



23 April 2020

Dear Staff Member

Re: Direction to all staff who have not yet had the mandatory 2020 Influenza Vaccine

It is now mandatory that OLOC ensures **all employees** obtain an influenza vaccine in order to enter OLOC's Rooty Hill premises from **1 May 2020**.

If you are an OLOC staff member who has not yet had the mandatory 2020 influenza vaccine, it is necessary that I direct you to be vaccinated for influenza, either through the OLOC arranged flu vaccine clinic, or by your own private arrangements.

This Direction is based on a specific NSW Public Health Order made in response to COVID-19 and associated health issues.

I have attached a link to the NSW Public Health Order:

[https://www.legislation.nsw.gov.au/_emergency/Public%20Health%20\(COVID-19%20Aged%20Care%20Facilities\)%20Order%202020.pdf](https://www.legislation.nsw.gov.au/_emergency/Public%20Health%20(COVID-19%20Aged%20Care%20Facilities)%20Order%202020.pdf)

Failure to comply with a Public Health Order is an offence and OLOC and all our staff must comply with this particular Public Health Order about influenza vaccination.

If you decide not be vaccinated for influenza at the clinic arranged by OLOC and instead make your own private vaccination arrangements, you must provide OLOC with evidence that you have been vaccinated **before 1 May 2020**. You will need to provide us with a medical certificate or an up-to-date copy of your Medicare Immunisation Record.

OLOC appreciates that a small number of employees may be reluctant to be vaccinated against influenza due to concerns over possible or perceived adverse health effects. Nevertheless, having such concerns does not address the requirements imposed by the Order.

The only legitimate reasons for any staff member not complying with this direction would be:

1. If there is a shortage of the vaccine (which is not applicable); or
2. If being vaccinated for influenza is likely to cause the staff member substantial adverse health issues due to their medical condition.

If a staff member has a medical condition which means that the vaccination may cause substantial adverse health issues, the staff member concerned must provide OLOC with a medical certificate or other evidence from a medical practitioner attesting to this. Regardless, in the circumstances of COVID-19 and our obligation to protect residents, visitors and other staff, OLOC cannot permit any staff member who does not have the vaccine to enter OLOC's Rooty Hill premises from 1 May 2020 even if such evidence is provided. Any such staff member will be stood down while we consider their position.

Any staff member who has not complied with this direction by 1 May 2020 (i.e. he/she attends to work from 1 May 2020 onwards without being vaccinated for influenza and providing a medical evidence of this where necessary), will not be permitted to perform any work shift for OLOC or enter our premises and you will be subject to disciplinary action including being stood down from duty.

One More Free Flu Vax Clinic

OLOC has already arranged Free Flu Vaccine Clinics on 22 and 23 April 2020.

To provide you with one **final** opportunity to obtain your vaccine through OLOC, we have arranged for one more additional Clinic on **Monday 27 April 2020 – from 12.00pm to 1.45pm.**

Thank you for your close attention to this important matter.

I can be contacted on (02) 9832-5406 if required.

Yours sincerely

A handwritten signature in black ink, appearing to read 'P. Squire', written in a cursive style.

Peter Squire
Quality and Performance Manager