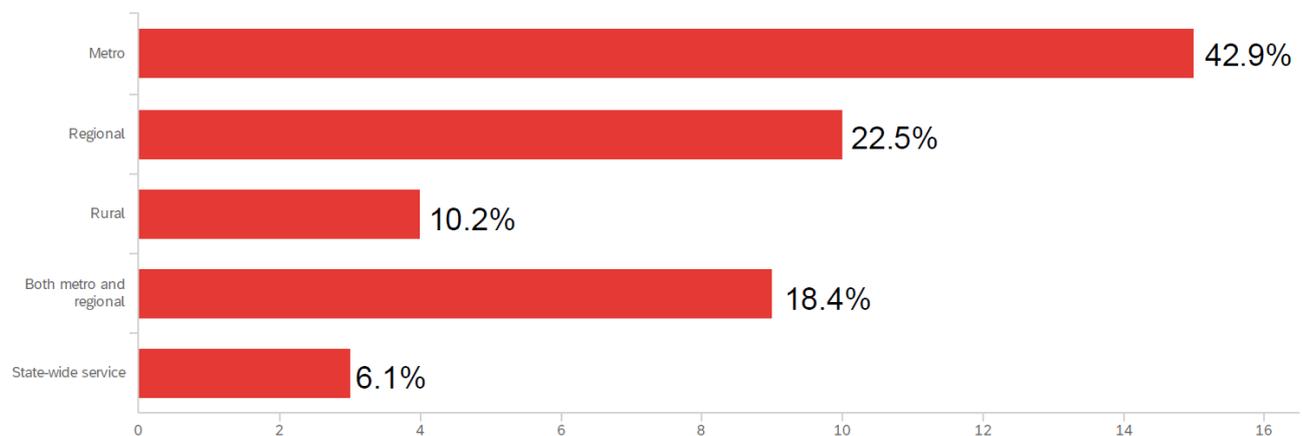


Impact of mandatory vaccination on the workforce

24 November 2021

In late October 2021, the Network of Alcohol and other Drugs Agencies (NADA) surveyed its members to understand the impact of mandatory vaccination as a result of the NSW Government Public Health Order and other government policy on the NSW non government alcohol and other drugs workforce.

Members were asked to provide one response per organisation. Responses were received from 36 organisations, with most located in metropolitan locations.



Loss of staff

Positively, 56% of those that responded reported that there was no change. However, for the 44% that reported a loss of staff, this ranged of a loss of 1 to 8 staff. This was predominantly reported to be frontline workers. Whilst the overall percentage of staff lost was low, for four services this equated to 8-10% of their workforce. One service did report the loss of one staff member, which equated to a 50% decrease in their workforce capacity.

Comments included:

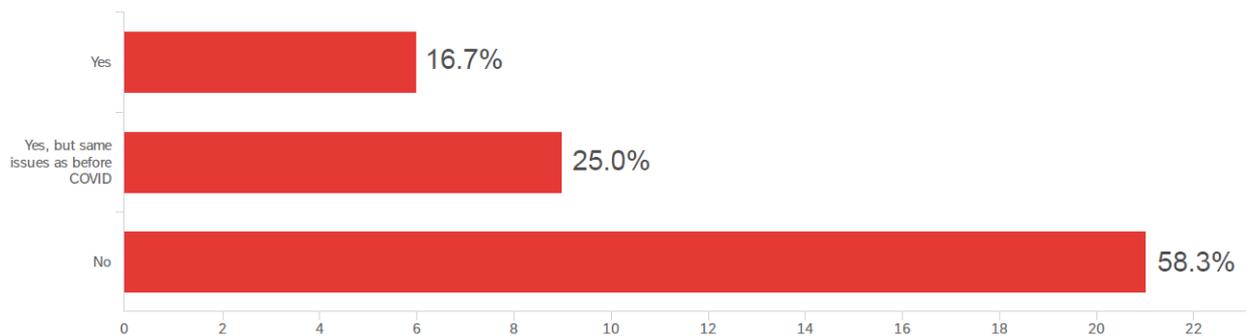
"Staff feeling intimidated and forced to receive vaccination to keep job. Several staff have left their jobs after 10+ years working in the industry and can't find other work. Some people I know are selling their homes to leave the city."

"Took a while to get staff locally vaccinated, but got everyone done well before the PHO deadline."

"In a small organisation a long term frontline staff member is a big loss. Hard to replace in regional community Training etc needs to be sourced Majority of staff agree with mandatory vaccines and followed suit."

"Both administration and direct service roles have been impacted."

Recruitment issues



Positively, 58% were not experiencing any recruitment issues. However, 42% did report recruitment issues. It should be noted that 25% reported that they had recruitment issues before COVID-19. The number of vacant positions at the time of the survey ranged from 1-12 positions.

Comments included:

"Our latest job ad has received zero applicants."

"It would have been helpful to have federal support for vaccinations and consistent messaging. Many people are under the impression that on 1st December, it does not matter who is vaccinated. On one side we have staff refusing to get vaccinated and on the other side, we have vaccinated staff with health conditions uncomfortable about working with unvaccinated participants. Recruitment is difficult and candidates are very open in their request for higher salaries."

"The pandemic has not impacted our ability to seek and secure new funding, grow our workforce as we develop our systems and processes, programs and services."

The final comment was the only positive comment received as part of the survey. It should be noted that the survey has been done in the context of a sector that had issues with recruitment and retention, and a reduced capacity to respond to demand for services prior to COVID-19.

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