



31 August, 2021

Mr Edgar Basto  
President - Minerals Australia  
BHP

**Email: [edgar.basto@bhpbilliton.com](mailto:edgar.basto@bhpbilliton.com)**

Dear Mr Basto,

Our members across your mining operations nationally have today received correspondence regarding BHP's assessment of mandatory COVID-19 vaccination as a condition of workplace entry.

While we encourage our members to get vaccinated to protect themselves and their families, **we do not support mining industry employers imposing mandatory vaccination on their employees** and the large network of contractors and others who attend mine sites in the course of their work.

Our strong view is that any decision to impose mandatory vaccination on any group of workers should be made by health authorities, who are best placed to assess the latest scientific and public health information regarding COVID-19.

We note that there are currently no public health orders relating to mandatory vaccination for mineworkers in any state. On this basis, decisions around vaccination should remain voluntary.

[Please see our Union's full statement on COVID-19 vaccinations here.](#)

We note that the Federal Government's vaccine rollout has been poorly handled. Access to vaccinations has been limited and people have been exposed to mixed messages and misinformation. This has created high levels anxiety among some workers. In this environment, flagging a move to compulsory vaccination is likely to inflame fears and concerns about future employment.

Implementing mandatory vaccination as a condition of entry to the workplace raises many issues which include but are not limited to:

- Applicability to contractors and others who attend BHP sites
- Treatment of workers with medical exemptions
- Employment rights of non-vaccinated workers
- Reasonable access to vaccinations, including leave provisions.

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We would consider any move towards implementing mandatory vaccination at your worksites as a major change requiring genuine consultation pursuant to BHP's obligations under the Fair Work Act, relevant awards and enterprise agreements. In addition, BHP have a responsibility to consult with the safety and health representatives of workers in relation to any possible impact on safety and health of the implementation of the announced vaccination policy.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Tony Maher', written in a cursive style.

**Tony Maher**

**General President**

CFMEU Mining and Energy Division

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