



Vaccination requirements for Education Workers

Education workers must have already received two doses of a COVID-19 vaccine (or have an exemption) to work at an education facility per the [COVID-19 Mandatory Vaccination \(Specified Facilities\) Order 2022 No.4](#)

When you need to receive your third dose (refer to pg. 14 of the Order)

- For workers that became fully vaccinated on or before 25 October 2021, the deadline is 25 February 2022.
- For workers that became fully vaccinated after 25 October 2021, the deadline is 15 March 2022. These requirements do not apply to you if you are under the age of 18 years, or you have a valid medical exemption.

Workers for educational services including childcare or early childhood services include:

- any staff members who are employed by an operator of an educational facility, who work in a school, childcare or early education service or outside school hours care service (i.e. teachers, early childhood educators and educational support staff)
- contractors working onsite in close proximity to children, students or staff whether engaged by a school, childcare or early childhood education service or outside school hours care service (i.e. casual relief teachers, Breakfast Club suppliers, IT personnel, NDIS providers, auditors (but not delivery personnel or contractors personnel performing work outside of school hours))
- staff of the Department of Education and Training who attend school, childcare or early childhood education service or outside school hours care service sites (such as allied health personnel, Authorised Officers)
- staff of any other entity who attend school, childcare or early childhood education service or outside school hours care service sites
- volunteers attending on site working in close proximity to children, students or staff (such as parent helpers)
- students on placements.

Vaccination FAQ

Sourced from <https://www.coronavirus.vic.gov.au/worker-vaccination-requirements> on 9 February 2022.

DOBCEL employees should also refer to the [CECV School Operations Guide](#).

Why are vaccinations required for workers?

Vaccination for workers will help suppress transmission of COVID-19 and protect our health system.

Getting vaccinated

- The COVID-19 vaccine is safe, effective and free.
- It is very effective at preventing infection, serious illness and hospitalisation from COVID-19.
- Before COVID-19 vaccines are used in Australia, they must pass strict safety standards. The vaccines being used in Australia have been used by billions of people around the world.
- To book an appointment at a participating doctor, community health service or local pharmacy, visit this [vaccine booking page](#) (or [find a pharmacy](#))
- To book a vaccine at a state-run vaccination centre, call [1800 675 398](#) or visit this [vaccine booking page](#).
- Many vaccination centres also offer walk-ins, which means you can turn up for your vaccination without booking beforehand. For a list of vaccination centres, including details on which ones offer walk-ins, visit the [Vaccination centres page](#).
- For more info on COVID-19 vaccines, speak to your doctor or pharmacist or visit the [information page](#).

How do I show evidence of my vaccination?

There are 5 ways you can show COVID-19 proof of vaccination to gain entry to businesses and venues in Victoria.

- COVID-19 digital certificate via the Service Victoria app
- COVID-19 digital certificate saved to a smartphone wallet
- Printed copy of COVID-19 digital certificate
- Printed copy of immunisation history statement
- Eligible proof of vaccination exemption

Visit [How to get your COVID-19 digital certificate](#) for more information.

What if I'm a volunteer or student on placement?

The vaccine requirement will still apply to you if you're doing volunteer work, unpaid work, or student placement work on-site.

What if I'm a contractor?

The vaccine requirement will still apply to you if you're doing contract work on-site.

What if I've recently contracted COVID-19 or was a contact?

There is no recommended interval between COVID-19 recovery and receiving a vaccine dose and ATAGI [has no requirement to delay COVID-19 vaccination](#) for people who have been infected with COVID-19.

For more information on vaccination requirements after contracting COVID-19 refer to the [Mandatory Vaccination After Contracting COVID factsheet](#).

On what grounds can I get a medical exemption?

You may receive a medical exemption if you are unable to be vaccinated because you:

- have a medical contraindication to all COVID-19 vaccines available for use in Australia, or
- have an acute medical condition such as undergoing major surgery or hospital admission for a serious illness, including COVID-19 infection where vaccination can be deferred for up to 4 months after the infection (or earlier if the medical practitioner specifies an earlier date).

These medical exemptions are determined by [ATAGI clinical guidance](#). You can no longer use a medical certificate as evidence of COVID-19 vaccination exemption. If you can't get any of the approved COVID-19 vaccines for [medical reasons](#), your doctor needs to update your record on the Australian Immunisation Register to show that you have a medical exemption.

The duration of your medical exemption will be listed on your COVID-19 digital certificate.

You can add your COVID-19 digital certificate to the Service Victoria app or download your certificate from [myGov](#) to your smartphone.

If you don't have access to a smartphone, you can print your COVID-19 digital certificate from [myGov](#). If you don't have a printer, you can ask your doctor to print your COVID-19 digital certificate.

Alternatively, you can call Services Australia on [1800 653 809](#) and ask them to send your immunisation history statement to you. It can take up to 14 days to arrive in the post.

What ability do employers have to ask for the vaccination status of a worker?

Employers are able to ask for evidence of a worker's vaccination status if these requirements apply to them.

The worker can choose not to disclose, but that worker will then be considered unvaccinated for the purposes of work and must not be allowed to continue working outside their home.

What happens if I don't meet these requirements?

If you can't provide your employer with evidence that you meet the vaccination requirements for your industry which are outlined above, then your employer cannot allow you to enter the work premises (i.e., come on-site) or to work elsewhere outside your home.

You won't be fined if you do not meet these requirements - but if you are unable to attend work or cause your workplace to incur a large fine, this may affect your employment, contract, or placement.

Is it against the Equal Opportunity Act for my employer or a service provider to require me to get vaccinated?

The Equal Opportunity Act prohibits discrimination in certain areas of life, including employment and the provision of goods and services, based on protected attributes such as disability. Vaccination status is not a protected attribute under the Equal Opportunity Act.

However, if an employer makes vaccinations a condition of employment, or a service provider requires proof of vaccination to access a service, this could be discrimination if you cannot be vaccinated due to a disability or other attribute protected under the Equal Opportunity Act and they do not make an exception for you.

Further information is available [here](#).