

Directions from Chief Health Officer in accordance with emergency powers arising from declared state of emergency

COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 12)

Public Health and Wellbeing Act 2008 (Vic)

Section 200

I, Adjunct Clinical Professor Brett Sutton, Chief Health Officer, consider it reasonably necessary to protect public health to give the following directions pursuant to section 200(1)(d) of the **Public Health and Wellbeing Act 2008 (Vic) (PHW Act)**:

PART 1 — PRELIMINARY

1 Preamble

- (1) The purpose of these directions is to impose obligations upon operators of **specified facilities** in relation to the vaccination of **workers**, in order to limit the spread of severe acute respiratory syndrome coronavirus 2 (**SARS-CoV-2**) within the population in these settings.
- (2) These directions impose obligations on operators of:
 - (a) **residential aged care facilities**;
 - (b) **construction sites**;
 - (c) **healthcare facilities**; and
 - (d) **education facilities**.
- (3) Key definitions are contained in clause 9.
- (4) Facility-specific definitions are contained in clause 10.
- (5) Other definitions are contained in clause 11.
- (6) These directions must be read together with the **Directions currently in force**.
- (7) These directions replace the **COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 11)**.

2 Citation

These directions may be referred to as the **COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 12)**.

3 Commencement and revocation

- (1) These directions commence at 6:00:00pm on 5 November 2021 and end at 11:59:00pm on 18 November 2021.
- (2) The **COVID-19 Mandatory Vaccination (Specified Facilities) Directions (No 11)** are revoked at 6:00:00pm on 5 November 2021.

PART 2 — OPERATOR OBLIGATIONS

4 Operator must collect, record and hold vaccination information

Vaccination information

- (1) If a worker is, or may be, scheduled to work at a specified facility after the commencement of these directions, the operator must collect, record and hold **vaccination information** about the worker.

Booking information — partially vaccinated workers

- (2) If the operator collects information that a worker is **partially vaccinated**, the operator must also collect, record and hold information about whether that worker has a booking to receive, by the **full dose deadline**, a dose of a **COVID-19 vaccine** that will cause the worker to become **fully vaccinated**.

Timing

- (3) An operator must comply with the obligations in sub-clauses (1) and (2) as soon as reasonably practicable after the commencement of these directions.

Exception — fully vaccinated and excepted persons

- (4) Subclauses (1) to (3) do not apply in relation to a worker if the operator already holds information that the worker is:
 - (a) fully vaccinated; or
 - (b) an **excepted person**.

5 Operator must take reasonable steps to prevent entry of unvaccinated workers

Prevention of entry to premises

- (1) An operator of a specified facility must take all reasonable steps to ensure that a worker who is **unvaccinated** does not enter, or remain on, the **premises** of a specified facility for the purposes of working at the facility.
- (2) An operator of a **residential aged care facility** or a **construction site** must take all reasonable steps to ensure that, on or after the full dose deadline, a worker who:
 - (a) is unvaccinated; or
 - (b) partially vaccinated

does not enter, or remain on, the premises of a residential aged care facility or a construction site for the purposes of working at the residential aged care facility or construction site.

- (3) For the purposes of subclause (1) and (2), if an operator does not hold vaccination information about a worker, the operator must treat the worker as if the worker is unvaccinated.

Exception — self-quarantine

- (4) Despite subclause (1), a **healthcare operator** or an **education operator** may, after the **first dose deadline**, permit a **healthcare worker** or an **education worker** who:

- (a) is unvaccinated; and
- (b) was unable to become partially vaccinated before the first dose deadline because they were in self-quarantine under the **Diagnosed Persons and Close Contacts Directions**; and
- (c) has a booking to receive, within 7 days of the end of the period of self-quarantine as determined under the **Diagnosed Persons and Close Contacts Directions**, a dose of a COVID-19 vaccine that will cause the worker to become partially vaccinated,

to enter, and remain on, the premises of the specified facility.

Authorisation to use vaccination information

- (5) For the purposes of complying with this clause, an operator is authorised to use any information about a worker that it holds under clause 4.

Disclosure to employer or contractor

- (6) If the operator is obliged to comply with subclause (1) and (2) in relation to a worker and the operator is not:

- (a) the employer of the worker; or
- (b) the person who engaged the worker to work at the facility;

the operator is authorised to disclose to the employer or person who engaged the worker that the operator is obliged to comply with subclause (1) and (2) in relation to the worker.

Notification to current workers

- (7) Subject to subclause (8), an operator of a specified facility must, as soon as reasonably practicable after the commencement of these directions, inform each worker who is, or may be, scheduled to work at the facility that:

- (a) clause 4 obliges the operator to collect, record and hold vaccination information about the worker;
- (b) subclause (1) obliges the operator to take all reasonable steps to ensure that a worker who is unvaccinated does not enter, or remain on, the premises of a specified facility for the purposes of working at the facility;
- (c) subclause (2) obliges the operator of a residential aged care facility and a construction site to take all reasonable steps to ensure that, on or after the second dose deadline, a worker who is unvaccinated or

partially vaccinated does not enter, or remain on, the premises of a residential aged care facility or a construction site for the purposes of working at the residential aged care facility or construction site,

unless an exception applies under these directions.

- (8) Subclause (7) does not apply to an operator in respect of a worker if the operator informed the worker of the matters specified in that subclause under a previous version of these directions.

Notification to new workers

- (9) If an operator of a specified facility engages a worker who is, or may be, scheduled to work at the facility, the employer must inform the worker, as soon as reasonably practicable after engaging the worker, that:
- (a) clause 4 obliges the employer to collect, record and hold vaccination information about the worker; and
 - (b) subclause (1) obliges the operator to take all reasonable steps to ensure that a worker who is unvaccinated does not enter, or remain on, the premises of a specified facility for the purposes of working at the facility;
 - (c) subclause (2) obliges the operator of a residential aged care facility or a construction site to take all reasonable steps to ensure that, on or after the second dose deadline, a worker who is unvaccinated or partially vaccinated does not enter, or remain on, the premises of a residential aged care facility or a construction site for the purposes of working at the residential aged care facility or construction site.

6 Limits on work outside ordinary place of residence

- (1) If:
- (a) a person is a worker; and
 - (b) it is reasonably practicable for the person to work at the person's ordinary place of residence,

an operator of a specified facility must take all reasonable steps to ensure that the person does not enter, or remain on, the premises of a specified facility for the purposes of working at the facility, unless:

- (c) the operator collects, records and holds vaccination information about the person; and
- (d) the person is:
 - (i) fully vaccinated; or
 - (ii) an excepted person.

Note: this obligation does not apply in relation to a person who is a worker, if it is not reasonably practicable for the person to work at the person's ordinary place of residence.

- (2) For the purposes of complying with this clause, an employer is authorised to use any information about a worker that it holds under subclause (1)(c).

7 Exception — exceptional circumstances

- (1) An operator of a specified facility is not required to comply with clauses 4 and 5 if one or more of the exceptional circumstances specified in subclause (2) applies.

- (2) The exceptional circumstances are:

- (a) a worker is required to perform work or duties at the facility that is or are necessary to provide for urgent specialist clinical or medical care due to an **emergency situation** or a **critical unforeseen circumstance**; or
- (b) a worker is required to fill a vacancy to provide urgent care, to maintain quality of care and/or continue essential operations at the facility due to an emergency situation or a critical unforeseen circumstance; or

Example 1: a work premises has a large number of workers furloughed due to exposure at a Tier 1 site.

Example 2: a medical practitioner is required to attend the premises on short notice due to an emergency situation.

- (c) a worker is required to attend the facility to respond to an emergency at the facility; or
- (d) a worker is required to perform urgent and essential work at the facility to protect the health and safety of workers or members of the public, or to protect assets and infrastructure; or

Example 1: securing a crane due to impending high winds.

Example 2: works required at a construction site in order to make the construction site safe for continued operation.

- (e) an education worker is required to:
- (i) carry out assessments of an oral or performance examination as part of the Victorian Certificate of Education or International Baccalaureate; or
- (ii) work as a venue coordinator for those examinations.

- (3) If a circumstance specified in subclause (2)(b), (2)(c), (2)(d) or (2)(e) applies, the operator must take all reasonable steps to ensure that the worker remains upon the premises of the facility only for the period of time necessary to respond to the exceptional circumstance.

Additional obligation

- (4) If the circumstances specified in subclause (2) apply in relation to a residential aged care facility or a healthcare facility, the relevant operator must take all reasonable steps to ensure that the worker wears, at all times

while on the premises of the facility, **PPE** that includes, at a minimum, a surgical mask and face shield.

8 Disclosure to Authorised Officers

- (1) An **Authorised Officer** may request an operator to produce to the Authorised Officer any vaccination information held by the operator under clause 4.
- (2) If an Authorised Officer makes a request to a person under subclause (1), the person must comply with the request.

Note: Authorised Officers may also be authorised to exercise the public health risk power in section 190(1)(d) of the PHW Act to require the provision of any information needed to investigate, eliminate or reduce the risk to public health.

PART 3 — DEFINITIONS

9 Key definitions

Vaccination status

- (1) A person's **vaccination status** is one of the following:
 - (a) **fully vaccinated**; or
 - (b) **partially vaccinated**; or
 - (c) **unvaccinated**; or
 - (d) **excepted person**.
- (2) A person is **fully vaccinated** if the person has received one dose of a **one dose COVID-19 vaccine** or two doses of a **two dose COVID-19 vaccine** including two different types of **two dose COVID-19 vaccines**.
- (3) A person is **partially vaccinated** if the person has received one dose of a **two dose COVID-19 vaccine** and is not an **excepted person**.
- (4) A person is **unvaccinated** if the person has not received a dose of a COVID-19 vaccine and is not an **excepted person**.
- (5) A person is an **excepted person** if the person holds **acceptable certification** from a **medical practitioner** that the person is unable to receive a dose, or a further dose, of a COVID-19 vaccine due to:
 - (a) a medical contraindication; or
 - (b) an acute medical illness (including where the person has been diagnosed with SARS-CoV-2).
- (6) An **acceptable certification**:
 - (a) for the purpose of subclause (5):
 - (i) for the period ending 6:00:00pm on 12 November 2021 is:
 - (A) a certificate issued by the person's medical practitioner that states that the person is unable to receive a dose, or

- a further dose, of a COVID-19 vaccine for one or more of the reasons in subclause (5); or
- (B) the Australian Immunisation Register immunisation medical exemption form that:
 - 1. is completed and signed by the person's medical practitioner; and
 - 2. states that the person is unable to receive a dose, or a further dose, of a COVID-19 vaccine for one or more of the reasons in subclause (5); or
 - (ii) for the period commencing 6:00:00pm on 12 November 2021 and ending 11:59:00pm on 18 November 2021, an Australian Immunisation Register immunisation medical exemption form that:
 - (A) is completed and signed by the person's medical practitioner; and
 - (B) states that the person is unable to receive a dose, or a further dose, of a COVID-19 vaccine for one or more of the reasons in subclause (5).
- (7) An acceptable certification for the purpose of subclause (5) is effective until the earlier of:
- (a) the date specified by the medical practitioner; or
 - (b) the date 6 months from the date the acceptable certification was given by the medical practitioner.

Vaccination information

- (8) For the purposes of these directions, **vaccination information** is information about a person's vaccination status and includes information that is derived from a record of information that was made under, or in accordance with, the **Australian Immunisation Register Act 2015** of the Commonwealth.

Note: vaccination information may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register. For overseas travellers, it may be recorded in an Australian International COVID-19 Vaccination Certificate or vaccination certificates issued by an overseas government authority, accompanied by the Australian Traveller Declaration or COVID-19 Vaccination and Testing Declaration for travel to Australia.

Schedule 1 definitions

- (9) For the purposes of these directions:
- (a) **first dose deadline** in relation to a **specified facility** means the date identified in Column 4 of Schedule 1 for that facility;

- (b) **full dose deadline** in relation to a **specified facility** means the date identified in Column 5 of Schedule 1 for that facility;
- (c) **operator** in relation to a **specified facility** means a person identified in Column 2 of Schedule 1 for that facility;
- (d) **specified facility** means a facility identified in Column 1 of Schedule 1;
- (e) **worker** in relation to a **specified facility** means a person identified in Column 3 of Schedule 1 for that facility except for a person under 12 years of age.

10 Facility-specific definitions

Residential aged care facilities

- (1) For the purposes of these directions:
 - (a) **approved provider** has the same meaning as in the **Aged Care Quality and Safety Commission Act 2018** of the Commonwealth;
 - (b) **residential aged care facility** means the premises at which accommodation and personal care or nursing care or both are provided to a person in respect of whom a **residential care subsidy** or a **flexible care subsidy** is payable under the **Aged Care Act 1997** of the Commonwealth;
 - (c) **residential aged care facility worker** means a person (including a volunteer) that is:
 - (i) employed, or engaged as a contractor, by an **operator** that operates a **residential aged care facility** to perform work at the residential aged care facility including:
 - (A) direct care workforce including nurses, personal care workers, allied health professionals, and allied health assistants;
 - (B) administration staff including reception and management staff;
 - (C) ancillary staff including food preparation, cleaning, laundry, gardening and general maintenance staff;
 - (D) dental practitioners;
 - (E) phlebotomists (pathology nurses);
 - (F) lifestyle and social staff, such as those delivering music or art therapy;
 - (G) transport drivers who are responsible for collecting and transporting residents to and from the residential aged care facility for outings;
 - (H) volunteers engaged by the residential aged care facility to undertake duties at the facility;

- (I) students on placement;
- (J) **medical practitioners** and allied health professionals who attend the residential aged care facility to provide care to residents of the facility; and
- (ii) a medical practitioner, dental practitioner or allied health professional who is employed or engaged by a resident of a residential aged care facility to provide care to the resident;
- (d) **residential care subsidy** has the same meaning as in the **Aged Care Act 1997** of the Commonwealth.

Construction sites

- (2) For the purposes of these directions:
 - (a) **construction site** means a premises at which civil works, building or construction activities are taking place (the primary premises) and includes:
 - (i) premises that are nearby to the primary premises at which work relating to the operation of the primary premises is undertaken (secondary premises);
 - (ii) any **vehicle** used to carry out work at the primary premises or secondary premises;

Example: a site office for a construction site that is located in an office building close to the construction site.
 - (b) **principal contractor** means the owner of a **construction site** unless the owner:
 - (i) appoints a principal contractor for the construction work performed for or on behalf of the owner; and
 - (ii) authorises the principal contractor to manage or control the **construction site** to the extent necessary to discharge the duties imposed on a principal contractor under the **Occupational Health and Safety Regulations 2017**;
 - (c) **vehicle** has the same meaning as in the **PHW Act**.

Healthcare facilities

- (3) For the purposes of these directions:
 - (a) **healthcare facility** means each of the following premises:
 - (i) hospitals, including outpatient settings and in reach services;
 - (ii) ambulance and patient transport services vehicles;
 - (iii) community health centres including mental health, child and maternity, and drug and alcohol counselling services centres;
 - (iv) general practices;

- (v) COVID-19 related healthcare sites, including testing sites, vaccination centres and hotel quarantine premises;
 - (vi) dental surgeries and practices;
 - (vii) day procedure centres;
 - (viii) health clinics, including medical specialist and allied health professional operated clinics;
 - (ix) pharmacies;
 - (x) diagnostic and medical imaging centres;
 - (xi) premises at which mobile health services are provided;
 - (xii) premises at which blood donation services are provided;
 - (xiii) premises at which healthcare students undertake placement, registration or internships;
 - (xiv) premises at which health services within government agencies are provided, including the Victorian Department of Justice and Community Services – Victorian Institute of Forensic Medicine;
 - (xv) Coroner’s Court;
 - (xvi) any retail or other premises operating within a healthcare facility, including cafes, newsagents and florists;
- (b) **healthcare operator** means a person who operates a **healthcare facility** whether public, private or denominational;
- (c) **healthcare worker** means a person who is employed or engaged as a contractor by a **healthcare operator** to perform at a **healthcare facility** any of the following:
- (i) healthcare services including:
 - (A) **medical practitioners**, dental professionals, nurses and midwives;
 - (B) allied health professionals (including those that work within a discipline classified by the Victorian Department of Health as allied health, or are registered with the *Australian Health Practitioner Regulation Agency*);
 - (C) palliative care workers;
 - (D) personal care attendants;
 - (E) phlebotomists and pathology workers;
 - (F) coroners;
 - (G) lifestyle and social therapists;
 - (H) formal language and interpretation services;
 - (I) students;
 - (J) volunteers;

- (ii) administrative or ancillary roles, including:
 - (A) an administrative, clerical and managerial worker, and each of their assistants delegates;
 - (B) food preparation, cleaning and laundry services;
 - (C) patient service assistants and porters;
 - (D) operating theatre technicians;
 - (E) security, maintenance and repair and information technology, gardening and landscaping;
- (iii) ambulance and patient transport services;
- (iv) work at a retail business operating within a healthcare facility, including cafes, restaurants, newsagents and florists.

Education facilities

- (4) For the purposes of these directions:
- (a) **childcare or early childhood service** means onsite early childhood education and care services or children’s services provided under the:
 - (i) **Education and Care Services National Law** and the **Education and Care Services National Regulations**, including long day care services, kindergartens and/or preschool and family daycare services, but not including outside **school** hours care services; and
 - (ii) **Children’s Services Act 1996**, including limited hours services, budget based funded services, occasional care services, early childhood intervention services, mobile services and (if applicable) school holiday care programs;
 - (b) **education facility** means:
 - (i) premises at which a **childcare or early childhood service** is provided;
 - (ii) premises at which an outside school hours care service is provided;
 - (iii) a **school**;
 - (iv) **school boarding premises**;
 - (c) **education operator** means a person who operates an **education facility**, whether public, private or denominational;
 - (d) **education worker** means:
 - (i) any person who is employed by an **education operator** to work in an **education facility** (including teachers, early childhood educators and educational support staff);
 - (ii) a person contracted to work at an **education facility** and who will or may be in close proximity to children, students or staff, whether or not engaged by the **education operator** including

- casual relief teachers, Breakfast Club suppliers, IT personnel, NDIS providers and auditors, (but does not include delivery personnel);
- (iii) staff of the Department of Education and Training who attend an **education facility** (such as allied health personnel or Authorised Officers);
 - (iv) staff of any other entity who attends an **education facility**;
 - (v) volunteers that attend an **education facility** and that work in close proximity to children, students or staff (including parent helpers);
 - (vi) students on placements at an **education facility**;
- (e) **school** means a registered school as defined in the **Education and Training Reform Act 2006**;
 - (f) **school boarding premises** means a registered school boarding premises, as defined in the **Education and Training Reform Act 2006**.

11 Other definitions

For the purposes of these directions:

- (1) **Authorised Officer** has the same meaning as in the **PHW Act**;
- (2) **COVID-19 vaccine** means a vaccine to protect a person against SARS-CoV-2 that:
 - (a) has been registered, provisionally registered or recognised by the Therapeutic Goods Administration; or
 - (b) has been approved by a comparable overseas regulator, as determined by the Therapeutic Goods Administration under regulation 16DA(3) of the **Therapeutic Goods Regulation 1990** of the Commonwealth;
- (3) **critical unforeseen circumstance** means a circumstance that the operator of a work **premises** could not reasonably have foreseen nor planned for which results in a critical need for staff;
- (4) **Diagnosed Persons and Close Contacts Directions** means the **Diagnosed Persons and Close Contacts Directions (No 32)** as amended or replaced from time to time;
- (5) **Directions currently in force** has the same meaning as in the **Workplace Directions** as amended or replaced from time to time;
- (6) **emergency situation** means a situation where it is reasonably apparent to the operator of a specified facility that medical treatment is necessary, as a matter of urgency to:
 - (a) save a person's life; or
 - (b) prevent serious damage to a person's health; or

- (c) prevent a person from suffering or continuing to suffer significant pain or distress;
- (7) **medical contraindication** means one of the following contraindications to the administration of a **COVID-19 vaccine**:
- (a) anaphylaxis after a previous dose;
 - (b) anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol;
 - (c) in relation to AstraZeneca:
 - (i) history of capillary leak syndrome; or
 - (ii) thrombosis with thrombocytopenia occurring after a previous dose;
 - (d) in relation to Comirnaty or Spikevax:
 - (i) myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax; or
 - (e) the occurrence of any other serious adverse event that has:
 - (i) been attributed to a previous dose of a **COVID-19 vaccine** by an experienced immunisation provider or medical specialist (and not attributed to any another identifiable cause); and
 - (ii) been reported to State adverse event programs and/or the Therapeutic Goods Administration;
- (8) **medical practitioner** means:
- (a) a general practice registrar on an approved 3GA training placement; or
 - (b) a public health physician; or
 - (c) an infectious disease physician; or
 - (d) a clinical immunologist; or
 - (e) a general practitioner who is vocationally registered; or
 - (f) a general practitioner who is a fellow of the Royal Australian College of General Practitioners (RACGP); or
 - (g) a general practitioner who is a fellow of the Australian College of Rural and Remote Medicine (ACRRM); or
 - (h) a paediatrician; or
 - (i) a medical practitioner who is a fellow of the Royal Australasian College of Physicians;
- (9) **one dose COVID-19 vaccine** means the **COVID-19 vaccine** called 'COVID-19 Vaccine Janssen' (Jansen-Cilag);
- (10) **PHW Act** means the **Public Health and Wellbeing Act 2008**;
- (11) **PPE** means personal protective equipment;

- (12) **premises** has the same meaning as in the **PHW Act** but does not include a worker's ordinary place of residence;
- (13) **two dose COVID-19 vaccine** means any of the following **COVID-19 vaccines** called:
- (a) Vaxzevria (AstraZeneca);
 - (b) Comirnaty (Pfizer);
 - (c) Spikevax (Moderna);
 - (d) Coronvac (Sinovac);
 - (e) Covishield (Astrazeneca/Serum Institute of India);
 - (f) Covaxin (Bharat Biotech); or
 - (g) BBIP-CorV (Sinopharm).

12 Penalties

- (1) Section 203 of the PHW Act provides:

Compliance with direction or other requirement

- (1) A person must not refuse or fail to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199.

Penalty: In the case of a natural person, 120 penalty units;
 In the case of a body corporate, 600 penalty units.

- (2) A person is not guilty of an offence against subsection (1) if the person had a reasonable excuse for refusing or failing to comply with the direction or requirement.

Note: section 209 of the PHW Act provides for infringement notices to be served on any person who has refused or failed to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199. The amount payable pursuant to the infringement notice varies depending on the nature of the failure or refusal.

- (2) Section 210 of the PHW Act provides:

False or misleading information

- (1) A person must not—
- (a) give information that is false or misleading in a material particular; or
 - (b) make a statement that is false or misleading in a material particular; or
 - (c) produce a document that is false or misleading in a material particular—
- to the Secretary, a Council, the Chief Health Officer or an authorised officer under this Act or the regulations without indicating the respect in which it is false or misleading and, if practicable, providing correct information.

Penalty: In the case of a natural person, 60 penalty units;
 In the case of a body corporate, 300 penalty units.

- (2) A person must not make an entry in a document required to be kept by this Act or the regulations that is false or misleading.

Penalty: In the case of a natural person, 60 penalty units;
 In the case of a body corporate, 300 penalty units.

- (3) In a proceeding for an offence against subsection (1) or (2) it is a defence to the charge for the accused to prove that at the time at which the offence is alleged to have been committed, the accused believed on reasonable grounds that the information, statement or document was true or was not misleading.



Adjunct Clinical Professor Brett Sutton

Chief Health Officer, as authorised to exercise emergency powers under sections 20A and 199(2)(a) of the PHW Act.

5 November 2021

SCHEDULE 1 — SPECIFIED FACILITIES

Specified facility (Column 1)	Operator (Column 2)	Worker (Column 3)	First dose deadline (Column 4)	Full dose deadline (Column 5)	Facility-specific definitions
residential aged care facility	approved provider with responsibility for that residential aged care facility	residential aged care facility worker	1 October 2021	15 November 2021	Clause 10(1)
construction site	principal contractor for that construction site	any person (paid or unpaid) performing work at a construction site, including: (a) an employee of the operator; and (b) any contractor engaged by the operator or by a third-party.	2 October 2021	13 November 2021	Clause 10(2)
healthcare facility	healthcare operator	healthcare worker	29 October 2021	15 December 2021	Clause 10(3)
education facility	education operator	education worker	25 October 2021	29 November 2021	Clause 10(4)