



COVID-19 Mandatory Vaccination – Employee Restrictions on Access to Health Care Facilities – Guidelines

1. Purpose

The *COVID-19 Mandatory Vaccination – Employee Restrictions on Access to Health Care Facilities – Guidelines* (Guidelines) set out the requirements and provide a consistent approach across the WA health system for managing access restrictions for all Employees, in accordance with the *COVID-19 Mandatory Vaccination and Vaccination Program Policy* (Policy).

The Policy was issued to facilitate the WA health system's compliance with the *Health Worker (Restrictions on Access) Directions (No 2)* (Health Worker Directions) and/or the *Residential Aged Care Facility Worker Access Directions (No 2)* (Aged Care Worker Directions), or their replacements.

The Health Worker Directions were made pursuant to the *Public Health Act 2016 (WA)* and signed by the Chief Health Officer on 1 September 2021, then reissued with minor amendments on 16 September 2021.

The Policy makes it mandatory for all Employees in the WA health system to be Vaccinated against COVID-19 unless they have an exemption.

The purpose of the Policy is to protect Employees, and the people in their care across Health care facilities from acquiring and transmitting COVID-19, a human coronavirus of pandemic potential and an urgently notifiable infectious disease. The Policy mandates the requirements for WA health system Employers, their Employees and those engaged under a contract for service regarding COVID-19 vaccinations, in line with the Health Worker and Aged Care Worker Directions.

2. Applicability

2.1 Employees working in Health care facilities

The Policy and these Guidelines apply to all Employees employed in a Health care facility on a permanent, fixed-term or casual basis.

All Employees of the Department of Health and Health service providers, must be Vaccinated against COVID-19 to enter a Health care facility in connection with their employment, pursuant to the Staged approach outlined at section 3.1 of these Guidelines. The access restrictions do not apply if an Employee attends a health care facility solely as a patient or visitor.

2.2 Employees working in Residential aged care facilities

Employees who are working in Residential aged care facilities should refer to the vaccination requirements outlined in the Aged Care Worker Directions, or its replacement, and the *COVID-19 Mandatory Vaccination – Employee Restrictions on Access to Residential Aged Care Facilities – Guidelines*.

Some Employees may be engaged across both Health care facilities and Residential aged care facilities, which have different commencement dates for vaccination requirements. Employees in this situation must discuss working arrangements and vaccination requirements with their line manager. In this situation, both sets of guidelines will apply to an Employee.

2.3 Contract for service and third parties

These Guidelines do not apply to individuals engaged or employed by third parties or under a contract for service arrangement, including a labour hire firm who provides staff to supplement the permanent workforce.

Employers must ensure application of the Policy to third parties and contract for service arrangements, consistent with the Health Worker Directions. This will require liaison between the Employer's procurement officers and third party and contract for service providers, and may require amendments to commercial arrangements and contracts.

3. Mandatory vaccination for Employees accessing a Health care facility

3.1 Staged approach to vaccination requirements

The introduction of the requirement for vaccination against COVID-19 in order to access Health care facilities is staged depending on the type of facility and category of Employee. The first vaccination requirement for Tier one Health care facilities comes into effect at 12:01am on 1 October 2021, with further stages commencing at 12:01am on 1 November 2021, 1 December 2021 and 1 January 2022.

By 1 January 2022, all Employees must be Fully vaccinated against COVID-19 in order to access Health care facilities, including public and private hospitals and public health service facilities, unless an exemption applies.

The Staged approach ensures Employees are given a reasonable time within which to comply with the requirement to be Vaccinated in order to enter Health care facilities.

Employees required as part of their employment to enter a Health care facility are required to be Vaccinated against COVID-19 in accordance with the Staged approach set out in **Table 1** below.

Table 1 – Staged approach

Health care facility	Health care workers	Health support workers
Tier 1	1 October 2021 – First dose 1 November 2021 – Fully vaccinated	1 October 2021 – First dose 1 November 2021 – Fully vaccinated
Tier 2	1 November 2021 – First dose 1 December 2021 – Fully vaccinated	1 December 2021 – First dose 1 January 2022 – Fully vaccinated
Tier 3	1 December 2021 – First dose 1 January 2022 – Fully vaccinated	1 December 2021 – First dose 1 January 2022 – Fully vaccinated

Tier one Health care facilities include the following public and private facilities:

- intensive care units within a hospital; or
- high dependency units within a hospital; or
- respiratory wards within a hospital; or
- emergency departments within a hospital; or
- COVID (testing) clinics; or
- COVID-19 vaccination community clinics and regional COVID-19 vaccination clinics; or
- wards with designated respiratory beds within certain regional hospitals.

Tier two Health care facilities include all hospitals, including any ancillary facilities located within the hospital building. This includes day hospitals and nursing posts.

Tier three Health care facilities extend to:

- all other public health service facilities, including vehicles from which public health services are provided; or
- any premises that are occupied by the Department of Health or a Health service provider.

3.2 Employers to issue directive to Employees

Pursuant to the Policy and Health Worker Directions, the Department of Health and all Health Service Providers must ensure compliance with the access restrictions provided for in the Health Worker Directions, and the requirement to be Vaccinated against COVID-19 provided for in the Policy.

It is recommended Employers issue a global directive to all Employees that it is a mandatory requirement to be Vaccinated against COVID-19 in accordance with the Policy, unless an exemption applies. This will constitute a Lawful Order. A global directive has the benefit of ensuring *all* Employees are aware of their obligation to be Vaccinated against COVID-19.

Alternatively, a Lawful Order may be issued on an individual basis, once it is established the Employee has not been Vaccinated, or no evidence of Vaccination has been presented to the Employer (refer to sections 3.3 and 10 of these Guidelines).

The Lawful Order requires an Employee, in order to perform their duties, to be Vaccinated against COVID-19.

An Employee who disobeys or disregards a Lawful Order may commit a Breach of discipline. Refer to section 4 of these Guidelines for information regarding non-compliance and disciplinary proceedings.

A link to a *Template – Global Directive (Lawful Order)* is available in the Resources at section 13 of these Guidelines. The same wording can be adopted when issuing a Lawful Order to an individual Employee.

3.3 Employers to determine level of compliance with the Policy

In accordance with the requirements of the Policy, Employers must determine which Employees have, or have not, been Vaccinated. Refer to section 10 of these Guidelines for information on evidence of vaccination.

Employers should facilitate a proactive approach which ensures Employees are aware of their requirement as an Employee to be Vaccinated against COVID-19, in accordance with the Health Worker Directions and where necessary, prioritise vaccinations for Employees.

Courses of action aligned to the proactive approach may include, but are not limited to:

- meetings with Employees;
- information sessions;
- consultation forums, including union representation;
- global communications to Employees;
- arranging access to vaccinations during work hours;
- facilitating attendance at State run vaccination clinics; and
- ensuring access to interpreters or translated documents for culturally and linguistically diverse Employees.

Where an Employer is unable to ascertain whether an Employee is Vaccinated, the Employer should write to relevant Employees requesting evidence of vaccination or evidence they are an exempt person. Employers should provide Employees with a specific date by which to provide evidence of Vaccination or evidence of their exemption. It is recommended that the date is one week prior to the commencement date of the relevant stage in accordance with the Staged approach.

The evidence provided will be for the purposes of determining:

- an Employee's ability to enter or remain at a Health care facility in accordance with the Health Worker Directions; and
- an Employee's compliance with the requirement to be Vaccinated in accordance with the Policy.

Refer to the Resources at section 13 of these Guidelines for a *Template – Request to provide evidence of vaccination*.

Some Employers may take steps to obtain evidence of vaccination or evidence of exemption prior to issuing the global directive to Employees. This is particularly the case in relation to Tier one Employees, given the constricted timeframe between the issuing of the Health Worker Directions, the Policy, and the Tier one vaccination requirement commencing as of 1 October 2021, in accordance with the Staged approach.

3.4 Employer may issue further correspondence advising of requirement to be vaccinated

If after implementing the strategies outlined at sections 3.2 and 3.3, Employees have not provided evidence of vaccination or an exemption one week prior to the requirement to be Vaccinated by the relevant date as outlined in the Staged approach, Employers may consider writing to Employees, attaching the global directive (Lawful Order) and reiterating the requirement to be vaccinated by the relevant commencement date.

The timing of issuing this correspondence will depend upon the extent of non-compliance and the relevant commencement date in accordance with the Staged approach, and should be assessed on case by case basis.

A Template – Final notice to Employees of requirement to be vaccinated is available in the Resources at section 13 of these Guidelines.

4. Non-compliance with the requirement to be Vaccinated

4.1 Preliminary Access Restriction Period

An Unvaccinated Employee without an exemption must not access their workplace as set out in the Staged approach to vaccination. This may mean an Employee can no longer perform their role, potentially putting their employment at risk.

An Employee unable to attend work due to being Unvaccinated is not entitled to be paid for the period of time they remain Unvaccinated, consistent with the No work - No pay Principle.

Unvaccinated Employees will initially be allowed to remain away from the workplace for a period of two weeks without disciplinary action being commenced – the Preliminary Access Restriction Period (PARP). The PARP provides time for the Employee to make a decision regarding their intention to be Vaccinated and/or to receive a COVID-19 vaccine, prior to commencement of formal disciplinary proceedings. The PARP will be unpaid.

An Employee may apply for an appropriate form of leave (e.g. annual leave or long service leave) during the PARP in accordance with their Industrial Instrument.

Employees may also apply for a Temporary exemption as outlined at section 11. If the exemption is approved, the Employee can continue to access the Health care facility subject to the terms and conditions of the Temporary exemption.

If an Employee is Vaccinated after the PARP commences, and provides evidence of vaccination, they will be entitled to return to the workplace immediately subject to meeting the requirements of the Health Worker Directions.

If an Employee who remains Unvaccinated attends a Health care facility to report for work on or after the relevant date prescribed in the Staged approach, and they are not an Exempt person, the Employer may provide a notice to the Employee that the PARP has commenced.

A *Template – Notification to Employee of commencement of PARP* is available in the Resources at section 13 of these Guidelines. Alternatively, the messaging contained in the template could be verbally delivered by a line manager to an Employee who wrongfully comes on site.

The process map at section 5 provides further guidance on the operation of the PARP.

4.2 Discipline

Following the expiration of the two week PARP, the Employer may initiate disciplinary proceedings in accordance with the Discipline Policy and Procedures.

Any decision to initiate disciplinary action, and subsequent disciplinary outcomes, will be considered on a case by case basis and compliant with the Discipline Policy and Procedures. Given the access restrictions provided for by the Health Worker Directions, termination of employment is a potential outcome for instances of non-compliance.

The No work - No pay Principle will continue to apply during the course of any disciplinary process therefore a decision to suspend with or without pay whilst the disciplinary process proceeds is not required.

Unvaccinated Employees will remain unable to access the Health care facility, unless they attend a Health care facility solely as a patient or visitor.

If an Employee accesses leave during the PARP in accordance with the parameters outlined at section 4.1, the leave should generally be restricted to a period of two weeks, subject to the provisions of the relevant Industrial Instrument.

Nothing in sections 4.1 and 4.2 prevents an Employer from utilising their discretion to extend the PARP and defer initiation of disciplinary proceedings.

The process map at section 5 sets out the processes and timeframes for managing Unvaccinated Employees who refuse or are yet to comply with the mandatory vaccination requirement.

5. Management of Unvaccinated Employees

Each step of the approach to management of Unvaccinated Employees is outlined in **Table 2** below.

Table 2 – Process Map

Step	Action	Section
Step 1	<p>Employer to ensure Employees are aware of the requirement to be Vaccinated against COVID-19 through:</p> <ul style="list-style-type: none"> • issuing a global directive (Lawful Order)* to all Employees; and • taking a proactive approach to educating and communicating with Employees. <p>* The Employer may defer the global directive to a later step, or issue Lawful Orders on an individual basis at a later step.</p>	3.2 & 3.3
Step 2	Employer should issue an Employee with Request to provide evidence of vaccination, where applicable.	3.3
Step 3	Employer may issue further correspondence advising of requirement to be vaccinated, attaching and/or referring to the global directive (Lawful Order), through a Final notice to Employees of requirement to be vaccinated.	3.4
Step 4	<p>PARP applies on and from the commencement date of the relevant stage (refer to Table 1 – Staged approach). Unvaccinated Employees are restricted from entering the Health care facility in accordance with the Health Worker Directions, unless exempt.</p> <p>Apply No work - No pay Principle for the two week PARP, may be substituted with approved leave.</p> <p>Issue Notification to Employee of commencement of PARP where required.</p>	4.1
Step 5	On expiry of the two week PARP, Employer may initiate disciplinary proceedings on a case by case basis, consistent with the Discipline Policy and Procedures.	4.2
Step 6	Completion of the disciplinary process, with potential outcomes including penalties up to and including termination of employment.	4.2

Table 3 – Additional temporary considerations

Additional temporary considerations		
Any step	The additional temporary considerations outlined at section 6 below can be considered on a case by case basis.	6

6. Additional temporary considerations

The maintenance of safe staffing levels and other workforce needs may require the Employer to consider temporary arrangements for Unvaccinated employees, in lieu of triggering the PARP and/or disciplinary proceedings. Given the duration of the Public Health State of Emergency as declared under the *Public Health Act 2016* (WA) is currently unknown, the following alternatives may be considered for implementation on a temporary basis only.

Employers should take the following into account when making decisions around the management of Employees who remain Unvaccinated at the relevant commencement date of the Staged approach. These considerations include, but are not limited to:

- skill and experience mix of the workforce;
- operational requirements;
- safe staffing levels and patient safety;
- workload;
- workforce shortages and ability to attract Employees;
- leave liability; and
- fairness and equity for Employees.

Decisions regarding the below are to occur on a case by case basis.

6.1 Temporary deployment or reallocation of duties

The Employer may consider Temporary deployment of Unvaccinated Employees where practicable, operationally convenient and where such measures comply with the Staged approach outlined in the Aged Care Worker Directions. Temporary deployment could be facilitated through alteration of an Employee's rostered work location within the Health care facility, subject to maintaining compliance with the Health Worker Directions.

The Employer may also consider the reallocation of duties, requiring an Employee to perform other duties consistent with their contract of employment that maintain compliance with the Health Worker Directions.

On 1 January 2022, when all three tiers of Health care facilities are subject to access restrictions, Temporary deployment and reallocation of duties will no longer be an option.

6.2 Working remotely

Employers may use their discretion to facilitate remote working arrangements on an interim basis and where operationally viable. This option will only be available for Employees who have access to the required technology and/or appropriate equipment and can perform their duties remotely. Decisions should be consistent with applicable Employer policies.

6.3 Access to accrued leave

An Employee may request to access accrued leave entitlements including annual leave, long service leave, accrued days off or time off in lieu, consistent with requirements in the relevant Industrial Instrument.

Approved leave may be taken during the PARP generally for a maximum of two weeks, during which the No work - No pay Principle would otherwise apply as outlined at section 4.1.

Where pregnant Employees raise concerns in relation to complying with the Health Worker Directions, an Employer should discuss options with the Employee such as bringing forward their period of maternity or parental leave.

6.4 Adjustment of timeframes

In addition to the information above, Employers must consider adjusting timeframes in relation to Lawful Orders, the PARP and commencement of disciplinary proceedings, where Employees are absent on leave, including any closedown during the Christmas/New Year period.

7. Employees on secondment or leave

7.1 Employees on secondment

Employers will advise Employees who are temporarily seconded outside the WA health system of the requirement to be Vaccinated under the Policy and Health Worker Directions. Sufficient information should be provided so that Employees fully understand the requirements and what they must do to comply in order to return to work for their Employer once the secondment arrangement ends. This communication should occur sufficiently in advance of the Employee's scheduled return to their role within the WA health system to enable Employees to be Vaccinated as required under the Staged approach outlined at section 3.1 of these Guidelines, by the time they return.

7.2 Employees on leave

Employers will advise Employees who are on a period of leave or who have an existing leave booking that will extend beyond the commencement of the relevant stage outlined in the Health Worker Directions of the requirement to be Vaccinated under the Policy and Health Worker Directions. Sufficient information should be provided so that Employees fully understand the requirements and what they must do to comply in order to return to work. This communication should occur sufficiently in advance of the Employee's scheduled return from leave to enable Employees to be Vaccinated as required under the Staged approach outlined at section 3.1 of these Guidelines, by the time they return. Any Employee requests to extend existing leave or for

further periods of leave should be considered in accordance with section 6.3 of these Guidelines.

8. New Employees

Employees who commence employment in a Health care facility after the relevant date provided for in the Staged approach, must provide evidence of being Vaccinated against COVID-19 (or evidence of being an Exempt person) before they commence employment.

Health Support Services are updating recruitment processes to include COVID-19 vaccination in the pre-employment screening process.

9. Access to vaccinations

Employers will prioritise access to COVID-19 vaccinations for Employees, where practicable, in order to facilitate compliance with the Health Worker Directions and Policy. Employees having difficulty booking a vaccination within the deadlines prescribed by the Staged approach at **Table 1** should advise their line manager immediately.

Employees seeking to receive a COVID-19 vaccination during work hours must request line manager approval in advance and will be allowed reasonable paid time off during work time to receive a vaccination.

While Employers are not obliged to release casual Employees during work time to be Vaccinated, Employers should consider requests on a case by case basis, with the aim of maximising vaccination uptake within the workforce.

Employees who experience an adverse reaction to a COVID-19 vaccination and are unable to attend work can access COVID-19 leave under [Government Sector Labour Relations Circular 6/2020](#) if they do not have any personal or sick leave entitlements. This includes casual employees.

10. Evidence of vaccination

As outlined at section 3.2, Employers will implement procedures at the local level to determine the scope of vaccine coverage for their workforce. Employers are to determine the date by which evidence of vaccination is required and refer also to information regarding Lawful Orders at section 3.2. Where evidence of vaccination is requested, Employees are required to provide such evidence as soon as practicable.

An Employee who provides evidence of vaccination, or evidence they are an Exempt person, subsequent to the relevant date in the Staged approach will be permitted to enter the Health care facility.

Information regarding evidence of vaccination is available on the [WA Government website](#). Further information is also included in the [Frequently Asked Questions](#) for the Health Worker Directions.

11. Exemptions

11.1 Exempt persons

The Health Worker Directions provide for exemptions to the access restrictions, for example a Medical Exemption or a Temporary exemption. An Exempt person will not be required to comply with the mandatory vaccination requirement as outlined in the Policy, for the period of the exemption.

Exemptions may be permanent or temporary. If an Employee is an Exempt person, they are required to comply with the terms and conditions of any exemption.

Temporary exemptions may only be issued by the Chief Health Officer, or a person authorised by the Chief Health Officer to issue an exemption.

Exemptions will only be issued by the Chief Health Officer in exceptional circumstances. The Chief Health Officer has issued guidance on the circumstances when exemptions may be granted.

Information regarding applying for an exemption is available from the [WA Government website](#) and [Australian Government website](#). Further information is also included in the [Frequently Asked Questions](#) for the Health Worker Directions.

11.2 Managing Employees with an exemption

The Health Worker Directions provide that an Exempt person can access their workplace as normal. Therefore, the steps below may only need to be considered where the level of risk to the Employee, patients and visitors renders such response appropriate in the circumstances. As the risk of transmission and severe disease remains present for Employees with an exemption to varying degrees, these Employees should discuss their circumstances with their Employer.

The course of action taken by an Employer should be proportionate to the level of risk posed to the Employee, patients and visitors, taking into consideration the reason for the Employee's exemption, whether the exemption is permanent or temporary, the level of risk posed by their workplace and the extent of community spread of COVID-19 at the time.

For example, where practicable, the Employer may take the following steps for Employees with an exemption:

- requiring an Employee to wear additional personal protective equipment to further protect them from infection or transmission to others;
- temporary deployment to work in areas with a lower risk;
- requiring an Employee to perform other duties consistent with their contract of employment;
- allowing an Employee to work remotely on a temporary basis.

Further directions relating to COVID-19 and other requirements under the *Public Health Act 2016* (WA) may be subsequently issued by authorised public health authorised officer or emergency officer.

12. Further information

- [Australia's COVID-19 vaccine and treatment strategy](#)
- [Australia's COVID-19 vaccine national roll-out strategy](#)
- [COVID-19 Mandatory Vaccination and Vaccination Program Policy](#)
- [COVID-19 Mandatory Vaccination – Employee Restrictions on Access to Residential Aged Care Facilities – Guidelines](#)
- [Direction for healthcare and health support workers – Frequently Asked Questions](#)
- [Discipline Policy](#)
- [Health Services Act 2016 \(WA\)](#)
- [Health Worker \(Restrictions on Access\) Directions \(No 2\)](#)
- [Residential Aged Care Facility Worker Access Directions \(No 2\)](#)
- [Public Health Act 2016 \(WA\)](#)
- [Public Sector Management Act 1994 \(WA\)](#)

13. Resources

Resources and templates are available on the [Industrial Relations Supplementary Information website](#):

- Template – Global Directive (Lawful Order)
- Template – Request to provide evidence of vaccination
- Template – Final notice to Employees of requirement to be vaccinated
- Template – Notification to Employee of commencement of Preliminary Access Restriction Period

14. Definitions

The following definitions are relevant to these Guidelines.

Definitions contained in any replacement Health Care Directions or Aged Care Worker Directions will prevail over the definitions below to the extent of any inconsistency.

Term	Definition
Breach of discipline	Breach of discipline means an act or omission committed by an Employee as defined at section 161 of the <i>Health Services Act 2016 (WA)</i> and section 80 of the <i>Public Sector Management Act 1994 (WA)</i> .
Discipline Policy and Procedures	Discipline Policy and Procedures means: <ul style="list-style-type: none">• Discipline Policy - MP 0127/20;• Employer policies and procedures;• Commissioner's Instructions;• <i>Public Sector Management Act 1994 (WA)</i> Part 5; and• <i>Health Services Act 2016 (WA)</i> Part 11;

	as applicable in the circumstances.
Employee	<p>Employee means an employee employed pursuant to Part 3 of the <i>Public Sector Management Act 1994</i> (WA) or as defined in section 6 of the <i>Health Services Act 2016</i> (WA).</p> <p>For the avoidance of doubt, for the purposes of this Policy Employees include all Health care workers and Health support workers as defined in the Health Worker Directions.</p>
Employer	Employer means the employing authority of the Department of Health or a Health service provider.
Exempt person	<p>Exempt person means a person:</p> <ul style="list-style-type: none"> • With a medical exemption. Immunisation medical exemption criteria is available from the Australian Government website. • With a temporary exemption. For example a person may be granted a temporary exemption if they have been vaccinated overseas with a vaccine that has not been approved by the Therapeutic Goods Administration or if they are in an area where vaccine availability is limited and they have made every effort to obtain a vaccine. • Performing a specific duty as outlined in the Health Worker Directions. • Of the kind listed in the Health Worker Directions as exempt. • Otherwise declared to be exempt, which will only occur in exceptional circumstances. <p>Decisions on temporary exemptions will be considered by the Chief Health Officer on a case by case basis and may be subject to terms and conditions.</p>
Fully vaccinated	Fully vaccinated means a person has been administered with two doses of a COVID-19 vaccine registered by the Therapeutic Goods Administration.
Health care facility	Health care facility has the same meaning as prescribed in the Health Worker Directions for the purposes of these Guidelines.
Health care worker	<p>Health care workers include:</p> <ul style="list-style-type: none"> • all those who provide health, medical, nursing, pathology, pharmaceutical, social work or allied health services to a patient at the health care facility in any capacity; • assistants in nursing, orderlies and hospital service assistants • students on placement; and/or • ambulance officers.

	<p>The Health Worker Directions at Column 1 of Schedule 1 sets out who is a health care worker, with Column 2 of Schedule 1 setting out the exemptions from the definition of health care worker.</p>
Health service provider	<p>Health service provider means a health service provider established by an order made under section 32(1)(b) of the <i>Health Services Act 2016</i> (WA).</p>
Health support worker	<p>Health support workers include those who provide goods or services at a Health care facility, both in a paid and in a voluntary or unpaid capacity. This includes:</p> <ul style="list-style-type: none"> • a person employed or engaged by a third party, including a labour hire firm who provides staff to supplement the permanent workforce; • a direct care worker including a personal care worker; • administrative staff including those working in administration, management or reception services; • ancillary staff including cleaners, laundry staff, gardeners, food preparation services, security officers and maintenance services • those providing lifestyle and social care, for example music or art therapy; and/or • a person who provides commercial activities at premises that constitute a Health care facility e.g. a person operating a kiosk on hospital premises. <p>The Health Worker Directions at Column 1 of Schedule 2 sets out who is a health support worker, with Column 2 of Schedule 2 setting out the exemptions from the definition of health support worker.</p>
Industrial Instrument	<p>Industrial Instrument means an industrial agreement or award registered pursuant to the <i>Industrial Relations Act 1979</i> (WA), and legislation where applicable. Current industrial agreements and awards can be found here and legislation can be found here.</p>
Lawful Order	<p>Lawful Order means a direction made by the Employer to an Employee.</p>
Medical exemption	<p>Medical exemption means a medical exemption recorded on the Australian Immunisation Register and displayed on the individual's Immunisation History Statement.</p>
No work - No pay Principle	<p>No work - No pay Principle means the common law principle by which an Employee who does not undertake work as required pursuant to their contract of employment, is not entitled to be paid.</p>

Residential aged care facility	Residential aged care facility means a facility at which accommodation, and personal care or nursing or both, are provided to a person in respect of whom a residential care subsidy or a flexible care subsidy is payable under the <i>Aged Care Act 1997</i> (Cth).
Partially vaccinated	Partially vaccinated means a person has been administered with at least one dose of a COVID-19 vaccine registered by the Therapeutic Goods Administration.
Preliminary Access Restriction Period (PARP)	Preliminary Access Restriction Period (PARP) means the period of time during which an Unvaccinated Employee without an exemption is required to be Vaccinated, but prior to commencement of disciplinary proceedings.
Staged approach	Staged approach means the schedule of dates by which an Employee is required to be Vaccinated in order to access a Health care facility, as outlined at Table 1 of section 3.1.
Tier one, Tier two and Tier three Health care facility	Tier one, Tier two and Tier three Health care Facility have the same meaning as prescribed in the Health Worker Directions for the purposes of these Guidelines.
Temporary deployment	Temporary deployment means moving an Employee within a Health care facility and/or health service provider.
Temporary exemption	Temporary exemption means an exemption approved by the Chief Health Officer or a person authorised by the Chief Health Officer for that purpose whether in relation to an individual or a class of persons and subject to any terms and conditions specified in that approval.
Unvaccinated	Unvaccinated means an Employee is not Partially vaccinated, or Fully vaccinated, as applicable in the circumstances as outlined in the Staged approach.
Vaccinated	Vaccinated means Fully vaccinated or Partially vaccinated in accordance with the Staged approach.
Vaccination status	Vaccination status means whether an Employee has been Partially vaccinated or Fully vaccinated or whether they are an Exempt person.
WA health system	WA health system means, for the purposes of these Guidelines, the Department of Health and health service providers, but not contracted health entities.

15. Approval

Approval by	Nicole O'Keefe, Assistant Director General
Approval date	16 September 2021
Published date	16 September 2021

The owner of these Guidelines is the **Assistant Director General, Strategy and Governance Division**.

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