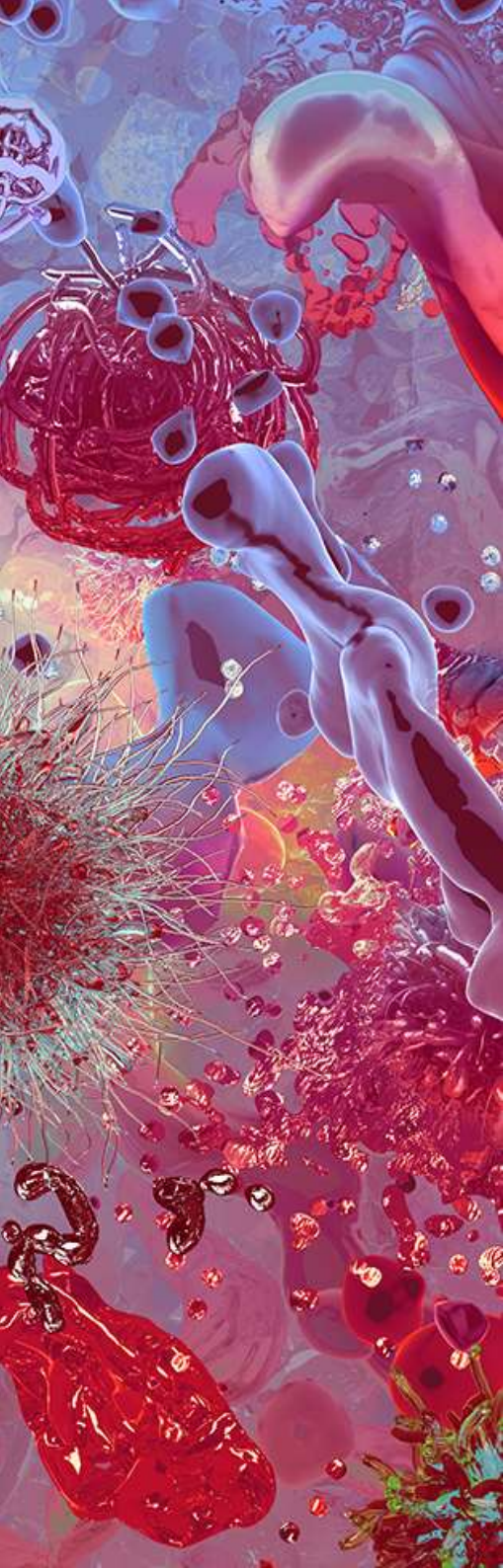




# Summary table of mandatory COVID-19 vaccination requirements (as at 10:50am (AEDT) on 21 January 2022)

January 2022



## Directions in force

## Mandatory COVID-19 vaccination requirements (as at 21 January 2022)

### New South Wales

[Public Health \(COVID-19 Care Services\) Order \(No 3\) 2021](#)

[Public Health \(COVID-19 Vaccination of Health Care Workers\) Order \(No 3\) 2021](#)

All persons employed at a residential aged care facility (RACF), or contracted to provide services to residents, must have received at least 2 doses of a COVID-19 vaccination and be able to provide evidence of this vaccine, in order to attend a RACF for work. This does not include persons independently engaged by residents for services. Students and health practitioners are also required to have received at least 2 doses of a COVID-19 vaccination to attend a RACF.

These requirements do not apply in the case of an emergency.

Visitors to a RACF are also required to be fully vaccinated, however an operator of a RACF can make an exemption for visits to a resident who is at the end of life. The number of visitors is limited to two fully vaccinated visitors over 12 years and 2 children under 12 accompanying them. A person is fully vaccinated if they have received 2 doses of a COVID-19 vaccine, with the second dose at least 14 days before the visit.

In-home and aged care workers in the community are also required to have received 2 doses of a COVID-19 vaccination before doing in-home or community aged care work.

A person will not be required to meet any of the vaccination requirements if they have a medical contraindication.

We note that the NSW public health orders relating to the mandatory vaccination of health care workers appears to capture aged care workers working in a RACF. This should not be an issue, as all workers who are compliant with the Order relating to RACFs, should also be compliant with the order relating to health care workers.

### Queensland

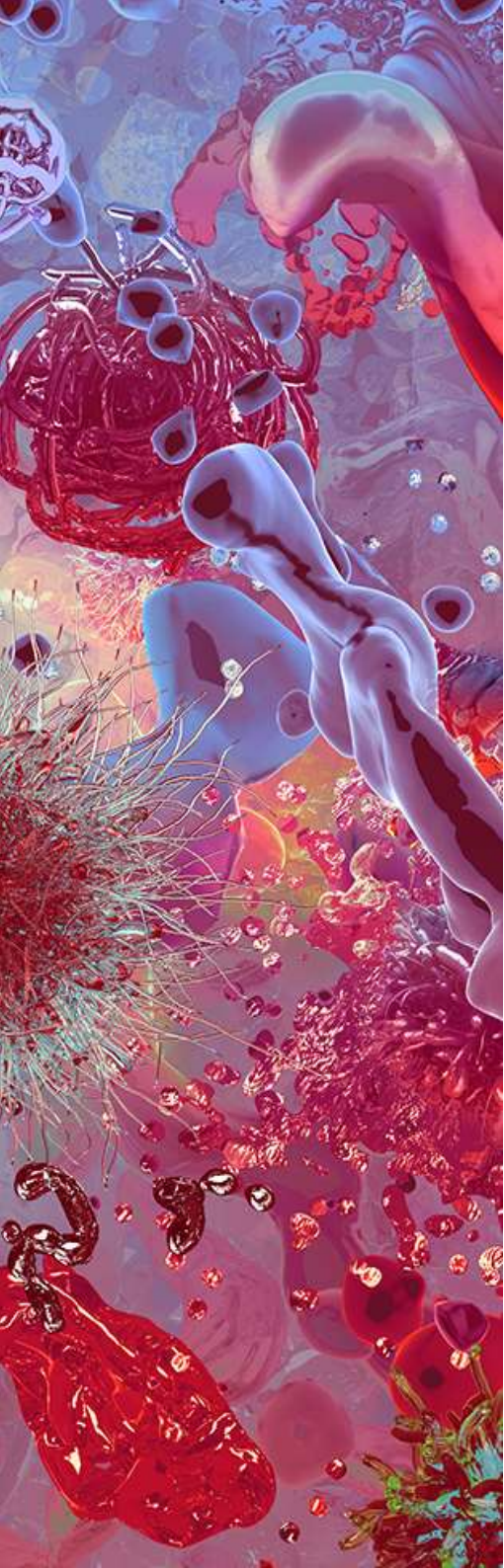
[Residential Aged Care Direction \(No. 12\)](#)

All residential aged care workers need to be fully vaccinated to enter, work in, or provide services at a RACF. A person is fully vaccinated if they have received two doses of a COVID-19 vaccine, and one week has passed. These requirements apply to any person who is a residential aged care worker including those engaged in direct care, administration or ancillary tasks.

Additionally, visitors are not permitted to attend a RACF if they are unvaccinated unless they are under 16 years of age, attending for an end of life visit, unable to be vaccinated, in the case of an emergency, or if the unvaccinated person is a parent, carer, guardian or support person involved in providing care or support to a resident, including advocacy services.

Operators in Queensland must take all reasonable steps to ensure that a RACF worker or visitor does not enter, work in, or provide services in a RACF, if the person has not met the COVID-19 vaccine requirements. An operator must facilitate access to COVID-19 vaccination for RACF workers, including offsite vaccination and keep a record of vaccination status.

A person will not be required to comply with the vaccination requirements where they have a medical exemption.



## Directions in force

## Mandatory COVID-19 vaccination requirements (as at 21 January 2022)

### Victoria

[COVID-19 Mandatory Vaccination \(Specified Facilities\) Order 2022 \(No. 2\)](#)

Since 15 November 2021, all workers in a RACF were required to receive 2 doses of a COVID - 19 vaccination. Workers are now required to receive a third dose of a COVID-19 vaccination by the following dates:

1. For a worker who was eligible to receive a third dose on or before January 12, a third dose is required by 12 February 2022; and
2. For a worker who was not eligible to receive a third dose on or before January 12, a third dose is required by 1 March 2022.

The obligations in the Directions are placed solely on the approved provider of the RACF, with no obligation being placed on the worker themselves. The approved provider is required to: collect, record and hold vaccination information of workers and take reasonable steps to prevent entry of unvaccinated or partially vaccinated workers to the RACF for the purposes of working;

The vaccination requirements do not apply to a person with a medical exception, or in certain emergency situations. In emergency circumstances, the operator is required to ensure that the worker wears appropriate PPE.

### South Australia

[Emergency Management \(Residential Aged Care Facilities No 44\) \(COVID-19\) Direction 2021](#)

***To be revoked on 29 January 2022***

[Emergency Management \(Residential Aged Care Facilities No 45\) \(COVID-19\) Direction 2021](#)

***Commences 29 January***

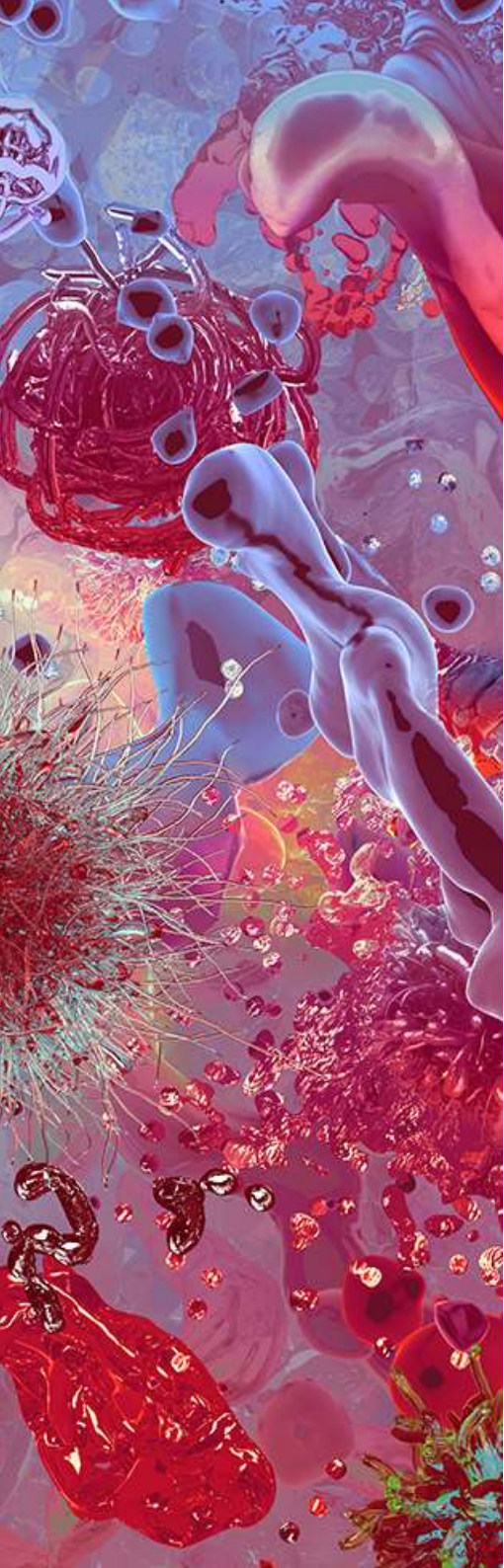
Any person who is employed at a RACF is required to have received at least their first dose of a COVID-19 vaccination and have received, or have evidence of a booking to receive, a second dose of a COVID-19 vaccine within the approved interval after their first dose. This requirement extends beyond direct care workers to administration, ancillary, lifestyle and social care, volunteers, students and medical practitioners or allied health professionals irrespective of whether the person is engaged by the RACF or another person.

From 29 January 2022, workers are required to receive, or provide evidence of a booking to receive, a third dose of a COVID-19 vaccine within four weeks of becoming eligible to receive that third dose.

The vaccination requirements also apply to visitors to RACFs, except where the visitor is under the aged of 12 years and 2 months.

There are further requirements on operators to adopt a Workforce Management Plan, including notification obligations where employees work across other RACFs where a COVID-19 case has been identified.

Vaccination requirements will not apply to a person where they have a medical exemption to vaccination.



## Directions in force

## Mandatory COVID-19 vaccination requirements (as at 21 January 2022)

### Western Australia

[Residential Aged Care Facility Worker Access Directions \(No 4\)](#)

All RACF workers must have received and provide evidence of at least two doses of a COVID-19 vaccination. This applies to all employees including direct care workers, administrative staff, ancillary staff and persons providing lifestyle or social support. This will also apply to volunteers unless services are only provided on an ad hoc basis.

There are further requirements on the owner, occupier or persons in charge of RACFs to ensure that all reasonable and lawful steps are taken to collect and maintain a record of the vaccinations status of workers.

These vaccination requirements will not apply where an employee is deemed to have an exemption from receiving a COVID-19 vaccination.

### Tasmania

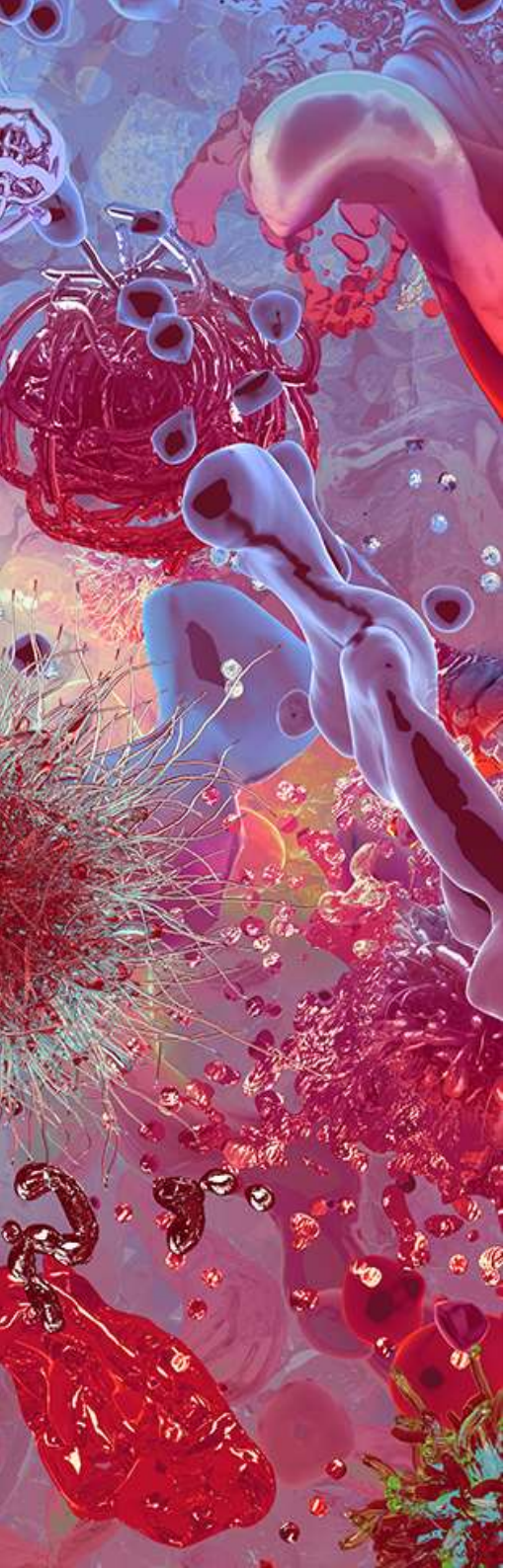
[Residential Aged Care Facilities – No 18](#)

[Vaccination requirements for certain workers – No. 10](#)

All health or aged care workers are required to be 'sufficiently vaccinated' against COVID-19 and provide the required evidence to enter or remain at a RACF. This extends to all individuals, including volunteers, who provide direct care, support and services to residents, and includes maintenance and administration staff. In order to be sufficiently vaccinated, a person must have received all doses of a COVID-19 vaccine necessary to be issued with a vaccination certificate by the Australian Immunisation Register. This is presently two doses of a COVID-19 vaccine.

An operator of a RACF must take all reasonably steps to notify all health and aged care workers of their obligation to be sufficiently vaccinated and ensure that persons who do not meet the requirements are not permitted to enter or remain on the premises of a residential aged care facility, unless they have a medical exemption.

Visitors to a RACF do not need to be vaccinated, however if they are not fully vaccinated a visitor must return a negative RAT within 24 hours of visiting a RACF, or a negative PCR test within 72 hours of visiting a RACF, and not subsequently returned a positive test.



**Directions in force**

**Mandatory COVID-19 vaccination requirements (as at 20 January 2022)**

**Northern Territory**

[COVID-19 Directions \(No. 141\) 2021: Directions for Aged Care Facilities](#)

All aged care workers in the Northern Territory must have received two doses of a COVID-19 vaccination and provide evidence of this to their employer. These requirements apply to any person that is an officer, employee or contractor at a RACF who is able to receive a COVID-19 vaccination.

There are further requirements imposed on proprietors to ensure that all reasonable steps are taken to prevent any person who does not meet the COVID-19 vaccination requirements from entering or remaining on the premises.

**Australian Capital Territory**

[Public Health \(Aged Care Workers COVID-19 Vaccination\) Emergency Direction 2021 \(No 2\)](#)

A worker at a RACF must not enter the premises unless they have received two doses of a COVID-19 vaccination.

Operators of RACFs must collect and keep a record of the vaccination status of workers, and take all reasonable steps to prevent a worker from entering or remaining on the premises of a RACF, except as permitted by the Direction.

The vaccination requirements do not apply to a person who is not reasonably able to access a COVID-19 vaccination, or who is unable to receive a COVID-19 vaccination due to a medical contraindication.



**Penelope Eden**

Partner

T +61 7 3119 6469 | M +61 419 772 199  
E [penelope.ededn@minterellison.com](mailto:penelope.ededn@minterellison.com)



**Sacha Shannon**

Senior Associate

T +61 7 3119 6639 | M +61 422 965 346  
E [sahca.shannon@minterellison.com](mailto:sahca.shannon@minterellison.com)



**Michael Thomas**

Associate

T +61 7 3119 6222  
E [michael.Thomas@minterellison.com](mailto:michael.Thomas@minterellison.com)