

The Employer

Dear .....

PROPOSED VARIATION TO EMPLOYMENT CONTRACT OF (name) DATED .....

On ....., I was provided with [written] notice by (name of employer representative) that you intended to amend my contract of employment by adding a requirement that I receive a PCR-RT test / vaccine for COV-SARS-2 / Influenza vaccine.

You have threatened to terminate my employment if I refuse to receive the test / vaccine.

You are not entitled to make arbitrary changes to my contract of employment. In particular, you are not entitled to mandate medical procedures *without my fully informed consent*. Any provision in my contract of employment that permits you to make arbitrary changes of this nature is void and unenforceable.

I do not consent to your variation to my contract of employment and therefore do not consent to receiving the test / vaccine in accordance with your directions.

If you choose to terminate my contract of employment, I will consider your conduct to be a repudiation of that contract and will respond accordingly.

To the extent that I am unable to work as a result of any unlawful termination, I will claim my loss of income from you as damages for breach of contract.

I trust that such drastic action does not become necessary and I look forward to receiving your immediate confirmation that you do not intend to proceed with the proposed amendment to my contract of employment and, in particular, do not require me to receive the PCR-RT test / COVID19 vaccine / Influenza vaccine as a condition of my continued employment.

Kind Regards

Xxx

## **SOME EXTRA INFO FOR YOU TO ARM YOURSELF WITH**

**Are you being intimidated to take a PCR test, wear a mask or take a vaccine?**

### **THIS IS WHAT YOU NEED TO KNOW**

In order for the Government or a business to mandate masks (section 88), PCR tests (section 90) or vaccinations (section 92), they need to impose on you a '**human biosecurity control order (HBCO)**' (section 60).

*A Human Biosecurity Control Order (HBCO)* is also required to enforce lockdowns and isolations.

### **INSTRUCTIONS**

If anyone attempts to intimidate you to partake in the above actions, ask them for a '**HUMAN BIOSECURITY CONTROL ORDER**'. Without that, refuse to comply. If they do present one, at least you're forcing them to take another step and if enough people ask for this, the administration of it might not be worth the hassle for them.

### **SUPPORTING DOCUMENTS**

**Biosecurity Act 2015** - <https://www.legislation.gov.au/Details/C2020C00127>

**Biosecurity Act 2015 (Section 60 – Human Biosecurity Control Order)** - [http://classic.austlii.edu.au/au/legis/cth/consol\\_act/ba2015156/s60.html](http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s60.html)

**Subsection (2)** - *A human biosecurity control order* may be imposed on an individual only if the officer is satisfied that:

- (a) the individual has one or more signs or symptoms of a listed human disease; or (b) the individual has been exposed to:
  - (i) a listed human disease; or
  - (ii) another individual who has one or more signs or symptoms of a listed human disease;
- or
- (c) the individual has failed to comply with an entry requirement in **subsection 44(6)**

### **RELEVANT SECTIONS**

#### **BIOSECURITY ACT 2015 SECTION 88 - MASKS**

[http://classic.austlii.edu.au/au/legis/cth/consol\\_act/ba2015156/s88.html](http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s88.html)

An individual may be required by a *human biosecurity control order* to wear either or both specified clothing and equipment that is designed to prevent a disease from emerging, establishing itself or spreading.

#### **BIOSECURITY ACT 2015 SECTION 90 - PCR TESTS**

##### **Undergoing an examination**

An individual may be required by a **human biosecurity control order** to undergo, at a specified medical facility, a specified kind of examination relating to determining the presence in the individual of:

- (a) the listed human disease specified in the order; and (b) any other listed human disease.

## **BIOSECURITY ACT 2015 SECTION 92 - RECEIVING VACCINATIONS**

[http://classic.austlii.edu.au/au/legis/cth/consol\\_act/ba2015156/s92.html](http://classic.austlii.edu.au/au/legis/cth/consol_act/ba2015156/s92.html)

An individual may be required by a **human biosecurity control order** to receive, at a specified medical facility:

- (a) a specified vaccination; or
  - (b) a specified form of treatment;
- in order to manage the listed human disease specified in the order, and any other listed human disease.