[**GUIDANCE NOTE (DELETE THIS LATER)**]: Include the conditions below if you require a new employee to be vaccinated against COVID-19

1. **COVID-19 Vaccination requirement**
   1. For the purpose of this clause, ‘**Fully Vaccinated**’ means you have received the required dose(s) and will receive any future additional doses (booster shots) of a COVID-19 vaccine that has been approved for supply by the Therapeutic Goods Administration.
   2. You agree that your ongoing employment is conditional on you <prior to the commencement of your employment/by (insert date)>
      1. being Fully Vaccinated; or
      2. providing a medical exemption from a medical practitioner in the form required by the Company or any relevant legislative instrument, including but not limited to a relevant public health order or direction.
   3. You agree that you will provide evidence of your vaccination status to the Company prior to commencing your employment, and at any time upon request during your employment. This may include but is not limited to:  
      1. your online [immunisation history statement](https://www.servicesaustralia.gov.au/individuals/services/medicare/australian-immunisation-register/how-get-immunisation-history-statement);
      2. your COVID-19 digital certificate from the [Australian Immunisation Register](https://www.servicesaustralia.gov.au/individuals/services/medicare/australian-immunisation-register); or
      3. a medical exemption from a medical practitioner in the form requested by the Company.
   4. Failure to be Fully Vaccinated or provide evidence of a medical exemption and your vaccination status prior to the commencement of employment may result in the summary termination of your employment.
   5. Failure to be Fully Vaccinated or provide evidence of a medical exemption and your vaccination status when requested by the Company during your employment period may result in disciplinary action up to and including summary termination of your employment.
2. **INDEPENDENT MEDICAL EXAMINATION**

The Company may direct you to attend a medical practitioner nominated by the Company for the purpose of having a medical examination to ascertain the fitness or capacity to safely perform the duties required by your Position. Such an examination may include, but is not limited to an assessment of whether you meet the criteria to be granted an approved medical exemption relevant for COVID-19 Vaccines or to undertake a COVID-19 test. You agree to give the Company, or direct any medical practitioner nominated by the Company to provide the Company with, a copy of a medical report in respect of any such medical examination.