

### Reminder: **COVID-19 Mandatory Vaccination (Workers) Directions**

Further to our previous [Bulletin](#), members are reminded that on and from 15 October 2021, employers must not allow anyone covered by the worker-specific categories contained in clause 9 of the **COVID-19 Mandatory Vaccination (Workers) Directions** (the Directions) to work away from their home unless:

- they have received their first COVID-19 vaccination, or
- have made an appointment to receive their first COVID-19 vaccine dose by the first dose deadline of 22 October 2021, or
- an exemption or exception applies.

Members will recall that our previous Bulletin provided a [template notification](#) to provide to workers who are, or may be, scheduled to work outside their home – informing them that:

- Clause 4 of the Directions obliges the employer to **collect, record and hold vaccination information about the worker**; and
- Sub-clause (1) obliges the employer, on and after **15 October 2021**, not to permit a worker who is **unvaccinated** to work for that employer outside the worker's ordinary place of residence unless an exception applies under these directions.

**For those members that are yet to provide notification to their workers, VACC recommends that they do so as a matter of urgency.**

#### **Notification provided – what to do next?**

VACC is aware that a number of employees have refused to confirm their vaccination status, with some providing members with template correspondence containing a number of false assertions. Whilst we know that a number of those employees have given the matter further consideration and have booked an appointment for their first COVID-19 dose by 22 October 2021 – a number may not.

Accordingly, to assist members navigate through this complex and stressful time, VACC has provided a template letter that reflects the suggested consultation process. This may include the approval of accrued paid annual leave and/or long service leave – or unpaid leave – in order to retain their employees in the near term. Members can access a copy of the Consultation Template [here](#).

VACC also notes that ultimately there may be some cases where the consultation process has not been able to find an agreed solution, to enable the employer to continue with the employee's employment. In such instances, following consultation, VACC has provided a template letter confirming termination of employment. Member can access a copy of the Confirmation of Termination Template [here](#).

Members are strongly encouraged to seek advice and assistance from the IR Department before actioning the above, to ensure that the written correspondence provided to an employee reflects the consultation process that has occurred – and that it is undertaken in a lawful and procedurally fair manner.

Members seeking further advice or assistance are encouraged to contact VACC's Workplace Relations team on 03 9829 1123 or [ir@vacc.com.au](mailto:ir@vacc.com.au).

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