

I would like to detail the events leading to settlement between Stretton and [REDACTED] on 17th May 2022 in the fair work court. Had the matter completed a full hearing, I am unsure of the outcome as evidence indicated that my presence on site would have been beneficial, however, procedural misconduct did occur and I was terminated prematurely. The dismissal also may have been determined as harsh. I am unsure.

My decision weighed heavily on the commissioners information. During the hearing and I believe on record, the commissioner stated words to the effect that [REDACTED]
[REDACTED] This remedy requested that should I
loss the case, I would be provided a statement of service, and a [REDACTED]

I was ask to consider making this settlement offer to [REDACTED] Had I one the case, I could have been may have been owed a substantial sum larger than that for lost employment over ~6months, and relocation costs.

After discussing with [REDACTED], I decided that I should continue the case and complete the hearing. This was made know to [REDACTED] lawyers ([REDACTED]), and the commissioner. The commissioner then spend time discussing in private with [REDACTED] lawyers, before communicating with me. The associate [REDACTED] was present.

The commissioner indicated that [REDACTED] would accept a settlement offer. He advised:

- that given the evidence I was required on site.
- No other cases have won.
- It would be better for me to walk away from the case with some cash rather than walking away with nothing.
- Reinstatement would not be an option in ~8 weeks and my desired outcome would not have occurred.
- If I was likely to win the case, he would have told me.
- That I should take the offer.

Given the commissioners advice, I changed my decision, and decided I would accept a settlement offer.

On the day the offer was accepted by [REDACTED] at approximately ~2.30pm. I signed the settlement form, however, no representative of [REDACTED] was present and had the authority to sign the form.

Due to a confidentiality clause, I am unable to speak about the terms of the settlement except to certain persons or in certain situations.

Joshua Stretton

[REDACTED]

18th May 2022

Joshua Stretton

[REDACTED]

[REDACTED]

15/12/2023

Dear Committee

I submit this evidence-based statement to shed light on the egregious shortcomings in the government's response to the COVID-19 pandemic, exemplified by the unjust termination of Mr. Joshua Stretton, a Project Engineer at [REDACTED]. Mr. Stretton's distressing experience not only underscores the critical flaws in governance but also highlights deficiencies in health response measures, broader health supports, international policies, support for industries and businesses, financial support for individuals, community supports, and mechanisms for targeted responses.

Summary of Mr. Joshua Stretton's Case:

Mr. Stretton, a Project Engineer, faced an unjust termination due to the vaccination mandate. Despite seeking clarity on vaccine safety and risks, his inquiry received no response, highlighting inadequate communication. The termination process lacked transparency, raising concerns about potential human rights violations. The abrupt loss of employment also left Mr. Stretton without adequate mental health and suicide prevention support, housing, financial or legal support, compounding the challenges he faced. During dispute of the termination, the court judge persuaded Mr. Stretton that the case would not be won, even though termination during periods of leave is forbidden by work place legislation.

This specific case vividly illustrates the urgent need for comprehensive reforms in governance, health response measures, and support mechanisms to address the glaring inadequacies in the government's response to the COVID-19 pandemic.

Human Rights Violations and Violation of Informed Consent: *Mr. Stretton's case raises concerns about potential human rights violations, particularly regarding employment termination based on vaccination status. Furthermore, the lack of a transparent process for informed consent highlights a fundamental violation of individuals' rights to make informed choices about their health.*

Recommendation: 1. Conduct a thorough review of potential human rights violations, and fair work violations in pandemic-related policies and actions, specifically employment termination. 2. Strengthen mechanisms to ensure transparency in the informed consent process for medical interventions, and do not mandate medical intervention without thorough evidence based information available to the public. 3. Publicise any medical contracts for government deals for public reassurance and transparency.

I urge the committee to meticulously consider these detailed instances rooted in real-life experiences to drive essential policy changes and enhance the efficacy of future pandemic responses.

1. Governance:

Mr. Stretton's unjust termination reveals a lack of clear directives during the vaccination mandate, exposing potential human rights violations related to employment termination due to vaccination status. This incident emphasizes the urgent need for explicit guidelines ensuring transparent and fair implementation of COVID-19 measures in workplaces.

Recommendation: Develop explicit guidelines for transparent and fair implementation of COVID-19 measures in workplaces, addressing potential human rights violations and emphasizing informed consent.

2. Health Response Measures:

Mr. Stretton's inquiry into vaccine safety and risks received no response, indicating broader issues of insufficient communication and transparency regarding COVID-19 vaccines. This case underscores the need for robust risk assessments and transparent due diligence processes to ensure employees are fully informed about potential risks and benefits, respecting their right to informed consent. TGA data sheets were lacking in areas of concern such as toxicity, interaction with other conditions, affects on fertility for women and especially for men, and breastfeeding.

Recommendation: Advocate for transparent risk assessments and due diligence processes regarding COVID-19 vaccines. Ensure employees are fully informed about potential risks and benefits, respecting their right to informed consent.

3. Broader Health Supports:

Mr. Stretton, terminated due to the vaccination mandate, lacked adequate mental health and suicide prevention support. The abrupt loss of employment exacerbated mental health challenges and financial challenges, highlighting a gap in support systems.

Recommendation: Implement comprehensive mental health support systems for those adversely affected by pandemic-related employment terminations, addressing potential human rights violations and considering broader impacts on mental health.

4. International Policies:

Doubts linger about the efficacy of international policies influencing domestic vaccine supply deals. This emphasizes the need for a reevaluation of policies to ensure Australia's pandemic preparedness, specific to Australia and influenced only by evidence based facts.

Recommendation: Conduct a thorough assessment of international policies to secure domestic vaccine supply deals. Learn from experiences to refine policies and enhance preparedness for future pandemics based on evidence based studies.

5. Support for Industry and Businesses:

Industries struggling with labor shortages and disruptions in supply chains, including Mr. Stretton's role, face inadequate government support. The lack of a coordinated strategy exacerbates challenges faced by businesses and employees. Businesses sort to maximise their own safety and used this event and direction as a reason to terminate employees with little compensation and thought about employee wellbeing, or options for alternate arrangements.

Recommendation: Foster closer collaboration between the government and businesses to develop strategies to maintain the existing labour, mitigating supply chain disruptions, and providing targeted support to affected industries. Identify and rectify shortcomings in existing support mechanisms. Require businesses to extensively evaluate options for alternate working arrangements prior to any termination and make these options and evaluations available to the employees for comment. Require and support businesses to re-employ after temporary requirements are ceased.

6. Financial Support:

Insufficient income support exacerbates challenges for individuals facing pandemic-related job losses. The termination without proper notice adds to financial strain during the pandemic. Termination also occurred during a time of leave which is against work place laws. Termination during this period also cause Mr. Stretton to lose housing for him and his family, forcing the family to leave [REDACTED], a place with insufficient housing to support people without work. This further added strain during a time that was already financially difficult.

Recommendation: Scrutinize and enhance income support mechanisms to provide effective assistance to those adversely affected by pandemic-related employment terminations, ensuring their financial well-being. Address potential human rights violations in the termination process.

7. Community Supports:

Sectors like early childhood education, higher education, housing, and family and domestic violence support lack targeted measures, further magnifying the impact of the pandemic on vulnerable populations. Particularly when young people under ~30yo had more risk of adverse events from vaccination as opposed to the virus. (Weighing up the potential benefits against risk of harm from COVID-19 Vaccine AstraZeneca-Information for health care providers to help consumers make informed decisions, 29 June 2021, Australian Government.)

Recommendation: Propose tailored measures to address the specific needs of individuals impacted by pandemic-related challenges in these crucial areas. Recognize and rectify the diverse circumstances faced by different communities, ensuring comprehensive community support.

8. Mechanisms for Targeted Responses:

Decision-making processes do not adequately consider diverse perspectives, neglecting the unique challenges faced by different populations. Mr. Stretton's case underscores the importance of inclusive mechanisms in decision-making for tailored responses.

Recommendation: Advocate for inclusive mechanisms in decision-making to ensure tailored responses for various demographic groups. Recognize and address the unique challenges faced by different populations, emphasizing equitable pandemic responses.

Sincerely,

Joshua Stretton