

COVID-19 Vaccination Compliance - Suspension Report

Effective Date: 9 February 2022

SUSPENSIONS		
Current Paid Suspensions by Occupational Group		Current Unpaid Suspensions by Occupational Group
	Headcount	Headcount
Non-Teachers	802	Non-Teachers
Cleaners	115	Cleaners
Public Servants	261	Public Servants
Schools Officers	62	Schools Officers
Teacher Aides	382	Teacher Aides
Trainees	1	Trainees
Teachers	736	Teachers
Teachers	736	Teachers
Grand Total	1536	Grand Total
		867
		TOTAL 2403

Current Paid Suspensions by Occupational Group and Vax Status Update								
Headcount	No Vax/Response	Exemption Submitted	Exemption Temp Submitted	Exemption Temp Verified	Exemption Verified	First dose received	Grand Total	
Non-Teachers	666	26	2	56	2	54	802	
Cleaners	99	3	1	5		7	115	
Public Servants	223	6	1	18	1	15	261	
Schools Officers	57	1		1		3	62	
Teacher Aides	303	16		32	1	31	382	
Trainees	1						1	
Teachers	550	2	2	132		50	736	
Teachers	550	2	2	132		50	736	
Grand Total	1215	28	4	188	2	104	1536	

Current Unpaid Suspensions by Occupational Group and Vax Status Update					
Headcount	No Vax/Response	Exemption Temp Submitted	Exemption Temp Verified	First dose received	Grand Total
Non-Teachers	370	1	1	29	401
Cleaners	118		1	9	128
Public Servants	24			8	32
Schools Officers	4			2	6
Teacher Aides	222	1	1	13	237
Trainees	2				2
Teachers	442		5	19	466
Teachers	442		5	19	466
Grand Total	812	1	6	48	867
					TOTAL 2403

CANCELLATIONS		
Current Paid Suspension Cancellations by Occupational Group		Current Unpaid Suspension Cancellations by Occupational Group
	Headcount	Headcount
Non-Teachers	1785	Non-Teachers
Cleaners	565	Cleaners
Public Servants	319	Public Servants
Schools Officers	130	Schools Officers
Teacher Aides	803	Teacher Aides
Trainees	1	Trainees
Teachers	1229	Teachers
Teachers	1229	Teachers
Grand Total	3010	Grand Total
		329
		TOTAL 3339

NB: not including pay to no-pay conversions

Briefing Note

The Honourable Grace Grace MP
Minister for Education
Minister for Industrial Relations and
Minister for Racing

Action required: For Noting

Action required by: N/A

Urgent: Update on the current state and school workforce contingency planning resulting from the Chief Health Officer's direction on vaccinations for workers in high-risk settings.

SUBJECT: CURRENT STATE AND CONTINGENCY PLANNING FOLLOWING VACCINATION DIRECTION FOR WORKERS IN HIGH-RISK SETTINGS

Summary of key objectives

- For the Minister to note the update on the current state and contingency planning following the *COVID-19 Vaccination requirement for workers in a high-risk setting Direction* (the Direction).

Key issues

1. All Department of Education staff have been advised that workers entering or delivering a service in schools and early childhood education and care services will need to have their first dose of the vaccine by 17 December 2021, and will need to be fully vaccinated by 11.59 pm on 23 January 2022 (unless they have a medical contraindication or are participating in an eligible clinical COVID-19 vaccine trial).
2. Consultation with employee unions and associations has been ongoing.

Vaccination status collection

3. As at 16 December 2021, the department's vaccination records show that for state school teachers:
 - 48,470 are fully vaccinated (73.13%);
 - 2065 have received, or are booked in, for their first dose (3.12%);
 - 725 are not yet vaccinated (1.09%);
 - 99 have requested a medical exemption (0.15%); and
 - 14,889 are yet to provide their vaccination status to the department (22.48%).
4. All staff who have not submitted their vaccination status are being issued regular reminders throughout the holidays. These reminders are being sent to personal email addresses and mobile numbers and will cease when their vaccination status has been submitted.

Process for unvaccinated employees

5. Staff who fail to comply with the requirements of the Direction (including those who do not provide their vaccination status to the department) will be given seven days from 10 January 2022 to show-cause for suspension without pay.

6. Should no acceptable reason be given, unvaccinated staff will be placed on unpaid suspension from the week of 17 January 2022. A show-cause process for likely termination will then commence for unvaccinated staff from 24 January 2022 onwards.
7. Staff who submit applications for medical (or other) exemptions are being case managed individually to assess their situations. At this stage, the department has received 161 applications for exemption (99 from teachers).

School workforce contingency planning

8. All leaders (school, regional and corporate) have been provided with access to an online dashboard (through MyHR) which provides real-time visibility of the vaccination status of staff in their management control.
9. The dashboard enables the department, and individual schools, to undertake detailed workforce planning and implement any necessary contingencies to address staffing risks for the commencement of the school year.
10. A workforce planning scenario workshop was held on 14 December 2021 to consider contingency planning for potential staffing shortfalls, including impacts on remote and discrete communities and impacts on the non-teaching workforce, particularly cleaners.
11. Short-term contingency options to address potential temporary staffing shortfalls have been outlined at **Attachment 1**, and are currently undergoing consideration. They can be categorised under changes to curriculum delivery in schools, service delivery and redeployment to meet demand. Due to limited supply and/or localised workforce disruption due to ongoing outbreaks, service delivery options should be prioritised before mobility and increasing supply.
12. Based on the currently available vaccination data held by the department, areas of high workforce risk are:
 - schools in discrete or remote communities, where there are higher levels of vaccine reluctance and higher levels of non-response to the survey; and
 - school cleaner workforce, where the response rate to the vaccination survey is lower than other cohorts (additional efforts are in place to directly contact cleaners to seek their vaccination status).
13. The vaccination data indicates that the impact on individual schools is likely to be low. For schools where responses show the presence of an unvaccinated worker, in the majority of cases, this is limited to a single person.
14. In January 2022, the department's Emergency Response Team will continue to review the updated vaccination status of employees and workforce planning implications.
15. The department will develop and maintain a business continuity plan to determine and prioritise responses and contingency actions for schools with a service delivery impact.

Media implications and opportunities

16. Media interest is ongoing in relation to the vaccination requirement in education settings, including around possible workforce shortfalls and staff disciplinary proceedings. Standard media responses have been developed.

Human rights

17. No human rights are engaged or limited by the provision of this advice to the Minister.

Background

18. On 30 November 2021, the Honourable Anastacia Palaszczuk MP, Premier and Minister for the Olympics, announced a new COVID-19 vaccination requirement for all workers entering a high-risk setting (including schools and early childhood education and care services).
19. On 11 December 2021, the Chief Health Officer published the Direction, declared under section 362B of the *Public Health Act 2005*.

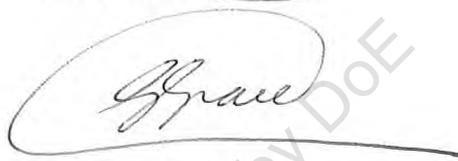
Recommendation

That the Minister **note** the update on the current state and contingency planning following the *COVID-19 Vaccination requirement for workers in a high-risk setting Direction*.

NOTED


SHARON DURHAM
 Chief of Staff
 Office of the Hon Grace Grace MP
 Minister for Education
 Minister for Industrial Relations and
 Minister for Racing

21/12/21

**APPROVED/NOT APPROVED
 ENDORSED/NOTED**


GRACE GRACE MP
 Minister for Education
 Minister for Industrial Relations and
 Minister for Racing

21/12/21

Minister's comments

Endorsed by:
 David Miller
 ED
 ECEI

Ph: 0417 430 162
 Mob: 0417 430 162
 Date: 16/12/2021

Endorsed by:
 Rynell Hastie-Burroughs
 ED
 Business Partnering and
 Engagement

Ph: (07) 3034 5377
 Mob:
 Date: 17/12/2021

Endorsed by:
 Sharon Schimming
 DDG
 ECEI

Ph: (07) 3034 5976
 Mob: 0477 384 176
 Date: 17/12/2021

Endorsed by:
 Michael De'Ath
 Director-General

Ph: (07) 3034 4752

Date: 20/12/21

Contingency action	Description	Pros	Cons	Financial implications
Changes to curriculum delivery in schools				
<p>Change in the delivery model for subjects challenged by availability of suitably qualified teacher</p>	<p>Implement refined delivery model for subjects with teacher shortages (e.g.) senior maths and science to:</p> <ul style="list-style-type: none"> - online self-paced materials supplemented with tutorage (Learn@Home) - virtual classrooms - schools of distance education - localised arrangements through school clusters and partnerships <p>Other considerations include the redeployment of non-teaching support staff.</p>	<p>Continuity of learning and maximising use of available resources.</p> <p>Leverage and expand on resources and systems (iSee, Teams, Blackboard etc) created and launched in 2020 as part of initial pandemic response.</p> <p>Greater collaboration between schools and Distance Education is already occurring.</p>	<p>May require industrial negotiation.</p> <p>Requires refinement and refresh of learning resources and support</p> <p>Possible lag with transitioning to alternative service delivery</p> <p>Perception of education service delivery by stakeholders (parents, teachers, unions, media)</p>	<p>Nil if reorganisation of existing departmental resources is effectively undertaken.</p>
<p>Optimising delivery of critical curriculum offerings</p>	<p>A smaller number of specialist teachers are required if less subject offerings are made.</p>	<p>Reduces need for specialist teachers.</p>	<p>May be a difficult message.</p> <p>Community expectations may be unmet.</p> <p>Results in less autonomy for schools.</p>	<p>Nil</p>

Service delivery prioritisation				
<p>Cap the number of staff to the allocative model at a school based on a percentage above the allocative model.</p> <p>This allows redeployment of 'above allocations'.</p>	<p>Teachers above a school allocation are reallocated to areas of need.</p>	<p>Teachers are already known.</p> <p>May be attractive to some school-purchased teachers as could allow a path to permanency.</p>	<p>Requires co-operation of schools to not replace reallocated.</p> <p>May require industrial negotiation.</p> <p>Removes autonomy from schools.</p> <p>Requires changes to business processes.</p>	<p>May result in an excess of budget in areas where school purchased teachers are reallocated from</p>
<p>School support staff sourced through alternative arrangements</p>	<p>School support staff are sourced to maintain critical functions (cleaning, business management, school administration, grounds care) through direct procurement arrangements or redeployment.</p>	<p>Maintains COVID safe requirement in terms of safety (cleanliness of schools, accessibility, meeting compliance and legislative requirements (financial, safety, etc) to ensure continuity of education services.</p> <p>Revisit service delivery model for schools (e.g. clusters, partnership with regional and corporate office)</p>	<p>Procurement of services may be limited in some rural and remote locations.</p> <p>Standard offer arrangements may not exist for all services.</p>	<p>Additional contracting and administration costs.</p> <p>Cost of contractors in addition to medical leave.</p>
<p>Non-school based teachers returned to the classroom, including those on secondment</p>	<p>Teachers in non-teaching roles (including from corporate and regional offices) are returned to the classroom for a period of time.</p>	<p>Teachers have the required skills.</p> <p>Easy to achieve.</p>	<p>Corporate roles would be left vacant, or require filling from external labour market.</p> <p>May result in the slowing of some corporate processes or projected.</p> <p>May result in resignations.</p> <p>Reputational risk.</p> <p>May not be able to move to areas where required.</p>	<p>Surplus funds may exist in areas where teachers are returned from</p>

Mobility options	Deferred transfers requiring teachers to remain in a particular location longer or using required transfers more forcibly. (Could provide financial incentives.)	Reduces attrition in locations with the highest shortages which will have the biggest impact. Reduce movement (travel) of staff across the state.	May result in resignation, particularly teachers with in demand skills. May affect staff morale if not universally applied at a location. May require additional incentives.	Cost of additional incentives.
Full classroom teaching load	Return those teachers engaged in non-teaching duties (special programs, HODs and HOCs) to the classroom.	The teachers are already available. Most schools would implement this course of action at a local level if necessary.	May result in cancellation of school based initiatives. May require industrial negotiation. May not be able to be achieved due to timetabling issues. Curriculum development and other activities would need to be reduced, particularly in relation to those originating outside the school.	Nil
Maximise part-time hours	Part time teachers are approached to increase their part-time hours.	Teachers available are a known quantity. Teachers are already available in a particular location.	May be difficult to timetable additional hours in a manner acceptable to the part-time employee.	Nil
Moratorium on recruitment of staff from schools into regional and central office	All transfers or recruitment of school based staff into regional and central office would be halted.	Eliminates the risk of school-based staffing losses	May require industrial negotiation. May impact the morale of school based employees who are seeking opportunities in a non-school based setting	Nil
Prioritise back-to-school recruitment for hard to fill locations	Recruitment activities be focused on hard to fill locations (discrete communities, rural, remote) over metropolitan areas. South-East corner regions to 'buddy' with regional areas to assist with staffing supply.	Focuses attention on schools that are likely to have workforce impact from the vaccination requirement.	May result in schools located in the south-east corner not receiving their expected teacher cohort for the commencement of 2022. Possible community and reputational impacts.	Nil

<p>Return staff from pre-approved leave</p>	<p>Staff on planned leave for the commencement of the 2022 school year could be recalled to duty.</p>	<p>Reduces the need for additional teachers.</p> <p>Extent of recalls could be scaled.</p>	<p>Creates pent-up demand for leave which will need to be satisfied at some point.</p> <p>May require industrial negotiation.</p> <p>Long service leave may have been applied for and approved a long time in advance. Implementation would affect staff morale.</p> <p>Resignations may result.</p> <p>Requires the cooperation of schools.</p> <p>The impact is localised to an individual school.</p> <p>May be too late to implement for 2022 as early and targeted messaging at different layers of management would be required.</p>	<p>Nil</p>
<p>Acceptance that current class size targets will not be maintained</p>	<p>Accept that current class size targets will not be maintained.</p>	<p>Requires no effort to implement.</p> <p>Is the default option if other initiatives fail to deliver the necessary number of teachers required and no other contingency actions are applied.</p>	<p>Management of community expectations may be required.</p> <p>May require industrial negotiation.</p> <p>May result in reduced subject choices.</p>	<p>Unknown</p>

Briefing Note

The Honourable Grace Grace MP
Minister for Education
Minister for Industrial Relations and
Minister for Racing

Action required: For Noting

Action required by: 14 December 2021

Urgent: Update on the current state and issues following the Chief Health Officer's direction on vaccinations for workers in high risk settings.

SUBJECT: CURRENT STATE AND ISSUES FOLLOWING VACCINATION DIRECTION FOR WORKERS IN HIGH RISK SETTINGS

Summary of key objectives

- For the Minister to note the:
 - update on the current state and issues following the COVID-19 Vaccination requirement for workers in a high-risk setting Direction (the Direction); and
 - process for unvaccinated employees who are required to comply with the Direction.

Key issues

1. The Chief Health Officer has issued the Direction. The Direction has now been published and takes effect from 8.30am on 11 December 2021.
2. Since 30 November 2021, the Department of Education (DoE) has communicated to all staff that there is a requirement for a mandatory COVID-19 vaccination.
3. All staff have been advised that workers entering or delivering a service in schools and early childhood education and care services will need to have their first dose of the vaccine by 17 December 2021, and will need to be fully vaccinated by 11:59pm on 23 January 2022.
4. Consultation with employee unions and associations has been ongoing, and has included the process for unvaccinated employees.

Vaccination Status Collection

5. All school-based employees were issued a survey on 2 December 2021 seeking their vaccination status. The response rates as of 12 December 2021 are as follows:

Data Update	Number	Percentage
Responses received	66,277	
Exemption to vaccinate	114	0.17%
Fully vaccinated	61,440	92.70%
Booked in for first dose	544	0.82%
First dose received	2,922	4.41%
Not vaccinated	1,257	1.90%

6. Of the employees who have declared they are unvaccinated, approximately 50% are teachers, 11% are teacher aides and 9% are cleaners.

7. Ten principals have declared that they are unvaccinated. Regional Directors are urgently contacting each of these principals to assess the accuracy of their declarations. Where these declarations are confirmed, alternative leadership arrangements for the 2022 school year will be put in place.
8. Employees who have not submitted their vaccination status are being issued regular reminders throughout the holidays. These reminders are being sent to personal email addresses and mobile numbers, and will cease when their vaccination status have been submitted.
9. Surveys are being reissued to employees who did not initially receive one, or they can access a blank survey on the DoE intranet.

Process for unvaccinated employees

10. Suspension and discipline processes for employees who are unvaccinated (and who do not have an acceptable medical exemption or other extenuating circumstance) have been developed and agreed to with unions.
11. Unvaccinated employees will be given seven days from 10 January 2022 to show-cause for suspension without pay. Should no acceptable reason be given, unvaccinated employees will be placed on unpaid suspension from the week of 17 January 2022. A show-cause process for likely termination will then commence for unvaccinated employees from 24 January 2022 onwards.
12. Further analysis of how many employees may be subject to this process is being undertaken; however, it is expected there may be up to 2000 employees affected.
13. Due the anticipated significant volume of show-cause processes, and the short timeframes to do so, DoE is planning to deploy significant resources to this effort.

School Workforce planning

14. All leaders (school, regional and corporate) will be provided access to an online dashboard (through MyHR) in the week beginning 13 December 2021 to provide visibility of the vaccination status of staff in their management control.
15. This dashboard will enable DoE to undertake detailed and specific workforce planning, and implement any necessary contingencies, to address staffing risks for the commencement of the school year (i.e. from 24 January 2022).
16. Detailed workforce planning scenario planning is being undertaken on 14 December 2021 to address:
 - impacts for remote and discrete communities;
 - DoE's ability to deploy resources across schools to address potential staffing shortfalls; and
 - impacts on non-teaching workforce, particularly cleaners.
17. It is anticipated that workforce shortages will be experienced in some secondary schools; however, as more vaccination data is received, DoE will be able to accurately predict staffing impacts for the commencement of the school year.

Sector feedback

18. The early childhood, Independent and Catholic sectors have all raised concerns regarding impacts the mandatory vaccination requirement will have on the viability of services.
19. DoE is aware of seven potential early childhood service closures due to the loss of critical staff, such as Early Childhood Teachers.
20. Steiner Montessori schools are anticipating shortfall of qualified teachers to replace unvaccinated staff not able to work

21. Some early childhood associations have sought an extension to timeframes in the Direction, or more flexible exemptions for responding to workforce shortages, particularly in regional, remote and rural areas.
22. Mr Christopher Mountford, Chief Executive Officer, Independent Schools Queensland, advised initial concerns in other jurisdictions relating to staff refusal to comply with vaccination requirements reduced as the vaccination deadline approached.

Media implications and opportunities

23. Significant media interest is likely to be generated around possible workforce shortfalls and staff disciplinary proceedings.

Human rights

24. No rights are engaged or limited by the provision of this advice to the Minister.

Background

25. On 30 November 2021, the Honourable Anastacia Palaszczuk MP, Premier and Minister for the Olympics, announced a new Direction requiring all workers entering an education setting to be fully vaccinated by 23 January 2022.
26. At 8.30am on 11 December 2021, the Direction for COVID-19 vaccination requirements for workers in high-risk settings came into effect.

Released under the RTI Act 2010

Recommendation

That the Minister:

- **note** the update on the current state and issues following the COVID-19 Vaccination requirement for workers in a high-risk setting Direction (the Direction); and
- **note** the process for unvaccinated employees who are required to comply with the Direction.

NOTED

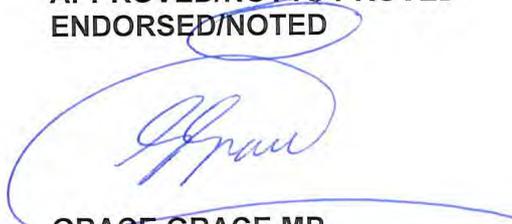
**APPROVED/NOT APPROVED
ENDORSED/NOTED**



SHARON DURHAM
Chief of Staff
Office of the Hon Grace Grace MP
Minister for Education
Minister for Industrial Relations and
Minister for Racing

15/12/21

Minister's comments



GRACE GRACE MP
Minister for Education
Minister for Industrial Relations and
Minister for Racing

16/12/21

Action Officer:
 Renae Tainton
 Manager

Ph: (07) 3034 4873

Endorsed by:
 Tania Porter
 ED
 Performance and
 Governance
 ECEI

Ph: (07) 3055 2599
 Mob: 0459874189
 Date: 13/12/2021

Endorsed by:
 David Miller
 ED
 ECEI

Ph: 0417 430 162
 Mob: 0417430162
 Date: 13/12/2021

Endorsed by:
 Sharon Schimming
 DDG
 ECEI

Ph: (07) 3034 5976
 Mob: 0477384176
 Date: 13/12/2021

Endorsed by:
 Michael De'Ath
 Director-General



Ph: (07) 3034 4752
 Date: 15/12/21