**[**date**]**

**NOTE TO EMPLOYEES RE: VACCINES**

Our club understands that recent weeks have been difficult for our staff, with further spread of COVID-19 and the continuation of our club’s closure.

Understanding when our club will be permitted to reopen, and under what conditions, has been challenging. However, please be assured that we are already exploring how we can ensure your safety once we reopen.

While the details of our return-to-work are not yet clear, I wish to draw your attention to comments made by the NSW Premier, Gladys Berejiklian, in recent days.

In a press conference on Tuesday, 31 August 2021, the Premier said: “My message strongly during September will be to get ready**. If you're a business, make sure your employees are vaccinated.”**

I also draw your attention to a media release from the Premier on 26 August 2021, which states that when 70% of eligible NSW residents are vaccinated, industry and economic restrictions will be lifted “for those who are vaccinated”. A copy of the media release can be found [here](https://www.nsw.gov.au/media-releases/new-freedoms-for-vaccinated-first-step-on-state-roadmap-out-of-covid).

Given the Premier’s comments, we are notifying you that the NSW Government may require hospitality workers to be vaccinated before returning to work.

To ensure that you are available to work when we reopen, we strongly encourage you to get vaccinated as soon as possible.

**I’m not sure about getting a vaccine…**

If you are unsure about the available vaccines, the best thing to do is to speak with your doctor. If you would like more information on the vaccine, NSW Health website provides up-to-date medical information and we have provided a link here: <https://www.health.nsw.gov.au/Infectious/covid-19/Pages/latest-updates.aspx>.

**Benefit to staff [optional]**

[**OPTIONAL**: The club is offering [insert incentive / paid time off work] to all employees who get fully vaccinated. The reward offer will run through to at least [date], given some staff have been unable to access vaccines. Also, any incentive offered will be awarded retrospectively to any staff member who has already been fully vaccinated.

**Why is getting vaccinated important?**

The AstraZeneca, Pfizer and Moderna vaccines are all highly effective at reducing your likelihood of hospitalisation and limiting the possibility you will transmit COVID-19 to a loved one.

Getting vaccinated will also fast-track our return to normal life. This will lessen the financial hardship on our communities and improve community wellbeing. The quicker we are vaccinated, the quicker we are safer and stronger economically.

**Will vaccinations be mandatory in the workplace?**

At this stage, the NSW Government has not made a public health order requiring hospitality workers to be vaccinated. However, at the time of writing, residents of [local government areas (LGAs) of concern](https://www.nsw.gov.au/covid-19/rules/affected-area) will be required to have one dose of the vaccine if they are leaving their LGA for work from Monday, 6 September 2021.

Given the Premier’s comments, it possible that a public health order will prevent you from working if unless you are vaccinated, or unless you have a disability which prevents you from being vaccinated.

[**OPTIONAL**: Our club is also considering implementing a mandatory vaccination policy in the event that the public health order does not require all hospitality workers to be vaccinated. Moreover, in the event that the public health order only requires hospitality workers to be vaccinated for a limited time, our club may also consider a mandatory vaccination policy following the expiry of the public health mandate. The health and safety of you, your fellow staff members and all visitors and members of the club is our biggest priority and it is also an important duty of the club. If we decide to mandate vaccinations, we will consult with the club’s WHS Committee and staff.

**Vaccination status**

If a public health order requires hospitality workers to be vaccinated, our club will likely be required to contact each of you to determine your vaccination status, your intention to be vaccinated or whether you are unable to get vaccinated.

**Respectful discussion**

The club recognises that these challenges cause uncertainty and stress – so please be respectful of everyone’s views on this issue. If you have any questions or concerns you would like to discuss, please contact [insert].

**[name]
[position]**