

COVID-19 vaccine: Questions and answers for public sector employees in phase 1a and 1b groups

For information concerning the vaccine rollout, [visit Healthy WA](#).

Detailed [FAQs concerning the vaccine program](#) are also available from Healthy WA.

General Question	Answer
Is the vaccine mandatory for public sector employees?	No. Vaccination is not mandatory, and individuals can choose whether to get vaccinated. Everyone will be offered a vaccine and it is free. The Australian and WA governments strongly encourage people to get vaccinated. Doing so will help protect you, your family and the community.
What is the role of public sector employers in the vaccination rollout?	The public sector wants the maximum number of its employees to be vaccinated so they are protected from disease. Employers are encouraged to take reasonable steps to support their employees get vaccinated.
How do I know if I am in the phase 1a group?	Last week, the WA Department of Health contacted all employees identified by their agencies as being part of the phase 1a group providing them with information about how to book for a vaccine. If you have not received such advice then you are not part of the phase 1a group.
How do I know if I am in the phase 1b group?	Your employer will contact you if you are identified as being in the phase 1b group. This group includes a broader range of critical and high risk staff including health, police, and fire and emergency services. You will be provided with details about how to book for a vaccine.
If I am not in phase 1a and 1b groups, how will I know when to get vaccinated?	When the general population vaccine rollout commences, there will be a public information campaign about the program and where you can get vaccinated.
Will not having a vaccine stop me from being eligible to do certain jobs?	It may be necessary, where the risk profile for an employee or work site changes, for your employer to consider alternative and suitable work arrangements for non-vaccinated employees. Decisions will be made by your employer in consultation with you.

Do I need to take leave from work to get the vaccine?	Public sector employers are allowing reasonable work time for you to get the vaccine.
Do I need to ask for time away from work to get the vaccine?	Once you have been advised that you are eligible for a vaccine, you need to speak with your line manager before making a booking. This will help your agency and your team ensure work and services continue. This is normal practice.
Will I be able to be vaccinated in work time if I am a casual employee?	As your employer has no obligation to release you with pay to get a vaccination, casual employees should get vaccinated at a time outside their rostered shifts. Where operationally convenient, your employer may allow you to get vaccinated during a rostered shift.
Do I need to tell my employer that I have received the vaccine?	No. Your employer can ask but it is up to you whether you disclose that information. See also the question and answer below in relation to Department of Health and WA Police employees.
Do I need to tell my employer that I am not intending to get the vaccine?	The Department of Health and WA Police require their employees to provide certain information about their vaccination. This is important to safeguard the health of employees in high risk locations and work roles.
What if I get sick after receiving the vaccine?	You can access accrued personal/sick leave as with any other illness.
After I am vaccinated, do I still need to have a COVID-19 test if I feel unwell?	Regardless of whether you have been vaccinated or not, if you feel unwell with any COVID-19 symptoms, you should get a COVID-19 test and self-isolate until you get a negative result. Do not go to work if you feel unwell.