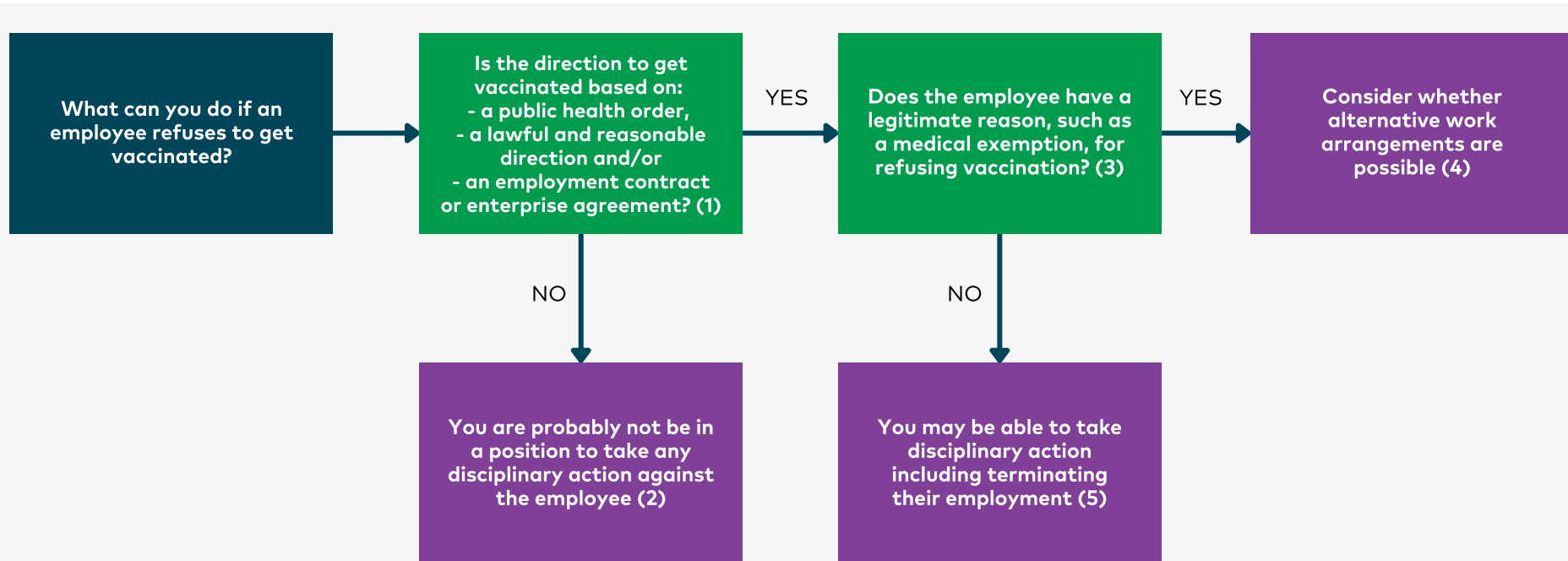


What can you do if an employee refuses to get vaccinated?



(1) 'For the current public health orders in place in different states and territories in Australia, refer to the Fair Work Ombudsman's information on ['Can an employer require an employee to be vaccinated?'](#)
For an overview of what is considered to be 'lawful and reasonable', refer to the Fair Work Ombudsman's webpage on [Lawful and reasonable directions to get vaccinated](#) - remember, it can be difficult to work out whether a direction is 'lawful or reasonable'. You should seek legal advice to help you decide

(2)&(5) CAUTION: Seek legal advice before taking any disciplinary action including termination of employment as you may be breaching unfair dismissal and/or anti-discrimination laws. For more information, see the Fair Work Ombudsman's page on [COVID-19 vaccinations: workplace rights and obligations](#)

(3) You can ask the employee for evidence of a medical contraindication via a certificate from a medical practitioner. For example, in NSW, this is required to be in a form approved by the Chief Health Officer, that specifies the medical contraindication. For more information on the requirements in each state and territory, refer to the Fair Work Ombudsman's information on ['Can an employer require an employee to be vaccinated?'](#)

(4) For information on alternative work arrangements, refer to the Fair Work Ombudsman's page on [Alternative work arrangements](#)