



# Public Health Order vaccination mandate dates

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The below information provides a summary of the COVID-19 vaccination requirements applying to workers delivering NDIS-funded supports or services. The table provides high level guidance only and does not address a range of variables under each state and territory Public Health Order or Direction.

**NOTE:** The information in this table is accurate as at **26 April 2022**. You are responsible for confirming whether there have been any changes to the Public Health Orders or Directions made after that date.

*The material in this Reference Guide is of a general nature and should not be regarded as legal advice or relied on for assistance in any particular circumstance or emergency situation. In any important matter, you should seek appropriate independent professional advice in relation to your own circumstances. The Reference Guide contains material that is a simplified interpretation of the law relating to State and Territory COVID-19 vaccination requirements for ease of comprehension. Individual circumstances may require a greater level of understanding than provided for in the Reference Guide. Users should note that COVID vaccination requirements are a constantly evolving area and relevant law and mandates change over time. The NDIS Quality and Safeguards Commission accepts no responsibility or liability for any damage, loss or expense incurred as a result of the reliance on information contained in this Reference Guide. This Reference Guide has been prepared for reference material only and does not indicate the NDIS Quality and Safeguards Commission's commitment to a particular course of action. Additionally, any third party views or recommendations included in this Reference Guide do not reflect the views of the NDIS Quality and Safeguards Commission, or indicate its commitment to a particular course of action.*

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## New South Wales

### Vaccine doses required by Public Health Order/Directions

Three (3) doses of a COVID-19 vaccine

**OR**

Two (2) doses of a COVID-19 vaccine AND it is not after the later of the following dates:

- 12 April 2022; or
- Six (6) weeks after the due date\* for the person's third dose of a COVID-19 vaccine

**OR**

Two (2) doses of a COVID-19 vaccine AND has been assessed by the responsible person as essential to the operation of the provision of services to people with disability and it is prior to 1 June 2022

**OR**

Valid exemption applies

### Link to State/Territory public health guidance about vaccine requirements for disability workers

[Disability service providers - COVID-19 \(Coronavirus\) \(nsw.gov.au\)](https://www.nsw.gov.au/disability-service-providers-covid-19)

[Advice to residential disability care facilities \(RDCF\) - COVID-19 \(Coronavirus\) \(nsw.gov.au\)](https://www.nsw.gov.au/advice-to-residential-disability-care-facilities-rdcf-covid-19)

### Public Health Orders/Directions

[Public Health \(COVID-19 Care Services\) Order 2022](#)

[Exemption \(in relation to essential disability workers\) under the Public Health \(COVID-19 Care Services\) Order 2022](#)

[Exemption \(in relation to persons under 16\) under the Public Health \(COVID-19 Care Services\) Order 2022](#)

### Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to people who provide 'disability services' which includes services provided in person to a person with a disability, including services funded or provided by the NDIS (disability service workers).**
- Requires such workers to have received the following doses of a COVID-19 vaccine to provide disability services (unless an exemption) applies:
  - Three (3) doses of a COVID-19 vaccine; OR
  - Two (2) doses of a COVID-19 vaccine AND it is not after the later of the following dates: 12 April 2022 or six (6) weeks after the due date for the worker's second COVID-19 vaccine dose (\*the due date is the day which is 13 weeks after the second COVID-19 vaccine dose).
- Exemptions are:

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- Disability service worker is unable, due to a medical contraindication, to be vaccinated against COVID-19, and presents a medical contraindication certificate; OR
  - An exemption granted by the Minister if the Minister is satisfied the exemption is necessary to protect the health and well-being of persons.
  - Disability service worker has had two (2) doses of a COVID-19 vaccine AND has been assessed by the responsible person as essential to the operation of the provision of services to people with disability. The exemption is also subject to the condition that the worker take reasonable steps to get vaccinated as soon as practical. This exemption will be repealed on 1 June 2022.
  - A person who is under the age of 16 years who provides disability services and the responsible person for a disability service worker allows the person to provide services.
  - Includes any person who provides disability services to people with disability.
  - Requires disability services workers to provide evidence of the required vaccination if requested to do so.

# Victoria

## Vaccine doses required by Public Health Order/Directions

For a 'disability worker', three (3) doses of a COVID-19 vaccine

**OR**

Two (2) doses of a COVID-19 vaccine, if it is within three (3) months and 14 days of the worker receiving their second dose

**OR**

Valid exemption applies

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[Worker vaccination requirements | Coronavirus Victoria](#)

## Public Health Orders/Directions

[Pandemic COVID-19 Mandatory Vaccination \(Specified Workers\) Order 2022 \(No. 6\)](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to 'disability workers' which includes a person who directly provides a 'disability service' to a person with disability or supervises or manages such a person.**
  - A 'disability service' has the same meaning as in the *Disability Service Safeguards Act 2018 (VIC)* and includes services where there is more than incidental contact with a person with disability and the service provides support for communication, social or economic participation, social interaction, learning, mobility, self-care or self-management. A 'person with disability' would include NDIS participants.
- Requires disability workers over the age of 18 years to have received the three (3) doses of a COVID-19 vaccine to work outside of the worker's ordinary place of residence unless an exception applies.
- **Applies to 'care workers' that includes a person who works in connection with services provided to an NDIS participant in any setting.**
- Requires care workers to have received two (2) doses of a COVID-19 vaccine to work outside the worker's ordinary place of residence unless an exception applies.
- Exceptions are:
  - Worker is aged 18 years and over and the booster deadline (three (3) months and 14 days from date of second dose) has not passed; OR
  - Worker has received two (2) doses of a COVID-19 vaccine, has entered Australia from another country within the previous four (4) weeks, has a booking to receive a booster within four (4) weeks of entering Australia and has provided evidence of the booking to the employer; OR

- 
- Worker has received two (2) doses of a COVID-19 vaccine and ceased to be an excepted person in the previous 14 days; OR
  - Worker has received two (2) doses of a COVID-19 vaccine and was unable to obtain a booster dose before the relevant booster deadline because they were in self-quarantine or self-isolation under the Quarantine, Isolation and Testing Order; and, has a booking to receive, within 14 days of the end of the period of self-quarantine or self-isolation as determined under the Quarantine, Isolation and Testing Order, a booster dose of a COVID-19 vaccine; OR
  - Worker has received two (2) doses of a COVID-19 vaccine and was a diagnosed person whose self-isolation period under the Quarantine, Isolation and Testing Order or a Revoked Quarantine, Isolation and Testing Order ended within the previous 4 months; OR
  - Worker has received two (2) doses of a COVID-19 vaccine and was a probable case whose self-isolation period under the Quarantine, Isolation and Testing Order or a Revoked Quarantine, Isolation and Testing Order ended within the previous 4 months and meets specific additional conditions.
  - There are 'exceptional circumstances', which include the need to provide urgent care due to an emergency situation or critical unforeseen circumstance.
- Requires employers to maintain certain vaccination status records, including status and the date a worker became fully vaccinated.

# Australian Capital Territory

## Vaccine doses required by Public Health Order/Directions

Two (2) doses of a COVID-19 vaccine and a COVID-19 booster

**OR**

Two (2) doses of a COVID-19 vaccine without a COVID-19 booster, but it is still within six (6) months from the second dose

**OR**

Valid exemption applies

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[Information for employees that require vaccination - COVID-19 \(act.gov.au\)](#)

## Public Health Orders/Directions

[Public Health \(Disability and Other Care Workers COVID-19 Vaccination\) Emergency Direction 2022 \(No. 2\)](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to ‘disability workers’ which includes people directly delivering ‘disability services’ to people living with disability or which requires regular interaction with people living with disability. ‘Disability services’ includes services funded by the NDIS.**
- Disability workers includes workers who perform work on a permanent, temporary or casual basis; or under a contract of services or a contract for services; as a student on placement; or, on a voluntary basis.
- Requires such workers to be up to date with COVID-19 vaccination, unless an exemption applies. ‘Up to date with COVID-19 vaccination’ means the person has:
  - completed a primary course of vaccination (two (2) doses of COVID-19 vaccine) and received a COVID-19 booster; or
  - completed a primary course of vaccination and is not yet eligible for a COVID-19 booster; or
  - completed a primary course of vaccination and has not received a COVID-19 booster, but the person’s booster deadline date has not yet passed (up to six (6) months after primary course of vaccination).
- An exemption means:
  - an exemption issued by the Chief Health Officer pursuant to paragraph 9 of this Direction, except for an exemption which has been revoked or otherwise lapsed;
  - a COVID-19 digital certificate (or printed version) issued by Services Australia which is current and displayed through the Medicare app or smartphone wallet, that states that a person is unable to receive a dose, or a further dose, of any COVID-19 vaccine;

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- an Immunisation History Statement displayed through the Medicare app (or a printed version), that states that a fully vaccinated person is unable to receive a COVID-19 booster; or
  - an Australian Immunisation Register immunisation medical exemption (IM011) form which has been completed and signed by an eligible provider, but only while the person is waiting for the form to be processed by Services Australia.
  - A worker diagnosed with COVID-19 within the previous 4 months is also exempt.
  - Requires 'the operator of the disability service that engages the disability worker' to take all reasonable steps to collect and maintain evidence of vaccination status or vaccine exemption for each worker they are responsible for prior to a worker undertaking work.
  - Requires workers to provide evidence of their vaccination or exemption status.

# Northern Territory

## Vaccine doses required by Public Health Order/Directions

Three (3) doses of a COVID-19 vaccine

**OR**

Valid exemption applies

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[Mandatory Vaccinations | Coronavirus \(COVID-19\) \(nt.gov.au\)](#)

## Public Health Orders/Directions

[COVID-19 Directions \(No. 52\) 2022: Directions for additional vaccination requirements for certain workers to attend the workplace](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to workers who, during the course of work, are likely to come into contact with people with disability..**
- Includes workers who are employees, contractors, employees of contractors, labour hire, apprentices and trainees, students and volunteers.
- Such workers must not enter or remain on the premises of their workplace unless they have received at least 3 doses of an approved COVID-19 vaccine (unless exempt).
- An exemption means the person:
  - is under the age of 18 years; OR
  - has a certificate issued by the Commonwealth that certifies that the person has a permanent or temporary contraindication to every approved COVID-19 vaccine; OR
  - is unable to receive a third dose of an approved COVID-19 vaccine because fewer than 16 weeks have elapsed since the person last returned a positive result from a COVID-19 testing procedure, or the person received a second dose of an approved COVID-19 vaccine; OR
  - is unable to receive a third dose of an approved COVID-19 vaccine because fewer than two (2) weeks have elapsed since the person ended a quarantine period; OR
  - has received a recognised COVID-19 vaccine and a third dose of that vaccine is not required for the vaccine to be effective.
- Requires workers to provide evidence of their vaccination or contraindication status.
- Requires the 'person in charge of a workplace' and employers to
  - take all reasonable measures to ensure that a worker does not enter or remain on the premises of the workplace if the worker is prohibited from doing so;
  - maintain a register including details of workers' vaccination status
- Requires record management by employers.



# Tasmania

## Vaccine doses required by Public Health Order/Directions

Received at least one (1) COVID-19 vaccine booster dose

**OR**

If eligible to receive a booster dose, received a booster dose within four (4) weeks of becoming eligible

**OR**

Valid exemption applies

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[Disability Support Workers | Coronavirus disease \(COVID-19\)](#)

## Public Health Orders/Directions

[DIRECTION UNDER SECTION 16 - Additional vaccination requirements for workers in certain settings - No. 3](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to persons employed or engaged to provide high intensity supports to an NDIS participant, being:**
  - assistance with daily life tasks in a group or shared living arrangement;
  - group and centre-based activities;
  - specialised supported employment;
  - assistance with daily personal activities;
  - community nursing care; and
  - therapeutic supports.
- Includes workers who are employees, contractors and volunteers.
- Such workers must not provide high intensity supports to an NDIS participant unless 'vaccinated against the disease' (unless exempt). A person is 'vaccinated against the disease' if they:
  - have had at least one (1) COVID-19 booster dose; OR
  - are not eligible, in accordance with ATAGI recommendations, to receive a booster dose; or
  - if eligible, in accordance with the ATAGI recommendations, to receive a booster dose, have received a booster dose within four (4) weeks of becoming eligible.
- A worker is eligible for a booster dose if they are 16 years and older, and it is three (3) months after the person's second dose (or last primary dose) of a COVID-19 vaccine.
- An exemption means the person:
  - is unable to be vaccinated against the disease due to a medical contraindication and holds relevant records; OR

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- has received a primary course of a COVID-19 vaccination, is ineligible to receive a booster dose, provides evidence to their supervisor regarding ineligibility and receives the booster dose within four (4) weeks of the person becoming eligible; OR
  - holds an exemption given by the Director of Public Health or their delegate (which may be given if they are satisfied that the exemption is necessary for the protection of the health and well-being of persons); OR
  - the person is an emergency management worker who is responding to an emergency.
  - Requires workers to provide evidence of vaccination to their employer as soon as is practicable after receiving a dose of a COVID-19 vaccine.
  - The employer may refuse a worker to provide high intensity supports if the supervisor is not satisfied that the worker has met the vaccination requirements.
  - Requires employers to maintain records about the vaccination status of workers.

# South Australia

## Vaccine doses required by Public Health Order/Directions

Three (3) doses of a COVID-19 vaccine

**OR**

Two (2) doses of a COVID-19 vaccine with a booking for a third dose (booster)

**OR**

One (1) dose of a COVID-19 vaccine with bookings for second and third doses

**OR**

Valid medical exemption

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[In-home, community aged care and disability workers vaccination | SA.GOV.AU: COVID-19 \(covid-19.sa.gov.au\)](#)

## Public Health Orders/Directions

[Emergency Management \(COVID-19\) \(In home and Community Aged Care and Disability Support Workers Vaccination No 4\) Direction 2022](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to a disability support worker who provides in-person 'intensive disability support services' to a person with disability for or on behalf of a responsible provider in person (including registered and unregistered NDIS providers). 'Intensive disability support services' means:**
  - assistance with daily life tasks in a group or shared living arrangement;
  - group and centre-based activities;
  - specialised supported employment;
  - assistance with daily personal activities;
  - community nursing care; and
  - therapeutic supports.
- Includes workers who are employees, sub-contractors or volunteers.
- Such workers must not engage in work or perform the duties of a disability support worker unless they have (unless exempt):
  - received at least one dose of a COVID-19 vaccine; AND
  - received (or has evidence of a booking for) a second dose or have evidence of a booking within the time recommended by ATAGI; AND
  - has received a third dose (booster) or evidence of a booking within the *prescribed time*, being:

- 
- for a person who has been infected with COVID-19, within four (4) months of their first positive COVID-19 test, or within four (4) months of their second dose of a TGA approved or recognised COVID-19 vaccine, whichever is later; and
  - for any other person, within four (4) months of their second dose of a TGA approved or recognised COVID-19 vaccine.
  - An exemption means the person has a valid medical exemption.
  - Employers must:
    - maintain records of the vaccination status of workers; and
    - verify the vaccination status of workers by sighting evidence of vaccination.

# Queensland

## Vaccine doses required by Public Health Order/Directions

Two (2) doses of a COVID-19 vaccine and one week has passed

**OR**

Valid exemption applies

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[Requirements for workers in healthcare settings | Queensland Government \(www.qld.gov.au\)](https://www.qld.gov.au/health/conditions/diseases/covid-19/vaccination/requirements-for-workers-in-healthcare-settings)

## Public Health Orders/Directions

[Workers in a healthcare setting \(COVID-19 Vaccination Requirements\) Direction \(No.4\)](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to ‘workers in healthcare’, which includes workers delivering ‘disability support services’.** **‘Disability support services’ means in-person supports related to a person’s disability including:**
  - assistance with daily life tasks;
  - community access and centre based activities;
  - specialist supported employment;
  - assistance with daily personal activities;
  - community nursing care; and
  - therapeutic supports.
- Includes workers who are working, undertaking an educational placement or who are volunteering. Requires such workers, aged 16 years or over, to have received two (2) doses of a COVID-19 vaccine, and one (1) week has passed. ,
- The following exceptions may be relied on for workers in a ‘healthcare setting’ who are not students. The exceptions apply to persons who work as a ‘health professional’ in providing ‘healthcare’, including ‘healthcare’ in the form of ‘disability support services’.
  - has a current medical contraindication and the responsible person (person legally responsible for employing or engaging workers in healthcare and for facilitating their access to the healthcare setting):
    - assesses risk to other staff, patients, clients and other persons at the healthcare setting;
    - determines that the unvaccinated worker may continue to work in the healthcare setting where their work cannot be performed outside the healthcare setting; and
    - the unvaccinated worker complies with additional requirements; OR
  - is a participant in a COVID-19 vaccine trial and the responsible person has assessed risk to other staff, patients, clients and other persons at the healthcare setting and determined that the unvaccinated worker may continue to work in the healthcare setting; OR

- 
- is non-compliant with COVID-19 vaccination requirements but is:
    - determined as required by a responsible person to provide critical support to a person with disability (timeframe and other requirements apply in this circumstance); OR
    - determined as required by a responsible person to respond to a critical workforce shortage (timeframe and other requirements apply in this circumstance); OR
    - responding to an emergency or to provide an emergency service, undertaking a legislated regulatory or compliance function or is entering as part of official union duties in response to an emergent need.
  - Requires an employer who is ‘the person legally responsible for employing or engaging *workers in healthcare* and for facilitating their access to the *healthcare setting*’ (e.g. an NDIS provider) to:
    - take all reasonable steps to ensure that the worker in healthcare does not enter, work in, or provide services in a healthcare setting if the person is prohibited from doing so; and
    - keep records of COVID-19 vaccination information.

# Western Australia

## Vaccine doses required by Public Health Order/Directions

Three (3) doses of a COVID-19 vaccine

**OR**

Two (2) doses of a COVID-19 vaccine and obtains a booster dose within one (1) month of becoming eligible for a booster dose

**OR**

Valid exemption applies

## Link to State/Territory public health guidance about vaccine requirements for disability workers

[COVID-19 coronavirus: Mandatory COVID-19 vaccination information \(www.wa.gov.au\)](https://www.wa.gov.au/government/department-of-health/communicable-diseases/covid-19/covid-19-coronavirus-mandatory-covid-19-vaccination-information)

## Public Health Orders/Directions

[Community Care Services Worker \(Restrictions on Access\) Directions \(No.3\)](#)

[Booster Vaccination \(Restrictions on Access\) Directions \(No 2\)](#)

## Key details of vaccination requirements in Public Health Orders/Directions

- **Applies to a person who is a 'community care services worker', which includes persons providing 'services relating to disability support'. 'Disability support' includes all supports funded through the National Disability Insurance Scheme.**
- Requires that such persons are not to enter, or remain at a site (including a disability support accommodation facility or a service provider office or site) unless (subject to exemptions) they have:
  - received two (2) doses of a COVID-19 vaccine and a booster dose; OR
  - received two (2) doses of a COVID-19 vaccine and obtains a booster dose within one (1) month of becoming eligible for a booster dose.
- Eligible means that date upon which ATAGI recommends that a person receive their booster vaccination being, from 31 January 2022, a date which is three (3) months from the date the person became fully vaccinated.
- An 'exempt person' means a person who has:
  - a medical exemption; OR
  - a temporary exemption; OR
  - been declared by the Chief Health Officer, or a person authorised by the Chief Health Officer to be an exempt person.
- Requires the employer or by the person apparently in charge of a community care services facility or by the service provider of community care services to take all reasonable steps to:
  - Collect and maintain vaccination information; and

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- Only permit relevant work to be carried out by a vaccinated or exempt person.