

memo

memo no: 833
to: All Lifebridge Staff, Volunteers and Directors
from: Bronwyn Mitchell, CEO
date: 18 October 2021
subject: COVID 19 Vaccination – Condition of Employment

To all Lifebridge Representatives,

On Friday 15 October 2021 the Public Health Order (COVID-19 Aged Care Facilities) (2) was amended making COVID-19 Vaccinations for workers providing in-home and community aged care and persons providing disability support services a condition of employment.

The Public Health Order directs that a worker or provider delivering services in person must not provide the services unless they:

- Have received one dose of a COVID-19 vaccine by 9.00am on 25 October 2021
- Have received two doses of a COVID-19 vaccine by 9.00am on 29 November 2021
- Have a signed Department of Health medical contraindication certificate from a medical practitioner

Employers such as Lifebridge will be required to take reasonable steps to ensure that employees comply with the Public Health Order. Employees will also be required to provide evidence of vaccinations when requested to do so by the employer.

I understand that the Public Health Order may require serious consideration by some as to their future within the aged care and disability service sectors.

I would ask those who oppose the public health order to consider the customers we are supporting. They are the most vulnerable within our community and we must do everything available to us to maintain their safety and our own.

However, regardless of opinion, Lifebridge is always compelled to work within the rules of the law and to comply with contractual obligations. Therefore, we will be drafting and releasing a new COVID-19 Vaccination Policy that reflects the conditions of employment outlined in the amended Public Health Order.

https://gazette.legislation.nsw.gov.au/so/download.w3p?id=Gazette_2021_2021-530.pdf

Other work requirements have been amended slightly.

1. Lifebridge staff and volunteers must continue to wear masks at all times when working with customers indoors including the Cottage, when providing in home services and while transporting customers in Lifebridge vans or personal vehicles.
2. Office based staff may remove their masks when seated at their desk if they are maintaining 1.5m social distancing from others. A mask must be worn when walking around the office.
3. Masks outdoors only need to be worn if 1.5 metre social distancing per person cannot be maintained.
4. All employees and volunteers are to continue using the QR code, follow good hygiene practices, and maintain social distancing where possible.
5. Prior to accessing any public venues, support workers must have evidence of vaccination for themselves and their customers.
6. Capacity protocols for indoor group activities is based on the one person per 4 square meter rule.
7. Any office-based worker that has not had a first dose vaccination cannot access the Kingscliff office and must work from home.
8. Everyone, vaccinated and unvaccinated, is urged to get tested if you have any symptoms of COVID-19 and immediately self-isolate until a negative result is received.
9. Whether you are vaccinated or unvaccinated, if you test positive for COVID-19 you must self-isolate for 14 days and report your status to Lifebridge.
10. Risk assessments will be undertaken for all group activities and for individual service delivery. Based on risk assessments some services and shifts will be adjusted as per NSW Health Department advice.

As we modify service activity in line with risk assessments it is critically important that all support staff regularly check their roster in VisiCase. These risk assessments will continue as further government restrictions are lifted to ensure the ongoing health and safety of all Lifebridge representatives.

Please report your COVID vaccination status by emailing your certificate to human.resources@lifebridge.org.au

Thank you for your patience and co-operation throughout this time. It is appreciated.

Kind regards



Bronwyn Mitchell, CEO