



# COVID-19 Mandatory Vaccination and Vaccination Program Policy

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## 1. Purpose

The purpose of the *COVID-19 Mandatory Vaccination and Vaccination Program Policy* (Policy) is to protect Employees, and the people in their care across WA health system entities, from acquiring and transmitting COVID-19, a human coronavirus of pandemic potential and an urgently notifiable infectious disease.

This Policy mandates the requirement for all Employees of WA health system entities and those engaged under a contract for service arrangement to be vaccinated against COVID-19 in order to access and remain in a Health care facility and/or Residential aged care facility, in line with the *Health Worker (Restrictions on Access) Directions (No 2)* (Health Worker Directions) and/or the *Residential Aged Care Facility Worker Access Directions (No 2)* (Aged Care Worker Directions), or their replacements.

In accordance with the *Occupational Safety and Health Act 1984* (WA), WA health system entities have a duty, so far as practicable, to provide and maintain a working environment in which the Employees are not exposed to hazards. Ensuring Employees who enter a Health care facility and/or Residential aged care facility are vaccinated against COVID-19 is an important step in protecting Employees, patients and visitors from acquiring and transmitting COVID-19, which is a highly transmissible respiratory infection which can cause mild to severe illness or death, especially in people at high risk.

In addition, the Department of Health is leading planning and implementation of the WA COVID-19 Vaccination Program.

This Policy is a mandatory requirement under the *Public Health Policy Framework* pursuant to section 26(2)(c) and (l) of the *Health Services Act 2016* (WA).

This Policy is a mandatory requirement for the Department of Health pursuant to section 29 of the *Public Sector Management Act 1994* (WA).

## 2. Applicability

This Policy is applicable to WA health system entities, as defined in this Policy.

### **3. Policy requirements – Mandatory vaccination**

#### **3.1 WA health system entities**

The Department of Health and all Health Service Providers must:

- ensure compliance with the access restrictions provided for in the Directions; and
- require Employees to be vaccinated against COVID-19, unless an Employee is an Exempt person.

The Department of Health and all Health Service Providers must collect and maintain secure, confidential records relating to an Employee's Vaccination status. The evidence of Vaccination status is to be collected both for the purpose of complying with the obligations under the Directions and for the purpose of ensuring compliance with the Employer requirement that Employees be vaccinated against COVID-19 (unless exempt).

#### **3.2 Employees**

Employees must be vaccinated against COVID-19 in order to enter or remain at a Health care facility in accordance with the Health Care Worker Directions, or enter and remain at a Residential aged care facility in accordance with the Aged Care Worker Directions, unless they are an Exempt person.

The Directions set out separate Staged approaches for the implementation of vaccination requirements.

It is a mandatory requirement that Employees are vaccinated against COVID-19, unless an Employee is an Exempt person.

Employees must provide evidence of their Vaccination status, or advise of their intent not to be vaccinated against COVID-19, if requested by their Employer.

An Employee will be exempt from the requirement to be vaccinated against COVID-19 if they are an Exempt person as defined under the Directions. This includes those with a Medical exemption or Temporary exemption approved by the Chief Health Officer or their delegate, or as otherwise outlined in the Directions.

#### **3.3 Contract for service arrangements**

Individuals engaged or employed by third parties or under a contract for service arrangement, including a labour hire firm who provides staff to supplement the directly employed workforce, must be vaccinated against COVID-19 consistent with the Staged approach in order to enter or remain at a Health care facility and/or a Residential aged care facility, unless they are an Exempt person.

### **4. Policy requirements – Vaccination program**

The Child and Adolescent Health Service and the WA Country Health Service must plan and implement a COVID-19 vaccination program across their service and provide vaccine hubs to administer COVID-19 vaccinations, in alignment with Australian Government, Department of Health COVID-19 vaccination recommendations.

As required, other WA health system entities will be required to plan and implement a COVID-19 vaccination program across their service, in alignment with Australian Government and Department of Health COVID-19 vaccination recommendations.

## 5. Compliance monitoring

Department of Health and Health Service Providers are responsible for ensuring compliance with this Policy.

The function of the System Manager is to undertake assurance activities in relation to WA health system entities in accordance with the *Health Services Act 2016* (WA).

The System Manager may conduct audits into WA health system entities compliance with the Policy, and to monitor and evaluate the effectiveness of the Policy.

The System Manager will monitor WA health system entities compliance and performance with this policy via audit and/or review.

## 6. Related documents

- N/A

## 7. Supporting information

The following information is not mandatory but informs and/or supports the implementation of this Policy:

- [Australia's COVID-19 vaccine and treatment strategy](#)
- [Australia's COVID-19 vaccine national roll-out strategy](#)
- [COVID-19 Mandatory Vaccination – Employee Restrictions on Access to Health Care Facilities – Guidelines](#)
- [COVID-19 Mandatory Vaccination – Employees Restrictions on Access to Residential Aged Care Facilities – Guidelines](#)
- [Industrial Relations Supplementary Information – Templates](#)

## 8. Definitions

The following definition(s) are relevant to this Policy.

Term	Definition
<b>Aged Care Worker Directions</b>	<i>Residential Aged Care Facility Worker Access Directions (No 2)</i> , or its replacement.
<b>Directions</b>	Directions means the Health Worker Directions and/or Aged Care Worker Directions, as applicable in the circumstances.

<b>Employee</b>	<p>An Employee employed pursuant to Part 3 of the <i>Public Sector Management Act 1994</i> (WA) or as defined in section 6 of the <i>Health Services Act 2016</i> (WA).</p> <p>For the avoidance of doubt, for the purposes of this Policy Employees includes Health care workers, Health support workers and Residential aged care facility workers employed by an Employer, as defined in the Directions.</p>
<b>Employer</b>	The employing authority of the Department of Health or a Health Service Provider.
<b>Exempt person</b>	Exempt person has the same meaning as prescribed in the Directions.
<b>Health care facility</b>	Health care facility has the same meaning as prescribed in the Health Care Worker Directions.
<b>Health Service Provider</b>	A Health Service Provider established by an order made under section 32(1)(b) of the <i>Health Services Act 2016</i> (WA).
<b>Health Worker Directions</b>	<i>Health Worker (Restrictions on Access) Directions (No 2)</i> , or its replacement.
<b>Human coronavirus of pandemic potential</b>	An urgently notifiable infectious disease under Part 9 of the <i>Public Health Act 2016</i> (WA).
<b>Medical exemption</b>	A medical exemption recorded on the Australian Immunisation Register and displayed on the individual's Immunisation History Statement, in accordance with the Directions.
<b>Residential aged care facility</b>	Residential aged care facility has the same meaning as prescribed in the Aged Care Worker Directions.
<b>Residential aged care facility worker</b>	Residential aged care facility worker has the same meaning as prescribed in the Aged Care Worker Directions.
<b>Staged approach</b>	<p>The schedule of dates by which an Employee is required to be vaccinated in order to access a:</p> <ul style="list-style-type: none"> <li>• Health care facility, as outlined in the Health Worker Directions; and/or</li> <li>• Residential aged care facility, as outlined in the Aged Care Worker Directions.</li> </ul>
<b>System Manager</b>	The responsibility of the Director General, Department of Health for the overall management of the WA health system as provided for at section 19(2) of the <i>Health Services Act 2016</i> (WA).
<b>Temporary exemption</b>	An exemption approved by the Chief Health Officer or a person authorised by the Chief Health Officer for that purpose whether in relation to an individual or a class of persons and subject to any terms and conditions specified in that approval, in accordance with the Directions.

<b>Vaccination status</b>	Whether a Health care worker, Health support worker, or Residential aged care facility worker has been partially or fully vaccinated or whether they are an Exempt person, in accordance with the Directions.
<b>WA health system entity</b>	<p>WA health system entity means:</p> <ul style="list-style-type: none"> <li>• All Health Service Providers as established by an order made under section 32(1)(b) of the <i>Health Services Act 2016</i> (WA).</li> <li>• Department of Health as an administrative division of the State of Western Australia pursuant to section 35 of the <i>Public Sector Management Act 1994</i> (WA).</li> </ul> <p>Note: Contracted health entities are not considered WA health system entities.</p>

## 9. Policy contact

Enquiries relating to this Policy may be directed to:

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## 10. Document control

Version	Published date	Effective from	Review date	Effective to	Amendment(s)
MP 0153/21	18 February 2021	18 February 2021	August 2021	17 September 2021	Original version
MP 0153/21 v.2	17 September 2021	17 September 2021	September 2023	Current	Major Amendment to reflect new vaccination requirement per the Health Worker Directions and Aged Care Directions.

## 11. Approval

<b>Approval by</b>	Nicole O’Keefe, Assistant Director General, Strategy and Governance, Department of Health
<b>Approval date</b>	16 September 2021

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