

IMPORTANT: SA Retirement Communities Employees required to have Seasonal Influenza Vaccination

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To: All Employees, Calvary St Catherine's Retirement Community
From: Sharon Kendall, Regional CEO - South Australia
Ryan Midgley, General Manager Retirement Communities - SA

As you may already be aware, the South Australian Government's *Emergency Management (Residential Aged Care Facilities No 33) (COVID-19) Direction 2021* requires that any person (including all employees) entering a residential aged care facility must be vaccinated against seasonal Influenza (Flu) by no later than 1 June 2021.

How and when will I receive my seasonal Influenza vaccination?

Aged care employees, GPs, agency staff, contractors and visitors will be familiar with the requirement for vaccination against seasonal Influenza, first legislated by the Federal Government in 2020.

As in previous years, the seasonal Influenza vaccine will be free of charge and administered to Calvary employees and volunteers on site by credentialed administrators at:

- **Calvary St Catherine's Retirement Community** on **23 April 2021** from 9am.

What if I have received my COVID-19 vaccination?

While COVID-19 vaccination remains voluntary, the SA Government requires any person entering a South Australian residential aged care facility to have had their 2021 seasonal Influenza vaccine by 1 June 2021.

If you have had your COVID-19 vaccination or plan to have your COVID-19 vaccination, there are some things to consider for your safety and wellbeing:

- The **preferred minimum interval** between a dose of seasonal influenza vaccine and a dose of the Pfizer or AstraZeneca COVID-19 vaccine is 14 days.
- There is no particular requirement regarding **the order of receiving a dose** of seasonal Influenza vaccine and either the first or second dose of the Pfizer or AstraZeneca COVID-19 vaccines.

What happens if I am not vaccinated by 1 June 2021?

If you are not vaccinated for seasonal Influenza by 1 June 2021, you will be suspended from employment, pending an assessment by your Manager and Human Resources regarding the reasons for your non-compliance with the SA Government's Emergency Directive.

It is in the best interest of you, your colleagues, and most importantly, our residents, for you to be vaccinated.

Pending an assessment, it may be determined that you can no longer be engaged in employment within Calvary, or any other South Australian aged care provider, under the SA Government's Emergency Directive.

What if I have a medical condition that prevents me from being vaccinated?

If you have a medical condition that prevents you from being vaccinated, you should notify your Manager as soon as possible. As above, you will be suspended from employment whilst an assessment is carried out into your employment options.

You will be required to demonstrate reasonable medical evidence regarding your refusal to be vaccinated on medical grounds.

What if I have a conscientious objection to vaccination?

Calvary respects your right to conscientiously object to the vaccination process. Calvary will coordinate an assessment process which will give you the opportunity to respond based on your grounds of objection.

Given the requirements outlined in the current Government Emergency Directive, Calvary may be required to review the ongoing employment relationship in these circumstances.

Who can I contact if I need support?

If for whatever reason you are finding this requirement distressing, please discuss your concerns with your Manager in the first instance. If you require additional support, please make contact with your Employee Assistance Program (EAP) provider at:

<http://connect.calvarycare.org.au/EmployeeEssentials/Conditions/pages/Employee-assistance-program.aspx>

For up-to-date information for all staff, check in to Calvary's COVID-19 Information and Resources site for staff regularly at: www.calvarystaffupdates.org.au

Thank you for all that you have done and continue to do to keep our residents, their loved ones and your colleagues safe.