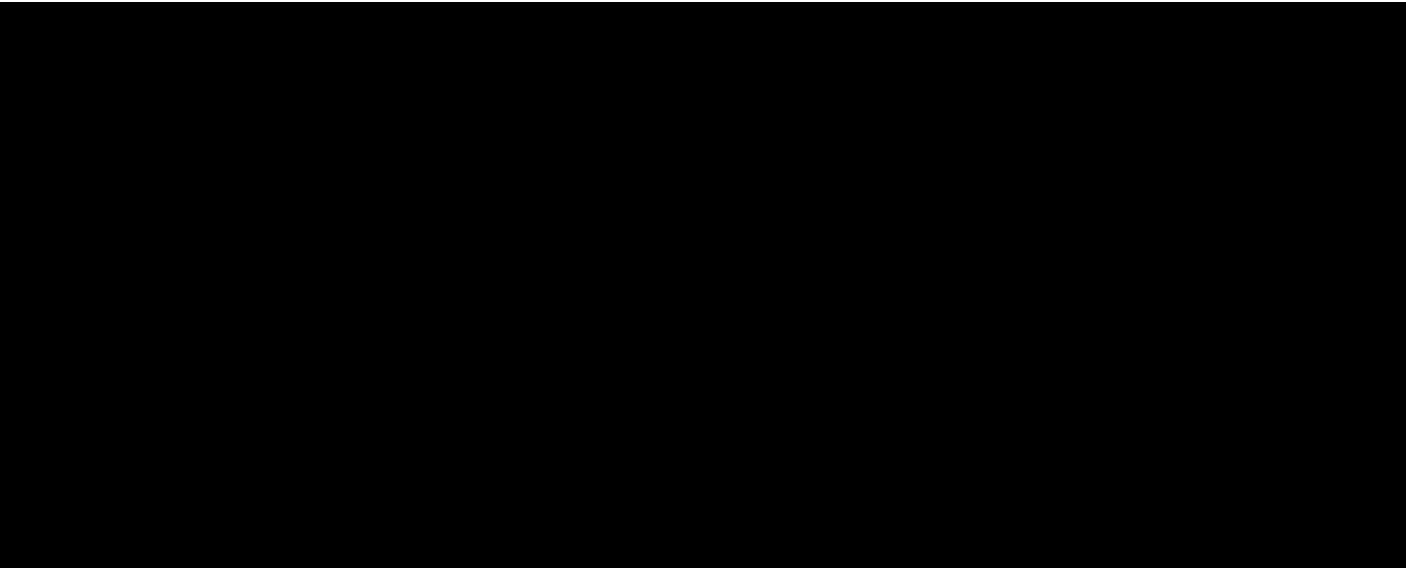




Consultation on the Draft RMP and Draft Policy

- A consultation survey on the Draft Risk Management Plan and associated Draft Covid-19 Vaccination Policy was made available to all staff for a 2-week consultation period (19 November 2021 to 3 December 2021).
  - A total of 1295 responses to the survey were received, with survey results as follows:
    - 78 % (1003) supportive
    - 7% (92) not supportive
    - 15% (200) undecided
  - In addition, 708 free text responses were received: 516 from supportive respondents and 142 from non-supportive respondents.
  - An analysis of these responses indicates clear themes.
  - Two clear themes emerged from supportive responses:
    - the need to protect vulnerable people (family, young people or themselves)
    - the need to provide a safe work environment and reduce the risk of transmission within the workplace
  - Three clear themes emerged from non-supportive responses:
    - Vaccination must be a choice, no forced medical interventions, right to free choice
    - concerns about the safety or efficacy of the vaccine
    - fully vaccinated, but do not support mandating the vaccine
  - Other issues highlighted by staff through the consultation included:
    - Timeframe for school-based staff to comply will be very difficult to manage in the first few days of Term 1 2022
    - Concerns that the vaccination requirement would result in staff losses and staff shortages
    - The need for a policy on boosters
    - The need for a policy on mask wearing
    - Mandating vaccination should extend to students
    - Other controls are required eg. Protective screens for client facing staff, improved ventilation
- 

Supportive Theme					
Necessary to protect whole school/ community	Do not want to work with unvaccinated colleagues	Happy with policy	Equity across the workforce	Protecting vulnerable members of our community	Total
83	10	216	12	33	<b>354</b>

Unsupportive Theme					
Vaccine not effective/ required/ unsafe	Policy discriminatory/ bullying	Vaccination must be a choice, no forced medical interventions	Should only apply client facing sites	Full vaccinated but don't agree to mandatory policy	Total
35	6	74	1	31	<b>147</b>

Mitigation					
Ventilation/air quality	Cleaning Procedure	Need to provide additional protections	Need additional policy (eg. on masks)	Should also be mandatory for students	How will boosters be managed
16	7	22	29	23	15

Exemptions		Timeframes		
Exception for Libraries Tas online volunteers?	Need to include religious/moral/ medical exemption	Flexible work options/ for teachers with vulnerable family members	Insufficient Timeframes to ensure full vaccination status	Extension of timeframe to have option for other vaccines
1	19	3	6	1

Staff Loses/ Shortage				
Will loses valuable staff/ volunteers	Concerned about ability to provide relief to cover staff absences	Policy will create divisiveness	Disagree/ fear with government decision to open borders on 15/12	How will mandatory vax work on co-located sites eg. With Service Tas
14	8	3	4	1

Diffuculty/ Time to assess vaccination of clients/ visitors	Lack of current adherence to covid-19 safety measures – need to compel leaders to enforce thes	What liability for Department if employee has side-effects	<b>OTHER TOTAL</b>
6	6	5	<b>189</b>

Do you consider mandatory vaccination is an effective control

**ID** measure against the risk of harm to employees from COVID-19 in the workplace?

Please provide further information or feedback regarding the risk management plan and assessment and the policy.

1 Yes

2 Undecided

3 Yes Test

4 Yes

5 Yes

6 Yes

7 Yes

8 Yes

9 Yes

10 Yes

11 Undecided

12 Yes

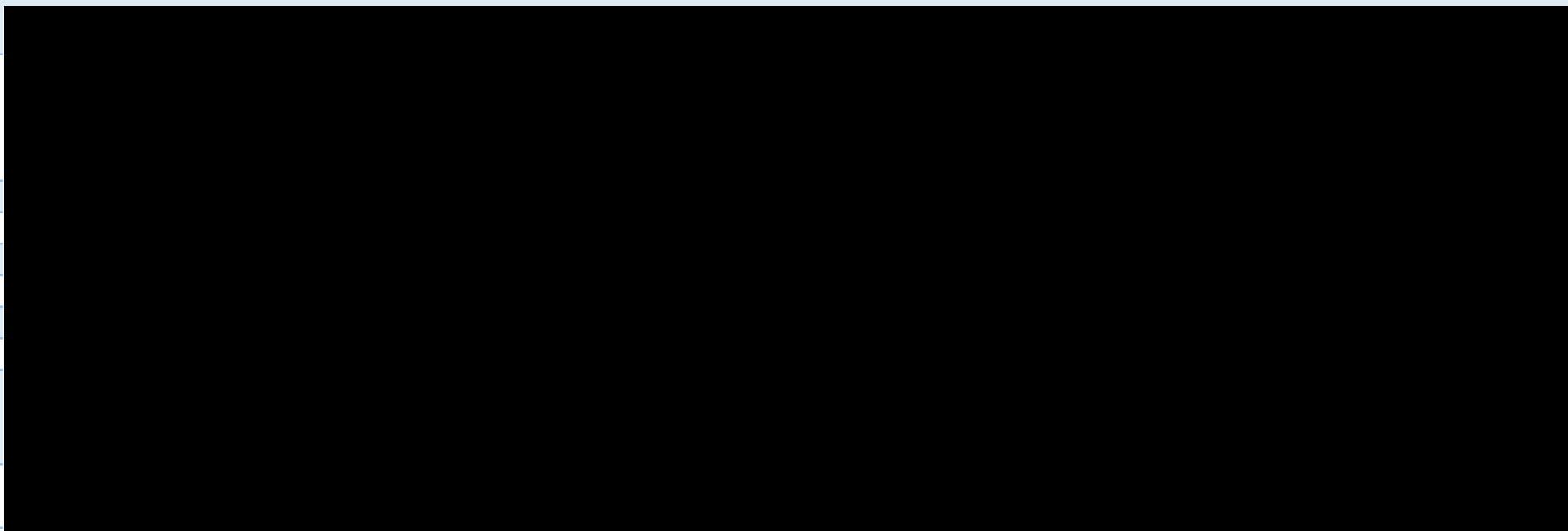
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31 Yes

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33 No

34 Yes

35 Yes

36 Yes

Part exempt s39

37 Yes

38 Yes

39 Yes

40 Yes

41 No

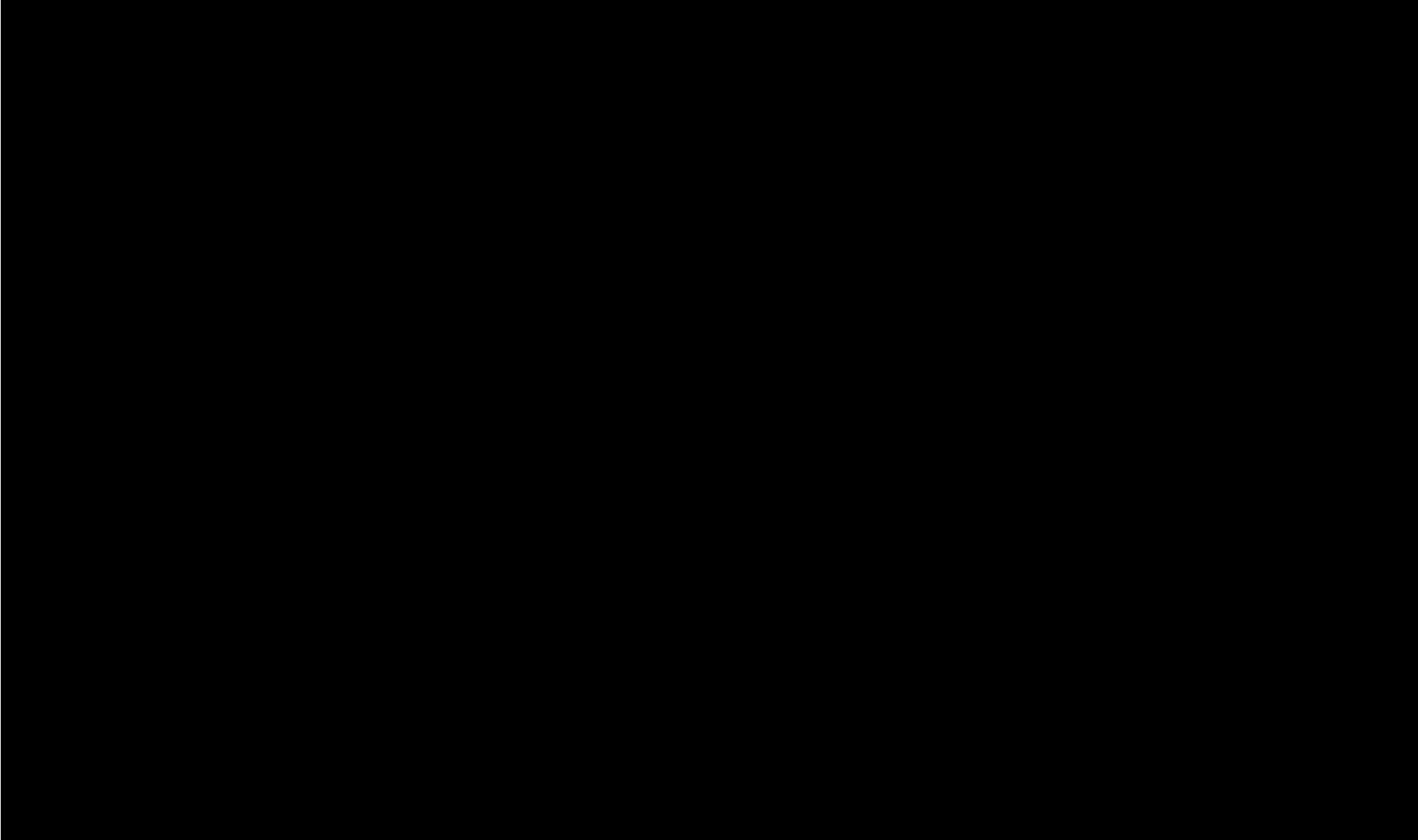
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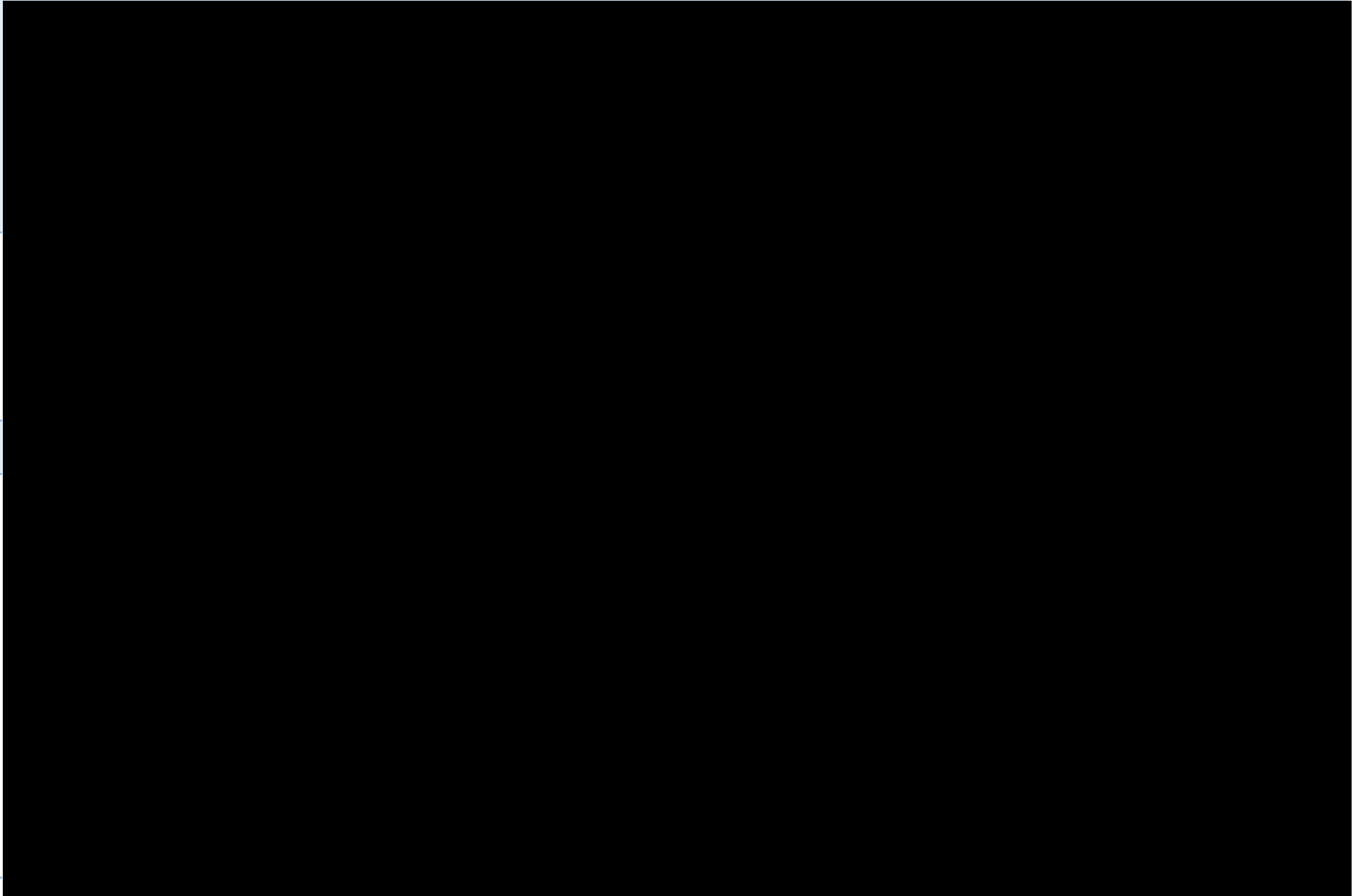
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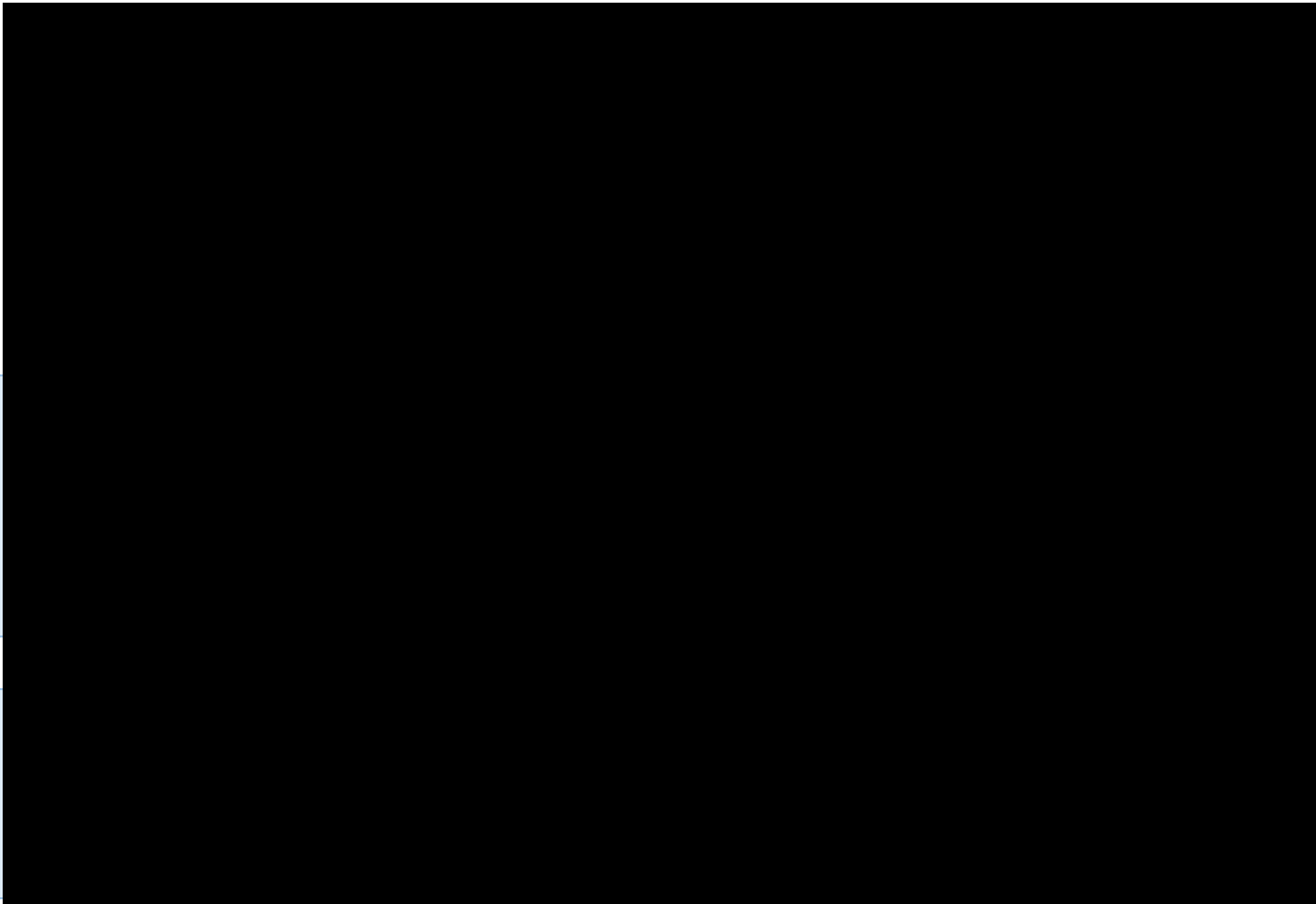
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128 Yes

129 Yes

130 No

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134 Yes

135 Yes

136 Yes

137 Undecided

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141 Undecided

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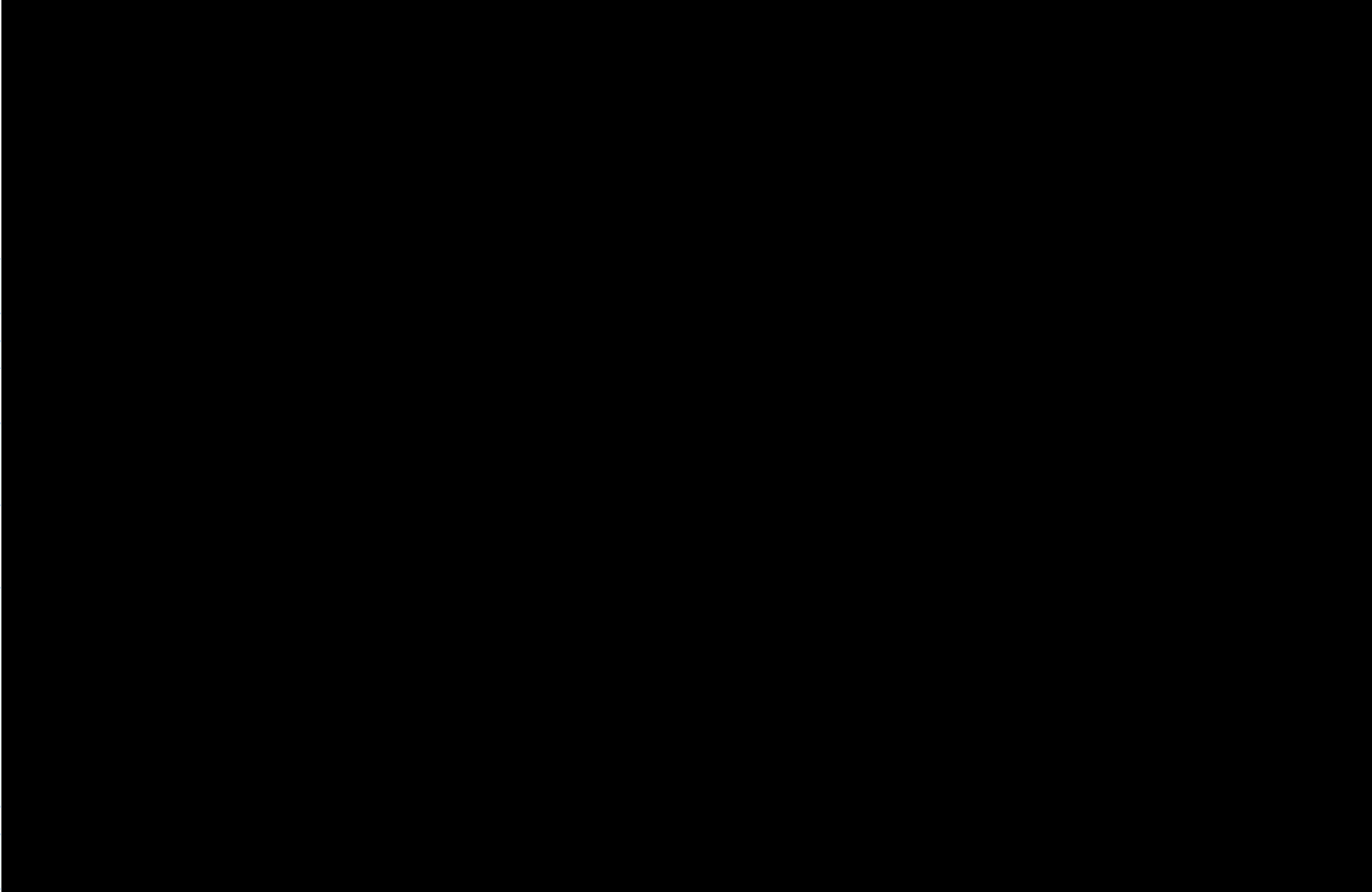
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179 Undecided

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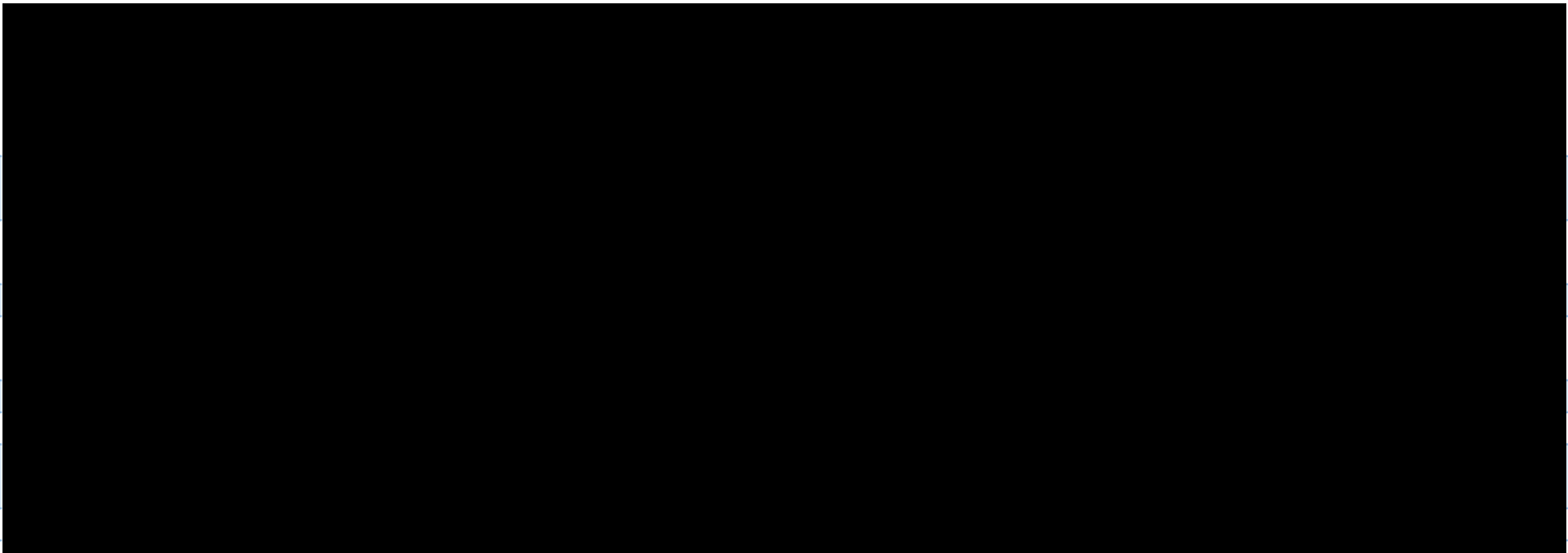
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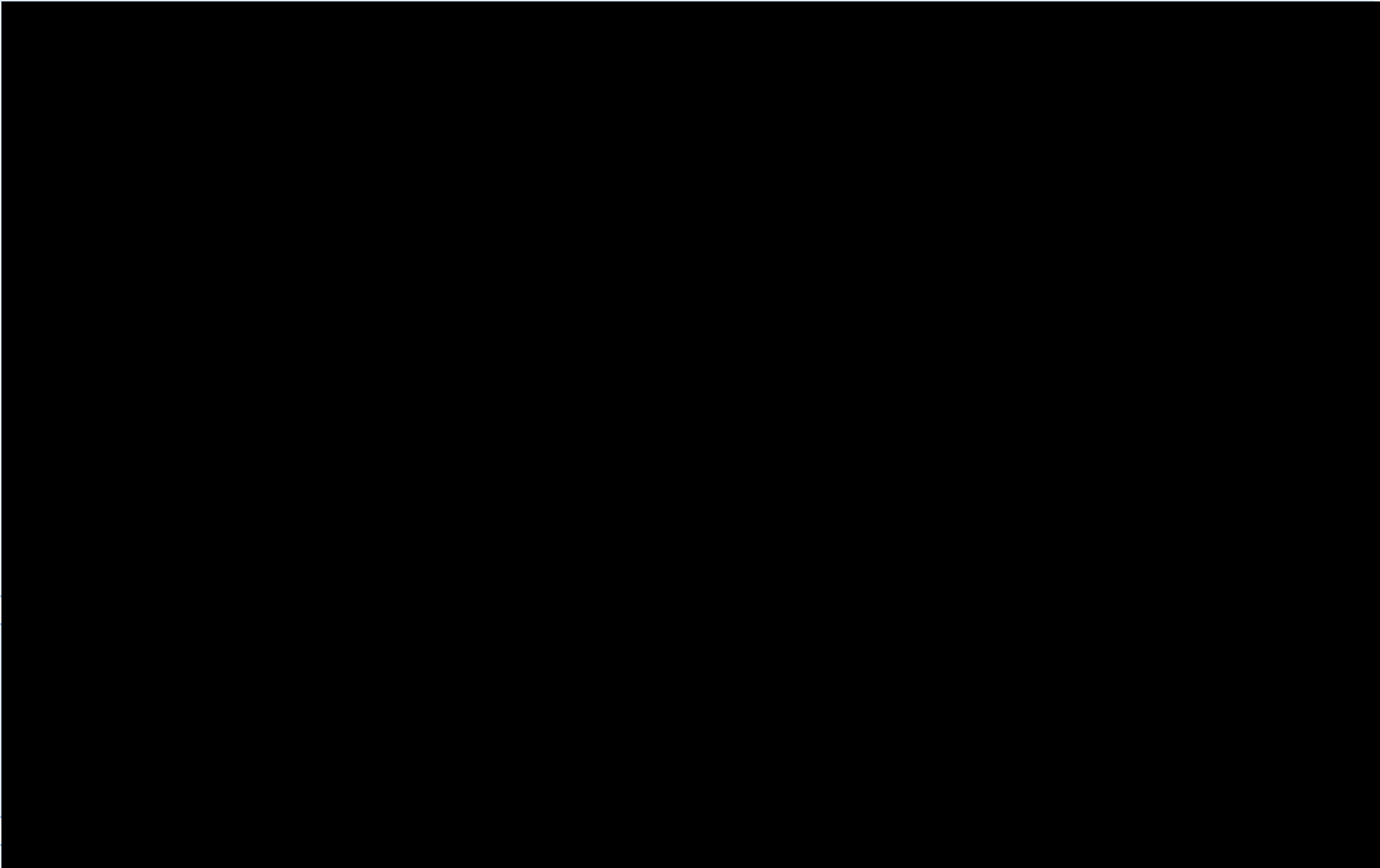
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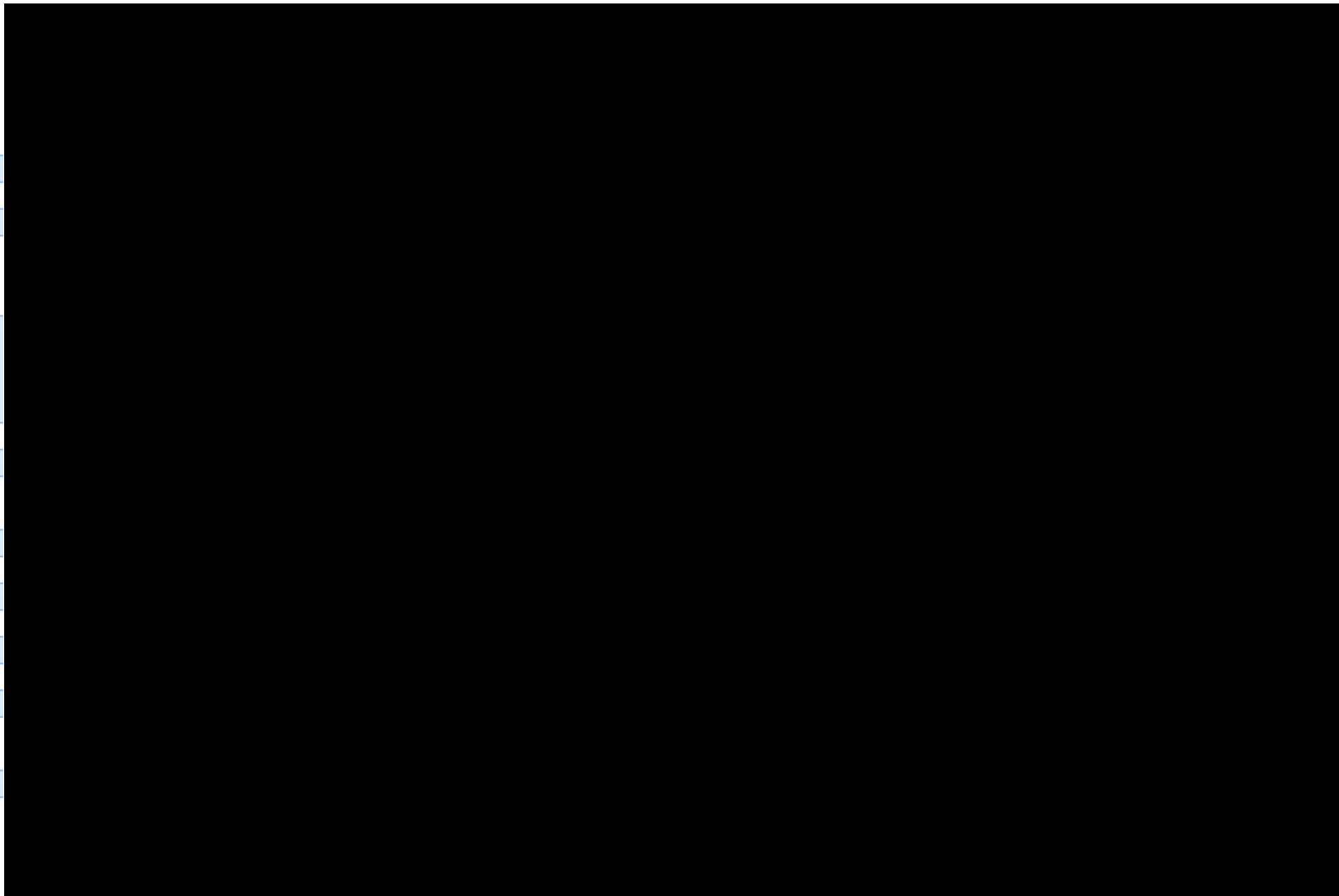
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Part exempt s39

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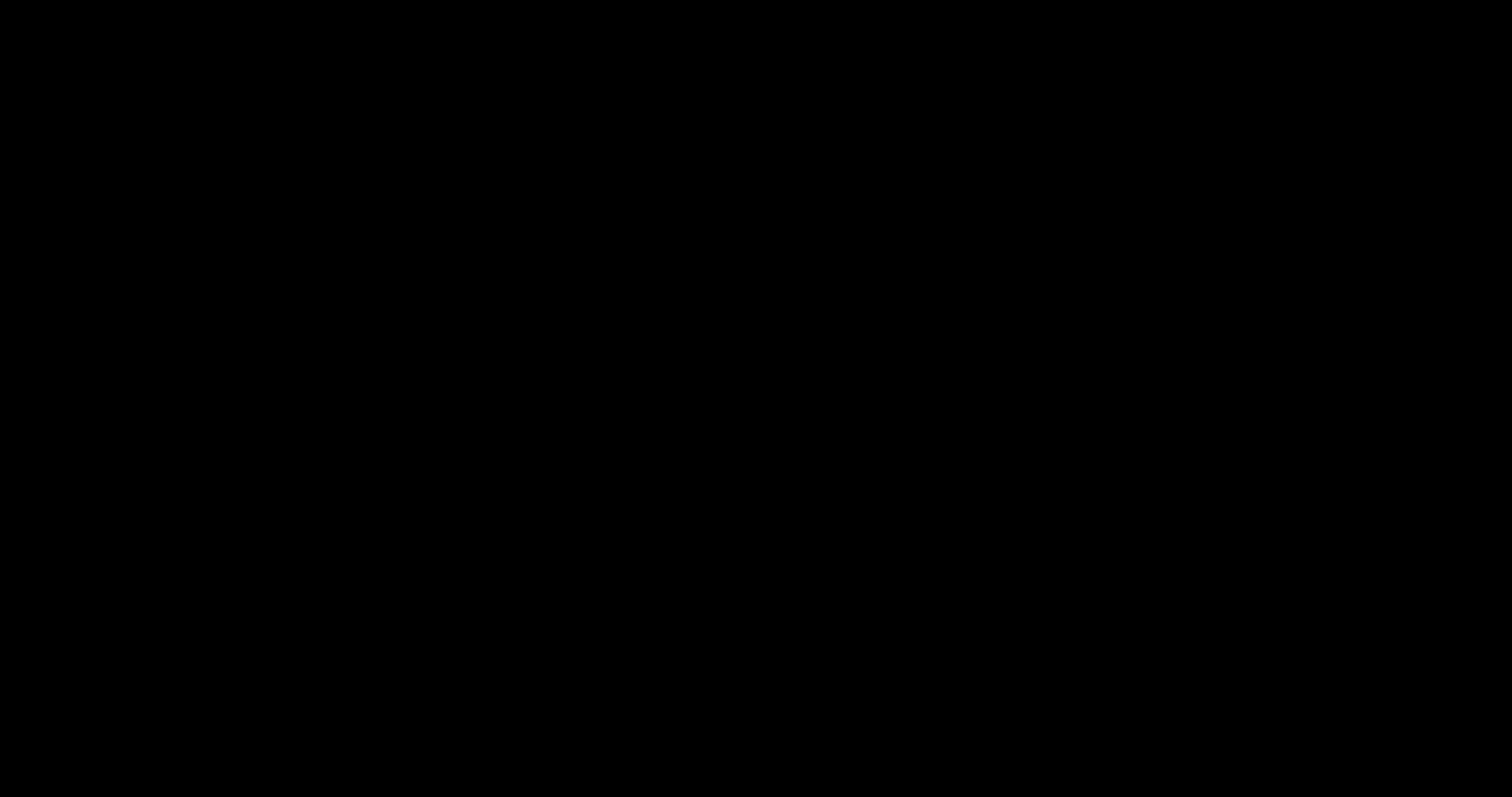
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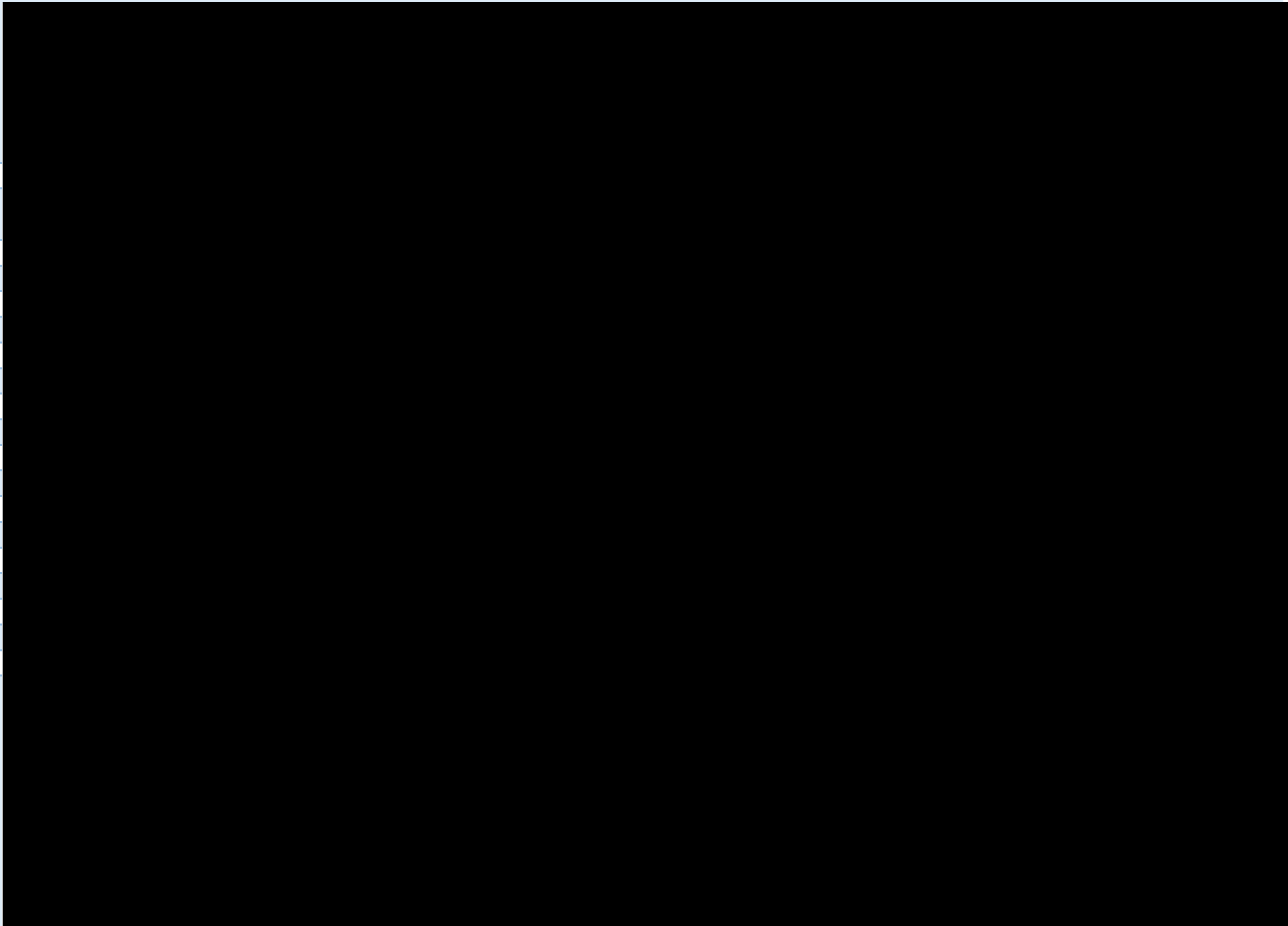
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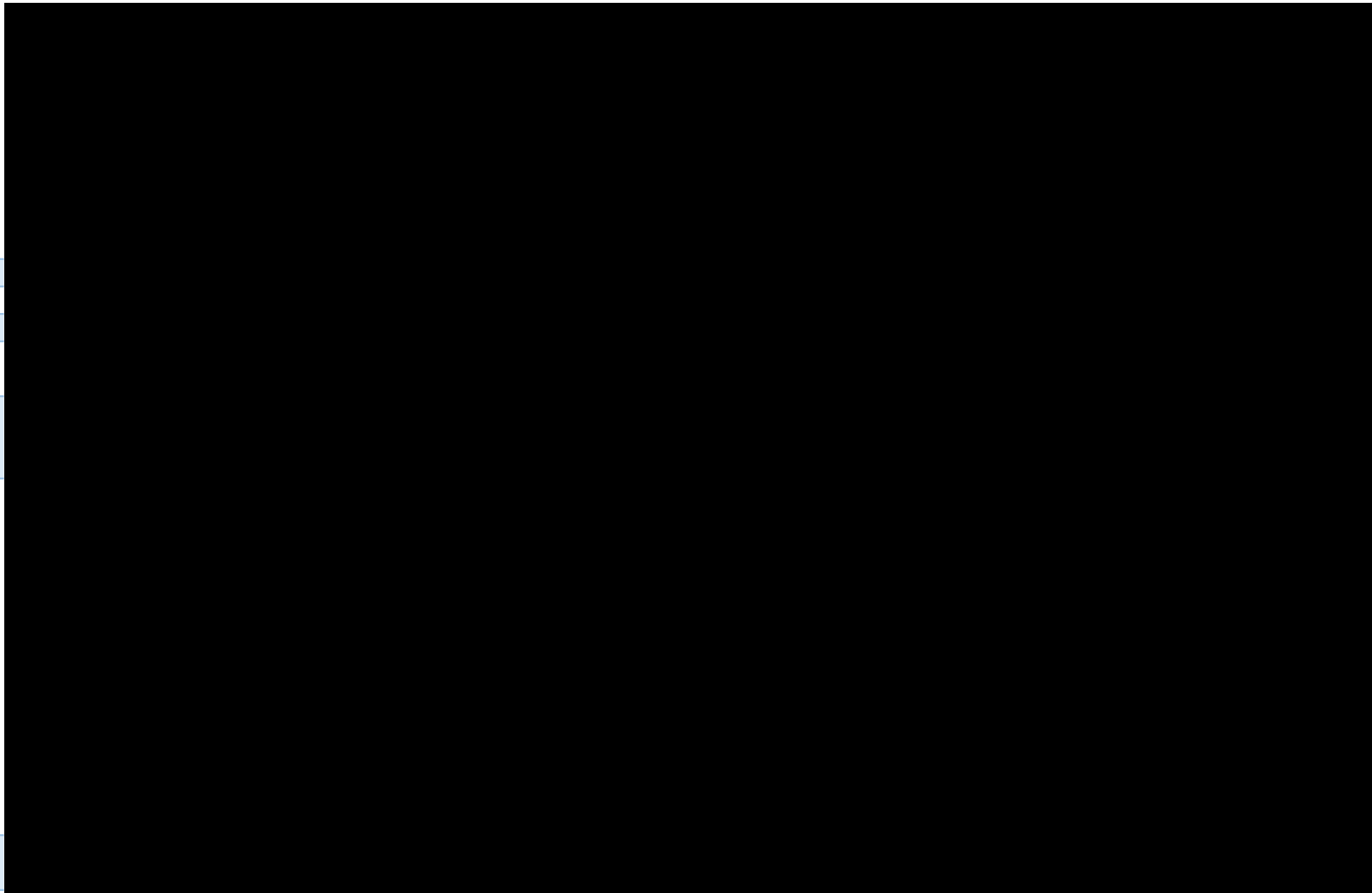
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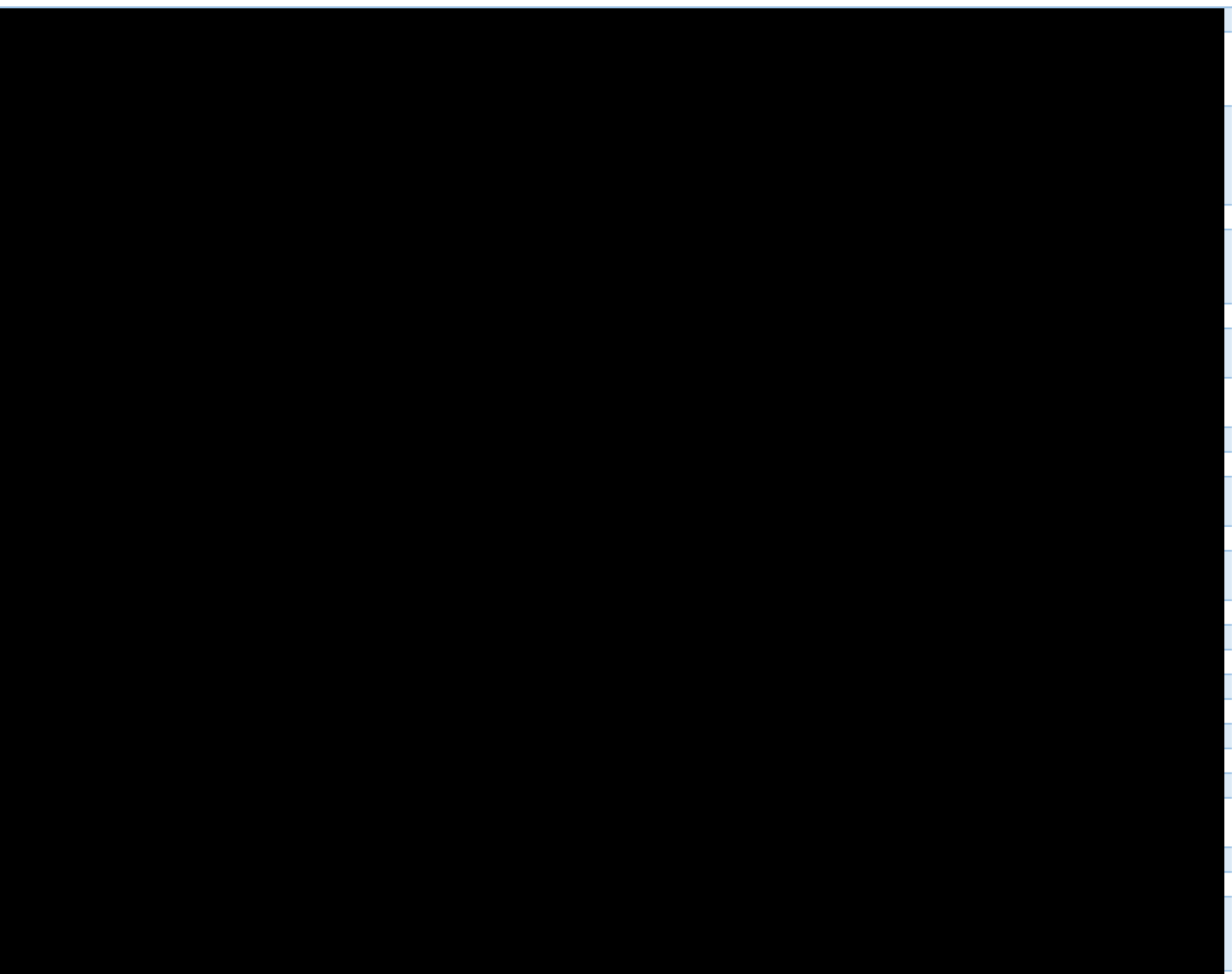
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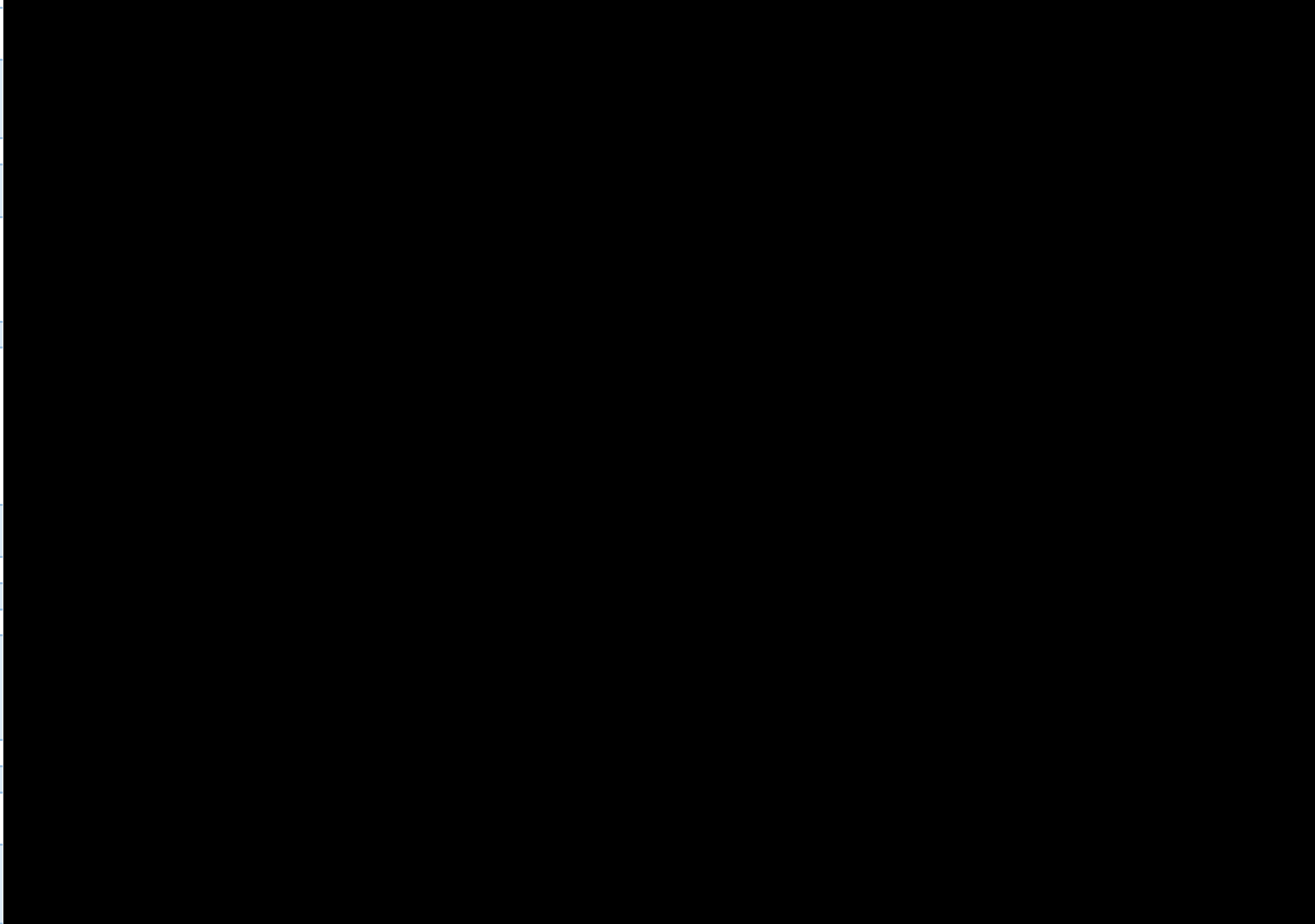
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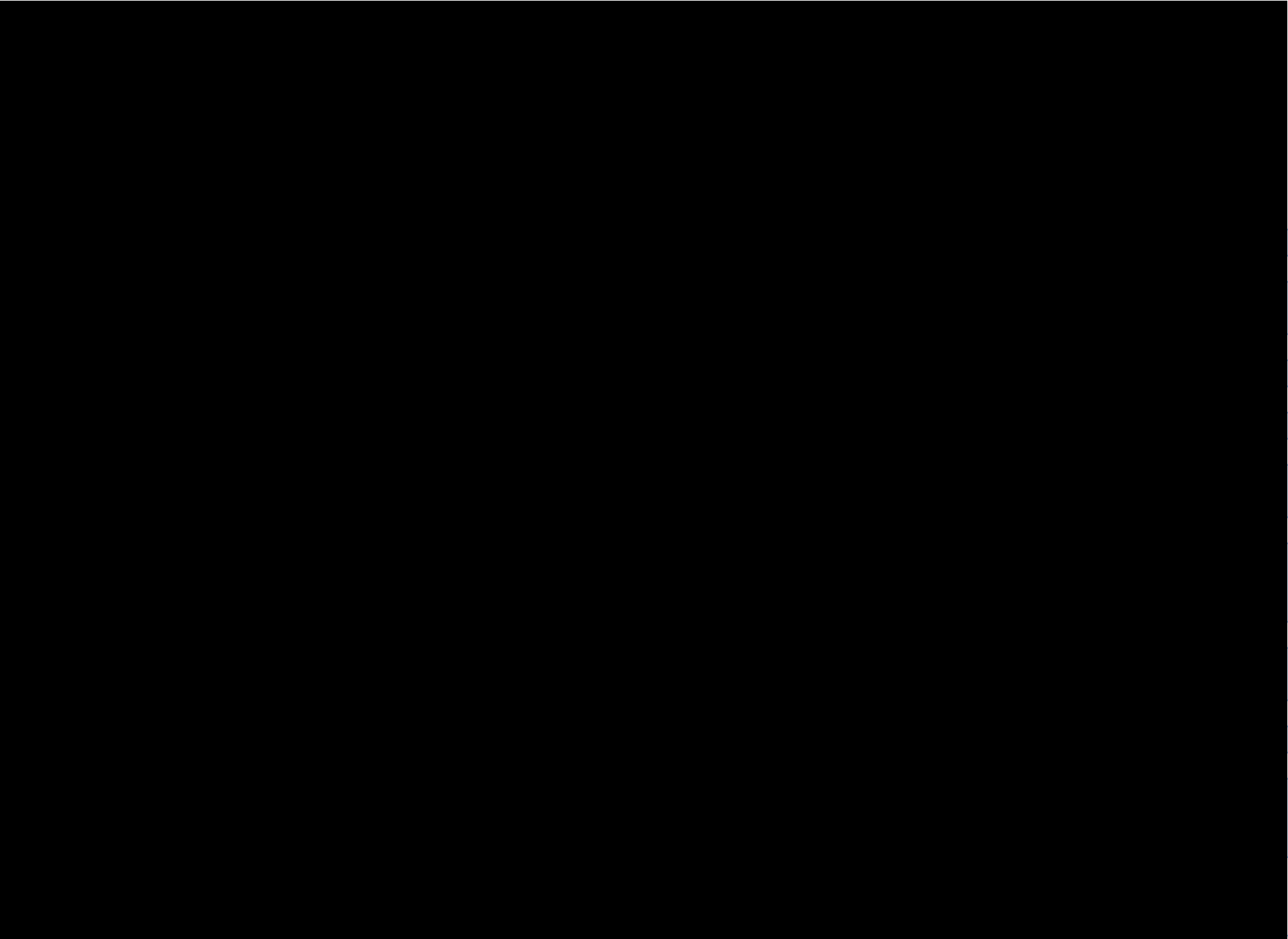
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Part exempt s39

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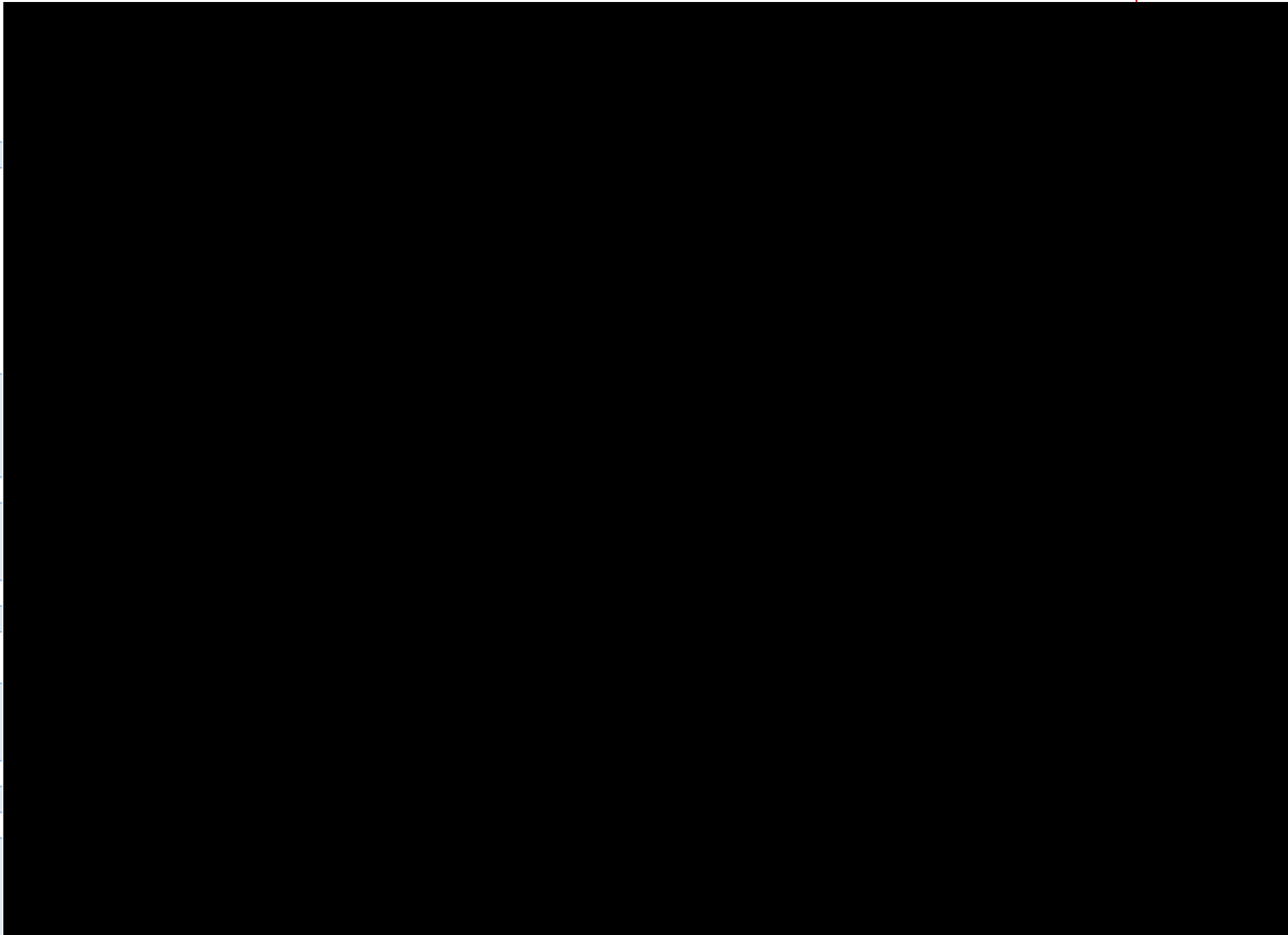
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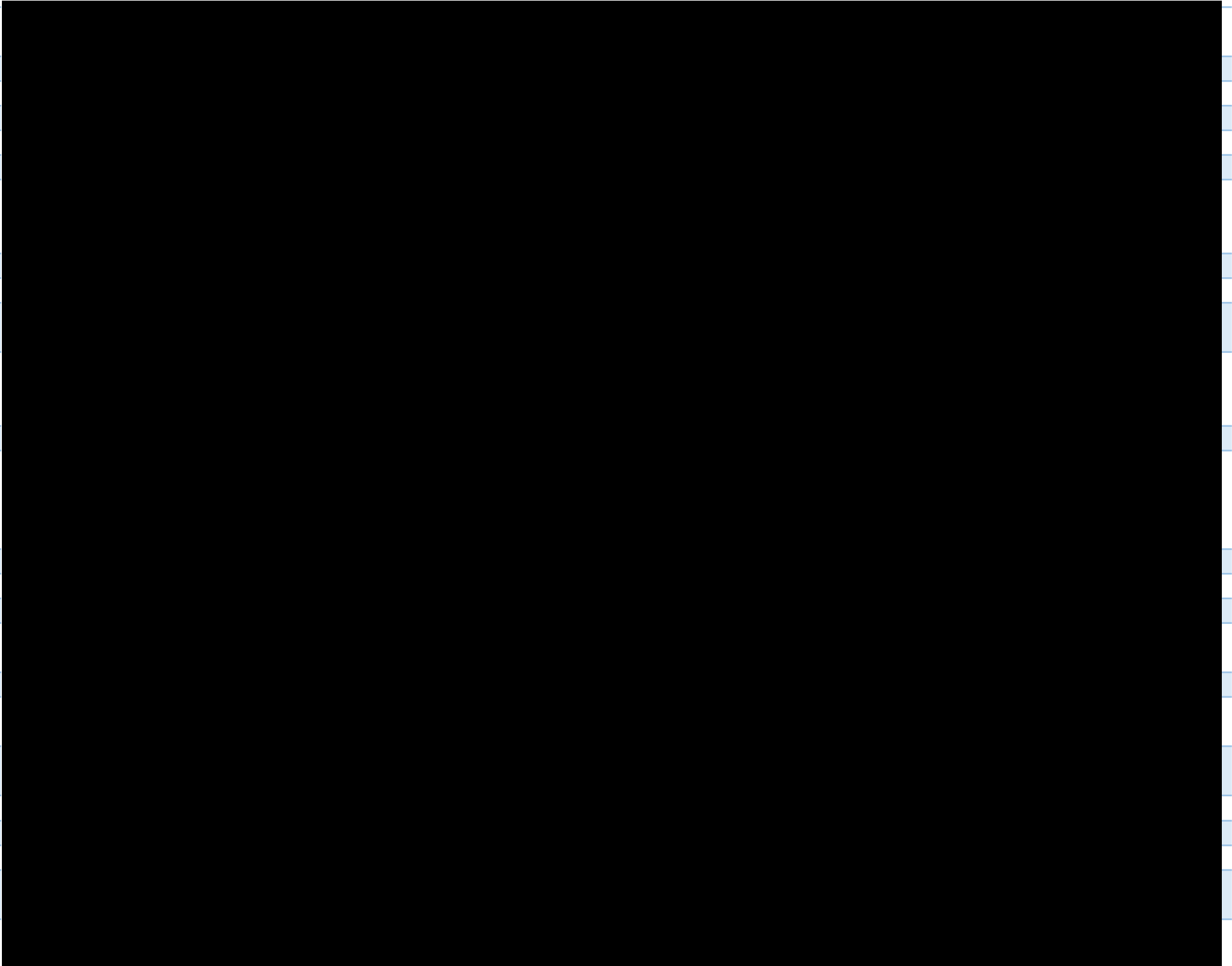
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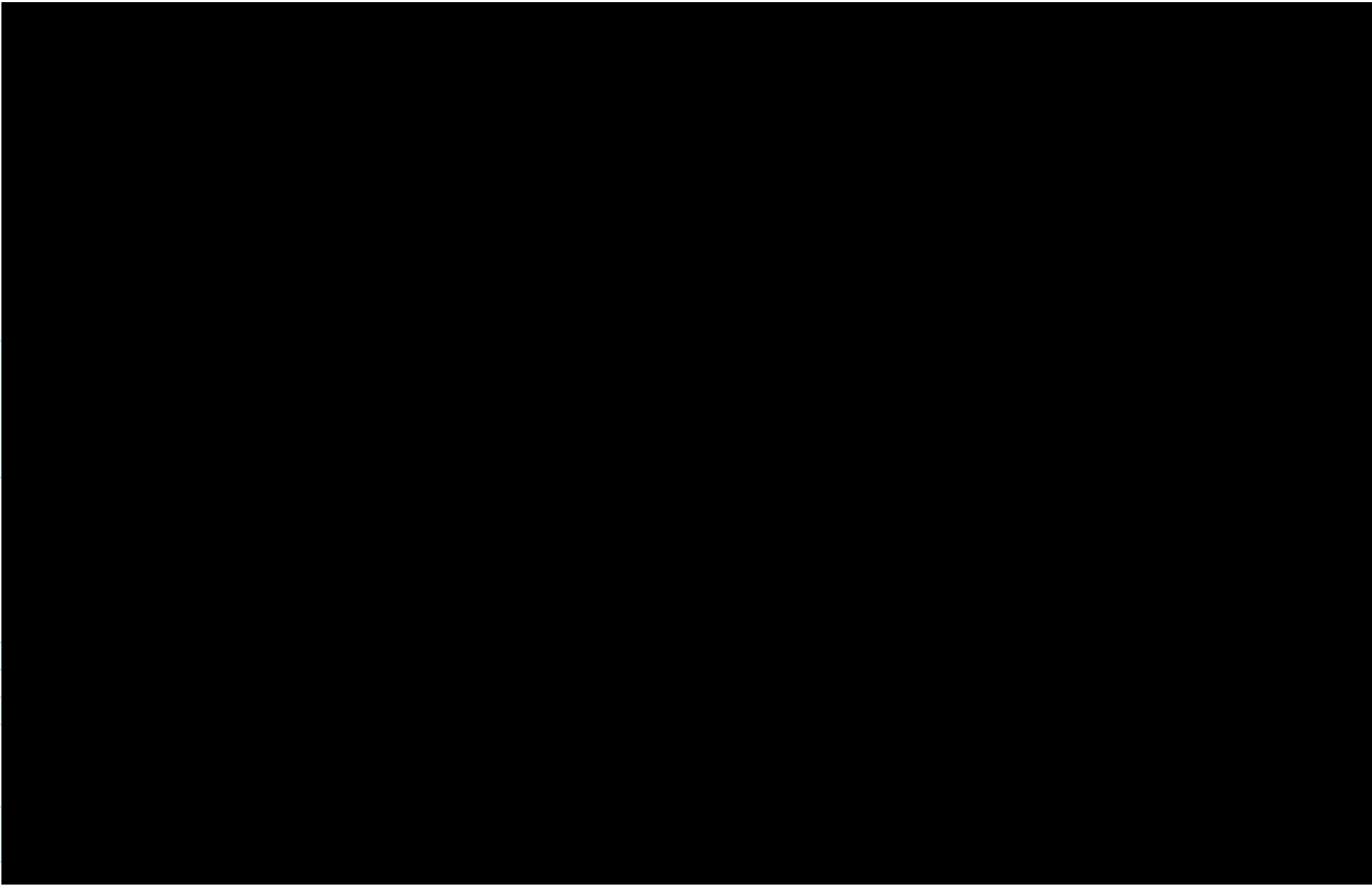
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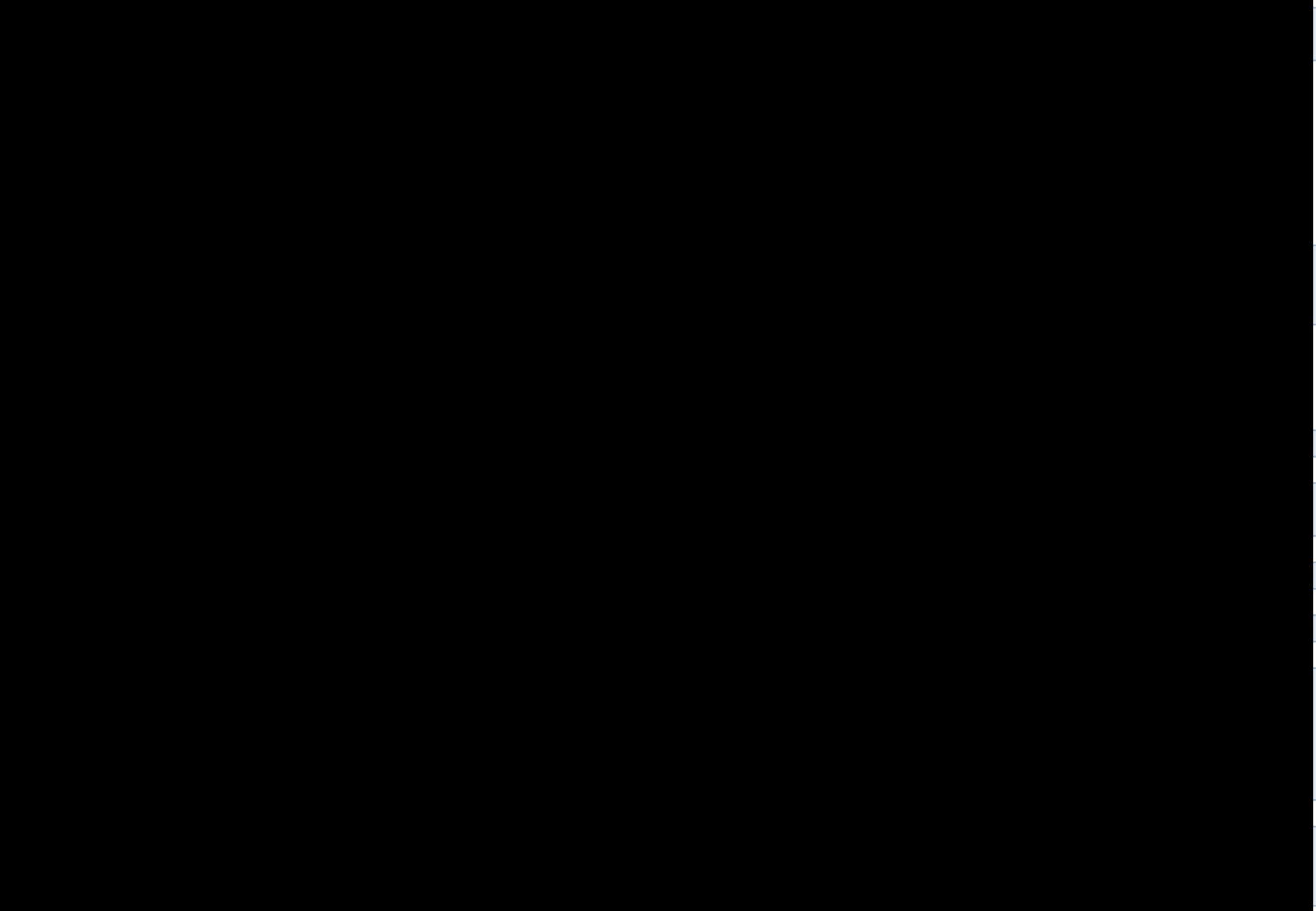
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689 Yes

690 Yes

691 Yes

692 Undecided

693 No

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695 Yes

696 Yes

697 Undecided

698 Yes

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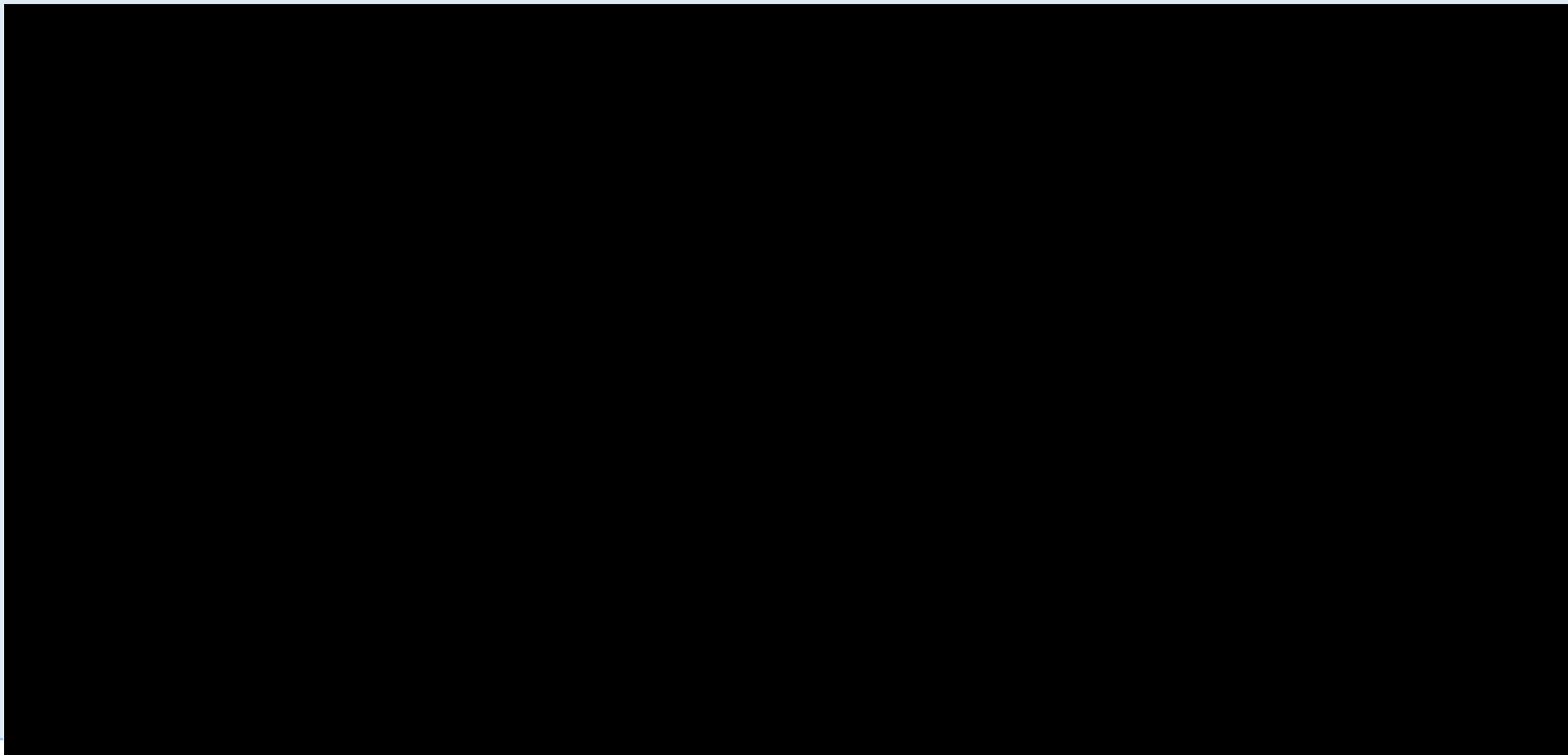
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718 Yes

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724 Yes

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728 Yes

729 Yes

730 Yes

731 Yes

732 Yes

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736 Yes

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741 Yes

742 No

743 Yes

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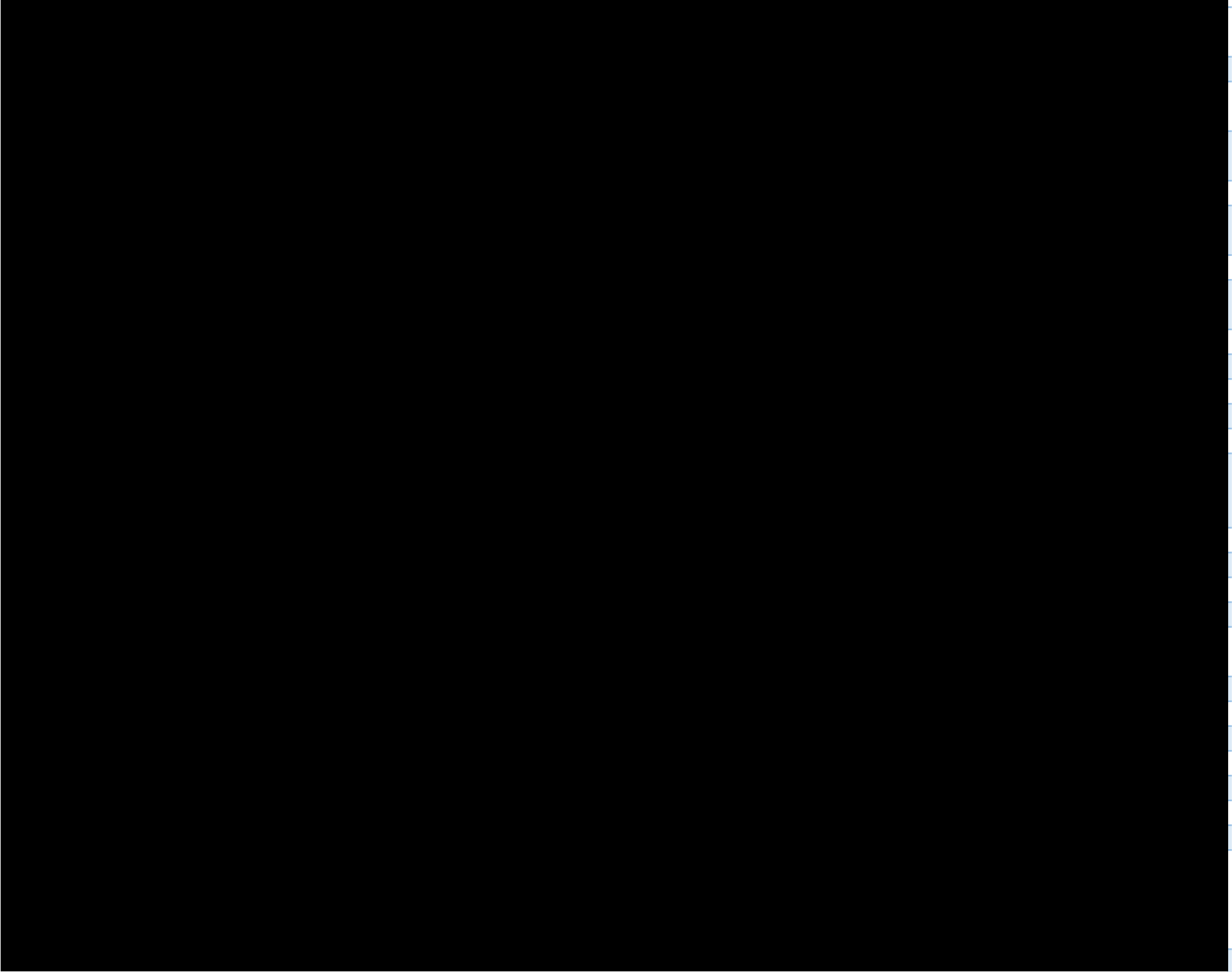
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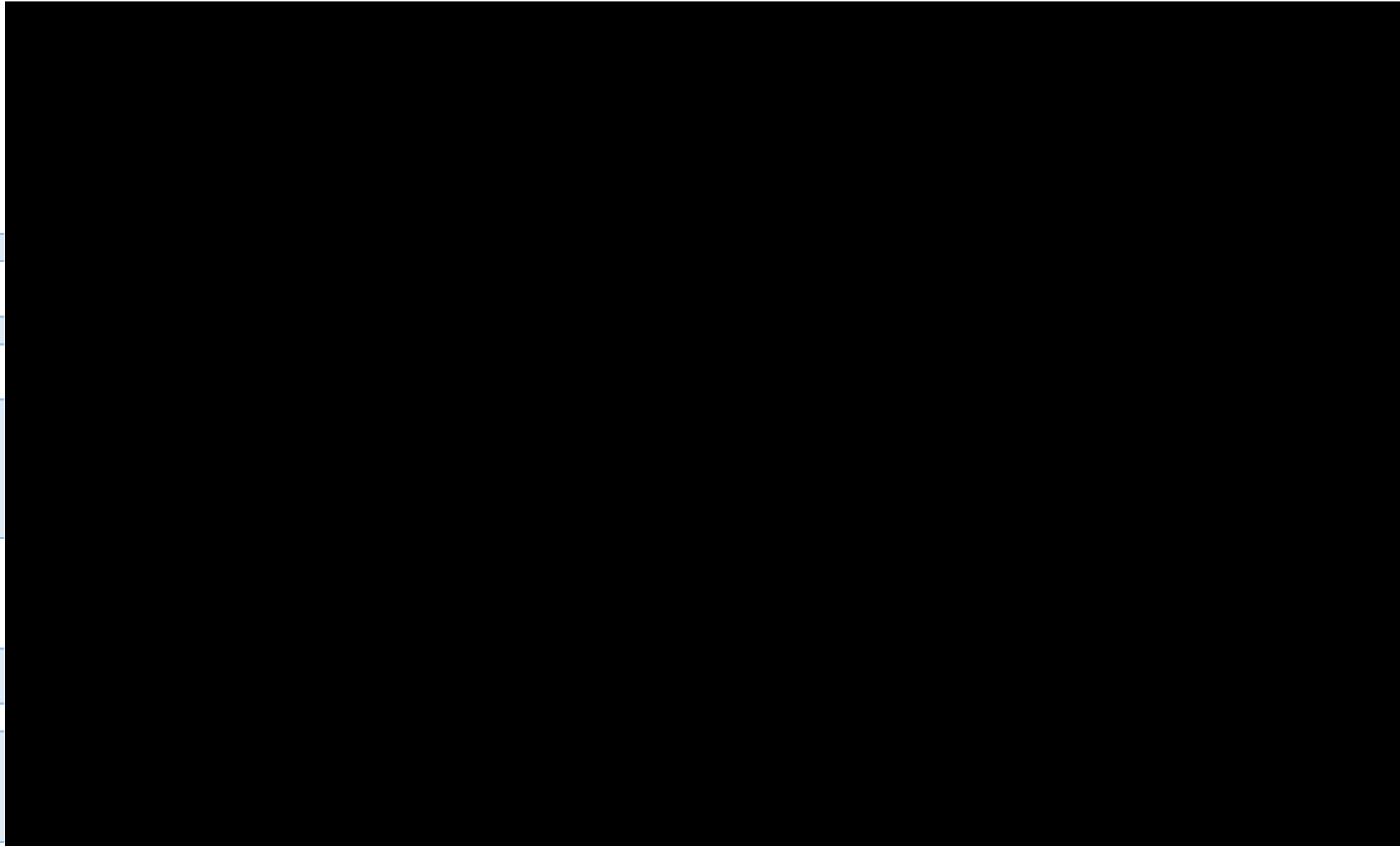
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786 Undecided

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790 Yes

791 Yes

792 Yes

Part exempt s39

793 No

794 Yes

795 Yes

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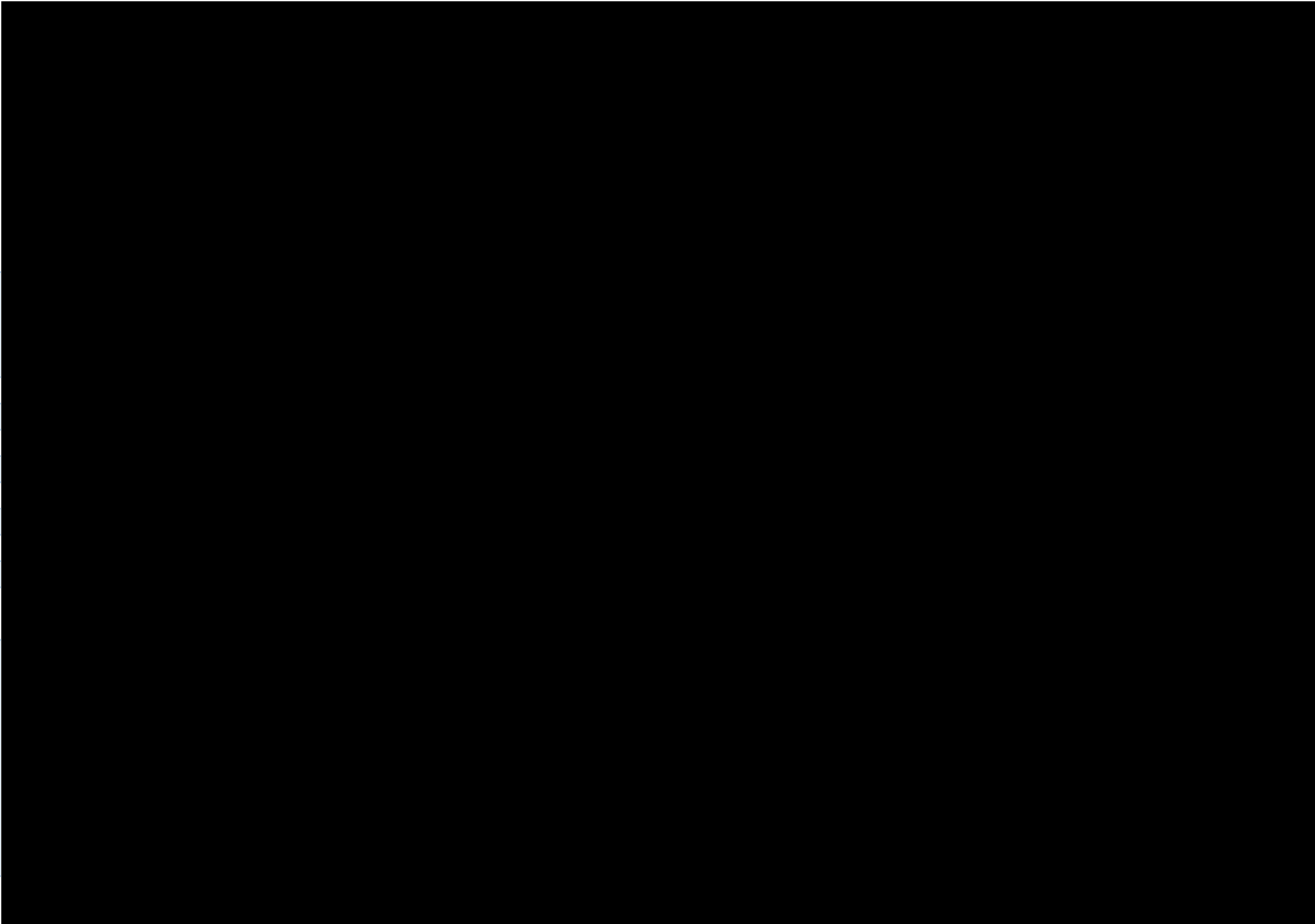
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827 No

828 No

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831 Yes

832 Yes

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834 No

835 Yes

836 Yes

837 No

838 Yes

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841 Yes

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843 Undecided

844 No

845 Yes

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847 Yes

848 Undecided

849 Yes

Part exempt s39

850 Yes

851 Yes

852 Undecided

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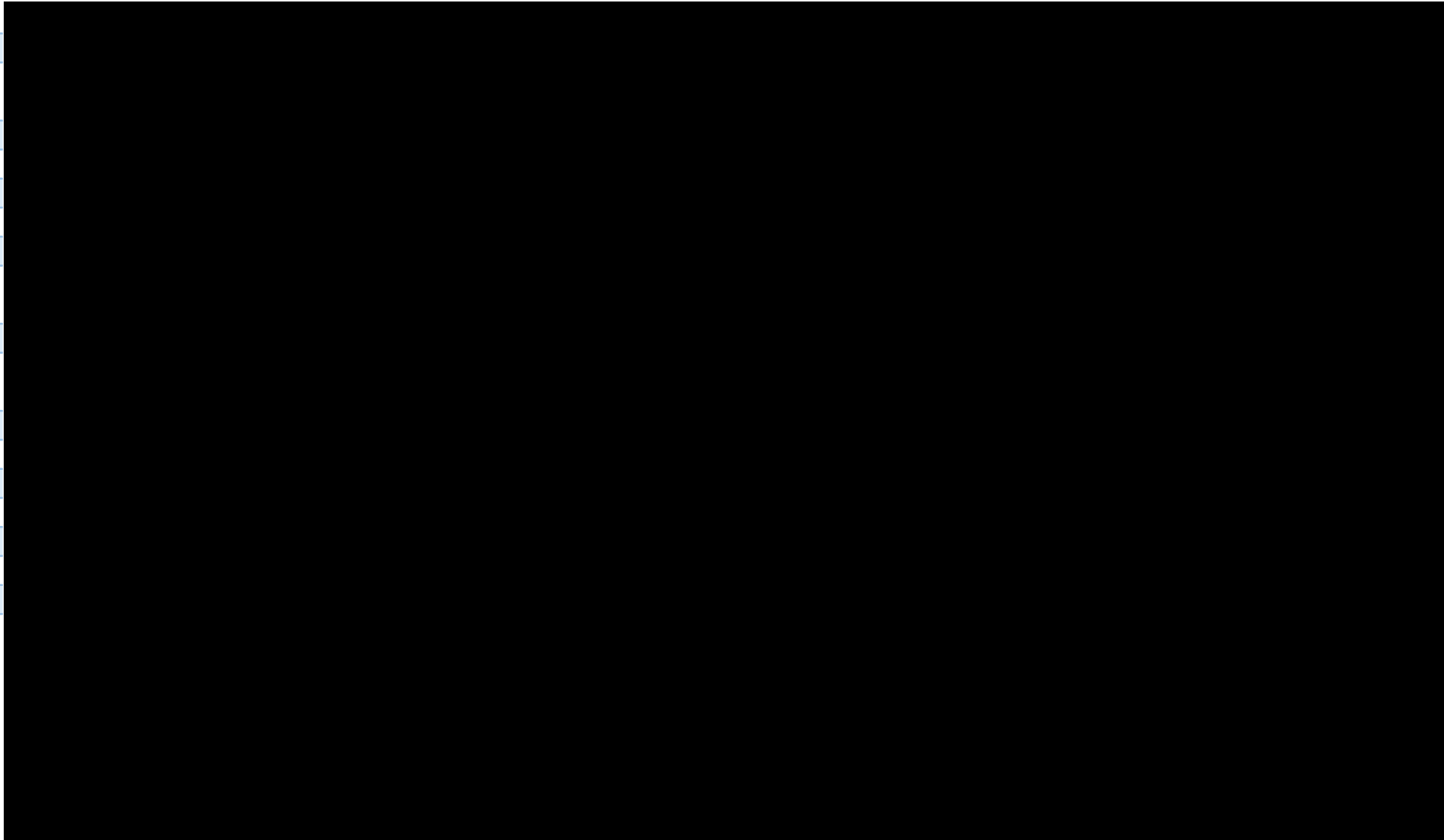
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887 Undecided

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897 Undecided

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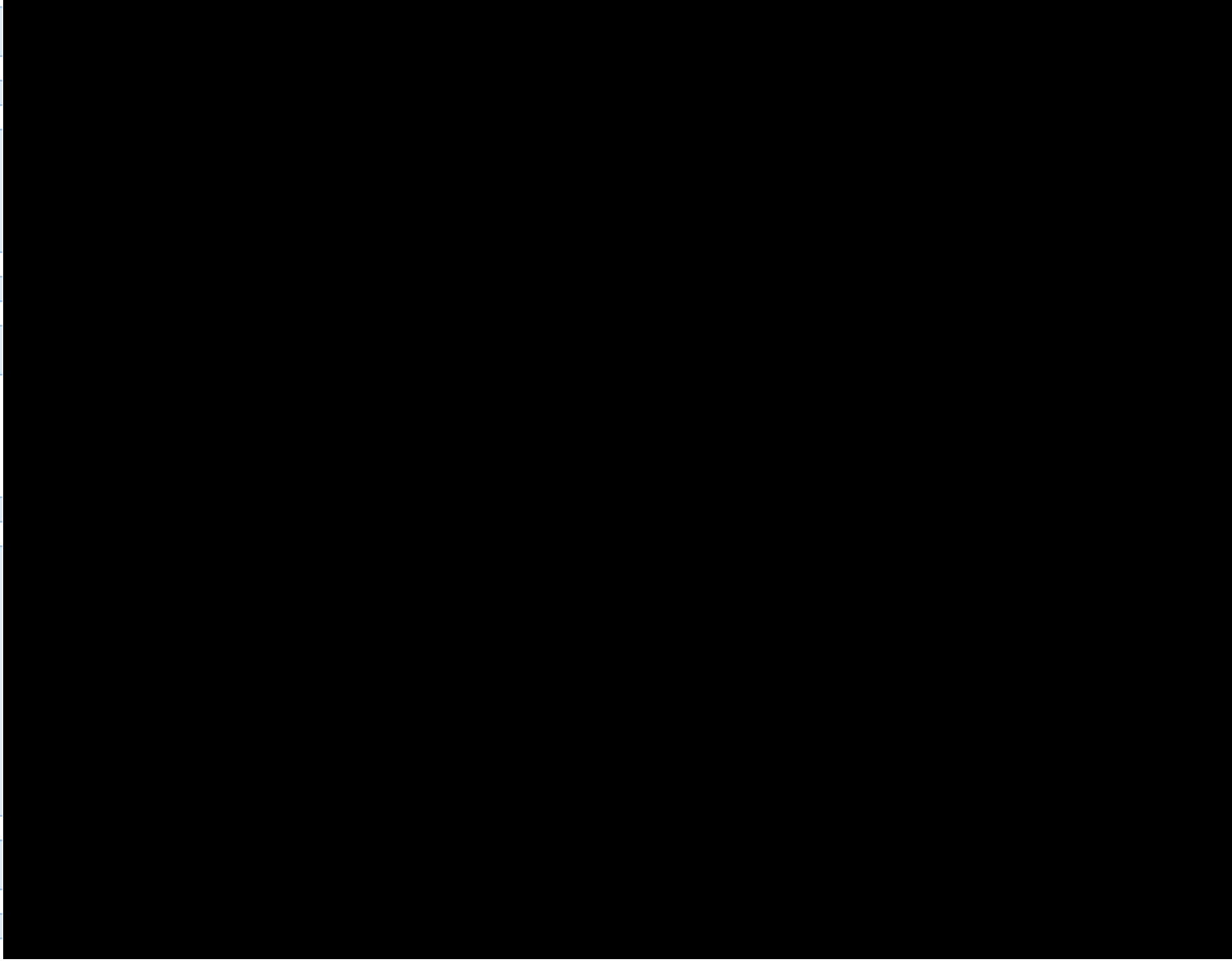
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Part exempt s39

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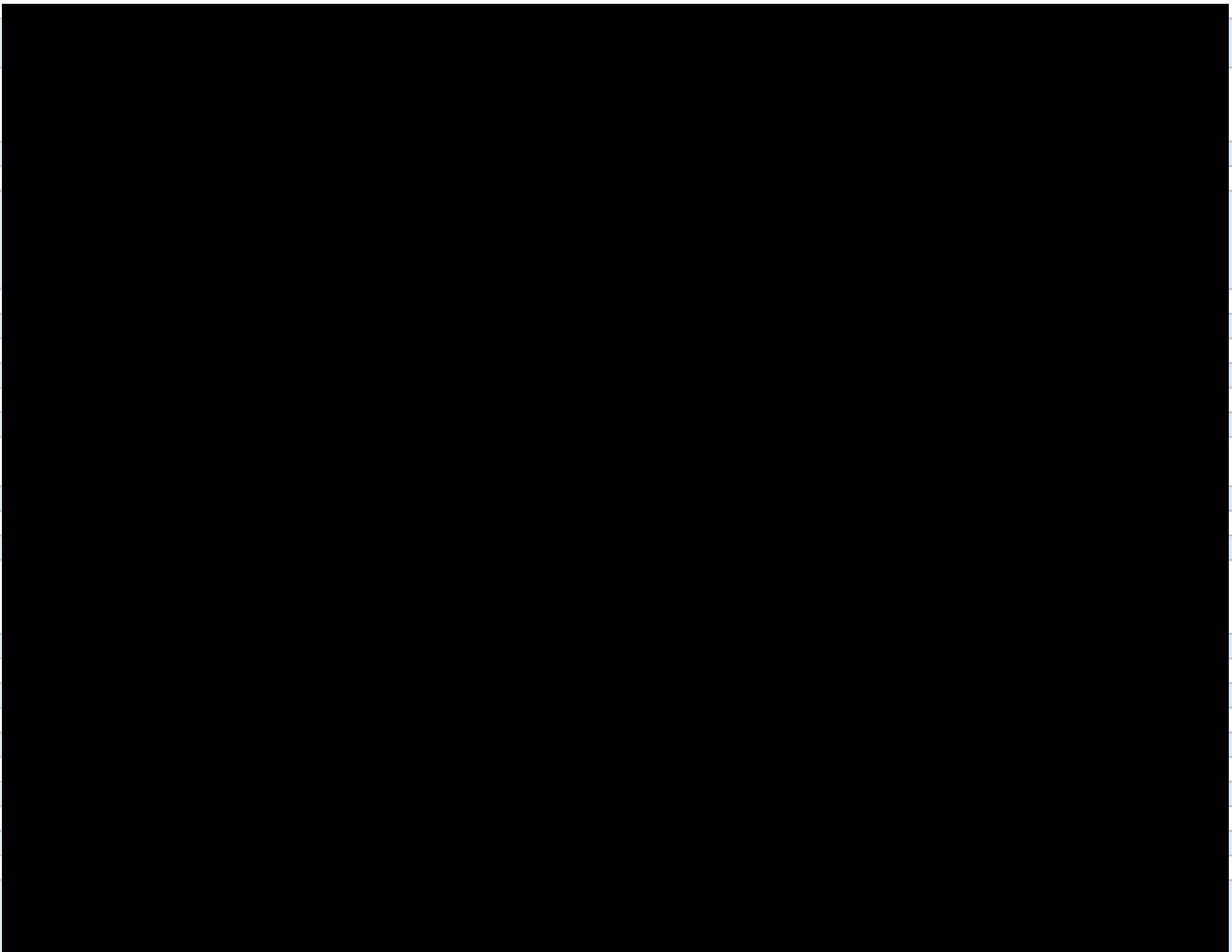
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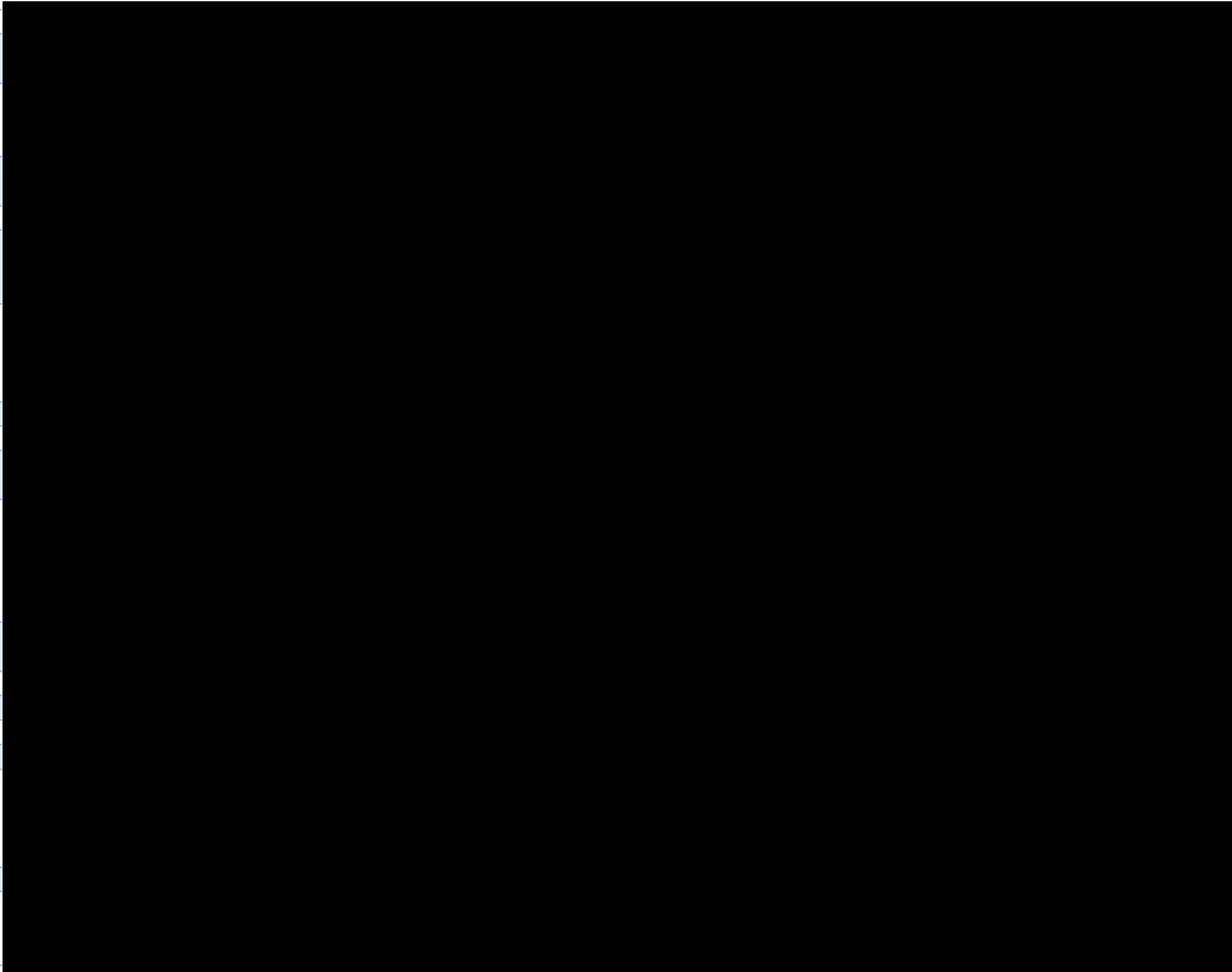
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1060 Undecided

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1075 Undecided

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1106 Undecided

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1191 No

1192 No

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1197 Yes

1198 Yes

1199 No

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1201 No

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1205 Yes

1206 Yes

1207 Yes

1208 Yes

1209 Yes

1210 Yes

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1212 Yes

1213 Yes

1214 No

1215 Yes

1216 Yes

1217 Yes

1218 Yes

1219 Yes

1220 No

1221 Yes

1222 Yes

1223 No

1224 Undecided

1225 No

1226 No

1227 Yes

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1229 No

1230 Yes

1231 Yes

1232 Yes

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1235 Yes

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1237 Yes

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1239 Yes

1240 Yes

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1248 Yes

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1251 Yes

1252 Undecided

1253 Yes

1254 Yes

1255 Undecided

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1257 Yes

1258 Yes

1259 Undecided

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1261 Yes

1262 Yes

1263 Yes

1264 Yes

1265 Yes

1266 Yes

1267 No

1268 Yes

1269 Yes

1270 No

1271 No

1272 Yes

1273 Yes

1274 Yes

1275 Undecided

1276 Yes

1277 No

1278 Yes

1279 No

1280 No

1281 No

1282 Yes

1283 Yes

1284 Yes

1285 Yes

1286 No

1287 No

1288 Undecided

1289 No

1290 No

1291 No

1292 Yes

1293 No



