



Quick Reference Guide: Public Health Order vaccination mandate dates

The below table 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 7 July 2022. You are responsible for confirming whether there have been any changes to the Public Health Orders or Directions made after that date.

State/Territory	Vaccine doses required by Public Health Order/Directions	Links to State/Territory public health guidance about vaccine requirements for disability workers	Public Health Orders/Directions	Key details of vaccination requirements in Public Health Orders/Directions
NSW	<p>Three (3) doses of a COVID-19 vaccine</p> <p>OR</p> <p>Two (2) doses of a COVID-19 vaccine AND it is not after the later of the following dates:</p> <ul style="list-style-type: none"> 12 April 2022; or Six (6) weeks after the due date* for the person's third dose of a COVID-19 vaccine <p>OR</p> <p>Valid exemption applies</p>	<p>Disability service providers - COVID-19 (Coronavirus) (nsw.gov.au)</p> <p>Advice to residential disability care facilities (RDCF) - COVID-19 (Coronavirus) (nsw.gov.au)</p>	<p>Public Health (COVID-19 Care Services) Order (No 2) 2022</p> <p>Exemption (in relation to essential disability workers) under the Public Health (COVID-19 Care Services) Order (No 2) 2022</p> <p>Exemption (in relation to persons under 16) under the Public Health (COVID-19 Care Services) Order 2022</p> <p>Exemption under Public Health (COVID-19 Care Services) Order 2022</p>	<ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> Disability service worker is unable, due to a medical contraindication, to be vaccinated against COVID-19, and presents a medical contraindication certificate. 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 practicable. This exemption is revoked at the end of 29 June 2022. A person who is under the age of 16 years, who has had at least two (2) doses of a COVID-19 vaccine, who provides disability services and the responsible person for a disability service worker allows the person to provide services. A person who has had two (2) doses of a COVID-19 vaccine AND was diagnosed with COVID-19 within last four (4) months AND provides evidence of the diagnosis to a responsible person can provide disability services. Requires disability services workers to provide evidence of the required vaccination if requested to do so.
VIC	<p>For a 'disability worker' over 18 years of age, three (3) doses of a COVID-19 vaccine</p> <p>OR</p> <p>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</p> <p>OR</p> <p>Valid exemption applies</p>	<p>Worker vaccination requirements Coronavirus Victoria</p>	<p>Pandemic (Workplace) Order 2022 (No. 9)</p>	<ul style="list-style-type: none"> Applies to 'specified workers', which includes disability workers'. A 'disability worker' may include a person who directly provides a 'disability service' to a person with disability or supervises or manages such a person. <ul style="list-style-type: none"> A 'disability service' has the same meaning as in the <i>Disability Service Safeguards Act 2018 (VIC)</i> 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. Workers under 18 years of age must be fully vaccinated ie have received two (2) doses. Exemptions are: <ul style="list-style-type: none"> 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



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				<ul style="list-style-type: none"> - Worker has received two (2) doses of a COVID-19 vaccine and was a probable case whose infectious period ended within the previous 4 months or was a probable case who infectious period ended within the previous 4 months and the worker received a positive result from a COVID-19 PCR test undertaken during the infectious period; OR - 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.
ACT	<p>Two (2) doses of a COVID-19 vaccine and a COVID-19 booster</p> <p>OR</p> <p>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</p> <p>OR</p> <p>Valid exemption applies</p>	Information for employees that require vaccination - COVID-19 (act.gov.au)	Public Health (Disability and Other Care Workers COVID-19 Vaccination) Emergency Direction 2022 (No. 2)	<ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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; - 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.
NT	Nil	Mandatory Vaccinations Coronavirus (COVID-19) (nt.gov.au)	N/A	The mandatory vaccination direction ended as at 16 June 2022.
TAS	Nil	Vaccination requirements Coronavirus disease (COVID-19)	N/A	The mandatory vaccination direction ended as at 1 July 2022.
SA	<p>Three (3) doses of a COVID-19 vaccine</p> <p>OR</p> <p>Two (2) doses of a COVID-19 vaccine with a</p>	COVID-19 SA Health	Emergency Management (COVID-19) (In home and Community Aged Care and Disability Support Workers Vaccination No 4) Direction 2022	<ul style="list-style-type: none"> • Applies to a 'disability support worker', who is a person that provides 'intensive disability support services' to a person with disability for or on behalf of a responsible provider in person. This would include registered and unregistered NDIS providers. 'Intensive disability support services' means: <ul style="list-style-type: none"> - assistance with daily life tasks in a group or shared living arrangement; - group and centre-based activities; - specialised supported employment;



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	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			<ul style="list-style-type: none"> - 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): <ul style="list-style-type: none"> - 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 <i>prescribed time</i>, being: <ul style="list-style-type: none"> ▪ 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: <ul style="list-style-type: none"> - not permit a person to engage in work or perform duties who does not meet the vaccination requirements (unless the worker is exempt); - maintain records of the vaccination status of workers; and - verify the vaccination status of workers by sighting evidence of vaccination.
QLD	Two (2) doses of a COVID-19 vaccine and one week has passed OR Valid exemption applies	Requirements for workers in healthcare settings Queensland Government (www.qld.gov.au)	Workers in a healthcare setting (COVID-19 Vaccination Requirements) Direction (No.4)	<ul style="list-style-type: none"> • 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: <ul style="list-style-type: none"> - 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’. <ul style="list-style-type: none"> - 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): <ul style="list-style-type: none"> ▪ 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: <ul style="list-style-type: none"> ▪ 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.



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WA	<p>Three (3) doses of a COVID-19 vaccine</p> <p>OR</p> <p>Two (2) doses of a COVID-19 vaccine and obtains a booster dose within one (1) month of becoming eligible for a booster dose</p> <p>OR</p> <p>Valid exemption applies</p>	<p>COVID-19 coronavirus: Mandatory COVID-19 vaccination information (www.wa.gov.au)</p>	<p>Disability Support Accommodation Worker (Restrictions on Access) Directions</p> <p>Booster Vaccination (Restrictions on Access) Directions (No 2)</p>	<ul style="list-style-type: none"> Requires an employer who is ‘the person legally responsible for employing or engaging <i>workers in healthcare</i> and for facilitating their access to the <i>healthcare setting</i>’ (e.g. an NDIS provider) to: <ul style="list-style-type: none"> 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. Applies to a person who is a ‘disability support accommodation worker’ at a ‘disability support accommodation facility’. Disability support accommodation facility means a staffed residential service at which treatment or care is provided specifically for people with a disability, whether by carers or others. A disability support accommodation worker means a person: <ul style="list-style-type: none"> who provides goods or services at a disability support accommodation or facility and is employed or otherwise engaged by a specified person, including in a voluntary or unpaid capacity; who is a student and undertakes a placement, registration or internship at a disability support accommodation facility as a formal part of their education; OR who provides a disability support (treatment or care provided specifically for people with disability) at a disability support accommodation facility. Requires that such persons are not to enter, or remain at a disability support accommodation facility unless (subject to exemptions) they have complied with the ‘booster vaccination requirements’, defined as having: <ul style="list-style-type: none"> 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: <ul style="list-style-type: none"> a medical exemption recorded in the Australian Immunisation Register; OR a temporary exemption approved by the Chief Health Officer; 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 disability support accommodation to take all reasonable steps to: <ul style="list-style-type: none"> Collect and maintain vaccination information; and Only permit relevant work to be carried out by a vaccinated or exempt person.

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.