

IMPORTANT: Mandated Seasonal Influenza Vaccination – NSW RACF Staff

Date: 10 May 2021
To: All NSW RACF employees
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What's new?

The NSW Health Chief Health Officer has issued advice to residential aged care facilities that now requires:

- **As from 1 June 2021 to 30 September 2021, all visitors, staff and contractors entering a residential aged care facility must have had the 2021 influenza vaccination.**
- **Proof of vaccination must be provided.**

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. Please speak with your manager if you are unaware of vaccination dates.

What if I have received my COVID-19 vaccination?

While COVID-19 vaccination remains voluntary, NSW Health requires any person entering a NSW 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 NSW Government's Chief Health Officer's advice to residential aged care facilities.

Aside from the NSW Government requirements, it is in the best interest of you, your colleagues, and most importantly, our residents, for you to be vaccinated. Calvary view the requirement to be vaccinated as one that is a reasonable measure to ensure the health and safety of our employees, those we care for and those who attend our sites.

Pending an assessment, it may be determined that you can no longer be engaged in employment within Calvary under the NSW Health requirements.

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. If this notification is after the 1 June 2020, you will be suspended from employment whilst an assessment is carried out into your employment options consistent with guidelines above.

In understanding the nature of your medical condition, you will be required to provide reasonable medical evidence in support of this request.

What if I have a conscientious objection to vaccination?

Calvary respects your right to conscientiously object to the influenza 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 NSW Government Chief Health Officer's advice to residential aged care facilities, 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.