Risk Register - Mandatory COVID-19 vaccination for employees:

It is important to understand the risks associated with forced vaccination of employees, before enforcing this policy in your workplace. While COVID-19 itself poses some risks, knowing there are risks associated with COVID-19 vaccines is an important first step in your decision-making process. An extensive information paper on all the facts can be located [here](https://ac19bbe2-4102-4352-8ff3-999101707ad4.filesusr.com/ugd/e12357_d7c1907d83b646a383c5e8bea40f46dc.pdf). It is important to understand that Occupational Health and Safety laws and regulations and/or Work Health and Safety Laws and Regulations do not provide that vaccinations and/or other medical interventions are measures within their authority. Furthermore, Governments (whether State or Federal) are not providing Employers any indemnity for vaccine damage sustained by the employee. Safe Work Australia and the respective Workcover organisations in each State and Territory have been silent on whether employees would be covered under Workers’ Compensation schemes. This means that Employers will be directly liable for any employees sustaining damage or death as a result of mandating the vaccines, irrespective as to whether this mandate is Employer driven or driven by Government Mandates. Employers should demand answers from the Government in relation to Government Mandates forcing employees to get vaccinated when Employers have not been provided any indemnity.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Hazard** | **What is the harm that the hazard could cause?** | **What is the likelihood that the harm would occur?** | **What is the level of risk to employee?** | **What is the risk to the business?** | **What control measures can be taken to mitigate the hazard?** |
| Injury caused to employee after COVID-19 vaccination | Staff having an adverse event after having a COVID-19 vaccination that could result in absenteeism, where the injury is minor, however there are known adverse effects that also result in serious illness and death. | Moderate, as at 09-01-2022 there have been 97,404 cases of adverse events including 726 reported deaths in Australia alone, according to [TGA data](https://www.tga.gov.au/periodic/covid-19-vaccine-weekly-safety-report-23-09-2021). TGA reports 2.3 injuries per 1000 dose. It is estimated that as little as 1% of injuries are actually reported, because of the voluntary reporting systems that are used by governments and, also, due to the latent effect of months or years for adverse events to develop in the recipients. Which indicates the rate of injury could be significantly higher. | Moderate, while there are a high number of injuries that are considered minor, some injuries are severe and include total and permanent disability and even death. Here is a list of known adverse reactions:-   * Guillain-Barré syndrome * Acute disseminated encephalomyelitis (“Characterized by a brief but widespread attack of inflammation in the brain and spinal cord that damages myelin – the protective covering of nerve fibres,” according to NIH.) * Transverse myelitis * Encephalitis/ myelitis/ encephalomyelitis/ meningoencephalitis/ meningitis/ encephalopathy * Convulsions/seizures * Stroke * Narcolepsy and cataplexy * Anaphylaxis * Acute myocardial infarction * Myocarditis and pericarditis * Autoimmune disease * Deaths * Pregnancy and birth outcomes * Other acute demyelinating diseases * Non-anaphylactic allergic reactions * Thrombosis with thrombocytopenia syndrome and Immune thrombocytopenia * Disseminated intravascular coagulation * Venous thromboembolism * Arthritis and arthralgia/joint pain * Kawasaki disease * Vaccine enhanced disease   Because these vaccines have only received ‘provisional approvals’, means they are still in the experimental stage. There are no known medium, long-term and inter-generational side-effects. Meaning there is a chance of vaccine related injury well into the future. | * For mild adverse reactions, the risk to the business may be limited to some lost productivity, due to absenteeism. * In the event of serious adverse reaction causing permanent disability and even death, State and Territory Workers’ Compensation may not provide insurance for adverse reactions to vaccination. * Currently no other insurer will cover injury and death caused by vaccines. * Medical interventions are not covered within the scope of the respective State and Territory OH&S or WHS legislation, the enterprise agreements and/or awards, nor can it constitute legitimate contractual expectation. * By forcing a vaccination you are assuming the role of a medical body or enforcer of public health legislation, an area in which you have no expertise or authority * This puts the business and its owners or directors at risk of liability from being pursued directly by the employee for negligence and other tortious actions. | According to Safe Work Australia, it is unlikely that a requirement to be vaccinated will be reasonably practicable.  These vaccines do not stop your from catching or spreading the virus, as is evidenced in the statistics of the most highly vaccinated countries such as Israel, where those vaccinated are the highest percentage being hospitalised and a superspreading event occurred after 80% of the country were fully vaccinated.  We also say that OHS and WHS legislation and regulations do not include medical interventions as measures covered.  At present, control measures that can be implemented are PPE where you require your workers to work in close proximity to each other, distancing where possible and cleaning, these processes may be adequate in significantly reducing or mitigating any risk of covid-19 spreading in the workplace. |
| COVID-19 Illness caused to employee after exposure from staff, customers or suppliers | Staff having signs and symptoms after contracting COVID-19 that could result in absenteeism, where the illness is minor, however a statistically insignificant percentage of the population become seriously ill or die from COVID-19. | Low, due to very low prevalence of covid-19 in the population. | Low, as at 09-01-22 Australia has a low prevalence of COVID-19, being 0.016% (973,470 cases / 57,343,549 tested) and the rate of death with COVID-19 is 0.000042% of the population (2389 deaths with COVID-19 / 57,343,549 tests conducted).  A statistically significant portion of COVID-19 cases, 80%+ have mild or no symptoms and make full recovery.  It is important to note that people with pre-existing health conditions are in a higher risk of contracting the disease and becoming seriously ill and dying with COVID-19. | COVID-19 in this country is statistically like influenza. And like Influenza, COVID-19 is more likely to cause more serious illness in people with multiple pre-existing health conditions, especially obesity. This is qualified, however, due to mass vaccination programs giving rise to immune escape variants that maybe more virulent and contagious. | * PPE where you require your workers to work in close proximity to each other * Rapid antigen testing * Distancing where possible * Cleaning |