

29 September 2021

Kirsk Rostock  
North Coast Organiser  
HSU NSW/ACT/QLD

Dear Kirk,

At Aveo, safety is paramount for all our employees and for the residents in our care. Currently, Aveo is dealing with a situation involving an unvaccinated employee, who tested positive to COVID-19 at one of our communities, resulting in significant ramifications for the residents, their families, and other staff, many of whom are now in isolation at home or in a quarantine hotel for 14 days.

In order to provide support and care for a myriad of customer needs within our communities, our employees are required to have close contact with residents. The average age of residents in our communities is 82 years, and many of them have underlying health issues, which makes them particularly vulnerable to the health impacts of coronavirus.

In relation to our customer expectations, we have received direct feedback from residents and Resident Committees, advising that it is their expectation that all employees be fully vaccinated.

Given the increased virulence of the Delta strain and uncertainty of containment of transmissions in future outbreaks, Aveo are therefore entering into a consultation period with all employees in relation to our intention to require that they have a first vaccination by 1 November 2021. Prior to the 1st of November, we will be speaking to any employee who has a concern with regard to this requirement, including a valid medical exemption on the basis of a contraindication to a COVID vaccination.

Based upon a recent survey undertaken to get employees' views on the vaccination, we believe this initiative will be met with a broad range of support. To date, we have had 54% of employees respond, with 90% of respondents advising that they have had at least one dose of the vaccine. Further, 83% have indicated that they would be more comfortable working with colleagues who are vaccinated.

We value our relationship with your Union and so we wanted to ensure that we communicated our plans, whilst reinforcing our ongoing commitment to doing everything we can to ensure the safety of both our employees and the residents in their care.

We are happy to participate in any discussions in relation to this matter, which might further our constructive and professional working relationship.

We have also enclosed an all staff communication that we have provided to our workers in relation to this matter.

Please contact me if it is that you wish to take up this offer.

Yours sincerely,



**Rolanda Mitchell**, Head of People & Culture