

2. Exemption request

2 (a) Unable to receive any COVID-19 vaccine due to a recognised medical contraindication to the COVID-19 vaccine	
Requirement:	<p>An employee will be considered to have a medical contraindication for the purposes of applying for an exemption where they are unable to be vaccinated due to a recognised medical contraindication to the COVID-19 vaccine as outlined in a letter from their treating specialist medical practitioner.</p> <p>A recognised medical contraindication is limited to include circumstances where the employee has a history of anaphylaxis or other recognised medical contraindications as outlined in the Australian Immunisation Handbook.</p>
<input type="checkbox"/> Tick box to confirm	I can confirm that I am unable to meet the COVID-19 vaccination requirements due to a recognised medical contraindication to the vaccine.
Evidence requirements	
<p>An employee is required to provide a medical certificate from their treating specialist medical practitioner certifying:</p> <ul style="list-style-type: none"> • that the employee is unable to receive any COVID-19 vaccination because they have a recognised medical contraindication to the vaccine • whether the medical contraindication will permanently or temporarily prevent COVID-19 vaccination • if the medical contraindication is temporary in nature, when the employee may be able to receive the COVID-19 vaccination. 	
<input type="checkbox"/> Tick box to confirm	I have attached a copy of the above documentation
It is important to be aware that exemption requests will be considered in accordance with Queensland Health's obligations and that approval will only be provided in exceptional circumstances	

DOH DISCLOSURE LOG

2. c Other exceptional circumstances

Requirement:

In extremely limited circumstances, an exemption may be granted where an employee can demonstrate other exceptional circumstances which preclude them from meeting the COVID-19 vaccine requirements. In this circumstance:

- Vaccine hesitancy and conscientious objection, by themselves, are not considered exceptional circumstances.
- Some other extenuating circumstance must exist.

Where this can be demonstrated, the employee's circumstances will be considered on an individual basis in accordance with Queensland Health's legislative obligations and industrial arrangements however exemptions will only be granted in exceptional circumstances.

Evidence requirements:

- Please briefly detail the extenuating circumstances which preclude your meeting the COVID-19 vaccination requirements below

pentecostal Christian

It is important to be aware that exemption requests will be considered in accordance with Queensland Health's obligations and that approval will only be provided in exceptional circumstances

3. Employee certification

Please sign below to certify that the information provided in this application form and supporting documentation is true and correct

Employee signature	
Date	24/09/2021

Privacy Notice


Personal and health information collected by the Department of Health or by a Hospital and Health Service (Queensland Health) is collected and handled in accordance with the *Information Privacy Act 2009* (Qld). The personal and health information provided by you will be securely stored and only accessible by authorised employees of Queensland Health (or its agents). Personal and health information disclosed on this form may be used for the purposes of ensuring compliance with the Health Employment Directive 12/21, workforce rostering and planning.

This information will not be disclosed to other third parties without consent unless the disclosure is authorised or required by or under law. For information about how Queensland Health protects your personal information, or to learn about your right to access your own personal information, please see our website at <http://www.health.qld.gov.au/global/privacy>

For your rights as a Queensland Health employee, please consult the Office of the Information Commissioner's guidelines at: <https://www.oic.qld.gov.au/guidelines/for-government/guidelines-privacy-principles/collection/covid-19-vaccination-and-my-privacy-rights-as-a-queensland-health-employee>.


The following vaccination information is requested or as required to support Queensland Health's obligations to provide a safe workplace under section 19 of the *Work Health and Safety Act 2011*, *Health Employment Directive 12/21* and other instruments including Public Health Directions issued in accordance with the *Public Health Act 2005*, as well as an overall response in controlling the COVID-19 pandemic.

DOH DISCLOSURE LOG



September 20th 2021

Re: FOR RELIGIOUS EXEMPTION / ACCOMMODATION RELATED TO COVID-19 VACCINATION



Minister & Pastor



DOH DISCLOSURE LOG

RTI Release

DOH DISCLOSURE LOG

Dear [REDACTED]

I refer to your employment as [REDACTED] Hospital and Health Service (the Health Service) and your request for an exemption dated [REDACTED] 2021 under the *Health Employment Directive No. 12/21 – Employee Covid-19 vaccination requirements (the Directive)* issued by the Director-General of Queensland Health.

The Directive provides that all Queensland Health employees who work in or enter a facility where care is provided will be required to be vaccinated. Employees subject to this requirement must:

- have received their first dose of a COVID-19 vaccine by 30 September 2021; and
- have received their second dose of a COVID-19 vaccine by 31 October 2021.

The purpose of this requirement is to ensure the ongoing readiness of the health system in responding to the COVID-19 pandemic, including variations of the virus, as well as to protect the life of employees and the community that they service. This requirement takes into consideration the high degree of risk associated with work performed in healthcare settings and will ensure Queensland Health can provide a safe environment for both employees and patients.

The Directive also provides that employees may apply for an exemption against the requirement to be vaccinated, and that exemptions will be considered where:

- an existing employee has a recognised medical contra-indication; or
- an existing employee has a genuinely held religious belief; or
- another exceptional circumstance exists.

I write to confirm as the appointed delegate that I have temporarily granted you an exemption from the requirements with respect to the dates by which vaccination is required under the Directive. This temporary exemption will be in place to allow consideration of your request for exemption and will remain in place until you are advised of the outcome of your application.

During the period of your temporary exemption, you must wear a surgical mask in the workplace at all times (or a higher level of PPE as required under a Public Health Direction and/or in accordance with any workplace requirements). You may remove the mask to eat and drink while seated.

Your exemption application will be assessed by the [REDACTED] Exemption Panel. The panel may request you to provide further information or supporting documentation in relation to your exemption application. The panel will provide me with a recommendation in relation to your application for exemption for consideration as the delegate and you will be notified by me of my decision in relation to your exemption request.

Conditions

Although you have been granted a temporary exemption to the requirements of the Directive, the Health Service is required to take reasonable steps to ensure the safety of you and those

around you. You are equally responsible for taking steps to ensure your own safety and the safety of those around you. It is essential that you understand your own obligations and responsibilities in the context of your vaccination status when attending a Health Service facility.

In order to balance the intent of the Directive with your personal circumstances, alternative controls or risk mitigation measures must be put in place to ensure the safety of you and others as far as possible.

To ensure clarity the condition under which you are being granted an temporary exemption is as follows: you must wear a surgical mask (or a higher level of PPE as required under a Public Health Direction and/or in accordance with any workplace requirements) at all times when working at, or visiting, a facility where patient care is provided. You may remove the mask to eat and drink while seated.

You are reasonably and lawfully directed to comply with these conditions as far as possible. Should you fail to follow this lawful direction, you may be liable for disciplinary action pursuant to section 187(1)(d) of the *Public Service Act 2008*. This direction will remain in place until I write to you to advise you of the outcome of your request.

If you are unable to comply with the conditions of your temporary exemption, it is essential that you contact your Line Manager or the local Human Resources unit as soon as possible to advise them of this.

Should you receive the first dose of a COVID-19 vaccine, or the full course of a COVID-19 vaccine, you will be required to provide evidence of your vaccination status to your Line Manager.

Employee assistance

I acknowledge this may be a difficult time for you. Please be advised that employee assistance offers a confidential counselling service which is free of charge to all employees of the Health Service. Access to this service is by self-referral. Please contact [REDACTED] or [REDACTED]

Questions

Should you have any questions regarding the contents of this letter, please contact [REDACTED]

Yours sincerely

[REDACTED]
Hospital and Health Service

08/10/2021

DOH DISCLOSURE LOG

HHS

INTERNAL CHECKLIST

24/9/21

Review**1. Letter body**

- Medical Contraindication
- Other + Religion + Medical Concerns
- Other
- Religion

20/9/21

Minister + Pastor

church.

2. Category required for response:

- Reviewed by CMO (Prof Keith McNeil A/CMO)
- Health concerns plus request for more time
- Health concerns
- Past history of allergic reaction to vaccine – no supporting evidence
- Family/friends - Reaction to vaccine
- Medical condition – no supporting evidence
- Psychological concerns
- Psychological concerns + request for more time
- Awaiting specialist appointment

3. Category required for response:

- Risk/Consultation/WHS
- Future Pregnancy/ fertility concerns
- Vaccine Hesitancy/safety of the vaccine
- PPE
- Free and Informed Consent
- WFH/Alternate Location
- Human Rights
- Awaiting Novavax
- Objection
- Legal
- Breastfeeding
- Clinical trial
- IVF
- Cultural

Cover Page: Exemption Recommendation Form

1.1. Application summary

Employee Name	[REDACTED]
HHS	[REDACTED]
Application date	24/09/2021

Category of exemption application - Religious belief

Religious belief/s stated	Supporting Evidence Provided
Please detail: [REDACTED] Church	Yes Letter dated [REDACTED]/2021 Minister and Pastor [REDACTED]

1.2. Human Rights Assessment

1.3.1 What is the proposed decision?

- Grant exemption request (no conditions) – The proposed decision is compatible with human rights
- Grant exemption request (with conditions) – The proposed decision limits human rights – proceed to next step
- Refuse exemption request – The proposed decision limits human rights – proceed to next step

1.3.2 Which human rights are limited by the proposed decision?

- | | |
|--|---|
| <input checked="" type="checkbox"/> Right to equality and non-discrimination (section 15) | <input checked="" type="checkbox"/> Freedom of expression (section 21) |
| <input checked="" type="checkbox"/> Right to life (section 16) | <input type="checkbox"/> Taking part in public life (section 23) |
| <input checked="" type="checkbox"/> Protection from torture and cruel, inhuman or degrading treatment (section 17) | <input type="checkbox"/> Cultural rights – generally (section 27) |
| <input type="checkbox"/> Freedom of movement (section 19) | <input type="checkbox"/> Cultural rights – Aboriginal peoples and Torres Strait Islander peoples (section 28) |
| <input checked="" type="checkbox"/> Freedom of thought, conscience, religion and belief (section 20) | <input type="checkbox"/> Fair hearing (section 31) |
| | <input type="checkbox"/> Right to health services (section 37) |

DOH DISCLOSURE LOG

1.4 Does the proposed decision strike a fair balance between the impact on the human right(s) and the need to contain, or respond to, the spread of COVID-19 in the community?

No, in the circumstances of this case, the impact on the employee's human rights outweighs the need to protect life and ensure the readiness of the health system. The proposed decision is not compatible with human rights - consider making a different decision.

Yes, in the circumstances of this case, the need to protect life and ensure the readiness of the health system outweighs the impact on the employee's human rights. The proposed decision is compatible with human rights.

1.5 Recommendation of the Exemption Committee

	Ongoing exemption granted	Time limited exemption granted	Exemption declined
Tick the relevant recommendation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If approved (ongoing/time-limited), please note any alternative arrangements or conditions required:

Reason for Recommendation:

It is recommended the delegate decline the exemption application on the basis that their individual circumstances, including any religious belief, are necessarily outweighed by the requirement to keep the employee, their colleagues and persons accessing health services safe and ensure the ongoing readiness of the health system to respond to the COVID-19 pandemic



Rachel Borger

Director

23/12/21

DOH DISCLOSURE LOG

Enquiries to: First name Last name
Title
Unit / Branch
Telephone: Telephone Number
File Ref: C-ECTF-Number



Email:

Dear [REDACTED]

I refer to your employment at [REDACTED] Hospital and Health Service and your application for an exemption to the *Health Employment Directive No. 12/21 – Employee Covid-19 vaccination requirements (the Directive)*.

Your application for an exemption based upon a genuinely held religious belief has been refused.

Background

On 11 September 2021, the Director-General, Queensland Health on the advice of the Chief Health Officer, issued the Directive mandating that all Queensland Health employees who work in or enter a facility where care is provided will be required to be vaccinated.

Further on 25 October 2021 the Director-General issued a direction to all Queensland Health employees via email to all staff that from 1 November 2021 there can be no employee working in a facility where care is provided without being fully vaccinated.

The Directive and Policy provides that an exemption may be provided in certain circumstances.

Your exemption application

In your application dated [REDACTED] 2021, you sought an exemption from the requirement to be vaccinated outlined in the Directive on grounds of an objection due to a genuinely held religious belief.

To support your exemption application, you provided supporting documentation from [REDACTED] Minister and Pastor, [REDACTED] dated [REDACTED] 2021, [REDACTED] Church which outlined:

- Your deeply held religious belief such that you are unable to receive any COVID-19 vaccine; and
- Your affiliation or connection to the religious group.

DOH RELEASE
DISCLOSURE LOG

Assessment of your application

In assessing your application for an exemption, consideration was given to all the information available including your application, any supporting evidence provided by you, and the requirements of your role.

I have decided to refuse your application for an exemption on the grounds of a genuinely held religious belief.

Findings on material questions of fact

In deciding your application, I make the following material findings of fact:

1. You are employed at [REDACTED] Hospital and Health Service;
2. You have not received COVID-19 vaccinations as required by the Directive;
3. You have applied for an exemption to the COVID-19 vaccination requirement under the Directive on the ground of a genuinely held religious belief, namely [REDACTED] Church;
4. You have provided supporting documentation as part of your exemption application;

Evidence or other material on which material questions of fact were based

Relevant material on which the findings on material questions of fact were based included:

1. The Directive;
2. Your application for an exemption; and
3. The supporting documentation you provided.

Reasons for decision

Your individual circumstances, including your religious belief and the connection of that religious belief to the requirements under the Directive, were balanced against the purposes of the vaccination requirements.

I have had regard to the intention of the Directive, specifically the requirement to ensure the readiness of the health system in responding to the COVID-19 pandemic, to protect the lives of employees, patients and the community they serve.

The Directive contemplates the high degree of risk to public health associated with work performed in healthcare settings and will ensure Queensland Health can provide a safe environment for both employees and patients.

On balance, I consider that there is no less restrictive means other than vaccination which would sufficiently ensure the safety of yourself, other staff members and patients.

In making this decision, I am mindful that Queensland is transitioning to an environment where COVID-19 is endemic, it is inevitable that every Queenslanders will eventually be exposed to COVID-19. Safe and effective vaccines for COVID-19 that prevent severe illness and reduce transmission are now widely available and endorsed by regulatory authorities globally and including Australia's Therapeutic Goods Administration (TGA).

High vaccination coverage among workers in settings with the potential for exposure to COVID-19, particularly those serving vulnerable cohorts, will be a key determinant of health outcomes for Queenslanders and the impact of COVID-19 on health care delivery across the State. Limiting transmission within a workplace through the protection of COVID-19 vaccination will also reduce the likelihood of workplace outbreaks and staff shortages.

Human Rights consideration

I am also satisfied that my decision to refuse your exemption application is compatible with human rights. While this decision engages or limits a number of your human rights, including your right to freedom of thought, conscience, religion and belief and your right to freedom of expression, I am satisfied that those limits on human rights are justified by the need to ensure the readiness of the health system in responding to the COVID-19 pandemic, and to protect the lives of employees, patients and the community they serve. The purpose of protecting your colleagues, and people accessing health services from the risk of COVID-19 through vaccination promotes their human rights to life and health, as well as your own. These are important considerations and should be given weight at this particular time. There are no other less restrictive yet effective ways to achieve those purposes.

Lawful directions

I am issuing you with the following lawful direction.

As you have not received the required dose of a COVID-19 vaccine in accordance with the Directive, and do not have an approved exemption, I am directing you to comply with the Directive.

You must receive the required dose and provide written confirmation that that you have complied with the requirement to be vaccinated against COVID-19 within seven (7) calendar days of receipt of this letter. This confirmation must be provided to [insert local contact details].

Should you fail to follow this lawful direction, you may be liable for disciplinary action pursuant to section 187(1)(d) of the *Public Service Act 2008*.

Review

If you are not satisfied with my decision in relation to your application, you may write to the Health Service Chief Executive within 14 days of receipt of this letter, to application a review of this decision. Your application should clearly state the reasons you are not satisfied with the decision and what action you believe would resolve these matters and be sent to [Email Address].

Additional requirements under the 'Workers in a healthcare setting (COVID-19 Vaccination Requirements) Direction'

While a separate matter and not considered as part of the assessment of your application, it is important to note that you are also subject to the vaccination requirements of the Workers in a healthcare setting (COVID-19 Vaccination Requirements) Direction (**CHO Direction**).

This direction applies to you as a health worker, independent of the requirements under the Directive and will continue to do so until such time as it is revoked or repealed. An exemption under the Directive will have no effect on the requirements under the CHO Direction which will still apply.

Employee Assistance

I understand this may be a difficult time for you. [redacted] Hospital and Health Service genuinely cares for your health and wellbeing. With this in mind, if you are having difficulty and would like to discuss this with a counsellor you are encouraged to do so. Employee Assistance offers a confidential counselling service which is free of charge to all employees of for up to six sessions per calendar year. Access to this service is by self-referral by contacting [insert EAP details here]

Questions

Should you have any questions regarding the contents of this letter, please contact [insert local HR details and contact person].

Yours sincerely

[Name]

[Position title]

/ /

RTI Release

DOH DISCLOSURE LOG

Employee COVID-19 vaccine exemption application form

Return completed form and supporting documentation to –

@health.qld.gov.au

About this form

This form is to be used by employees to seek an exemption to the COVID-19 vaccination requirements set out in *Health Employment Directive No. 12/21* (HED 12/21) and HR Policy *B70 Employee COVID-19 vaccination requirements* (QH-POL-486) in the following circumstances only:

- Where the employee has a recognised medical contraindication to the COVID-19 vaccine.
- Where the employee has refused the COVID-19 vaccine on grounds of a genuinely held religious belief.

In extremely limited circumstances, an employee may also use this form to detail other exceptional circumstances which preclude them from meeting the COVID-19 vaccine requirements. In this circumstance:

- Vaccine hesitancy and conscientious objection, by themselves, are not considered exceptional circumstances.
- Some other extenuating circumstance must exist.

Where this can be demonstrated, the employee's circumstances will be considered on an individual basis in accordance with Queensland Health's legislative obligations and industrial arrangements however limited exemptions will be granted.

This form and all relevant supporting documentation should be provided to your line manager who will consult with the local Human Resources team as required in relation to your request for exemption.

It is important to note the following in relation to requests for exemptions:

- Applications for exemptions will be considered on a case-by-case basis to determine whether an exemption is possible in the circumstances.
- Where an exemption is granted it may be temporary, permanent or conditional in nature.
- Exemptions will only be granted in exceptional circumstances.

DOH DISCLOSURE LOG

1. Employee details

Name:	
Payroll ID:	
Job title:	Medical
Work unit/area:	
Facility:	
Hospital and Health Service	
Line manager name:	
Line manager contact information	

DOH DISCLOSURE LOG

2. Exemption request

1. Unable to receive any COVID-19 vaccine due to a recognised medical contraindication to the COVID-19 vaccine	
Requirement:	<p>An employee will be considered to have a medical contraindication for the purposes of applying for an exemption where they are unable to be vaccinated due to a recognised medical contraindication to the COVID-19 vaccine as outlined in a letter from their treating specialist medical practitioner.</p> <p>A recognised medical contraindication is limited to include circumstances where the employee has a history of anaphylaxis or other recognised medical contraindications as outlined in the Australian Immunisation Handbook.</p>
<input type="checkbox"/> Tick box to confirm	I can confirm that I am unable to meet the COVID-19 vaccination requirements due to a recognised medical contraindication to the vaccine.
Evidence requirements	
<p>An employee is required to provide a medical certificate from their treating specialist medical practitioner certifying:</p> <ul style="list-style-type: none"> that the employee is unable to receive any COVID-19 vaccination because they have a recognised medical contraindication to the vaccine whether the medical contraindication will permanently or temporarily prevent COVID-19 vaccination if the medical contraindication is temporary in nature, when the employee may be able to receive the COVID-19 vaccination. 	
<input type="checkbox"/> Tick box to confirm	I have attached a copy of the above documentation
<p>It is important to be aware that exemption requests will be considered in accordance with Queensland Health's obligations and that approval will only be provided in exceptional circumstances.</p>	

DOH DISCLOSURE LOG

2. Unable to receive any COVID-19 vaccine due to a genuinely held religious belief	
Requirement:	<p>An employee will be considered to have a genuinely held religious belief for the purposes of applying for an exemption where they are able to provide a letter specifying:</p> <ul style="list-style-type: none"> • their deeply held religious belief such that they are unable to receive any COVID-19 vaccine; and • their affiliation or connection to the religious group from a religious leader or official.
<input checked="" type="checkbox"/> Tick box to confirm	I can confirm that I am unable to meet the COVID-19 vaccination requirements due to a genuinely held religious belief
Evidence requirements	
<p>An employee is required to provide a letter from a religious leader or official certifying that:</p> <ul style="list-style-type: none"> • the employee has an affiliation/connection to a religious group; and • the employee has a genuinely held religious belief such that they are unable to receive any COVID-19 vaccine. 	
<input type="checkbox"/> Tick box to confirm	I have attached a copy of the above documentation
<p>It is important to be aware that exemption requests will be considered in accordance with Queensland Health's obligations and that approval will be only provided in exceptional circumstances</p>	

DOH DISCLOSURE LOG

3. Other exceptional circumstances

Requirement:

In extremely limited circumstances, an exemption may be granted where an employee can demonstrate other exceptional circumstances which preclude them from meeting the COVID-19 vaccine requirements. In this circumstance:

- Vaccine hesitancy and conscientious objection, by themselves, are not considered exceptional circumstances.
- Some other extenuating circumstance must exist.

Where this can be demonstrated, the employee's circumstances will be considered on an individual basis in accordance with Queensland Health's legislative obligations and industrial arrangements however exemptions will only be granted in exceptional circumstances.

Evidence requirements:

- Please briefly detail the extenuating circumstances which preclude your meeting the COVID-19 vaccination requirements below

It is important to be aware that exemption requests will be considered in accordance with Queensland Health's obligations and that approval will only be provided in exceptional circumstances

3. Employee certification

Please sign below to certify that the information provided in this application form and supporting documentation is true and correct

Employee signature	[REDACTED]
Date	30/9/21

Please return completed form and supporting documentation to [REDACTED]@health.qld.gov.au

Privacy Notice

Personal and health information collected by the Department of Health or by a Hospital and Health Service (Queensland Health) is collected and handled in accordance with the *Information Privacy Act 2009* (Qld). The personal and health information provided by you will be securely stored and only accessible by authorised employees of Queensland Health (or its agents). Personal and health information disclosed on this form may be used for the purposes of ensuring compliance with the Health Employment Directive 12/21, workforce rostering and planning.

This information will not be disclosed to other third parties without consent unless the disclosure is authorised or required by or under law. For information about how Queensland Health protects your personal information, or to learn about your right to access your own personal information, please see our website at <http://www.health.qld.gov.au/global/privacy>

For your rights as a Queensland Health employee, please consult the Office of the Information Commissioner's guidelines at: <https://www.oic.qld.gov.au/guidelines/for-government/guidelines-privacy-principles/collection/covid-19-vaccination-and-my-privacy-rights-as-a-queensland-health-employee>.

The following vaccination information is requested or as required to support Queensland Health's obligations to provide a safe workplace under section 19 of the *Work Health and Safety Act 2011*, *Health Employment Directive 12/21* and other instruments including Public Health Directions issued in accordance with the *Public Health Act 2005*, as well as an overall response in controlling the COVID-19 pandemic.

DOH DISCLOSURE LOG

Cover Page: Exemption Recommendation Form

1.1. Application summary

Employee Name	
HHS/DoH	

1.2. Category of exemption application - Religious belief

Religious belief/s stated	Supporting Evidence Provided
Please detail:	Yes/No – please detail:
Religious Belief	Date: -

1.3 Human Rights Assessment

1.3.1 What is the proposed decision?

- Grant exemption request (no conditions) – The proposed decision is compatible with human rights
- Grant exemption request (with conditions) – The proposed decision limits human rights – proceed to next step
- Refuse exemption request – The proposed decision limits human rights – proceed to next step

1.3.2 Which human rights are limited by the proposed decision?

- Right to equality and non-discrimination (section 15)
- Right to life (section 16)
- Protection from torture and cruel, inhuman or degrading treatment (section 17)
- Freedom of movement (section 19)
- Freedom of thought, conscience, religion and belief (section 20)
- Freedom of expression (section 21)
- Taking part in public life (section 23)
- Cultural rights – generally (section 27)
- Cultural rights – Aboriginal peoples and Torres Strait Islander peoples (section 28)
- Fair hearing (section 31)
- Right to health services (section 37)

- 1.4 Does the proposed decision strike a fair balance between the impact on the human right(s) and the need to contain, or respond to, the spread of COVID-19 in the community?

No, in the circumstances of this case, the impact on the employee's human rights outweighs the need to protect life and ensure the readiness of the health system. The proposed decision is not compatible with human rights - consider making a different decision.

Yes, in the circumstances of this case, the need to protect life and ensure the readiness of the health system outweighs the impact on the employee's human rights. The proposed decision is compatible with human rights.

1.5 Recommendation of the Exemption Committee

	Ongoing exemption granted	Time limited exemption granted	Exemption declined
Tick the relevant recommendation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

If approved (ongoing/time-limited), please note any alternative arrangements or conditions required:

Reason for Recommendation:

It is recommended the delegate decline the exemption application on the basis that their individual circumstances, including their religious belief, are necessarily outweighed by the requirement to keep the employee, their colleagues and persons accessing health services safe and ensure the ongoing readiness of the health system to respond to the COVID-19 pandemic.

Rachel Borger



Director

3/12/21

DOH DISCLOSURE LOG

INTERNAL CHECKLIST

Review

Category required for response: Religion

- Risk/Consultation/WHS
- Vaccine Hesitancy/safety of the vaccine
- Free and Informed consent
- Other

Other issues to address in free text field (e.g. I acknowledge your 300 page application which *summarise topics covered*):

Letter body

Date of religious letter: _____

Religion and contact from letter: *No letter

Affiliation made: Yes/no

Response

- Letter completed
- Recommendation sheet

DOH DISCLOSURE LOG



Enquiries to: First name Last name
 Title
 Unit / Branch
 Telephone: Telephone Number
 File Ref: C-ECTF-Number

Queensland Health

occupational title
 organisation
 address
 CITY STATE POSTCODE

Email:

Dear

I refer to your employment as [Position], [Division], [Facility], [Hospital and Health Service/Department of Health] and your application for an exemption to the *Health Employment Directive No. 12/21 – Employee Covid-19 vaccination requirements (the Directive)*/ *HR Policy B70 Employee COVID-19 vaccination requirements (the Policy)*.

Your application for an exemption based upon a genuinely held religious belief has been refused.

Background

On 11 September 2021, the Director-General, Queensland Health on the advice of the Chief Health Officer, issued the Directive mandating that all Queensland Health employees who work in or enter a facility where care is provided will be required to be vaccinated.

Further on 25 October 2021 the Director-General issued a direction to all Queensland Health employees via email to all staff that from 1 November 2021 there can be no employee working in a facility where care is provided without being fully vaccinated.

The Directive and Policy provides that an exemption may be provided in certain circumstances.

Your exemption application

In your application dated 30 September 2021, you sought an exemption from the requirement to be vaccinated outlined in the [Directive/Policy] on grounds of an objection due to a genuinely held religious belief.

Assessment of your application

In assessing your application for an exemption, consideration was given to all the information available including your application, any supporting evidence provided by you, and the requirements of your role.

I have decided to refuse your application for an exemption on the grounds of a genuinely held religious belief.