

# Right to Information Application (RTI 4960/23)

## Scope of application

1. How many religious exemptions were submitted to Gold Coast University Hospital in relation to the HED12/21 vaccine mandate?
2. How many religious exemptions were submitted to Gold Coast University Hospital in relation to the HED12/21 vaccine mandate in the Protective services/security office specifically?
3. When considering RTI document 2984/22 containing statistical data- it shows that a total of 6 religious exemptions were approved statewide- what religions did those 6 approved exemptions represent (ie; catholic, Muslim, Buddhist etc)?
4. In considering those 6 approved exemptions, what types of information was provided to the HHS to verify/support the application (ie; letter from priest, personal information, copies of certificates)?
5. Out of the 6 people who were approved of a religious exemption, what employment stream did they belong to?
6. Out of the 6 people who were approved of a religious exemption, how many have returned to work?
7. Since 4 February 2022, how many additional religious exemptions have been approved statewide? In considering the approved religious exemptions since 4/2/2022, what religions were represented (ie; catholic, Muslim, Buddhist etc)?
8. Was there a independent panel that considered the Religious exemptions at GCUH or statewide? What Religious qualifications or employment position did the panel hold to consider the Religious exemption requests. Please provide official details.
9. Please provide the relevant criteria/framework used, or the relevant Qld Health Policy that was used to decide Religious exemptions in relation to the HED12/21 vaccine mandate.
10. Please provide any documentation or correspondences between Qld Health and the Queensland Human Rights Commissioner between 1/1/2021 and 1/6/2023 pertaining to the Human Rights aspect of the HED12/21 vaccine mandate.

## Date range

Requested:

January 2021 to July 2023

Provided:

Item 1: data is provided from 1 November 2021 to 28 July 2023.

Items 3-6 relate to RTI 2984/22 from 1 November 2021 to 11 February 2022.

Item 7: Timeline is from 28 January 2022 to 28 July 2023.

## Data Source

- Exemption data has been sourced from the Employees with Unresolved Vaccination Exemptions Report (EVER) database, as reported on a weekly basis by the Hospital and Health Services, the Department and Queensland Ambulance Service (QAS).
- Data is point in time and subject to change.

## Response

### **Item 1 – Number of religious exemptions submitted to Gold Coast University Hospital.**

This information was extracted from the Employees with Unresolved Vaccination Exemptions Report (EVER) – see *Attachment 1*

### **Item 2 – Number of religious exemptions submitted to Gold Coast University Hospital from Protective Services/Security staff**

The existence of any documents is neither confirmed nor denied to protect the privacy of employees.

### **Items 3 to 6 - Documents relevant to the six matters referenced in RTI 2984/22 (religions represented, types of information provided by employees, employment stream, employment status)**

Documentation was located for five of the six matters referenced in RTI 2984/22. No information was located for the sixth matter.

Upon review of each matter, it is clear that religious exemptions were **not** recommended by DOH to each of the Hospital and Health Services (HHSs). It is likely that temporary exemptions were granted on grounds other than religion, however DOH does not have access to final letters sent to individuals regarding their matters. This would need to be sourced from each relevant HHS.

The EVER database has identified that three of the six employees have returned to work after becoming compliant with Health Employment Directive 12/21.

See *Attachment 2* (Items 2-5)

See *Attachment 3* (Item 6)

### **Item 7 – Number of religious exemptions approved Statewide since 4 February 2022, and the religions represented.**

The DOH did not recommend any religious exemptions be approved.

It is likely that temporary exemptions were granted on grounds other than religion for four matters, however DOH does not have access to final letters sent to individuals regarding their matters. This would need to be sourced from each relevant HHS.

### **Item 8 – Information regarding the review panel**

There are no specific documents relevant to this Item.

The process in DOH was as follows:

- Members of the Workforce Relations and Policy team reviewed the application.
- The Director of the Workforce Relations and Policy team made a recommendation to the delegate of the relevant HHS/DoH decision maker. As part of the recommendation the following documents were provided:
  - Cover page including HR Act assessment and recommendation
  - Recommended letter response
  - Reasonable adjustment checklist
- These documents were uploaded to a teams site which both Workforce Relations and Policy and the relevant HHS/DoH representatives had access).
- The HHS/DoH would consider the recommended letter and reasonable adjustment.

- Workforce Relations and Policy do not have visibility of the final decision made by the delegate.

It is unknown if any of the DoH/HHS employees involved in the process held a religious qualification.

See *Attachment 4*

**Item 9 – Criteria/framework/Qld Health Policy in relation to the HED 12/21 vaccine mandate**

See *Attachment 5*

**Item 10 – Documentation/Correspondence between Qld Health and the Queensland Human Rights Commissioner**

A significant number of documents were located regarding individual matters, however these were not considered to be directly relevant to the scope, as clarified by the applicant, as pertaining to information shared between Qld Health and the QHRC regarding the implementation of the HED12/21 vaccine mandate.

Nil relevant documents were located for this item.

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## Reasonable Adjustment checklist

This checklist must be completed before utilising the recommended outcome letter provided in response to this employee's exemption application.

Has the employee submitted evidence of being vaccinated against COVID-19?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Is the employee required to work in or enter a facility where care is provided as part of their role?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Is the employee currently working remotely/flexibly 100% of the time?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Is the employee able to work remotely/flexibly 100% of the time?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Can the employee be temporarily redeployed to a role which is not required to work in or enter a facility where care is provided until such time as they are willing or able to be vaccinated?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Can the employee access their leave entitlements until such time as they are willing or able to be vaccinated?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Can any other reasonable adjustments be implemented such that the employee is not working in a role that is required to work in or enter a facility where care is provided?	Yes <input type="checkbox"/>	No <input type="checkbox"/>
<b>Comments:</b>		

<b>Must read:</b>	If you answered 'yes' to any of the above questions you should consider whether it is appropriate to use the recommended outcome letter provided.
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Name:	
Signature:	
Date:	

# DOH DISCLOSURE LOG

## 1. Employee details

<b>Name:</b>	[REDACTED]
<b>Payroll ID:</b>	[REDACTED]
<b>Job title:</b>	Operations [REDACTED]
<b>Work unit/area:</b>	[REDACTED]
<b>Facility:</b>	[REDACTED]
<b>Hospital and Health Service</b>	[REDACTED]
<b>Line manager name:</b>	[REDACTED]
<b>Line manager contact information</b>	[REDACTED]

## DOH DISCLOSURE LOG



## 2. Exemption request

<b>Unable to receive any COVID-19 vaccine due to a recognised medical contraindication to the COVID-19 vaccine</b>	
<b>Requirement:</b>	<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.
<b>Evidence requirements</b>	
<p>An employee is required to provide a medical certificate from their treating specialist medical practitioner certifying:</p> <ul style="list-style-type: none"> <li>• that the employee is unable to receive any COVID-19 vaccination because they have a recognised medical contraindication to the vaccine</li> <li>• whether the medical contraindication will permanently or temporarily prevent COVID-19 vaccination</li> <li>• if the medical contraindication is temporary in nature, when the employee may be able to receive the COVID-19 vaccination.</li> </ul>	
<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

<b>Unable to receive any COVID-19 vaccine due to a genuinely held religious belief</b>	
<b>Requirement:</b>	<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"> <li>• their deeply held religious belief such that they are unable to receive any COVID-19 vaccine; and</li> <li>• their affiliation or connection to the religious group from a religious leader or official.</li> </ul>

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<p><input checked="" type="checkbox"/></p> <p>Tick box to confirm</p>	<p>I can confirm that I am unable to meet the COVID-19 vaccination requirements due to a genuinely held religious belief</p> 
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# DOH DISCLOSURE LOG

Employee COVID-19 vaccine exemption application form  
Corporate Services Division  
HR Branch  
Effective date

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<b>Evidence requirements</b>	
<p>An employee is required to provide a letter from a religious leader or official certifying that:</p> <ul style="list-style-type: none"> <li>• the employee has an affiliation/connection to a religious group; and</li> <li>• the employee has a genuinely held religious belief such that they are unable to receive any COVID-19 vaccine.</li> </ul>	
<input checked="" type="checkbox"/>	<p>I have attached a copy of the above documentation</p> <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
<p>Tick box to confirm</p>	
<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

<b>Other exceptional circumstances</b>	
<b>Requirement:</b>	<p>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:</p> <ul style="list-style-type: none"> <li>• Vaccine hesitancy and conscientious objection, by themselves, are not considered exceptional circumstances.</li> <li>• Some other extenuating circumstance must exist.</li> </ul> <p>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.</p>
<b>Evidence requirements:</b>	
<ul style="list-style-type: none"> <li>• Please briefly detail the extenuating circumstances which preclude your meeting the COVID-19 vaccination requirements below</li> </ul>	
<p style="text-align: center; color: lightcoral; font-size: 48px; opacity: 0.3;">RTI RELEASED</p>	
<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>	

### 3. Employee certification

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

<b>Employee signature</b>	
<b>Date</b>	29 September 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.

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## Version Control

Version	Date	Comments
1	20 September 2021	To be published on QHEPS

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2021

I, [redacted] religious leader of the [redacted] Mosques  
hereby confirm that [redacted] is an adherent of the Islamic Faith.



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# DOH DISCLOSURE LOG

## Cover Page: Exemption Recommendation Form

### 1.1. Application summary

Employee Name	[REDACTED]
HHS/DoH	[REDACTED]

### 1.2. Category of exemption application - Religious belief

Religious belief/s stated	Supporting Evidence Provided
Please detail:  [REDACTED] Mosques Islamic Faith	Yes/No – please detail:  Dated 05/10/2021 [REDACTED] [REDACTED] Religious Leader

### 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?

- |  |   |
|--|---|
| <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 checked="" 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)  |

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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:

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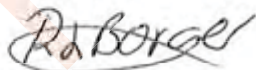


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Reason for Recommendation:

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

7/14/21.

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# 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*):

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## Letter body

Date of religious letter: 5/10/21

Religion and contact from letter: Mosques religion's leader

Affiliation made: Yes/ no

Islamic Faith

## Response

- Letter completed
- Recommendation sheet

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Queensland Health

# Employee COVID-19 vaccine exemption application form

## 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





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

Queensland Health

Dear [REDACTED]

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 29 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.

To support your exemption application, you provided supporting documentation from [REDACTED] dated 5 October 2021, 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.



**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 [INSERT];
2. You have not received COVID-19 vaccinations as required by the [Directive/Policy];
3. You have applied for an exemption to the COVID-19 vaccination requirement under the [Directive/Policy] on the ground of a genuinely held religious belief, namely Islamic Faith;
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/Policy];
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/Policy], were balanced against the purposes of the vaccination requirements.

I have had regard to the intention of the [Directive/Policy], 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/Policy] 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/Policy], and do not have an approved exemption, I am directing you to comply with the [Directive/Policy].

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/Director-General] 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/Policy] and will continue to do so until such time as it is revoked or repealed. An exemption under the [Directive/Policy] 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. [Insert HHS/Department of Health] 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]

/ /

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Prepared by: [redacted]  
name  
position title  
branch/unit title  
telephone no.  
date

Submitted through: [redacted]  
name  
position title  
branch/unit title  
telephone no.  
date

Cleared by: [redacted]  
name  
position title  
branch/unit title  
telephone no.  
date

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# DOH DISCLOSURE LOG



Queensland Health

# Employee COVID-19 vaccine exemption application form



## 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, it is expected that there would be limited applications that would meet exemptions requirements.

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

<b>Name:</b>	Click or tap here to enter text.
<b>Payroll ID:</b>	Click or tap here to enter text.
<b>Job title:</b>	Click or tap here to enter text.
<b>Work unit/area:</b>	Click or tap here to enter text.
<b>Facility:</b>	Click or tap here to enter text.
<b>Hospital and Health Service</b>	Click or tap here to enter text.
<b>Line manager name:</b>	Click or tap here to enter text.
<b>Line manager contact information</b>	Click or tap here to enter text.

I am applying for an exemption based on *(tick all that apply)*:

- Medical contraindication – go to section 2a
- Genuinely held religious belief – go to section 2b
- Other exceptional circumstances – go to 2c

There is no requirement to complete all exemption categories in section 2.

# DOH DISCLOSURE LOG



<b>2 (b) Unable to receive any COVID-19 vaccine due to a genuinely held religious belief</b>	
<b>Requirement:</b>	<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"> <li>• their deeply held religious belief such that they are unable to receive any COVID-19 vaccine; and</li> <li>• their affiliation or connection to the religious group from a religious leader or official.</li> </ul>
<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
<b>Evidence requirements</b>	
<p>An employee is required to provide a letter from a religious leader or official certifying that:</p> <ul style="list-style-type: none"> <li>• the employee has an affiliation/connection to a religious group; and</li> <li>• the employee has a genuinely held religious belief such that they are unable to receive any COVID-19 vaccine.</li> </ul>	
<input checked="" 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