



## Frequently Asked Questions: COVID-19 Vaccination Policy

### **What has been announced?**

Healium is implementing a COVID-19 Vaccination Policy that applies to all our people across the Healium Group. This includes our Pathology, Imaging, Day Hospital and Corporate teams.

### **Why is Healium implementing 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 provides a consistent approach across Healium and ensures 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?**

The Policy is effective from 16 November 2021.

### **Who does the Policy apply to?**

The Policy applies to all of our people across Healium, 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 1<sup>st</sup> 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.

### **Have the Unions been informed?**

Yes, we have consulted with all Unions who are party to our Enterprise Agreements on the policy. They are broadly supportive of the mandated policy and the final policy takes onboard their feedback.

### **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.

### **What if I have concerns about safety or the health impacts of the COVID-19 vaccine?**

We encourage you to consult with your GP about any concerns you may have. The Department of Health also has some FAQs which might help answer any questions you have > <https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/is-it-true>

### **What if I have religious concerns about being vaccinated?**

We encourage you to consult with your religious leader. A number of religious organisations have published materials supporting the vaccine.

### **How will you record my COVID-19 vaccination status?**

We will continue to capture vaccination information in one central, secure system called Flare HR. Many of you will already have received a Welcome email from Flare asking you to upload your vaccination status. If you receive a Welcome email from Flare, please follow the instructions in the email to update your vaccination status. If you run into any issues, please speak with your HR representative or check the Flare FAQs [which are here](#).

### **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 Healix 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 receive a Welcome email from Flare HR – many of you have already received this email.

The email from Flare will come from [noreply@flarehr.com](mailto:noreply@flarehr.com), with this subject: *“Action Required: We need you to enter your COVID-19 vaccination status.”*

This will be sent to the email address we have on file for you, which may be your work or personal email. Please also check your ‘Junk’ email folders.

### **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.

### **How do I know if I have a medical contraindication?**

ATAGI has published clinical guidance for all GPs in Australia setting out what valid medical contraindications exist for each vaccine. Please consult with your GP.

**I've had medical advice that I need to allow more time between my vaccinations?**

If you have had one dose of a COVID-19 vaccination by 1 December, and have received medical advice that your second dose of COVID-19 Vaccine should be given after 31 December 2021, you will be compliant with the policy if you provide evidence of a confirmed booking and vaccination evidence for the second dose as soon as possible after receiving the second dose.

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

Under the policy, all our people are required to provide evidence of their 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?**

If you have already had a booster dose, please update this to Flare – there is now an option in the drop-down menu which allows you to choose 'Booster'.

If an additional booster is recommended by the Australian Technical Advisory Group on Immunisation (ATAGI), you will be considered fully vaccinated when you have received the additional or booster dose of the vaccine in accordance with ATAGI's recommendations.

**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 or questions about the policy?**

Please speak with your manager or contact your HR representative.