

15 November 2021

Confidential

Johann Hariman
Organiser – Private Health Division
Health Services Union
Level 2, 109 Pitt Street
SYDNEY NSW 2000

c/o- johann.hariman@hsu.asn.au

Dear Johann,

Introduction of a Mandatory COVID-19 Vaccination Policy

I refer to our letters dated 28 October and 5 November 2021.

The Company would like to thank you for your input and support on its proposed mandatory COVID-19 Vaccination Policy (**Policy**) during the consultation period. We **enclose** a finalised version of the Policy and Frequently Asked Questions. These documents have been provided to you ahead of the formal introduction of the Policy tomorrow, 16 November 2021.

You will see that a number of the suggestions from the Unions have been incorporated into the documents and/or the rollout program:

1. Healius will be conducting a bespoke education program regarding the COVID-19 vaccines and how they can help ensure the health and safety of our people and the community. This will involve a pre-recorded webinar by Dr Duncan McLellan, Head of Microbiology, in which Dr McLellan will address various questions that have already been asked by our people about the vaccine and its safety. The webinar will also be augmented by educational materials prepared by the various Departments of Health.
2. Healius has amended the Policy to clarify that, where a person has a gap for their second dose of COVID-19 vaccine that would result in them receiving their second dose after 31 December 2021, they will not be in breach of the Policy.
3. Healius has amended the Policy to clarify that it will seek to accommodate bookings for a COVID-19 vaccine within a person's rostered or ordinary hours of work, subject to any business requirements.
4. Healius has amended the Policy to clarify that a person being unwell due to side effects from a COVID-19 vaccine will be entitled to access personal leave entitlements, subject to the ordinary policies and procedures concerning personal leave.

Once again, Healius would like to thank you for your partnership on this safety initiative.

We look forward to continuing to work with you in the future.

If you have any questions about the the matters covered in this letter, please contact me.

Yours sincerely,

DBowden

Debra Bowden
Human Resources Manager – Lavery Pathology
Healius Limited