who have not provided proof of receiving **two doses** of a COVID-19 vaccine.

*If any new employees are engaged who is, or who may be scheduled to work at a residential aged care facility **on or after** 30 September 2021, then Operators are also under an obligation to **as soon as is reasonably practicable,** collect, record and hold that new employees vaccination information and inform the employee that they will not be able to attend the worksite if unvaccinated unless an exception applies to them.

CONSTRUCTION SITE OPERATORS

Consutrction Site Operators must:

ASAP	From 30 Sept 2021	From 2 Oct 2021	From 13 Nov 2021
• Inform each worker who is or may be scheduled to work at the facility after **30 September 2021** of the operators obligation to collect, record and hold vaccination information about the worker AND prevent entry of unvaccinated workers from 30 September 2021 unless an exception to them.	• Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) to the worksite if they have not provided **proof of receiving a first dose**, **OR** have not provided **booking information** showing they will receive a first dose by **2 October 2021**. • Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 13 November 2021 a second dose of the vaccine	Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) who have not provided **proof of receiving a first dose** of COVID-19 vaccine, **OR** partially vaccinated workers who have not provided **booking information** showing they will recieve a second dose by **13 November 2021**. • Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 13 November 2021 a second dose of the vaccine.	• Prevent entry of workers (who are not exempt due to medical reasons) who have not provided proof of receiving **two doses** of a COVID-19 vaccine.

*If any new employees are engaged who is, or who may be scheduled to work at a construction site **on or after** 30 September 2021, then Operators are also under an obligation to **as soon as is reasonably practicable,** collect, record and hold that new employees vaccination information and inform the employee that they will not be able to attend the worksite if unvaccinated unless an exception applies to them.

HEALTHCARE FACILITY OPERATORS

Healthcare Facility Operators must:

ASAP	From 15 Oct 2021	From 29 Oct 2021	From 15 Dec 2021
• Inform each workers who is or may be scheduled to work at the facility after **15 October 2021** of the operators obligation to collect, record and hold vaccination information about the worker AND prevent entry of unvaccinated workers from 15 October 2021 unless an exception applies to them.	• Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) to the worksite if they have not provided **proof of receiving a first dose**, **OR** have not provided **booking information** showing they will receive a first dose by **29 October 2021**. • Take all reasonable steps to ensure that workers who have provided booking information but have not yet had a first dose wear at all times whilst on the premises of the facility, PPE that includes at a minimum a surgical mask and face shield. • Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 15 December 2021 a second dose of the vaccine	Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) who have not provided proof of receiving **a first dose** of COVID-19 vaccine, OR partially vaccinated workers who have not provided **booking information** showing they will receive a second dose by **15 December 2021**. Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 15 December 2021 a second dose of the vaccine.	• Prevent entry of workers (who are not exempt due to medical reasons) who have not provided proof of receiving **two doses** of a COVID-19 vaccine.

*If any new employees are engaged who is, or who may be scheduled to work at a healthcare facility **on or after** 15 October 2021, then Operators are also under an obligation to **as soon as is reasonably practicable,** collect, record and hold that new employees vaccination information and inform the employee that they will not be able to attend the worksite if unvaccinated unless an exception applies to them.

EDUCATION FACILITY OPERATORS

Education Facility Operators must:

ASAP	From 18 Oct 2021	From 25 Oct 2021	From 29 Nov 2021
• Inform each workers who is or may be scheduled to work at the facility after **18 October 2021** of their obligation to collect, record and hold vaccination information about the worker AND prevent entry of unvaccinated workers from 18 October 2021 unless an exception applies to them.	• Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) to the worksite if they have not provided **proof of receiving a first dose**, **OR** have not provided **booking information** showing they will receive a first dose by **25 October 2021**. • Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 15 December 2021 a second dose of the vaccine	Prevent entry of unvaccinated workers (who are not exempt due to medical reasons) who have not provided proof of receiving **a first dose** of COVID-19 vaccine, OR partially vaccinated workers who have not provided **booking information** showing they will receive a second dose by **29 November 2021**. Once an employer collects information which confirms that an employee has received a first dose of a COVID-19 (is partially vaccinated) they must also **as soon as reasonably practical** also collect, record and hold information about whether the employee has a booking to receive by 15 December 2021 a second dose of the vaccine	• Prevent entry of workers (who are not exempt due to medical reasons) who have not provided proof of receiving **two doses** of a COVID-19 vaccine.

*If any new employees are engaged who is, or who may be scheduled to work at an education facility **on or after** 18 October 2021, then Operators are also under an obligation to **as soon as is reasonably practicable,** collect, record and hold that new employees vaccination information and inform the employee that they will not be able to attend the worksite if unvaccinated unless an exception applies to them.

What exceptions apply to certain workers and situations under the Specified Facilities Directions?

EXCEPTED PERSONS DUE TO MEDICAL REASONS

The Directions **do not apply** to workers (known as excepted persons) that hold certification from a n approved medical practitioner that they are unable to receive a dose, or a further dose, of a COVID-19 vaccine due to:

- a medical contraindication (specific examples of adverse reactions are set out in the Directions); or
- an acute medical illness (including where the worker has been diagnosed with SARS-COV-2).

Medical contraindication under the Directions means the following:

(a) anaphylaxis after a previous dose;
(b) anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol;
(c) in relation to AstraZeneca:
(i) history of capillary leak syndrome; or
(ii) thrombosis with thrombocytopenia occurring after a previous dose;
(d) in relation to Comirnaty or Spikevax:
(i) myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax; or
(e) the occurrence of any other serious adverse event that has:
(i) been attributed to a previous dose of a COVID-19 vaccine by an experienced immunisation provider or medical specialist (and not attributed to any another identifiable cause); and
(ii) been reported to State adverse event programs and/or the Therapeutic Goods Administration.

For the purposes of this exception, certifications provided by medical practitioners are valid until either a date specified by the practitioner or 6 months from the date the certification was given by the medical practitioner.

EXCEPTIONAL CIRCUMSTANCES

The Directions **do not apply** in a range of exceptional circumstances where urgent specialist clinical/medical care or urgent and essential work needs to be performed by the worker for the duration of time that the worker needs to respond to the exceptional circumstances.

Operators must make sure that workers responding to these circumstances in a residential aged care facility or healthcare facility, at all times while on the premises, wear PPE that at a minimum includes a surgical mask and face shield.

How does a worker prove they are vaccinated?

Workers can provide their vaccination status information through a variety of documents, such as:

- a letter from a medical practitioner;
- a certificate of immunisation; or
- an immunisation history statement obtained from the Australian Immunisation Register.

Who is considered an unvaccinated person under the Directions?

A person is considered unvaccinated if they **have not** received a (first/second) dose of COVID-19 vaccine and they are not an **excepted person** (exemption from the directions).

Operators must not allow unvaccinated workers (after the relevant dates) to enter and remain on a work site/ in a workplace.

What about employees who refuse to disclosure if they are vaccinated or not?

Under the directions, any worker who an Operator does not hold a COVID-19 vaccine record of, whether by reason of refusal or otherwise, must be **treated as unvaccinated**.

Who will be monitoring compliance with the Specified Facilities Directions?

Authorised officers (under the Public Health and Wellbeing Act 2008) may request an Operator to produce vaccination information about workers. Operators must comply with any request.

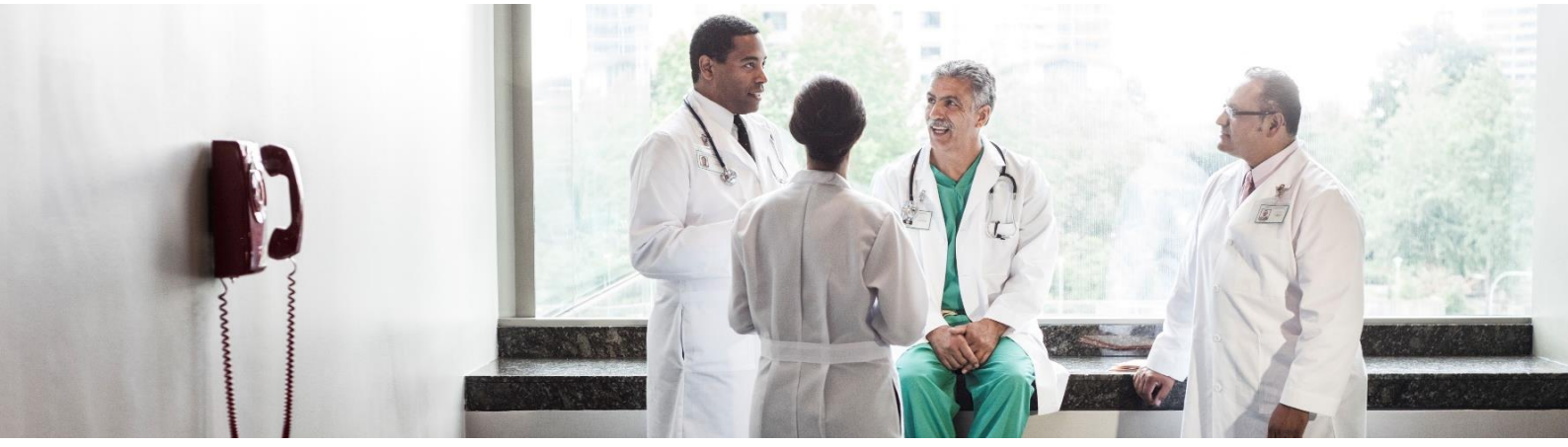
What are the penalties for failure to comply with the mandatory vaccination directions?

- Penalties of up to **$21,808** for individuals and **$109,044** for a body corporate for a failure to comply with Directions, including any failure to collect, record and hold vaccination information or allowing an unvaccinated person into a workplace.
- Penalties of up to **$10,904** for individuals and **$54,522** for a body corporate for providing false information, giving false statement or producing false or misleading documents.

Are there any penalties for a worker subject to the Directions who enters or remains on specified facility whilst unvaccinated?

In short, no. The current public health order requirements around informing, collecting and preventing access to the unvaccinated apply only to site Operators under these Directions.

There is currently no penalty under the orders for a worker who attends a worksite knowingly unvaccinated (and not subject to a medical exemption known as an excepted person).



3. VACCINATED ACTIVITIES DIRECTIONS

The COVID-19 Mandatory Vaccinated Activities Directions (No 3) imposes obligations on **outdoor personal training business operators** and **theatres** when permitting larger capacity and patron limits in circumstances where patrons/workers are vaccinated.

Who do the COVID-19 Vaccinated Activities Directions apply to?

The directions apply to:

1. Outdoor personal training business operators within areas subject to lockdown restrictions (under the Area Restrictions)

Outdoor Personal Training	**Outdoor** means a space that is not an indoor space. **Personal training** means a service provided by a **personal trainer** or the **worker** of a personal trainer.
Outdoor Personal Training Operator	**Operator: Personal trainer** **Personal trainer** means a person who is, or a body corporate that provides the services of, an exercise professional who provides individually tailored client assessments, program development, instruction and demonstration, supervised exercise sessions and client reviews and who operates a business that holds an Australian Business Number or Australian Company Number registered with the Australian Securities and Investments Commission.
Outdoor Personal Training Worker	**Worker**: any person (including a volunteer) conducting outdoor personal training, including: (a) a self-employed personal trainer; (b) an employee of the operator; and (c) any contractor engaged by the operator**.**

2. Theatres within areas subject to lockdown restrictions (under the Area Restrictions) and Regional Victoria

Theatres in areas subject to lockdown restrictions (under the Area Restrictions) that are permitted to operate under clause 7(9)(c) of the Restricted Activity Directions (Restricted Areas)	A person who owns, controls or operates an entertainment and function facility (theatre) in the areas subject to lockdown restrictions may operate that facility during the restricted activity period only for the purposes of conducting rehearsals by a National Performing Arts Company or the theatre.
Theatres in Regional Victoria that are operated in accordance with the circumstances specified in **clause 9(4) of the Restricted Activity Directions (Regional Victoria)**	A person may operate a theatre in Regional Victoria for the purpose of rehearsals in an indoor space if the rehearsals are conducted by a National Performing Arts Company; or the theatre has a seated capacity of over 1000 people and ordinarily conducts performances on a commercial basis provided that the operator complied with the vaccinated limits for each indoor space and only persons who are necessary for the conduct of the rehearsal are permitted to be in the relevant space.

What obligations are there under the Vaccinated Activities Directions?

Outdoor personal training business operators

The directions require operators of outdoor personal training who wish to provide a good or service to more than 2 and up to 5 fully vaccinated patrons (or excepted persons) outdoors after 29 September 2021, to collect, record and sight each fully vaccinated (or excepted) worker and patron's vaccination information.

Theatre Operators

The directions require permitted operators of theatres who wish to permit workers into a theatre in excess of the **capacity limit** but not more than the **vaccinated capacity limit**, to collect, record and hold vaccination information for each worker.

A **worker** is any person who works at the theatre (including a volunteer, employee or contractor).

Specified Venue	Capacity limit	Vaccinated capacity limit
A theatre in the Restricted Area	The maximum number of **workers** in each **indoor space** or **outdoor space** at any one time is the greater of: (a) the lesser of: (i) a density quotient of 2; and (ii) 60 people; or (b) the lesser of: (i) a density quotient of 4; and (ii) 120 people.	The maximum number of **workers** who are all either **fully vaccinated** or **excepted persons** in each **indoor space** or **outdoor space** is the lesser of: (a) a density quotient of 2; and (b) 120 people.
A theatre in Regional Victoria	The maximum number of **workers** in each **indoor space** at any one time is the greater of: (a) the lesser of: (i) a density quotient of 2; and (ii) 60 people; or (b) the lesser of: (i) a density quotient of 4; and (ii) 120 people.	The maximum number of **workers** who are all either **fully vaccinated** or **excepted persons** in each **indoor space** is the lesser of: (a) a density quotient of 2; and (b) 120 people.

Who are excepted persons under the Activities Directions?

Excepted persons under the Activities Direction are:

- Persons under 12 years of age; or
- Someone that has obtained certification from a medical practitioner that the person is unable, due to a medical contraindication, to receive a dose, or a further dose, of a COVID-19 vaccine.

What about employees or patrons who refuse to disclose whether they are vaccinated or not?

Under the directions, any worker or patron who an outdoor personal training operator does not hold a COVID-19 vaccine record for, whether by reason of refusal or otherwise, is to be treated as unvaccinated.

Who will be monitoring compliance with the Vaccinated Activities Directions?

Authorised officers (under the Public Health and Wellbeing Act 2008) may request an Operator or its worker to produce vaccination information held by the Operator. Operators and workers must comply with any request.

What are the penalties for failure to comply with the Directions?

- Penalties of up to **$21,808** for individuals and **$109,044** for a body corporate for a failure to comply with Directions, including any failure to collect, record and hold vaccination information.

- Penalties of up to **$10,904** for individuals and **$54,522** for a body corporate for providing false information, giving false statement or producing false or misleading documents.

B. COMMUNCIATING WITH STAFF

When complying with the mandatory vaccination directions it is important that employers, and operators communicate:

- The relevant deadlines in relation to receiving a COVID-19 vaccination;
- How workers can communicate with the employer about vaccination records or exemptions;
- The need for exempt workers to provide medical evidence; and
- How information about vaccination status will be handled.

To assist employers/operators in doing this we have produced a range of **template letters** to communicate with employees/workers who are authorised workers about changes (see the following pages). Please ensure you select the correct template letter for the relevant mandatory directions that apply to you.

In addition, when communicating with staff about the COVID-19 vaccination it is important to be aware of the legal limitations that apply when communicating about vaccines, set out below.

THE IMPORTANT LEGAL STUFF YOU NEED TO KNOW WHEN COMMUNICATING ABOUT COVID-19 VACCINATIONS WITH EMPLOYEES/WORKERS

The Therapeutic Good Administration (TGA) in recognition of the importance of responsible communication regarding the COVID-19 vaccination has given legal permission that allows businesses (and others) to communicate about vaccinations so long as that communication:

✓ Is consistent with current Commonwealth health messaging regarding the national COVID-19 vaccination program, including content found on the Australian Government Department of Health website; and

✗ Does not contain:

- any reference to the trade name, sponsor name or active ingredient or any other information that would identify specific vaccine brands (e.g. Pfizer or AstraZeneca);
- any statement, or implication comparing different COVID-19 vaccines (or comparing vaccines with treatments such as medicines);
- statements to the effect that COVID-19 vaccines cannot cause harm or have no side effects; or
- any statement regarding COVID-19 vaccines that is false or misleading.

It is also important to remember that obligations under other laws, such as the Australian Consumer Law which includes the obligation not to mislead, continue to apply when communicating about vaccines.

TEMPLATE NOTIFICATION LETTER A –WORKERS DIRECTIONS

<Insert company letterhead>

<Insert Date>

Private and confidential

<Insert employee's full name>
<Insert employee's address>

By [Method of sending – Eg By Registered Post / By Email / Delivered by Hand]

Dear <Employee>

Re: Chief Health Officer Directions - Mandatory Vaccination

As you will likely be aware, on 1 October 2021, the Premier announced that on the advice of the public health team, all workers – in Melbourne and regional Victoria – Authorised Workers will be required to have their first COVID-19 vaccination dose by Friday, 15 October 2021 in order to continue working onsite / attend the workplace.

The Premier also confirmed, Authorised Workers would be required to have their second COVID-19 vaccination by Friday, 26 November 2021.

The Chief Health Officer has now issued Directions ("Directions") confirming these requirements. In accordance with the Directions your role falls into the definition of a [Insert work definition – see Schedule 1] worker.

In accordance with our legal obligations to collect, record and retail vaccination information under the Directions, we now require you to provide information concerning your vaccination status. The information you are required to provide will depend on your circumstances. Please see the table below which confirms the action you will need to take in order to attend the workplace:

Circumstances	Action
I am **fully vaccinated** (I have had two COVID-19 vaccinations)	Provide evidence that you have received a first and second dose of the COVID-19 vaccine. This may be in the form of a medical practitioner's certificate or an extract of your immunisation history, available via the MyGov app. **This information must be provided as soon possible and before 15 October 2021**
I am **partially vaccinated**	Provide evidence that you have received the first COVID-19 vaccine. **This information must be provided as soon possible and before 15 October 2021** AND Provide evidence that a booking has been made for you to receive the second COVID-19 vaccine by 26 November 2021 **This information must be provided as soon as possible.**

I am **unvaccinated**	Provide evidence that a booking has been made to receive the first COVID-19 vaccine dose by 22 October 2021 **This information must be provided as soon possible and before 15 October 2021** AND Provide evidence that a booking has been made for you to receive the second COVID-19 vaccine dose by 26 November 2021 **This information must be provided as soon as possible.**
I am **exempt** from having the COVID-19 vaccine	Provide evidence, to our satisfaction, from a medical practitioner confirming you are medically exempt from taking the vaccine **This information must be provided as soon possible and before 15 October 2021**

It is important you understand, that in line with the Directions unvaccinated workers and workers who do not provide the relevant information will not be permitted to enter or remain on our premises for the purposes of performing work. In view of this, if you fail to provide the information requested and/or remain unvaccinated, you may potentially be stood down.

Please treat this letter as fair notice that if you fail to comply with this lawful and reasonable direction, you may be subject to disciplinary action up to and including the termination of your employment.

Please provide evidence as set out in this letter to [Insert company's address/contact person]. Information can be provided in a variety of formats including for example a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register

[Insert company's short name] will continue to monitor directions from the Victorian Government and it may be necessary for us to issue further directions to you as the Government Directions evolve.

In order to help ensure Victorian workers can receive their vaccination in time, a number of additional vaccine hubs, including walk up clinics have been set up as well as expanding the GP and pharmacy network. More information is available at www.coronavirus.vic.gov.au/vaccine.

If you would like to discuss this letter or have any concerns, please do get in touch.

Kind regards,

[name of contact]
[role of contact]
[business name]

TEMPLATE NOTIFICATION LETTER B –SPECIFIED FACILITIES DIRECTIONS

<Insert company letterhead>

<Insert Date>

Private and confidential

<Insert employee's full name>
<Insert employee's address>

Dear <Employee>

Public Health Orders - Mandatory Vaccinations

As you will likely be aware the Victorian Premier announced that on the advice of the public health team, all workers working at an Aged Care Facility/a Construction site/an Education Facility/a Healthcare facility will be required to have their first COVID-19 vaccination dose by INSERT DATE in order to continue working onsite.

The Premier also confirmed, that workers would be required to have their second COVID-19 vaccination by INSERT DATE.

The Chief Health Officer has now issued Directions ("Directions") and we now require you to provide information concerning your vaccination status. The information you are required to provide will depend on your circumstances. Please see the table below which confirms the action you must take:

Circumstances	Action
I am **fully vaccinated** (I have had two COVID-19 vaccinations)	Provide evidence that you have received a first and second dose of the COVID-19 vaccine. This may be in the form of a medical practitioner's certificate or an extract of your immunisation history, available via the MyGov app. **This information must be provided as soon possible and before INSERT DATE**
I am **partially vaccinated**	Provide evidence that you have received the first COVID-19 vaccine. **This information must be provided as soon possible and before INSERT DATE** AND Provide evidence that a booking has been made to receive the second COVID-19 vaccine by **INSERT DATE** **This information must be provided as soon as possible.**

I am **unvaccinated**	Provide evidence that a booking has been made to receive the first COVID-19 vaccine dose by **INSERT DATE** **This information must be provided as soon possible and before INSERT DATE** AND Provide evidence that a booking has been made to receive the second COVID-19 vaccine dose by **INSERT DATE** **This information must be provided as soon as possible.**
I am **exempt** from having the COVID-19 vaccine	Provide evidence, to our satisfaction, from a medical practitioner confirming you are medically exempt from taking the vaccine **This information must be provided as soon possible and before INSERT DATE**

It is important you understand, that in line with the Directions unvaccinated workers and workers who do not provide the relevant information will not be permitted to enter or remain on our premises for the purposes of performing work. In view of this, if you fail to provide the information requested and/or remain unvaccinated, you may be stood down.

Please treat this letter as fair notice that if you fail to comply with this lawful and reasonable direction, you may be subject to disciplinary action up to and including the termination of your employment.

Please provide evidence as set out in this letter to [Insert company's address/contact person]. Information can be provided in a variety of formats including for example a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register

[Insert company's short name] will continue to monitor directions from the Victorian Government and it may be necessary for us to issue further directions to you as the Government Directions evolve.

In order to help ensure Victorian workers can receive their vaccination in time, a number of additional vaccine hubs, including walk up clinics have been set up as well as expanding the GP and pharmacy network. More information is available at www.coronavirus.vic.gov.au/vaccine.

If you would like to discuss this letter or have any concerns, please do get in touch.

Yours sincerely,

<Insert name>

<Insert position>

TEMPLATE NOTIFICATION LETTER C –VACCINATED ACTIVITIES DIRECTIONS

<Insert company letterhead>

<Insert Date>

Private and confidential

<Insert employee's full name>
<Insert employee's address>

Dear <Employee>

Public Health Orders - Mandatory Vaccinations

As you will likely be aware the Premier announced that on the advice of the public health team that workers [providing personal training services to more than 2 patrons/permitted to work in a theatre] in excess of the capacity limit must do so in accordance with strict density limits, as well demonstrate their vaccination status.

The Chief Health Officer has now issued Directions ("Directions") in accordance with this and we now require you to provide information concerning your vaccination status by no later than INSERT DATE.

If you are exempt and not able to be vaccinated, you are required to provide evidence to our satisfaction from a medical practitioner confirming you are medically exempt from taking the vaccine.

It is important you understand that in line with the Directions we will not be able to have you [work as an outdoor personal trainer under the vaccinated patron limit/work in the theatre under the vaccinated capacity limit] if you are not fully vaccinated. In view of this, if you are unable to provide the information requested and/or remain unvaccinated or partially vaccinated, you may be stood down whilst we operate under the [vaccinated patron limit/vaccinated capacity limit].

Please treat this letter as fair notice that if you fail to comply with this lawful and reasonable direction to provide information as to your vaccination status, you may be subject to disciplinary action up to and including the termination of your employment.

Please provide evidence as set out in this letter to [Insert company's address/contact person]. Information can be provided in a variety of formats including for example a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register

[Insert company's short name] will continue to monitor directions from the Victorian Government and it may be necessary for us to issue further directions to you as the Government Directions evolve.

In order to help workers receive their COVID-19 vaccinations, a number of additional vaccine hubs, including walk up clinics have been set up as well as expanding the GP and pharmacy network. More information is available at www.coronavirus.vic.gov.au/vaccine.

If you would like to discuss this letter or have any concerns, please do get in touch.

Yours sincerely,

<Insert name>
<Insert position>

C. MANDATING VACCINATIONS IN THE WORKPLACE UNDER A PUBLIC HEALTH ORDER

Can employers require authorised workers to be vaccinated against COVID-19 in order to work under a public health order?

An employer can direct employees to be vaccinated where:

- they have written permission to do so (such as under an employment contract or enterprise agreement which requires an employee to have the COVID-19 vaccination OR
- the direction to be vaccinated is considered a "lawful and reasonable direction". Employers can require workers who are employees to be vaccinated in the following instances:

LAWFUL AND REASONABLE DIRECTIONS

"Reasonable"

Typically, the coronavirus pandemic doesn't automatically make it reasonable for employers to direct employees to be vaccinated against the virus, reasonableness is a question of fact to be determined in each workplace by weighing up a range of factors to determine whether on balance it would be reasonable or not to mandate vaccination in that workplace for certain employees.

However, where an employer directs an employee to get the vaccine as a result of a public health order/direction requiring vaccination, then an employer direction is likely to be considered reasonable in circumstances where having a COVID-19 vaccination becomes an inherent requirement of the job at law or is required for the employee to be able to attend their place of work to perform their job under the directions/order.

Recent Case Example:

In *Jennifer Kimber v Sapphire Coast Community Aged Care Ltd* [2021] FWC 1818, the Fair Work Commission found a flu vaccination policy implemented as a result of a NSW Public Health Order was a lawful and reasonable direction. An employee who could not attend work because of a refusal to receive a flu vaccine in compliance with the PHO, could not perform the inherent requirements of her role and was lawfully dismissed. On 27 September 2021, the Full Bench of the Fair Work Commission refused Ms Kimber permission to appeal on the basis that Ms Kimber was not able to demonstrate a medical contraindication to the influenza vaccine.

Workers Directions

Important considerations when considering reasonableness under the Workers Vaccination Mandate:

- Firstly, the Workers Directions only mandates that an employer not allow an unvaccinated worker to attend the workplace (to work outside of their ordinary place of residence).
- This means where a worker can continue to perform their job from their place of residence then it will currently be unlikely that a direction an employee in such circumstances to be vaccinated to attend the workplace will be reasonable because:
  - of the existence of the other workplace Directions which state that if a worker can work from home they must/should work from home; and
  - because of the current temporary nature of such health orders (the current Workers Directions expire at 11:59pm on 21 October 2021.

Please note that both of these factors which currently weigh against reasonableness of directing vaccination may in the near future change/no longer exist.

- However, where an employee in order to perform their job must attend the workplace, it will be more likely that a direction to the employee to be vaccinated in order to attend the workplace under the public health order, so they that can perform their job will be considered a reasonable direction.

"Lawful"

An employer direction to get the COVID-19 vaccination will be lawful if:

- it does not breach any terms of the employment contract, any applicable award or enterprise agreement; and
- it does not breach any applicable Commonwealth, state or territory law (for example, anti-discrimination laws – see below), that apply to the employees.

Under Australian anti-discrimination law, it is unlawful to treat a person less favourably on the basis of protected attributes, including gender, race, religion, disability or age.

Mandating vaccination will not result in "direct discrimination" as an employee's decision to refuse vaccination is not an attribute protected by any Australian discrimination laws.

However, "indirect discrimination" is also prohibited by discrimination laws and could arise in certain circumstances.

Indirect Discrimination

This is where a rule or policy that is the same for everyone but has a disproportionate effect on a group of people who share a particular protected attribute and persons from that group cannot comply with the requirement. Whether indirect discrimination will be unlawful in the context of mandatory vaccinations will depend on:

- whether groups of employees with a particular attribute are in fact less likely to be able to comply with the requirement imposed by the employer than the broader population. For instance, persons with some disabilities may simply be unable to obtain vaccination safely; AND
- whether the requirement imposed is reasonable in the circumstances.

Whether a court considers it 'reasonable' for an employer to mandate COVID-19 vaccinations in the context of indirect discrimination laws is likely to be highly fact dependent, considering workplace and employees' individual circumstances. However in instances where a public health order applies (and does not provide for an exception to vaccination for the relevant type of worker), employer direction is likely to be considered reasonable in the circumstances.

Health or Medical exemptions

Where an employee seeks to be treated as an 'excepted person' under the various Directions on medical grounds, the employee should provide appropriate medical evidence that they have obtained certification from a medical practitioner that they are unable, due to medical contraindication to receive a dose or further doses of the COVID019 vaccine.

Can employers mandate that contractors in their workplace get the vaccine?

The ability of employers to direct a contractor to receive the COVID-19 vaccination will largely depend upon the terms of the agreement between the employer and the contractor. For all new contractors it is suggested that employers consider making this an express term of the contract going forward where necessary.

In order to implement a vaccination requirement for contractors and consultants, it would be necessary to consider the existing contractual arrangements with these parties, and whether they would support enforcing a vaccination policy, or whether contractual variations would be required.

Can employers make it a job requirement that all new employees they hire be vaccinated?

Employers can introduce into any new contracts a requirement that a prospective employee be vaccinated.

However, despite being a legitimate term of employment in a contract, such a requirement can still enliven discrimination claims if the prospective employee cannot comply due to an attribute protected by discrimination law and is subsequently not offered employment.

The “indirect discrimination” principles discussed above will apply to refusing employment to prospective employees. Importantly though, in instances where a public health order applies (and does not provide an exception to vaccination for the relevant type of worker), the requirement to become vaccinated will likely become an inherent requirement of the job. This provides a separate defence against any claim of unlawful discrimination, unless there are adjustments that can be made to the role to enable the employee to perform it without imposing ‘unjustifiable hardship’ on the employer (for example, adjustments to allow the employee to work from home pending the lifting of the Directions).

D. IMPLEMENTING A MANDATORY VACCINATION POLICY – IMPORTANT ADDITIONAL CONSIDERATIONS

Before introducing a mandatory vaccination policy, even as a result of the public health orders/directions it is important employers consider the following matters.

CONSULTATION OBLIGATIONS

Need to comply with Work Health and Safety Consultation Obligations

Employers must consult with their employees (workers) and any health and safety representatives (if their workplace has one) when implementing a vaccine policy (whether written, formal or informal).

In conducting such consultations employers must give workers an opportunity to express their views and raise any concerns so that they can contribute to the decision-making process relating to the introduction of the vaccination policy. Employers must take employees views into account before finalising any policy.

Consultation must occur using the established consultation procedures in the workplace. Otherwise, consultation may occur broadly, for example, through staff messaging or more directly, through small group discussions, depending on the size and nature of your business.

If workers are represented by a work health and safety representative (a union or otherwise), the consultation must involve that representative.

Need to comply with any consultation obligations in any applicable Modern Awards, Enterprise Agreements or employment contracts

Employers should review any applicable modern awards, enterprise agreements or contractual obligations to ensure that they fulfil any obligations under these documents to consult employees. Consultation should be genuine and not perfunctory, and follow prescribed or agreed procedures.

REFUSALS

Determine a process for managing refusals

Consider the likelihood of employees refusing vaccination or refusing to provide proof of vaccination and the process you will take to respond to this, e.g. including discrimination considerations and assessing the potential impact on an employee's ability to carry out the key requirements of their role.

In all communications regarding the vaccination policy, employers should also make sure to clearly outline any potential consequences for workers refusing to comply with the policy.

RECORDKEEPING AND THE PRIVACY ACT

Determine how to manage recordkeeping and privacy

Employers need to consider their privacy policy as well as the Privacy Act in relation to vaccinations, including how you will handle any collection, use or disclosure of vaccination information. See *Section E on Asking & Collecting information about an employee's vaccination status* for further detail on the interaction between privacy law and vaccinations in the workplace.

E. ASKING & COLLECTING INFORMATION ABOUT AN EMPLOYEES VACCINATION STATUS

ASKING EMPLOYEES ABOUT THEIR VACCINATION STATUS

Can employers who have mandated vaccination in the workplace because of a public health order ask or require their employees to disclose their vaccination status?

There is no legal prohibition on an employer asking an employee to voluntarily disclose their vaccination status.

Where an employer imposes a requirement for employees to be vaccinated because of a public health order, any subsequent employer direction requiring employee's to provide confirmation or evidence that this has occurred will be extremely likely to also be considered a reasonable and lawful direction.

What about in instances where the mandate applies to an Operator of a specific facility and not to the direct employer of the worker?

In such instances it is firstly important for the Operator to have requested that the worker provide confirmation or evidence to them under the relevant public health order of their vaccination status.

After the Operator has requested the information from the worker, it will then extremely likely a request for the employee to comply with the request from the Operator under the relevant public health order will be a lawful and reasonable direction from their employer.

Note: It is important that the employer in this situation does not direct the employee to provide them with confirmation or evidence of the employee's vaccination status, but the employer does direct their employee comply with a request under the public health order from the Operator of the facility.

COLLECTING INFORMATION ABOUT AN EMPLOYEES VACCINATION STATUS

Collecting information/evidence about an employee's vaccination status and the privacy act

Vaccines and employee privacy is governed by the Privacy Act. This covers private sector organisations (as well as Australian government agencies). Some small business operators (organisations with an annual turnover of $3 million or less) are exempt under the Privacy Act. However, it would be prudent for those employers to also take note of the below information in determining their approach to the collection of employee vaccination status information.

Businesses with an annual turnover of more than $3 million

The Privacy Act **applies** to businesses with an annual turnover of more than $3 million, as well as to certain other types of businesses regardless of turnover (such as public sector agencies).

Where the Privacy Act applies, vaccination records are a type of medical record that constitute 'sensitive information', and are afforded a higher degree of protection under the Privacy Act, and therefore stringent requirements apply to the collection and use of such information.

Under the Australia Privacy Principles an employer is however authorised to collect an employee's vaccination record (without their express consent) where they are required to do so by law (such as under a public health order). This is currently the case under the Victoria Direction applying to employers under the Workers Direction and Vaccinated Activities Direction and to Operators under the Specified Facilities Direction.

Once an employee's vaccination record information is lawfully collected by an employer, the employee records exemption will apply in many instances. This means that the remainder of the Privacy Principles will **not** apply to the handling of the vaccination record information, once it has been collected and held as an employee record, where it is directly related to the employment relationship.

The employee records exemption will likely however **not arise** under the Specified Facilities Directions, as under the Direction vaccination records are required to be collected by the Operator of a worksite (aged care, hospital, construction, education) who in many instances will not be the direct employer of the employee whose records are being collected.

The employee records exemption also **does not** apply to prospective employees, contractors, sub-contractors and volunteers.

Where the employee records exemption does not apply, employers must comply with the remainder of the Privacy Principles under the Privacy Act when dealing with the personal information of these individuals ensuring that they:

- Accurately record the information that they collect, keep it up-to-date and store it securely.
- Limit the use and disclosure of employee vaccination status information to what is necessary to prevent and manage COVID-19. Employers should not disclose vaccination status unless they have a legitimate and compelling reason to do so.
- Regularly review whether they still need to retain vaccine status information.

F. WORKPLACE DISPUTES REGARDING VACCINATION

Employers should approach with caution disputes regarding the COVID-19 vaccine / vaccination and should try to avoid 'jumping the gun' particularly on the issues covered below, as being too quick to take action could mean a very costly personal grievance win for an employee in the Fair Work Commission.

EMPLOYEE REFUSAL

Managing employees subject to a Public Health Orders who refuse to be vaccinated or won't disclose their vaccination status

As a first step, if an employee refuses to be vaccinated, contrary to a public health order, employers should ask the employee to explain their reasons for refusing the vaccination.

Some grounds for refusing the vaccination may include:

- Persons with a medical contraindication to vaccination (e.g. people with a history of severe allergic reactions, immunocompromised individuals, persons whose medical conditions mean that vaccination may be harmful for them);
- Persons with a religious, political or conscientious objection;
- Refusal for no given reason – "I simply don't want to".

Whether a refusal is based on legitimate grounds and reasonable accommodation should be made will to some extent be fact specific, will depend upon the individual employee's circumstances and any exemptions provided under applicable public health orders, such as those applying to persons with medical contraindications (excepted persons).

Where an employee disobeys a reasonable and lawful direction properly given (see *Section C: Mandating vaccination in the workplace under a public health order*) subject to a public health order to be vaccinated without providing a legitimate reason or without being subject to a recognised exception in the health order then he/she may legitimately be the subject of disciplinary action including termination of employment.

Disciplinary action (particularly termination of employment) in such instances will in most instance be considered defensible:

1. to the extent that the original direction to be vaccinated was reasonable and lawful as a result of a public health order; and
2. provided that, at the time of the dismissal, there is no known foreseeable prospect that the health order will be lifting in the imminent or very near future.

Where dismissal may be the outcome of a disciplinary process it is vital the process is fair and reasonable affording the employee procedural fairness. A failure to do so, may render the dismissal unfair despite having a valid reason.

Managing unvaccinated employees who are prohibited from attending the workplace under Public Health Orders

If an employee is required to be vaccinated under a Public Health Order in order to attend a worksite/workplace, and needs to attend the worksite/workplace in order to perform their role but is not vaccinated by the required date (and is not exempt), a range of possible courses of action may arise:

- Employers may need to consider how best to manage such employees employment so that they can continue to remain in employment for example employers could consider whether the employee be redeployed to another role that is not located at the worksite, where the employee could take leave without pay or access any accrued annual or long service leave entitlements they might have.
- Employers can direct the employee to become vaccinated in order to work. Where the employee fails to comply with this lawful and reasonable direction, the employees can be disciplined or ultimately have their employment terminated if they are unable to work because they have failed to comply with the direction (see discussion at section F.1 above)
- Employers may be able to withhold pay until the employee becomes vaccinated. This is because as a result of their vaccination status, the employee cannot enter the work premises to commence work, there are therefore likely to be good grounds to withhold pay on the basis that the employee simply cannot present for work. If the employee cannot present for work, the obligation to pay does not ordinarily arise for most employers.

As circumstance in each workplace can differ significantly, employers are strongly advised to seek legal advice before taking either of these actions to ensure they are not exposure to costly and expensive employee workplace claims.

G. VACCINATIONS AND EMPLOYER LIABILITY

Can employers be liable for any adverse reactions to the vaccine suffered by employees, when subject to a mandate to get vaccinated under a public health order?

The various COVID-19 vaccinations are not without some risk and it is possible an employee may have an adverse reaction to receiving the vaccine, though extreme adverse reactions are rare.

An employee may be entitled to workers compensation if they sustain an injury due to the COVID-19 vaccine and the injury occurred out of or in the course of employment.

The vaccine may be considered to have occurred 'out of' or 'in the course' of employment if they work in an industry where an employer mandated the vaccine, and the employer has;

- recommended or organised the vaccination onsite or at another location; or
- subsidized the vaccination.

According to Work Safe Victoria under Victorian legislation:

- Only a significant reaction to the vaccine may be considered an injury. More significant reactions could include severe fever, blood clots, allergic reactions (anaphylaxis), seizure, or stroke.
- Workers are not be entitled to compensation if they suffer only mild symptoms due to the vaccine, such as feeling tired, headache, nausea, dizziness, or redness where the injection was given.

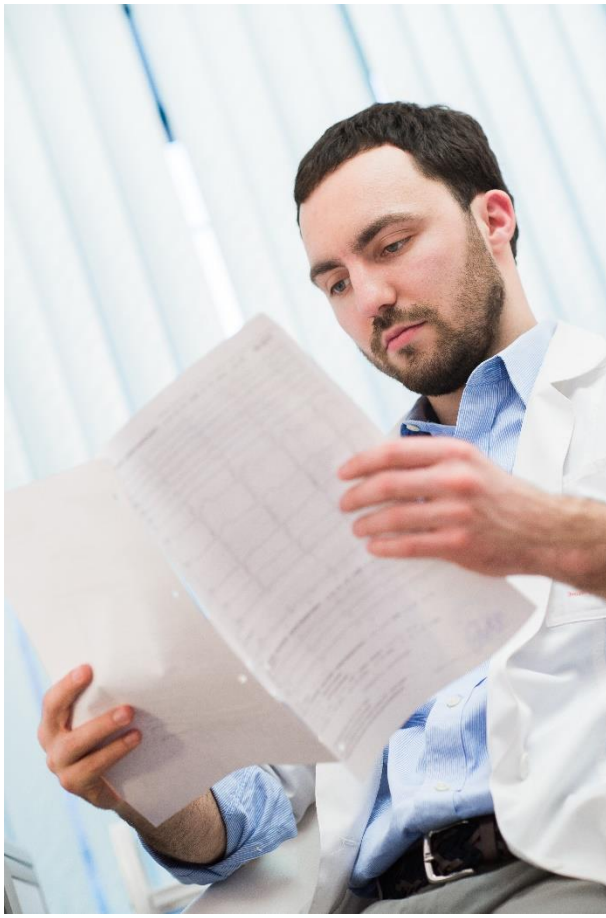
NO FAULT COVID-19 INDEMNITY SCHEME

On 6 September, the Commonwealth Government introduced a No Fault COVID-19 Indemnity Scheme. Under the scheme workers who suffer injury or loss of income due to the administration of a COVID-19 Vaccine or due to an adverse event that is considered to be caused by a COVID-19 Vaccine, will be able to register their intent to claim from the Scheme.

The Scheme will cover the costs of injuries above $5,000 due to a proven adverse reaction to a COVID-19 Vaccine. The TGA will provide guidance on recognised adverse reactions as part of their established surveillance program, and claims will be assessed by independent experts, with compensation paid based on their recommendations.

The Scheme will be backdated to 22 February 2021 and will be administered by Services Australia.

Whilst potential claimants who access the Scheme will still have the option of pursuing action through a court judgement if that is their preference, the Scheme reduces the commercial risk involved with employers mandating COVID-19 vaccinations in the workplace, particularly as a result of public health orders.



Who and where to contact for further assistance?

KEY CONTACTS

Have a question or situation that isn't covered by this guide? The Master Plumbers are here to help and answer any questions you might have.

Phil Eberhard
Senior Workplace Relations Advisor
T 03 9321 0720
M 0425 790 722
E phil.eberhard@plumber.com.au

KEY RESOURCES

The following are links to government websites and information on the mandatory vaccine public health orders.

Public Health Orders/Directions: DHSS Directions issued by Victoria's Chief Health Officer

DHHS – Coronavirus (COVID-19) Victoria

Fair Work Ombudsman – Coronavirus and Australian workplace law

Work Safe Victoria – COVID-19 vaccinations in workplaces

Therapeutic Goods Administration – COVID-19 vaccines

Office of the Australian Information Commissioner - COVID-19: Vaccinations and my privacy rights
- COVID-19 Vaccinations: Understanding your privacy obligations to your staff

Schedule 1: Worker category definitions

Worker category	Definition
Accommodation worker	A person who works at or in connection with one of the following accommodation facilities, whether operated on a for-profit or not-for-profit basis: • camping ground; • caravan park; • hotel; • hostel; • bed and breakfast; • private holiday rental facility, including Airbnbs; • motel; or • serviced apartment.
Agricultural and forestry worker	A person who works in connection with: • food safety and verification, inspection or associated laboratory services and biosecurity functions; • animal saleyards, knackeries and animal transportation services (including livestock and pets); • services connected with animal health, husbandry or welfare; • farm, animal and bloodstock leasing activities, including but not limited to: • farming activities and other operations relating to agriculture, horticulture, viticulture, irrigation, permaculture, apiculture, grains, fibre production, dairy, flower industry, commercial fishing, aquaculture and livestock; • intensive agricultural production including greenhouses and animal production; • agricultural, veterinary chemicals and vaccine production, transportation and distribution (including the Pig Services Centre); • laboratory and diagnostic services; • animal feed production, transportation, packaging, sale, and feeding (including livestock and pets); • animal pounds and shelters activities; or • forestry activities for the purposes of or relating to: • production of firewood for heating of premises; • production of pallets; • production of building supplies for construction; • production of other goods (e.g. paper, packaging, caskets and coffins).
Airport worker	A person who workers at or in connection with an airport in Australia.
Ancillary, support and welfare worker	A person who works in connection with: • services that are critical to, and relate to, the Victorian Government's COVID-19 response (including hotel quarantine); or • a major event where that event has received an exemption from the Chief Health Officer allowing it to proceed, including any workers and

	public broadcast personnel that support the safe running of the major event; • employment services; or • fly in fly out workers or drive in drive out workers who are required for continuity of an industry or business and maintenance of a competitive operation and where the service is time-critical, or for the critical maintenance or repair of infrastructure critical to a region of, or to, Victoria; or • maritime crew.
Authorised officer	**Authorised Officer** has the same meaning as in the **PHW Act**.
Care worker	**care worker** means a person who works in connection with: (i) an **alcohol and drug residential service**; (ii) a **disability residential service**; (iii) services provided to an **NDIS participant** in any setting; (iv) a **homelessness residential service**; (v) a **secure welfare service**; (vi) a **supported residential service**; (vii) essential relief activities including the activities provided at Neighbourhood Houses; (viii) an **eligible SDA enrolled dwelling**; (ix) a **short-term accommodation and assistance dwelling**; or (x) a **mental health residential service** including the service provided at a Community Care Unit or a Prevention and Recovery Centre; **alcohol and drug residential service** means: (xi) a treatment centre within the meaning of the **Severe Substance Dependence Treatment Act 2010**; (xii) a residential treatment service (however described) that provides drug or alcohol withdrawal or rehabilitation services in a residential setting to people dependent on alcohol or other drugs; or (xiii) a service that provides supported accommodation to a person after the person has received residential treatment services of the kind referred to in subclause 0; **disability residential service** means a residential service within the meaning of the **Disability Act 2006** and includes the Intensive Residential Treatment Program of the Statewide Forensic Service, often referred to as 'DFATS'; **eligible SDA enrolled dwelling** means a Specialist Disability Accommodation (SDA) enrolled dwelling that is provided under an SDA residency agreement within the meaning of section 498B of the **Residential Tenancies Act 1997**; **homelessness residential service** means a service that is funded by government to provide a staffed residential service to people who are homeless or at risk of being homeless; **mental health residential service** means a service that is funded by the Victorian Government to provide a staffed residential service to people who have a mental illness; **secure welfare service** has the same meaning as in the **Children, Youth and Families Act 2005**;

	short-term accommodation and assistance dwelling has the same meaning as in the **Disability Act 2006**; **supported residential service** has the same meaning as in the **Supported Residential Services (Private Proprietors) Act 2010**.
Community worker	Means a person who works at or in connection with a community facility or an organisation providing community services, whether operated on a for profit or not-for-profit basis, including but not limited to: • a facility at which services are provided by an Aboriginal Community Controlled Organisation; • a community centre or community hall; • a public library; • a youth centre; or • a skatepark in an outdoor space.
Creative arts worker	Means a person who works at or in connection with: • an art studio; • a ceramics studio; • a music room or studio; • a rehearsal room or studio; or • any other facility that is used for creative art.
Custodial worker	A person who works at or in connection with a: custodial facility that is a facility used for the detention of persons, including but not limited to a: • **prison**; • **remand centre;** • **youth residential centre;** • **youth justice centre;** • **residential facilities; or** • **residential treatment facilities**. **prison** has the same meaning as in the **Corrections Act 1986**; **remand centre** has the same meaning as in the **Children, Youth and Families Act 2005**; **residential facility** has the same meaning as **Serious Offenders Act 2018**; **residential treatment facility** has the same meaning as **Serious Offenders Act 2018**, and includes the Maribyrnong Community Residential Facility; **youth residential centre** has the same meaning as in the **Children, Youth and Families Act 2005**; **youth justice centre** has the same meaning as in the **Children, Youth and Families Act 2005**.
Emergency service worker	A person who works in connection with emergency services including but not limited to: • the Victoria State Emergency Services; • Fire Rescue Victoria, the Country Fire Authority or any other firefighting services; • the Emergency Services Telecommunications Authority;

	• aquatic safety services, including life saving services and marine search and rescue services; • paramedical services; • ambulance and paramedics services; • air ambulance and medical retrieval services (including Royal Flying Doctor Service); • Victoria Police, protective services and police custody services; or • essential infrastructure and essential services that are required to maintain or protect human health, safety and wellbeing (whether provided by a public or private undertaking), and including maintenance and repair of such infrastructure.
Entertainment and function worker	A worker who works at an amusement park for the purpose of providing statutorily required training for staff prior to reopening.
Funeral worker	A person who works in connection with funerary or mortuary services.
Higher education worker	A person who works at or in connection with: • a university; • a vocational education and training institute; • a technical and further education institute; • an adult community and further education institute; • a registered training organisation; or • any other facility undertaking post-compulsory education or training.
Justice service centre worker	Justice service centre worker means a person who works at or in connection with a **justice service centre**. **Justice service centre** means: • a premises or place appointed as a community corrections centre pursuant to section 86 of the **Corrections Act 1986** or a youth justice unit pursuant to section 478 of the **Child Youth and Families Act 2005**; or • the Wulgunggo Ngalu Learning Place;
Manufacturing worker	A person who works at or in connection with a premises used for the production or processing of goods, including but not limited to production or processing of: • food (excluding meat, seafood or poultry); • beverages including brewed and bottled drinks; • textiles, leather, clothing, footwear and accessories; • wood products; • pulp and paper products; • printing including small and large production runs; • chemicals, including fertilisers, pesticides, pharmaceutical, medicinal, cleaning products, toiletries, cosmetics, photographic and explosives; • metal and plastics; • machinery and equipment manufacturing including parts; • furniture; • household goods; • whole or partial products; or • software, essential marketing or product installation.

Marriage celebrant	Marriage celebrant has the same meaning as authorised celebrant in the Marriage Act 1961 of the Commonwealth. Authorised celebrate in the Marriage Act 1961 means: (a) in relation to a marriage proposed to be solemnised in Australia: (i) a minister of religion registered under Subdivision A of Division 1 of Part IV; or (ii) a person authorised to solemnise marriages under Subdivision B of Division 1 of Part IV; or (iii) a marriage celebrant; or (iv) a religious marriage celebrant; or (b) in relation to a marriage proposed to be solemnised in accordance with Division 3 of Part V: (i) a chaplain; or (ii) an officer (within the meaning of the Defence Act 1903), other than a chaplain, authorised by the Chief of the Defence Force under section 71A to solemnise marriages under that Division.
Meat and seafood processing worker	A person who works at or in connection with an abattoir or a meat, seafood or poultry processing plant.
Media and film production worker	A person who works in connection with: • journalism; • the production of feature films, theatre, television shows and documentaries (excluding television commercials, student and corporate productions); • broadcasting performances from an entertainment facility; or • a rehearsal conducted by a National Performing Arts Company.
Mining worker	A person who works at a premises at which mining activities take place, including coal mining, oil and gas extraction, metal ore mining, non-metallic mineral mining and quarrying petroleum production.
Physical recreation worker	A person who works at or in connection with: • a facility used or partly used for sport, sport racing or physical recreation; • a play centre; • a trampolining centre; or • a swimming pool, hydrotherapy pool, spa, sauna, steam room or spring facility; or • who provides personal training services; hydrotherapy pool means a pool designed to be used for hydrotherapy or rehabilitation purposes; play centre means a premises, whether indoor or outdoor, that has play equipment to be used or partly used by children under the age of 12 years but does not mean a playground; spring facility means a hot, sweet, geothermal or mineral pool, spa or bath fed by groundwater from an aquifer

Port or freight worker	A person works in connection with: • air transport services; • port operations; • freight services (including postal and courier services); • services provided by a transport, freight or logistics driver; or • monitoring compliance with the Heavy Vehicle National Law.
Production and distribution worker	Not defined
Professional sports, high-performance sports or racing person	A person who: • performs a sporting activity in an open-aged national or international competition (at the highest level as identified by the recognised national body); • is employed to perform a sporting activity as their primary source of income (for example, employed by a professional club or recognised national body); • is a National Institute Network Scholarship holder or equivalent level national categorised athlete; • supports the safe conduct of another person's professional sport; • publicly broadcasts professional sport; or • participates in thoroughbred, harness and greyhound racing.
Professional services worker	**Professional services worker** means: • a person who **provides a financial service** within the meaning of section 766A of the **Corporations Act 2001** of Commonwealth, or works in connection with the provision of such a service; or • a **legal worker**. **legal worker** means an **Australian legal practitioner** who provides services in connection with the administration of justice where the services cannot be provided by an online communication, teleconference or by means of an audio-visual link facility; **Australian legal practitioner** has the same meaning as in the **Legal Profession Uniform Law Application Act 2014**;
Public sector employee	**Public sector employee** has the same meaning as in the **Public Administration** (an employee or person employed by a public entity or special body) but does not include persons: • employed or engaged by the Chief Executive Officer of Court Services Victoria; or • employed or engaged by the Chief Executive Officer of the Victorian Civil and Administrative Tribunal.
Real estate worker	**Real estate worker** means a person who works in connection with the provision of services by an **estate agent.** Estate agent has the same meaning as in the Estate Agents Act 1980;

Religious worker	A person who works at or in connection with a **place of worship,** but does not include a person who: • conducts services of public worship and acknowledgments of faith; • performs marriages, funerals and special memorial services according to tradition and ecclesiastical and civil law; or • visits members of the community in their homes, hospitals and other institutions to provide advice and religious comfort for the purpose of end of life faith reasons; **place of worship** has the same meaning as in the **Heritage Act 2017**.
Repair and maintenance worker	A person who works in connection with: • laundry services; • dry cleaning services; • carwashing services; • commercial cleaning service; • locksmith services; • roadside assistance services; • pool and spa maintenance services for commercial pools and spas; • vehicle and mechanical repair services; • outdoor maintenance, repairs, and cleaning, including at occupied premises; • outdoor home installations; • home solar panel installations that involve outdoor work or in roof cavities with external access; or • critical repairs to any premises where required for emergency or safety.
Retail worker	**Retail worker** means a person who works at or in connection with a **retail facility** or a wholesale or distribution facility; **retail facility** means a premises, or part of a premises, at which a business operates to provide for the sale or hire of goods by retail, or the provision of services by retail, including but not limited to a: • **market**, but only to obtain groceries or fresh food; • **retail shopping centre;** • **supermarket, grocery store, bakery, butcher, fruit and vegetable store or fishmonger;** • **food and drink facility;** • **post office;** • **news agent;** • **petrol station (including a petrol station that sells groceries);** • **bottle shop;** • **pet store; or** • **a facility that provides 'click and collect' services;** **bottle shop** means an area that is physically attached to a licensed premises where packaged alcohol is sold to be consumed off the premises; **food and drink facility** means a café, restaurant, fast-food store, cafeteria, canteen, winery, food truck or food court; *Note: a food and drink facility includes a food and drink facility at a stadium or arena.*

	market means a public market, whether indoor or outdoor, including a food market and includes individual stalls at a market; **retail shopping centre** has the same meaning as in the **Retail Leases Act 2003**.
Science and technology worker	A person who works in connection with scientific and technical research or activities, but only in relation to: • COVID-19 (e.g. MedTech research regarding vaccines); • hazard monitoring and resilience; • biosecurity and public health; • medical or other research, which is ongoing and requires on site attendance; or • critical scientific experiments, labs, and collections.
Social and community service worker	A person who works in connection with: • disability services; • services provided to an NDIS participant in any setting; • child protection services; • family violence and sexual assault support services; • homelessness support services; • public housing support services; • mental health services; • any social services provided or contracted by the government to support members of the community who have a particular need because of family violence, homelessness, illness or a chronic health condition, infirmity, disability, contact with the justice system or other essential support service; or • interpreter, cultural, or support services.
Transport worker	A person who performs work in connection with: • a bus company; • a **commercial passenger vehicle service**; or • a **public transport service**; **bus company** has the same meaning as in **Transport (Compliance and Miscellaneous) Act 1983**; **commercial passenger vehicle service** has the same meaning as in the **Commercial Passenger Vehicle Industry Act 2017**; **public transport service** has the same meaning as in the **Transport (Compliance and Miscellaneous) Act 1983**.
Utility and urban worker	A person who works in connection with: • specialist services at telecommunications stores to support telecommunications as a critical service during the COVID-19 pandemic; • services to support the ongoing provision and regulation of electricity, gas, water, sewage and waste and recycling services and their maintenance;

	• domestic and commercial waste and resource recovery services (including collection, treatment and disposal services and transfer stations), including: • electricity services; • operation of energy systems; • gas services; • water supply, sewerage and drainage services; or • liquid fuels and refinery services; • the operation of primary clinical waste incinerators by specialised clinical waste workers; • the operation of carparks for the purposes of supporting workers.
Veterinary and pet/animal care worker	a person who works in connection with: • pet grooming services; • veterinary services; • animal rescue services; • animal health, husbandry or welfare services; or • at the premises of or in connection with: • a nature reserve at which animals are treated and cared for; • a zoo.

Schedule 2: Specified facilities definitions

RESIDENTIAL AGED CARE FACILITY

Residential Aged Care Facility	**Residential aged care facility** means the premises at which accommodation and personal care or nursing care or both are provided to a person in respect of whom a residential care subsidy or a flexible care subsidy is payable under the Aged Care Act 1997 of the Commonwealth;
Residential Aged Care Facility Operator	**The operator of a Residential Aged Care Facility** is the approved provider with responsibility for a **residential aged care facility**.
Residential Aged Care Worker	**Residential aged care facility worker** means: (i) A person (including a volunteer) that is employed, or engaged as a contractor, by an operator that operates a residential aged care facility to perform work at the residential aged care facility including: a) direct care workforce including nurses, personal care workers, allied health professionals, and allied health assistants; b) administration staff including reception and management staff; c) ancillary staff including food preparation, cleaning, laundry, gardening and general maintenance staff; d) dental practitioners; e) phlebotomists (pathology nurses); f) lifestyle and social staff, such as those delivering music or art therapy; g) transport drivers who are responsible for collecting and transporting residents to and from the residential aged care facility for outings; h) volunteers engaged by the residential aged care facility to undertake duties at the facility; students on placement; i) medical practitioners and allied health professions who attend the residential aged care facility to provide care to residents of the facility; and (ii) A person (including a volunteer) that is a medical practitioner, dental practitioner or allied health professional who is employed or engaged by a resident of a residential aged care facility to provide care to the resident;

CONSTRUCTION

Construction site	**Construction site** means premises at which civil works, building or construction activities are taking place (the primary premises) and includes: (i) premises that are nearby to the primary premises at which work relating to the operation of the primary premises is undertaken (secondary premises); (ii) any vehicle used to carry out work at the primary premises or secondary premises

	Example: a site office for a construction site that is located in an office building close to the construction site. **vehicle** means any means of transport, whether self-propelled or not, and whether used on land or sea or in the air.
Construction site Operator	**The operator of a construction site** is the principal construction (owner of a **construction site**) unless the owner: (i) appoints a principal contractor for the construction work performed for or on behalf of the owner; and (ii) authorises the principal contractor to manage or control the construction site to the extent necessary to discharge the duties imposed on a principal contractor under the Occupational Health and Safety Regulations 201.
Construction Worker	**A construction worker** is any person (including a volunteer) performing work at a construction site, including: a) an employee of the operator; and b) any contractor engaged by the operator or by a third-party.

HELTHCARE FACILITIES

Healthcare Facility	**Health care facility** means each of the following facilities: a) hospitals, including outpatient settings and in reach services; b) ambulance and patient transport services vehicles, c) community health centres including mental health, child and maternity, and drug and alcohol counselling services centres; d) general practices; e) COVID-19 related healthcare sites, including testing sites, vaccination centres and hotel quarantine premises; f) dental surgeries and practices; g) day procedure centres; h) health clinics, including medical specialist and allied health professional operated clinics; i) pharmacies; j) diagnostic and medical imaging centres; k) facilities that provide mobile health services; l) facilities that provide blood donation services; m) educational facilities where healthcare students undertake placement, registration or internships; n) facilities that provide health services within government agencies, including the Victorian Department of Justice and Community Services – Victorian Institute of Forensic Medicine; and o) any retail or other facility operating within a healthcare facility, including cafes, newsagents and florists.
Healthcare Operator	**A healthcare operator** is a person who operates a **healthcare facility** whether public, private or denominational
Healthcare worker	**A healthcare worker** is a person who is employed or engaged as a contractor by a **healthcare operator** to perform at a **healthcare facility** any of the following: a) healthcare services including:

	• medical practitioners, dental professionals, nurses and midwives; • allied health professionals (including those that work within a discipline classified by the Victorian Department of Health as allied health, or are registered with the Australian Health Practitioner Regulation Agency); • personal care attendants; • phlebotomists and pathology workers; • coroners; • lifestyle and social therapists; • formal language and interpretation services; • students; and • volunteers; b) administrative or ancillary roles, including: • an administrative, clerical and managerial worker, and each of their assistants delegates; • food preparation, cleaning and laundry services; • patient service assistants and porters; • operating theatre technicians; • security, maintenance and repair and information technology, gardening and landscaping; c) ambulance and patient transport services; and d) work at a retail business operating within a healthcare facility, including cafes, restaurants, newsagents and florists.

EDUCATION FACILITY

Education Facility	**Education facilities** means: i. **a childcare or early childhood service**, and includes outside school hours care services; ii. **a school;** and iii. **school boarding premises**; **Childcare or early childhood service** means onsite early childhood education and care services or children's services provided under the: a) Education and Care Services National Law and the Education and Care Services National Regulations, including long day care services, kindergartens and/or preschool and family daycare services, but not including outside school hours care services; and b) Children's Services Act 1996, including limited hours services, budget based funded services, occasional care services, early childhood intervention services, mobile services and (if applicable) school holiday care programs; **School** means a registered school as defined in the Education and Training Reform Act 2006; and **School boarding premises** means a registered school boarding premises, as defined in the Education and Training Reform Act 2006.

Education Facility Operator	**The Operator of an Education facility is** a person who operates an education facility, whether public, private or denominational;
Education Worker	**Education worker** means: a) any person who is employed by an education operator to work in an education facility (including teachers, early childhood educators and educational support staff); b) a person contracted to work at an education facility and who will or may be in close proximity to children, students or staff, whether or not engaged by the education operator including casual relief teachers, Breakfast Club suppliers, IT personnel, NDIS providers and auditors, but does not include delivery personnel); c) staff of the Department of Education and Training who attend an education facility (such as allied health personnel or Authorised Officers); d) staff of any other entity who attends an education facility; e) volunteers that attend an education facility and that work in close proximity to children, students or staff (including parent helpers); and f) students on placements at an education facility.

This guide was written and edited by Tamsin Lawrence.

©2021 Australian Chamber of Commerce and Industry. All Rights Reserved.

This guide has been prepared for information purposes only. It does not purport to be comprehensive or to tender legal or financial advice

It may not be reproduced without the express written permission of the author.

Australian
Chamber of Commerce
and Industry

master
plumbers
Expert. Committed. Professional.