



Saturday 28th August 2021 (following on from Friday 20th August, 2021)

COVID-19 UPDATE

NSW

Areas of Concern – Vaccinations for Authorised Workers - CHANGES

VACCINATION

The Health Department has released an announcement of changes to the vaccination requirements for Authorised Workers. An updated Public Health Order will follow, for now the details of the announcement are included in the press release; https://www.health.nsw.gov.au/news/Pages/20210827_01.aspx and are detailed below:

1. a delay to the start date for the requirement
2. a removal of Rapid Antigen Testing as an option.
 - **CHANGE – the start date for vaccination has been moved from 30/8/2021 to 6/9/2021** – from then an authorised worker who lives in an Area of Concern and has to leave the Area of Concern to do authorised work, must have at least 1 does of a COVID-19 vaccination OR have a medical contraindication certificate issued by a doctor specifically outlining the contraindication for vaccination **CHANGE – No more option of Rapid Antigen Testing – it is vaccine or exemption, no other option**
 - There is no requirement for authorised workers who live AND WORK in the Area of Concern to have the vaccination or medical contraindication.

So, this means;

- Authorised worker who **LIVES AND WORKS in an Area of Concern**, in order to come to work needs;
 - **No need for vaccination**
 - A valid permit from 28/8/2021
 - Evidence of identity and address
 - a letter from business acknowledging their employment as an authorised worker (see below)
- Authorised worker who **LIVES in an Area of Concern and has to leave their Area of Concern to work in a different one**, in order to come to work needs;
 - **CHANGE – the start date has been moved from 30/8/2021 to 6/9/2021 - Evidence of at least one does of vaccination** (or medical contraindication certificate)
 - A valid permit from 28/8/2021
 - Evidence of identity and address
 - a letter from business acknowledging their employment as an authorised worker (see below)
- Authorised worker who **LIVES in Greater Sydney (not an Area of Concern) and WORKS in an Area of Concern**, in order to come to work needs;
 - **No need for vaccination**
 - A valid permit from 28/8/2021
 - Evidence of identity and address
 - (and should be given a letter from business acknowledging their employment as an authorised worker – see below)

Priority Vaccination Bookings have been made available for these workers;

- [Authorised workers who live in LGAs of concern](#)
- [Anyone aged 16-39 who live in LGAs of concern](#)
- [Childcare, disability, and food workers who live or work in LGAs of concern](#)

For more see; <https://www.nsw.gov.au/covid-19/health-and-wellbeing/covid-19-vaccination-nsw/covid-19->

NSW

Areas of Concern - Changes Q & A

I have staff who live in an Area of Concern but my workplace is not in an Area of Concern - what do I tell them now?

You should urgently reach out to your staff who live in the Areas of Concern and explain the situation – that there is going to be a legal requirement for them to be permitted and vaccinated in order to come into work from **6/9/2021**.

Dear [name],

As you will have heard the NSW Government has made a new set of laws (Public Health Orders) that apply more restrictions to people that live in an Area of Concern.

Our records show that you are a person who lives in an Area of Concern. As such these restrictions will govern your employment.

The changes mean that;

From 23/8/2021 you will need to have an Essential Worker Letter in order to be at work (or on the way to work or home) during the curfew hours of 21:00-05:00

An Essential Worker Letter has been attached to this notice for you to present to police when you are traveling to or from work during curfew hours

From 28/8/2021 you will need to have a Permit from Service NSW in order to come into work

The Permit system is not open yet, so until then the Essential Worker Letter (attached) has been provided, but you will need to ensure that you apply for a Permit at Service NSW - <https://www.service.nsw.gov.au/transaction/register-your-travel-within-nsw>

From 6/9/2021 you will need to have evidence that you have received at least one dose of a vaccine for COVID-19

There is currently priority vaccination for all people who live in the Areas of Concern. If you have not yet received your vaccination you should urgently book in (and or have a chat with your doctor).

If you are aged between 16-39y you can register for the priority vaccination at Qudos Bank Arena using this link [Priority COVID-19 vaccination booking for 16 to 39 year-olds | NSW Government](#) or QR Code below.

The announcement of 27/8/2021 from the Health Minister has withdrawn the option of Rapid Antigen Testing - https://www.health.nsw.gov.au/news/Pages/20210827_01.aspx so it is vital that you get vaccinated so that you can be allowed to come to work. From 6/9/2021 the business will face fines if it allows someone onto site who is an Authorised Worker who lives in an Area of Concern and is leaving their residential Area of Concern for work - <https://acapmag.com.au/2021/08/3-businesses-fined-over-40000-for-allowing-unvaccinated-workers-onsite/>

We understand that these changes are happening quickly and that they can be hard to follow.

We are working with authorities and government to understand options and exceptions now, but given that the vaccination requirement is law you would not be allowed onsite after **6/9/2021** unless you had received a vaccination. If you are unwilling or unable to get a vaccination for any reason please let me know as soon as possible so that we can work through the implications before the **6/9/2021** deadline arrives.

For more see; <https://www.nsw.gov.au/covid-19/health-and-wellbeing/covid-19-vaccination-nsw/covid-19-vaccination-for-workers>

If you have any questions please let us know and we will gather the answers for you.

Stay safe

Kindest Regards
[name]

BOOK YOUR VACCINATION AT THIS LINK



I have a site in an Area of Concern and all my staff live in the same Area of Concern – do they need to get vaccinated?

No. As long as the staff are not leaving the Area of Concern that they live in then all they need to come to work is a valid Permit (though it is recommended that they also have the Essential Worker Letter)

I have a site in an Area of Concern and some of my staff live outside the Areas of Concern – do they need to get vaccinated?

No. The requirement for vaccination applies only to those staff that live in an Area of Concern. In order to come to work the staff that live in Greater Sydney (not Area of Concern) will just need a valid Permit (though it is recommended that they also have the Essential Worker Letter)

I have a site in an Area of Concern and some of my staff live outside that Areas of Concern but live in an adjacent Area of Concern (e.g. Fairfield LGA and Liverpool LGA) – do they need to get vaccinated?

Yes. The way that the order is written the requirement for vaccination is triggered when the worker leaves their home Area of Concern for work, even if they are just going from one Area of Concern to a different Area of Concern.

Can I require staff from Areas of Concern get vaccinated?

Yes, in fact if you let a staff member from an Area of Concern (that is different from the LGA of your site address) onto your site who is not vaccinated after the deadline of **6/9/2021**, you will be in breach of the order and face penalties, so you are required to require those staff get vaccinated.

If my staff from Areas of Concern can't or won't get vaccinated do I fire them?

Each situation will need to be looked at individually.

The Public Health Orders – Clause 4.3.3.b - allows for an Authorised Worker who is leaving an Area of Concern for authorised work to present “a medical contraindication certificate” instead of evidence of vaccination. The Public Health Orders define this as “a certificate issued by a medical practitioner in a form approved by the Chief Health Officer and certifying that because of a specified medical contraindication, the person to whom the certificate has been issued cannot have a COVID-19 vaccine.”

This medical contraindication certificate will cover those who cannot take the vaccine – they will be allowed to come to work. The business should keep a copy of the certificate.

For staff who refuse to get vaccinated the business will have to assess if there is any other option for gainful work in that role that can be done from home, and if not then it would be appropriate to standdown in the short term and terminate in the longer term, staff who cannot meet the legal requirements of employment in that role. Those that flatly refuse, and cannot be gainfully employed in their role without having to trigger the legal requirement, would be asked to show cause as to why their employment should not be terminated for failure to meet legal requirements of the role.

There is **8** days before this comes into effect, now is the time to encourage vaccination and consult with staff to establish who cannot and will not get a vaccine. More to come on this area in the coming days.

I've heard that staff from Areas of Concern can get Rapid Antigen Testing at work instead of vaccination, how does that work?

Rapid Antigen Testing is no longer an option. The minister has removed it

Pfizer Appointments for this week and next week available for residents of Areas of Concern

There is booking availability at Qudos Bank Arena for next week and the week after.

The booking link for the Pfizer vaccination blitz for 16-39 yr. olds in the 12 LGAs requires nothing other than for people to **be in that age group** and to **live in one of the Areas of Concern**

[Priority COVID-19 vaccination booking for 16 to 39-year-olds | NSW Government](#)

Mental Health Resources

We know that this round of constant COVID discussion, changes and lockdowns, lockdowns, lockdowns are hitting people harder than last year and COVID fatigue is a real thing. Remember to reach out to a mate and lean on the many resources that are available.

- [Black Dog Institute](#) is a free online clinic providing a mental health assessment tool and other support services.
- [Head to Health](#) can help you find digital mental health and wellbeing resources.
- [Lifeline \(13 11 14 - operates 24/7\)](#) provides crisis support and suicide prevention services.
- [RUOK?](#) inspires and empowers everyone to meaningfully connect with people and support anyone who may be struggling with life.
- [ReachOut](#) provides practical tools and support to help young people get through everything from everyday issues to tough times.
- [Kids Helpline \(1800 55 18 00 - operates 24/7\)](#) is a telephone counselling support line for children and young people ages 5 to 25.

Restrictions by State

New South Wales

- General Covid information – <https://www.nsw.gov.au/>

Victoria

- General Covid information – <https://www.coronavirus.vic.gov.au/>

Queensland

- General Covid information – <https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19/current-status/public-health-directions>

Northern Territory

- General Covid information – <https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19/current-status/public-health-directions>

South Australia

- General Covid information – <https://www.covid-19.sa.gov.au/>

Tasmania

- General Covid information – <https://www.coronavirus.tas.gov.au/>

Western Australia

- General Covid information – <https://www.wa.gov.au/government/covid-19-coronavirus>

COVID-19 Facts and Figures

Click here to visit:

<https://covidlive.com.au/>

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Social Distancing Decals

