

CPSU COVID-19 Vaccination Roll Out Principles for APS workers

The below principles have been endorsed by CPSU members and HSRs across a number of APS Agencies to guide discussions and consultation relating to the roll out of COVID-19 Vaccinations for workers in accordance with Australia's COVID 19 Vaccine National Roll Out Strategy

The CPSU supports the roll out of the COVID-19 vaccine and believes it is in the best interests of the workplace and the country that everybody is vaccinated in order to stop the spread of the virus and protect people from its effects.

Agreeing and adhering to these principles will ensure APS Agencies intending on rolling out COVID-19 Vaccinations for workers are meeting their obligations under the *Work Health and Safety Act 2011* (WHS Act), the Enterprise Agreement and anti-discrimination law.

The rollout should be in accordance with the current scientific knowledge

- Decisions about vaccinations should be made based on current scientific knowledge and advice from the Department of Health and the Therapeutic Goods Administration.
- Knowledge of efficacy or side effects of the vaccines may continue to develop and measures should be continuously reviewed to ensure they are up to date.

The vaccine should be rolled out on a voluntary basis through consultation and informed consent

- Over the last 12 months, collaboration with HSRs, workers and the CPSU has allowed significant workplace change to be implemented in the Agency, efficiently and smoothly. This collaboration should continue.
- All relevant information should be shared with the CPSU, HSRs and workers in relation to the Agency's vaccine rollout. Where possible this information should be provided before a decision is made.

- Some employees may be nervous, or have concerns about, receiving a vaccination or about which vaccination they receive, employees should be encouraged to air these concerns so that they can be addressed in a transparent manner at an early stage.
- In addition to making for a smoother process, the Agency has obligations under the WHS Act to consult workers and their representatives about the vaccination rollout prior to any decisions being made.
- While the CPSU supports widespread vaccination, vaccination should not be a mandatory requirement in the workplace as this may discriminate against workers unable to be vaccinated who can be protected by other control measures.
- Some workers may be unable to receive the vaccine for medical or other reasons. If this is the case, this must be considered and arrangements should be put in place to accommodate these workers.

Workplace facilitation

- Where workplaces arrange for workers to be vaccinated in accordance with the road map to vaccination, reasonable paid time is to be provided to accommodate this.
- In the event of any negative reaction or side-effects to the vaccine, paid time off should be provided for all staff (including casuals).
- Individual worker privacy is to be respected and the collection, use and disclosure of personal information relating to vaccinations is in accordance with the Australian Privacy Principles.

Work Health and Safety measures

- Vaccination of workers shall not replace other control measures in the workplace to minimise risk of transmission of COVID-19.
- In accordance with WHS Act requirements, monitoring of appropriateness of controls is to continue, in consultation with workers, HSRs and the CPSU.
- It is still unclear about whether a person can still be a COVID-19 carrier, this must be taken into account, including the effects this could have on other workers, household members of workers and the general public.