



Frequently Asked Questions: COVID-19 Vaccination Policy

What has been announced?

Healius has today announced its intention to implement a COVID-19 Vaccination Policy that would apply to all our people across the Healius Group. This includes our Pathology, Imaging, Day Hospital and Corporate teams.

Why has Healius announced its intention to implement a mandatory vaccination policy?

We know that many of our people are already partially or fully vaccinated, and additionally many are mandated to be vaccinated under Public Health Orders. The introduction of a mandatory policy will provide a consistent approach across Healius and ensure all our people, no matter their role, are protected against COVID-19.

As a healthcare company we also have a duty of care to protect both the public and our people, particularly those at higher risk of more serious illness or who unable to be vaccinated themselves.

When is the policy effective?

We have today informed all the unions who are party to our enterprise agreements of our intention to implement this policy and your Business Unit CEO will be in contact to share the full policy once these discussions have been completed.

Who will the Policy apply to?

The draft Policy applies to all of our people across Healius, across all employment types, including full time, part time, casual, independent contractors and workers engaged via labour hire companies.

What are the dates to comply with the Policy?

Under the current draft policy, by 1 December all our people must have received a 1st dose of a COVID-19 vaccination. By 31 December, all our people must be fully vaccinated, or provide details of a medical exemption to be vaccinated.

Why do I have to be vaccinated?

According to Public Health Advice vaccination is a highly effective way to protect ourselves, our families and our patients against Delta and other variants of COVID-19. We have been diligent in implementing a range of infection control measures including PPE, and this is another action that we can take to help keep everyone safe. As a healthcare company we also have a duty of care to protect both the public and our people, particularly those at higher risk of more serious illness or who unable to be vaccinated themselves.

How will you record my COVID-19 vaccination status?

We intend to continue to capture vaccination information in one central, secure system called Flare HR.

How will you ensure the privacy of my vaccination record?

We take your privacy seriously. Information you provide will be treated confidentially and will be retained by Healius as part of your employee record. In some cases we may be required by law to share this information with external partners (for example health care providers for who we provide services) to confirm your vaccination status. You may also be asked to confirm your vaccination status directly with our external partners

I'm already fully vaccinated?

We know that many of our people are already fully vaccinated. In this case please make sure you provide a record of your vaccination status through Flare HR. You will be sent more information about this in the coming weeks.

I'm unable to get vaccinated for medical reasons, what documentation do I need?

We understand that some people may have a medical condition which means they are unable to be vaccinated. In this case you will be asked to provide evidence of a medical exemption.

What if I don't want to provide my vaccination status?

By knowing the vaccination status of our people across Healius we are better able to keep our people and community safe. Please also note that where a Public Health Order applies to you, you are legally obligated to provide this information to Healius.

Please speak with your manager or HR representative regarding any concerns you may have.

What about COVID-19 booster injections?

We are waiting for an update to Public Health Advice before making any decision around including COVID-19 booster injections as part of the scope of the Policy.

What if I am contacted by the media about the Policy?

Please refer any media enquiries to Charlene Jaw, Manager Corporate Affairs.

Who do I contact if I have some feedback on today's announcement?

Please speak with your manager or contact your HR representative.