# Mandatory COVID-19 vaccination orders and requirements for Structured Workplace Learning and work experience

Under the [Pandemic (Workplace) Order](https://www.health.vic.gov.au/covid-19/pandemic-order-register) 2022 (No 10) or as may be amended from time to time ('Workplace Order’), made by the Minister for Health, some workers will need to provide evidence of their COVID-19 vaccination status to their employer in order to continue to work onsite. These workers include students undertaking Structured Workplace Learning (SWL) and work experience at:

* workplaces that are the subject of these Orders; or
* when undertaking workplace learning outside of their home in industries or occupations that are the subject of these Orders.

Where the Workplace Order does not cover a particular industry or workplace setting, some employers may have a workplace vaccination policy that requires a student on placement to provide evidence of their COVID-19 vaccination status to attend work onsite.

## Which workers are required to be vaccinated against COVID-19?

The Department of Health’s [Worker vaccination requirements website](https://www.coronavirus.vic.gov.au/worker-vaccination-requirements) provides a list of workers who will need to provide evidence to their employer that they have received the COVID-19 vaccine or that a valid exception applies, in order to continue working onsite.

Workers on this list aged **18 years and above** (including SWL and work experience students) will need to show evidence that they have received three doses of the COVID-19 vaccine or that a valid exception applies.

Workers on this list aged **under 18 years** (including SWL and work experience students) will need to show evidence of two doses of the COVID-19 vaccine or a valid exception applies.

## Frequently asked questions

### Can a student undertaking SWL or work experience be excepted from vaccination?

Students may be excepted from the requirement to be vaccinated if they are unable to receive a dose, or a further dose, of any COVID-19 vaccine that is available in Australia due to:

* a medical contraindication, or
* an acute medical condition (including where the person has been diagnosed with COVID-19).

Students should seek medical advice from their GP if they believe that a medical exception applies in their individual circumstances.

In order to qualify as an excepted person under the Workplace Order, students will need to produce a current [COVID-19 digital certificate](https://www.coronavirus.vic.gov.au/get-your-covid-19-vaccine-certificate) from Services Australia to their employer in order confirm this status.

### Can a student refuse to follow requirements to provide evidence of vaccination or a valid medical exception?

Where mandatory vaccination orders apply and a student undertaking SWL or work experience refuses to provide evidence of vaccination or evidence of a valid medical exception, their employer cannot allow them to enter the premises for the purpose of performing work/completing their placement.

For students undertaking SWL that is required for assessment within the VCAL/VCE/VET or International Baccalaureate, any exclusion from physically attending the premises may impact on their ability to complete their placement hours. Schools should ensure students understand the impact of the mandatory vaccination orders that may apply to them and any potential impacts on their course completion.

### Can an employer request a student to provide evidence of vaccination or a valid medical exception where there is no order requiring this?

Yes, an employer can request that a student voluntarily provides vaccination information, even where there is no pandemic order or workplace vaccination policy requiring this. In these circumstances, it is up to the student to make a decision as to whether they wish to disclose information about their COVID-19 vaccination status to their employer.

If a student refuses to disclose their vaccination information to an employer and the employer is not comfortable with the placement proceeding on that basis, then the employer may choose not to proceed with the placement. If this occurs, the school should continue to support the student to make suitable alternative arrangements.

### Are schools required to collect vaccination information from students before they commence SWL or work experience placements?

No, the employer must collect and record vaccination information from students before placements commence.

It is recommended that the student and the parent/guardian (if the student is under 18 years of age) complete one of the following documents, whichever is relevant, as an acknowledgement and agreement that COVID-19 may have changed the proposed work environment, and that the employer may request the student to provide evidence of vaccination or a valid medical exception.

* [Additional Structured Workplace Learning Form (COVID-19) (docx - 98.98kb)](https://www.education.vic.gov.au/PAL/additional-structured-workplace-learning-form.docx)
* [Additional Work Experience Form (COVID-19) (docx - 99.01kb)](https://www.education.vic.gov.au/PAL/additional-work-experience-form.docx)

A copy of this form should be attached to the SWL or Work Experience Arrangement Form kept at the school.

## Further information

Additional information about mandatory COVID-19 vaccination is available at [Worker vaccination requirements](https://www.coronavirus.vic.gov.au/worker-vaccination-requirements).

WorkSafe Victoria also provides information about [COVID-19 vaccination policies in workplaces](https://www.worksafe.vic.gov.au/covid-19-vaccination-policies-workplaces).