



## **VIC - What You Need to Know: COVID Vaccination Rules and Authorised Workers**

*Information as at 3.30PM 08 October, 2021.*

From 15 October, all authorised workers are required to have received at least one dose of a COVID vaccine to continue working on site. They must also receive their second dose before 26 November.

An authorised worker is any worker who works in an industry that is permitted to continue operating, and who works on site and cannot work from home. This is the exact same category of workers who currently require an authorised work permit to travel to and from a workplace.

Authorised industries include:

- All manufacturing
- Automotive repair and service for necessary, emergency, critical or essential work
- Retail 'click and collect' services
- Warehouse and Distribution
- Click here (<https://www.coronavirus.vic.gov.au/authorised-provider-and-authorised-worker-list>) for a comprehensive list of authorised industries

This rule applies to all workplaces, including workshops, offices, retail stores and factories.

Workers who can work from home and do not attend a workplace are not included in this mandatory vaccination edict.

### **Employee Vaccination Information Record Keeping Requirements**

From 15 October, all employers are required to collect, record and hold the vaccination information of their authorised workers.

This applies for all authorised workers who are required to work on site, or anywhere other than working from home.

If an employer collects information that an employee is partially vaccinated, they must also collect, record and hold information about whether the employee has a booking to receive their second dose by 26 November.

A Victorian Government Authorised Office may request an employer to produce any vaccination information held by the employer, which the employer must provide.

The full Victorian Government directions regarding mandatory vaccinations for workers in Victoria are available at <https://www.dhhs.vic.gov.au/covid-19-mandatory-vaccination-workers-directions-pdf>



## **Exceptions to Mandatory Vaccination Requirement**

There are some exceptions to the vaccination mandate. An authorised worker may attend work onsite or at other locations outside the authorised worker's home if they:

- have a booking to receive the first dose of a COVID-19 vaccination by 22 October 2021;
- hold a medical exemption. A medical exemption is a certification from a medical practitioner that the authorised worker can't receive a COVID-19 vaccination dose, due to a medical contraindication or due to an acute medical illness (including being diagnosed with SARS-CoV-2). A certificate for an acute medical illness expires (at the earlier of the medical practitioner's expiry date or 6 months); or
- are in self-quarantine under the Diagnosed Persons and Close Contacts Directions and have a booking to receive the first dose of a COVID-19 vaccination within 7 days of the end of the self-isolation period as defined in those directions.

There are other very limited exceptions relating to emergency and unforeseen circumstances. Please contact ILG for further information in the event of unforeseen or specific circumstances.

Do you have some specific issues you would like to discuss and seek some advice? For legal assistance on requiring employees to be vaccinated, contact the AAAA Employer Assist HR hotline on **1300 735 306**. Have your AAAA membership number ready.

More information from the Fair Work Ombudsman regarding COVID-19 related matters, including vaccinations, is available at <https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/covid-19-vaccinations-and-the-workplace/covid-19-vaccinations-workplace-rights-and-obligations#requiring-employees-to-be-vaccinated>.

Business resources from the Department of Industry, Science, Energy and Resources regarding COVID-19 vaccinations, including specific information for Victoria, are available at <https://business.gov.au/risk-management/emergency-management/coronavirus-information-and-support-for-business/covid-19-vaccinations-and-your-business>.

**Make sure to stay up to date with COVID-19 requirements on the  
AAAA COVID-19 resources page [HERE](#).**