

I am against this motion, I believe the state govt has more than adequately covered the state with staged plans in place during this state of emergency, but I will go through my various concerns.

To mandate a section of the public to be excluded from all shire employment, council, contractors, volunteers – would that include committee members such as tidy town? as well as users of facilities and services (listed under matters for consideration). The Caravan Park and Swimming Pool are Shire owned facilities would you include them and then risk revenue and potentially a backlash from the wider public. State govt has already given clear directives on how people are to use facilities do we need to add more? The hire of spaces such as the town hall and COMMUNITY building for funerals and private events would be affected. How would this small percentage of people access the shire office to pay their rent or licence? Not everyone uses online banking. Who would the onus fall on to regulate, record and police this policy? To explain that our shire has gone over and above state mandates to the public? How would this information be collected and stored?

We have undertaken no community consultation on something which directly affects the community and their ability to be on external committees. Small communities run on volunteering, and the risk to being seen to discriminate against even a small part of our community could lead to ill feeling between the public and shire.

I have spoken with a nearby shire LG employee who stated neither Covid nor vaccinations affecting insurance or liabilities was mentioned in a very recent insurance review with their LGIS representative.

She also stated that WALGA had advised that a policy could be implemented but you run a big risk of unfair dismissal claims arising that are equal to the risk of a claim of an unsafe workplace if Covid was spread by unvaccinated, also who is to say it would be the unvaccinated spreading Covid. Vaccination does not stop the spread and proving either way would be problematic, once it is in the greater community infection will be hard to trace. She also mentioned WALGA's reluctance to confirm any conversations in an email. Why? A red flag!

Financial risk cannot be assessed as extreme as noncompliance leading to a possible fine only covers directives from the CHO/State govt which covers construction and medical centres not self-mandated policies.

Our reputation is covered by complying with all govt guidelines and rules as they change.

In the event of an internal outbreak all staff will be affected, isolation and working from home will happen at some stage - vaccination will not prevent this. What other workplace arrangements are in place to cover this? Vaccination is not a three-shot answer. With the high vaccinated rates, mask wearing and social distancing and the omicron appearing to be a milder strain I don't believe we need to impose any extra restrictions on a local level.

Another shire has worked around a works crew member non vaccinated status by removing him from any construction but keeping him on all maintenance grading etc – stating that good staff are hard to find and keep and the inconvenience this posed whilst under the state of emergency ruling was well worth the effort. This demonstrates that staff can be managed in a way that not only retains staff but also generates goodwill and suggests for instance certain up to date vaccinated staff could be the delegated officer who attends medical facilities or hospital if needed.

Q has already lost two staff under the construction clause. We need to be mindful that staffing is an issue, and we can't afford to eliminate another potential source of employment or are we to outsource everything?

Council meetings can be run remotely in the event of needing isolation and most other meetings would be the same.

Again, I state my belief that it is an overreaction to bring in a policy that could ultimately cause more problems than it may or may not solve, and place extra workload on the office staff.

My last query would be where or what is the actual policy as we only have before us a motion with very little detail, no time frame or end dates mentioned, no exemptions? The state of emergency will end eventually. This all needs careful consideration, and we would be very remiss as a council to agree to this motion.