

**Question:** What do you say to the people that have had adverse side effects from having the vaccination, and to the families that have lost loved ones due to having the vaccination? If you agree with companies mandating this, what responsibilities should they have to their employees if they force them to have the vaccination against their will? What is the responsibility of the employers then?

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**Answer:** To people who have had adverse side effects from having the vaccination, and to the families that have lost loved ones due to having the vaccination, we would say that we are sorry for their situation and that we support ensuring there is proper scientific evaluation of the vaccination program. There is substantial scientific evidence that high vaccination rates are in the interests of the community as a whole, and the vast majority of individuals who are protected from far worse effects of contracting COVID-19.

The premise of the second question is wrong. Employers cannot force employees to have the vaccination against their will. Employers can only require vaccination as a requirement for performing certain work roles and, give a direction to relevant employees that to continue working in the role they will need to be vaccinated. An employer is liable for the consequences of all directions that they give to an employee, whether or not the direction is reasonable. In directing employees to be vaccinated, there is an inherent risk of injury. If the employee, who voluntarily complies with such a direction, suffers an injury and can establish that but for the employer's direction they would not have been vaccinated, then the employer should be liable. Employers should have insurance which cover such risks, so that the costs of injury are appropriately distributed amongst the community through insurance.