29 September 2021

[Line Manager]

[Hospital Name]

**PRIVATE AND CONFIDENTIAL**

Dear [Line Manager’s Name],

***Application for Exemption from Health Employment Directive 12/21: Employee COVID-19 vaccination requirements (the Directive) on the basis of Exceptional Circumstances within the meaning Paragraph 10 of the Directive and Paragraph 5 of the HR Policy B70 (the HR Policy).***

I am currently employed by Queensland Health and work at [**HOSPITAL**] as a [**ROLE**].

I have read Dr. Wakefield’s email of 28 September 2021, “*MUST READ—All Staff*”, and the documents he referred to, being the Health Employment Directive 12/21: *Employee COVID-19 vaccination requirements* (the Directive) and Employee COVID-19 vaccination requirements HR Policy B70 (the HR Policy).

As Dr. Wakefield's letter states, I am writing to you to alert you that I am seeking an exemption under the HR policy - *Paragraph 5, Limited Exceptions.* This states, *‘Where, in exceptional circumstances, an employee may not be able to be vaccinated, consideration will be given in accordance with the existing employment framework and relevant law’.*

Under the *Work Health and Safety Act 2011,* the required duty of consultation has not been met. The lack of consultation makes me concerned that this directive is not consistent with health and safety as there does not appear to have completed a risk assessment for COVID-19 and the COVID-19 vaccination. I am concerned, in the absence of a risk assessment and consultation, that it may not be safe for me to obtain the vaccine, which is currently precluding me from getting it.

The lack of engagement around the risks of the COVID-19 vaccine also triggers concerns that this process is inconsistent with my human rights. This direction will force me to undergo medical treatment without being provided with the information necessary to give my full, free and informed consent.

This application is made having regard for s 51(B) of the *Hospital and Health Boards Act 2011* (Qld) and is separately an exercising of my workplace rights under s 284 of the *Industrial Relations Act* 2016 (Qld).

I am currently fulfilling my obligation, as per Dr. Wakefield’s letter, to alert you that I am applying for an exemption and will be unable to receive the COVID-19 vaccination at this time.

**Yours sincerely,**

**[SIGNATURE]**   
**[NAME]**

**Member**

**NPAQ – Nurses’ Professional Association of Queensland**