



Worker Vaccinations Statement

STATEMENT

The Paraplegic & Quadriplegic Association of South Australia Ltd (PQSA) is committed to the health and wellbeing of our workers, clients and other stakeholders. We recognise the importance of health promotion and illness prevention as an integral part of a healthy workplace and we will adopt an approach to worker vaccinations based on individual choice, workplace, health and safety risk assessment and relevant legislation and funding body requirements.

<p>Approved by:</p>  <p>Chief Executive Officer</p>	<p>Date: November 2022</p>
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In this statement, 'us' 'we' or 'our' refers to The Paraplegic & Quadriplegic Association of South Australia Ltd ACN 644 670 977, which is a Company Limited by Guarantee and conducts its business through Lifestyle Support and HomeCare+ services.

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STATEMENT

Australia's vaccination programs are designed to optimise health across the population and PQSA's approach to our workers receiving vaccinations will be guided by expert medical and health advice.

We acknowledge the decision to receive a vaccination or not is a very personal and individual matter, but we strongly encourage all of our workers to heed expert medical advice, particularly in relation to annual vaccinations against influenza (the 'flu') and pandemic viruses such as COVID-19. If necessary, workers should seek additional advice from their own personal General Practitioner when it comes to the decision to receive a vaccination or not.

Whilst it is not our general policy to mandate vaccinations, we enact this with our workers where government legislation or funding body requirements demands this as part of our core service delivery and/or contracted service requirements. Any exemptions to this will be based on the relevant legislation or funding body rules.

We may also mandate specific vaccinations with workers where a thorough risk assessment (taking into account expert medical advice) determines this is a reasonable course of action as part of our workplace, health and safety obligations; in that instance, we will consult with our workers and communicate the outcomes of this risk assessment to ensure our decision-making is clearly understood.

We will run periodic health promotion and information campaigns as part of our worker, health and wellbeing framework and broader workplace health and safety policies and procedures.

We may choose to support our workers to access vaccinations through structured programs in partnership with healthcare providers and will also endeavour to ensure our workers are not financially disadvantaged when receiving vaccinations.

Consistent with our policies, we will not tolerate any vilification or harassment of workers in relation to their personal choices or circumstances in relation to vaccinations.

RELATED LEGISLATION

- Work, Health and Safety Act 2012
- Work, Health and Safety Regulations 2012

SUPPORTING PQSA DOCUMENTATION

- Worker Health and Wellbeing Statement
- Work, Health and Safety Management System
- Worker Vaccinations – COVID-19 Policy
- Workplace, Bullying, Discrimination and Harassment Policy