

Submission and evidence to covid-19 enquiry

I am writing to address the complete and utter failure by the Australian Government at Federal and State level in managing the COVID-19 response in regards to vaccination and mandates. This affected me personally in my day-to-day life, being banned from restaurants and venues, having to care for my father who experienced a [REDACTED] as a result of his third vaccination and as an employee of [REDACTED].

In my job at [REDACTED], I was banned from the workplace, ostracised, bullied, denied job opportunities, and deemed incompetent in my role based on my decision against mandates. I was performance managed/bullied on baseless accusations that couldn't be substantiated by my employer.

- From the 26 Nov 2021 I was banned from my workplace and began discussions to understand the reasoning for [REDACTED] division of the workplace.
- Using the organisations Covid-19 Vaccination Policy and Procedure I submitted a series of questions (see attachment 1 below) and attended meeting with management and HR.
- Engaging in good faith all of my questions were dismissed and met with cut and paste responses without any honest engagement. Following up these unanswered questions was considered offensive by HR and dismissed.
- Towards the end of my employment, I was performance managed and bullied with a series of unsubstantiated claims that I rebuked with evidence in emails and digital correspondence. The organisation vetted themselves and provided zero feedback my only follow up option would have been an FOI.

In my personal life during this time my family life was affected due to my father receiving his third vaccination and then being diagnosed with a [REDACTED] in line with [REDACTED] and [REDACTED].

- I took my father to 4 [REDACTED] appointments requiring day, half day and overnight procedures to address the issue.
- Our family life has been significantly impacted with new medication and [REDACTED] pills required for my father.

In short the utter failure at all levels is clear and at some stage the government will have to be held accountable. The scope of this investigation is missing the real issue and allowing various levels of government, leaders and public policy makers to wash their hands of the criminal actions made during the covid pandemic period that restricted peoples medical rights and freedoms

Attachment 1

Employment law

1. Where does this decision leave my contract?
2. Does ■ have the power to unilaterally change my contract without consent, zero negotiation or agreement to amend?
3. Is ■ empowered to compel/coerce employees to undergo medical procedures and threaten termination of employment?
4. As delegated legislation due to the mandate which courts have deemed this action legal?
5. You've noted that this motion is lawful and reasonable. Which court deemed this the case? Under what terms do employees and citizens have no grounds to contest that?

Health and workplace responsibility

1. Please provide a risk assessment that has been undertaken for this policy directive.
2. Does ■ hold responsibility for any adverse event incurred by employees? Providing workers compensation, disability insurance or any other resources should an employee be unable to work days, weeks, months or experience severe disability?
3. For employees agreeing to receive a vaccination, does ■ insurance policy provide complete medical coverage should anyone experience any adverse event, a short-, medium- or long-term injury, or even death?
4. As vaccinations are at stage 3 clinical trials can ■ offer mid to long term safety data information to ensure fully informed consent by abiding by ■ Policy
5. Please provide fact sheets with the most current and up-to-date information on the injections, including safety and effectiveness. So I can make an informed decision
6. Please provide a full SWMS and MSDS documentation and OHS assessments for mandated vaccines as part of the ■ Policy
7. Will ■ consider paying for a full medical assessment of employees? Including, blood work, physical, MRI, CT scan or any other test that maybe required to give a complete overview of an employee's current health status for piece of mind when making this decision?
8. Are you aware of the recent FAIR WORK COMMISSION ruling and statements in regards mandatory vaccinations in the workplace? And how they may impact your business moving forward? For example:

[145] In short, there is no justifiable basis for employers to mandate COVID vaccinations to meet their health and safety obligations when other options are available to appropriately manage the risk.

[146] Finally, it should be clearly understood that employers who mandate vaccinations will be liable for any adverse reactions their workers may experience, given this is a foreseeable outcome for some people.

[181] Blanket rules, such as mandating vaccinations for everyone across a whole profession or industry regardless of the actual risk, fail the tests of proportionality, necessity and reasonableness. It is more than the absolute minimum necessary to combat the crisis and cannot be justified on health grounds. It is a lazy and fundamentally flawed approach to risk management and should be soundly rejected by courts when challenged.

RE: <https://www.fwc.gov.au/documents/decisionssigned/html/2021fwcfb6015.htm>