

[2nd November 2021]

ALC Staff Communication – Mandatory Vaccines for Workers

As you are no doubt aware, the COVID-19 vaccinations for staff working and operating within the Northern Territory have been issued by the NT Government. Specifically, under the Public and Environmental Health Act 2011, the Northern Territory Government has issued a COVID-19 Direction (No 55) 2021. This Direction requires the mandatory vaccination for COVID-19 for workers under a specific set of circumstances. This Direction came into effect on 13 October 2021.

The circumstances requiring mandatory vaccination for workers includes when “a worker who, during the course of work, is likely to come into contact with a vulnerable person”. By definition in this direction, vulnerable persons includes aboriginal people.

Furthermore, included in this Direction, is the requirement that between 13 November 2021 and 24 December 2021, a worker must have received at least one dose of COVID-19 vaccine to attend the workplace. From 25 December 2021, a worker must have received both doses of the COVID-19 vaccination in order to attend the workplace. The ALC, as the Person Conducting the business or Undertaking (PCBU) must verify the vaccination status of workers attending the workplace and keep this information in a register.

Please note that the full copy of this Direction is attached to this email. This email and the attached Direction will also be made available to all staff via the ALC SharePoint site.

How will this apply to ALC staff working on or visiting Groote Eylandt or Darwin?

ALC staff will be considered to be likely to come into contact with vulnerable people when they are working on or visiting Groote Eylandt or Darwin. On that basis, all ALC staff are required to meet the requirements of this NT Government Direction. This includes ensuring that COVID-19 vaccination requirements detailed above are met and that proof of vaccination status is provided. This proof can be provided via the Medicare COVID-19 Certificate or the Immunisation History Statement.

If you are unable to receive the COVID-19 vaccination, you must provide medical evidence to support this. This is required as detailed in the Direction as follows:

a medical certificate issued by a medical practitioner that certifies that the worker has a contraindication to all approved COVID-19 vaccines determined in accordance with the Clinical guidance on use of COVID-19 vaccine in Australia in 2021, or any successor guidelines, issued by the Australian Technical Advisory Group on Immunisation (ATAGI)

Vaccination information for individuals will be recorded by HR on the “NT Employee Vaccination Register”, provided by NT Government. The proof of vaccination will be saved on employee’s personnel file. The Vaccination information will remain confidential. The HR Team will contact Managers directly to gather the required information for the ALC Teams.

If you have questions regarding this requirement, please speak with your Manager in the first instance. If you require any further information, please contact HR on healthsafety@alcnt.com.au or call 0457 209 879.

Kind regards
Mark
[CEO, ALC]