

OFFICE OF SHANE KNUTH MP STATE MEMBER FOR HILL

March 2, 2022

**Public Health and Other Legislation (Extension of Expiring Provisions)
Amendment Bill 2022**

TO: Committee Secretary
Community Support and Services Committee
Parliament House
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Introduction

I welcome the opportunity to provide a submission to the Public Health and Other Legislation (Extension of Expiring Provisions) Amendment Bill 2022.

From the outset I wish to state that I am against this Bill and will not be voting for it when it is debated in Parliament.

Queenslanders have suffered enough over the past 22 months during the Covid Pandemic with decisions on border closures, mandates and restrictions creating an air of fear, division and anger.

While I do not disagree with well thought out, logical and planned closures and restrictions I have witnessed how inflexible the Government has been in the implementation of these restrictions which have devastated regional Queensland businesses, and front-line services.

I am convinced and the data and evidence contained in my submission will show that these measures, particularly the Vaccination Mandate have created significant health issues, destroyed businesses and created division in families and friendships.

This bill provides the ability for the Government and CHO to continue to implement the vaccination mandate past the 30th April 2022 right through to the 31st October 2022.

Any recommendation by the committee to pass the Bill and extend the powers of the CHO to continue with policies such as the Vaccination mandate, which clearly has not worked, would create more division, continue to degrade our health and education delivery in regional Queensland and continue to close businesses.

I urge the committee to seriously consider my submission and recommend that the Bill not be passed, so all Queenslanders can get back to some form of normality and sanity.

Vaccination Mandate Policy

While borders are now open and mandatory wearing of masks in public will cease on the 3rd March 2022, I am deeply concerned with the continuation of the vaccination mandate.

This Bill will allow the CHO to continue the mandate and potentially extend it to the 31st October 2022, which would be a disaster to all Queenslanders.

As I have said on the floor of parliament, in my 18 years in parliament, I never thought I would see another Government segregation policy, that again marginalises a section of our society.

This type of policy was last outlawed in 1973 by the Whitlam Labour Federal Government, yet ironically, here we find ourselves in the 21st Century, where the same party has adopted a policy than forces people to make a choice against their own free will and segregates them from hard fought freedoms we all enjoy, simply because of the beliefs.

That is not the democratic Queensland I grew up in and I refuse to accept this policy, as do the majority of Queenslanders.

I wish to highlight the scare campaign the Government has subjected Queenslanders to since the Covid Pandemic began.

For months the State Government has been contradicting themselves and shifting the goalposts.

We were initially told that Queenslanders would be safe if fully vaccinated.

Then we were informed the virus was hunting down the unvaccinated.

Then we were informed the virus is now hunting down the unboosted.

And recently we have been informed that a fourth shot may be required by the end of the year.

The mandate should never have been introduced and all it has achieved is isolate the hospitality industry, health workers, teachers, closed businesses, put people out of work and divided families and friends.

Australian Bureau of Statistics Information

I want to point out that every death, whether Covid related or not is tragic, however the latest Australian Bureau of Statistic information, released in February 2022 puts this in perspective.

I have included this information to highlight the unnecessary need for a vaccination mandate and thus why this Bill should not be passed, to provide the ability to extend the mandate beyond the 30th April 2022.

Over the past 22 months during the Covid period, 273,901 Australians died, however, of these deaths, 2,639 people were Covid related with 92 percent of these deaths having up to 3 serious underlying conditions.

- 100,000 died of cancer
- 32,000 died of heart disease
- 30,000 died of Alzheimer's and dementia
- And 10,000 died of diabetes

Covid related deaths represented less than 1% of total deaths in Australia over the past 22 months, with the median age of Covid related deaths at 81 years for men and 86 years for women.

I point out that both of these median ages are ABOVE our National Average Life span.

During a 12 month period, far more people have died from the Flu than Covid.

As outlined we had 2,639 Covid deaths over 22 months, however over a period of 12 months, in 2019, 4,124 people died of the flu, which is a far worse death toll.

All of this information can be found by anyone through the ABS website.

Our Vaccination status is now over 90% for the state so there is no reason why the vaccination mandate should remain in place or extended, which this bill will provide the opportunity to do so.

Vaccination Status in Queensland

The vaccination mandate commenced in Queensland on the 17th December 2021. On this date Queensland had **2,227** cases, with a fully vaccinated status of **83.6%**.

Just over 2 months later (23rd February, 2022) Covid cases in the state had jumped to **532,273** cases, with a fully vaccinated status of **90.6%**

Since the mandate started, Queensland has averaged **8,031** new Covid cases per day.

During the same period those who are UNVACCINATED in the state had fallen from **16.4% to 9.4%**, yet we have still recorded **530,000** new cases.

My point is this.

We have exiled the unvaccinated from society and restricted their movements, yet Covid has rapidly spread throughout the state so who is spreading the virus?

It's very clear that the spread of the virus **does not** discriminate between those who are vaccinated and those who are unvaccinated.

This data clearly shows the mandate was a complete waste of time and has made **ZERO** difference to stopping the spread of Covid throughout the state.

This provides further evidence why this Bill should not be passed as again it will provide the opportunity for the vaccination mandate to continue, despite data and evidence showing it has made no difference to the spread of the virus.

Health Services

When the vaccination mandate was implemented on the 17th December 2022 the State Government announced the standing down of 4,000 of our most highly trained health workers throughout the state.

This action by the State Governments has significantly weakened and worsened the state's health and education delivery.

In addition to this the state has also lost specialised staff who deliver aged care and home care services, which have left many of our sick, elderly and disabled helpless.

My office has been inundated with stories from nurses, doctors, emergency care and home care businesses and workers on how severely the mandate has affected their lives and destroyed or damaged the ability to deliver important health services in the state.

I have provided 2 examples of correspondence outlining accounts of the effect the vaccination mandate has had on the state's health services.

Example 1. (BLANK – name withheld)

----- Original Message -----

Sent: Friday, 28 Jan, 2022 At 6:04 PM

Subject: Urgent Spinal Treatment

Good Afternoon [REDACTED]

My name is BLANK and my 28-year-old son BLANK was involved in a single MVA on the 04/01/2022 at Abergowrie North Queensland. The initial report was that BLANK had 12 broken ribs, 2 punctured lungs and had a fracture of the spinal cord at the T6 level.

Due to the seriousness [REDACTED] was transferred to the Townsville ICU from Ingham and then from Townsville to the Princess Alexandra Hospital (PAH) ICU in Brisbane.

BLANK had surgery to stabilize the fracture at T6 and was discharged from the ICU to the Orthopaedic Ward on the 20/01/2022 where he still remains today.

When BLANK had the accident, it was explained to us that he had to be transferred to the PAH due to the fact that it is the only hospital in Queensland that has the Spinal Unit able to treat, manage and provide rehabilitation for BLANK condition. Up until yesterday, we had been told every day that there are no beds available in the Spinal Unit and that BLANK and nine other patients are on a waiting list to get a bed when one becomes available.

Today I spoke with another Nurse about the situation and I was told by the Nurse that there are empty beds in the Spinal Unit but no staff available to provide care for patients due to the mandates. These mandates are directly delaying the rehabilitation of BLANK and the nine other patients waiting.

Example 2.

I have attached a letter from Radcare Support Services who are based in Ravenshoe and deliver care to 150 aged and disabled clients in the region.

The organisation employs 53 staff who reside across the tablelands area. Some of these staff have worked for Radcare for over 10 year and are invaluable to the organisation

The most serious effect of the vaccination mandate is the collapse of their ability to deliver home care services to the aged, sick and disabled.

The Government has effectively, with the introduction of the mandate, left these vulnerable members of our society alone to suffer, without access to any services.

In summary:

- Radcare, like similar other support services in regional Queensland have been severely impacted by the introduction of the vaccination mandate
- The requirement for a Healthcare worker to be fully vaccinated has had a detrimental impact on the organisations ability to provide services to their clients.
- The organisation has requested a change to the Health directive to allow rapid antigen testing daily before each shift for employees who are unvaccinated, instead of standing down or terminating these valuable employees.
- They are now facing a critical workers shortage. After nearly 25 years of operation they now face the risk of closure as they do not have the staff to deliver Federal Government home care packages and services, because of the State Government Vaccination Mandate.

The Vaccination mandate has clearly had a significantly more destructive impact on front line health services than any “supposed” benefit put forward by the Government to stop the spread of the virus. [REDACTED]

Education & Early Childcare Services

Queensland Education United is an organisation formed in September 2021 when Vaccination Mandates were initially [REDACTED] Queensland Government employees.

The group quickly rose to over 15,000 members/followers by the time the mandate was introduced on the 17th December 2021.

This group consist of teachers, principals, cleaners, administrators and early child care centre workers employed by Education Queensland.

This information is a snapshot at the coal face and represents those who are affected directly by the Vaccination Mandate.

This is a stark example of the real human cost to the vaccination mandate.

Their real-life stories are heartbreaking and must not be dismissed.

Based on the feedback, survey data and 700 stories from affected workers, we are facing a staffing crisis in Queensland schools in 2022 as a direct result of the COVID-19 vaccination mandates, combined with ongoing teacher shortage and the likely need for staff and students to self-isolate due to the Omicron wave.

We are now seeing mandates being relaxed in other high-risk public sectors such as nursing, because staff shortages have reached a critical point.

Education faces the exact same prospect.

It would be not be unreasonable to suggest that daily Rapid Antigen Testing could also be implemented for education staff, as they are for nurses - vaccinated or unvaccinated.

There is clear need for urgent action to revoke these mandates and to implement RAT testing, as education staff are facing imminent stand down and termination proceedings begin in earnest.

If this is not rectified, Queensland will, almost certainly, lose an overwhelming number of highly qualified educators and school staff.

Ultimately though, it is the students who will suffer the most as a result of the loss of these passionate and dedicated educators and support staff, who simply want to continue working in education, safely, and without coercion.

The breadth and complexity of each person's story clearly illustrates that the "one size fits all" approach of this mandate is short sighted, at best, and dangerously ignorant at worst.

Many of the stories contain experiences and unique circumstances that will, no doubt, result in further litigation.

This is due, not only to the gravity of their situation, but also the cavalier manner in which their concerns have been disregarded by their employer.

Survey results:

A survey was conducted from 5pm, 24th February 2022 and closed at 9am on the 28th February 2022, with 2,401 respondents regarding the Covid Vaccination Mandate with:

- 75% of respondents confirming they will remain unvaccinated
- 15% of respondents plan to resign
- 10% will take the vaccine (similar to the state average for unvaccinated persons)
- 68% believe their school is not coping with staff shortages
- 68% of people with a medical exemption are still not allowed to work
- 80% of respondents who work at predominantly Aboriginal & Torres Strait Islander schools believe that those students are being disadvantaged as a result of the mandates
- 1,946 respondents are not currently allowed on site at school or childcare centres
- 29,900 combined years of experience and knowledge will be lost to schools in Queensland

If members of the committee fail to heed the above survey results then perhaps this may be of interest.

For those MP's who support this Bill and thus the potential continuation of the vaccination mandate, 77% of respondents will **NOT** vote for their electorates state MP at the next state election.

Again, this is a sample and snapshot of the larger overwhelming feeling by staff within the education system in Queensland.

I have also attached 700 stories from those affected directly by the mandate.

I have copied the opening story below:

Educator 1

My name is S and I have been working as a full-time music teacher in both private and public schools all over the Gold Coast for 25 years. I have both a Bachelor of Music and a Bachelor of Education. I am currently an "Experienced Senior Teacher" with EQ at present specialising in instrumental music. I absolutely love my job and think my greatest asset is building relationships with students and their families. I get to teach the same children starting in year 3 right through to year 12 so I am invested in the long-term outcomes for these children.

Unfortunately, my medical team of doctors and specialists have advised me not to get inoculated with the current vaccinations available in Australia as they will cause more damage to my immune system.

I asked my employer to use my long service leave next year and was denied with the reason being “it will leave too many schools short of a teacher.” I then asked for leave without pay, also denied.

This was to give me time to wait for Covax to be released. I have sent applications for risk assessments which were met with hostility and have been told she will not respond to any further communication on the matter. After 15 years in this particular school, this has broken me.

I will be losing my dream job in January because I am not prepared to risk my fragile health and go against my doctor's advice.

Unfortunately, my doctor has been gagged by Aphra so is unable to write me an exemption or she will be investigated and possibly re-registered. I feel I have no choice – either I get the vaccination and have a high risk of further complications due to my ongoing health issues, or I face unemployment.

As a result of the stress, my fiancé and I (of 9 years) have broken up and now I face being a single parent with 3 children and also unemployed. I have been told I am no longer welcome to play in the local community orchestra. My parents have called me selfish and an idiot and I have actually contemplated suicide for the first time in my life. I have got a mental health plan but cannot get in to see a psychologist until May 30 2022. I have a mortgage and am salary sacrificing my car through my wages. I am not sure what I am going to do. I am not sleeping, often vomiting and have lost weight from the stress. I am unsure how to care for my 3 children (one of whom is suffering from severe depression atm). I have never felt so low.

I am so worried that our freedom is slipping away. Discrimination is discrimination and you can't sugar coat it. Not being able to take my children to see a movie or visit a theme park makes me feel like scum and not worthy to be in society. I have never discriminated in my classroom – all are welcome and the wider the diversity – the richer our experiences. Being a music teacher is great to demonstrate this – I have a world globe in my class and teach the history, geography and culture behind all the pieces of music I teach. Isn't this the most important thing of all to teach our children – to be inclusive and respectful to all? This is what we should all be aiming for.

Impact on Business

I have already outlined the impact of the vaccination mandate on businesses who specialise in the delivery of home care packages to our elderly, sick and disabled.

Many of these businesses are either operating on skeleton staff or can no longer deliver services in regional Queensland because of severe staff shortages, due entirely to the vaccination mandate allowed under this Bill.

The hospitality industry has already suffered a severe blow because of the vaccination mandate.

Not only have they struggled through border closures and restrictions, they now have had to face the vaccination mandate.

While the Government brushes away business concerns, my office has been inundated by businesses who are angry at a further imposition placed on them in being able to operate their businesses and get back on their feet.

Many small businesses have kept themselves alive through the Covid pandemic by cutting staff, and exhausting savings to keep their business afloat.

Because of the vaccination mandate they have faced additional expenses in checking patron's vaccination status upon entry.

Many have had to hire security staff to handle abuse from patrons who either do not want to show their status, are offended at having to do so or turning away long term and loyal customers simply because they either choose to be or cannot be vaccinated because of health reasons.

Many of these small to medium sized businesses have been faced with the often-heartbreaking prospect of sacking valuable and irreplaceable staff, who again choose to be unvaccinated for their own personal reasons.

This creates further issues on hospitality businesses being able to operate effectively.

The impost on the thousands of small to medium hospitality business has been destructive.

I have outlined two businesses who have been forced to close in the small township of Mission Beach (pop 815), because of this absurd vaccination mandate.

Example 1

Police recently shut down the ONLY Fish and Chip Shop at Mission Beach.

The owner's son was fined \$1,400 and told he is not allowed to return to work unless he can show proof of vaccination status.

None of the staff or he are allowed to return until they can prove vaccination.

The shop owners have done everything that they can reasonably do without asking staff if they are vaccinated.

The Café is no longer a café, they have taken all of the tables away and there is a QR Code at the front but they are not asking people to check in.

The owners of the business no longer have an income due to the closure due to the absurd vaccination mandate policy.

Example 2

The Mission Beach pub was also recently forced to close its doors by police for "failing to comply" with health orders which prohibit serving unvaccinated patrons.

The local pub is an essential service in small regional centres and should remain open to the community. The closure shows the ignorance of the State Government towards how important pubs are to small regional communities.

Often going to the local pub is, for some people, the single thing that keeps locals going. The social interactions that come from having a drink at the pub cannot be underestimated, particularly in regional towns.

Jeanette Lamb, Partner and Manager of the Mission Beach Pub said the following:

This is a small community. Our loyal customers have been with us for more than seven years and we aren't about to turn our backs on them. What they are doing to us is bullying and out of control.

Eight police officers came into our venue on Australia Day, mid-morning and flexed their muscles.

They asked everyone for their proof of vaccination and drove out many of our patrons. They fined one of our staff for failing to produce a proof of vaccination and asked another two to leave, also threatening them with being arrested or fined if they returned.

The Government are mandating us to be vaccinated but they are now punishing both the vaccinated and unvaccinated and the biggest pain in all of this is that we are not able to provide an income for 17 people who have now lost their jobs," Ms Lamb said.

There are other venues in town who need us to be open for the welfare of their businesses. The caravan park and motel directly beside and behind us have both said that people won't come to their place when they tell them the pub is closed, as that is one of the reasons they book their venues because we are in walking distance for them.

Again, the state is penalising legitimate businesses who are already struggling because of lockdowns through a vaccination mandate that is proven to be ineffective.

At over 90% vaccination status in the state, why do we persist with the unnecessary vaccination mandate allowed under the provisions of this Bill?

Summary

A massive amount of resources has been wasted in policing businesses, cafes, pubs and takeaways, to enforce a vaccination mandate that is unnecessary, highly destructive and ineffective.

Police want to be out in communities catching and focusing on actual criminals – not treating legitimate business owners like criminals

At this present moment, we have a 90 per cent vaccination rate across Queensland. -

We have the sick, the disabled, the frail and the elderly that cannot get the appropriate care because of the mandate, and yet the Government have got police out there targeting pubs.

Instead of continuing with a vaccination mandate, which this Bill will allow to be extended, the state government should be focusing on putting all of their resources towards protecting and providing care to the sick, the frail, the disabled and the elderly.

I urge the committee to recommend this Bill NOT be passed and if passed a recommendation made in the Bill's provisions to immediately withdraw the current vaccination mandate policy or to NOT extend it past the current expiring date of the Bill of the 30th April 2022.

Queensland Educator Stories



2021

QUEENSLAND EDUCATION UNITED

DEAR MEMBER OF PARLIAMENT,

We would like to present to you this book which has been compiled by 760 members of Queensland Education United. These stories represent thousands of our members and they contain the real-life stories of Queenslanders from all electorates, with a combined experience of 11,600 years working in schools. They are written by principals, deputies, administration staff, teachers, teacher aides, guidance officers, cleaners, canteen vendors, groundspeople and others who have been affected by the COVID-19 vaccination mandates.

We hope that you can take the time to peruse their stories, just as they have taken the time to write them for you. [REDACTED]

As you are aware, we are facing a staffing crisis in Queensland schools in 2022 as a direct result of the COVID-19 vaccination mandates, combined with ongoing teacher shortage and the likely need for staff and students to self-isolate due to the Omicron wave. We are now seeing mandates being relaxed [REDACTED] high-risk public sectors such as nursing, because staff shortages have reached a critical [REDACTED] fact same prospect. It would be not be unreasonable to suggest that daily Rapid Antigen Testing also be implemented for education staff, as they are for nurses- vaccinated or unvaccinated.

There is clear need for urgent action to revoke these mandates and to implement RAT testing, as our members are facing imminent stand down and termination proceedings begin in earnest. If this is not rectified, Queensland will, almost certainly, lose an overwhelming number of highly qualified educators and school staff. Ultimately though, it is the students who will suffer the most as a result of the loss of these passionate and dedicated educators and support staff, who simply want to continue working in education, safely, and without coercion.

The breadth and complexity of each person's story clearly illustrates that the "one size fits all" approach of this mandate is short sighted, at best, and dangerously ignorant at worst. Many of the stories contain experiences and unique circumstances that will, no doubt, result in further litigation. This is due, not only to the gravity of their situation, but also the cavalier manner in which their concerns have been disregarded by their employer.

Please note - we have a very interested publisher willing to print our stories. However, we felt that it was important that you were first afforded the privilege to read these stories, as you have the unique position and platform to represent our voices, and stand on the right side of history.

Thank you for your time.

Yours in Education,

THE QUEENSLAND EDUCATION UNITED LEADERSHIP TEAM

Educator 1

My name is S and I have been working as a full time music teacher in both private and public schools all over the Gold Coast for 25 years. I have both a Bachelor of Music and a Bachelor of Education. I am currently an “Experienced Senior Teacher” with EQ at present specialising in instrumental music. I absolutely love my job and think my greatest asset is building relationships with students and their families. I get to teach the same children starting in year 3 right through to year 12 so I am invested in the long term outcomes for these children.

Unfortunately, my medical team of doctors and specialists have advised me not to get inoculated with the current vaccinations available in Australia as they will cause more damage to my immune system. I asked my employer to use my long service leave next year and was denied with the reason being “it will leave too many schools short of a teacher.” I then asked for leave without pay, also denied. This was to give me time to wait for Covax to be released. I have sent applications for risk assessments which were met with hostility and have been told she will not respond to any further communication on the matter. After 15 years in this particular school, this has broken me.

I will be losing my dream job in January because I am not prepared to risk my fragile health and go against my doctor’s advice. Unfortunately my doctor has been gagged by Aphra so is unable to write me an exemption or she will be investigated and possibly re-registered. I feel I have no choice – either I get the vaccination and have a high risk of further complications due to my ongoing health issues, or I face unemployment.

As a result of the stress, my fiancé and I (of 9 years) have broken up and now I face being a single parent with 3 children and also unemployed. I have been told I am no longer welcome to play in the local community orchestra. My parents have called me selfish and an idiot and I have actually contemplated suicide for the first time in my life. I have got a mental health plan but cannot get in to see a psychologist until May 30 2022. I have a mortgage and am salary sacrificing my car through my wages. I am not sure what I am going to do. I am not sleeping, often vomiting and have lost weight from the stress. I am unsure how to care for my 3 children (one of whom is suffering from severe depression atm). I have never felt so low.

I am so worried that our freedom is slipping away. Discrimination is discrimination and you can’t sugar coat it. Not being able to take my children to see a movie or visit a theme park makes me feel like scum and not worthy to be in society. I have never discriminated in my classroom – all are welcome and the wider the diversity – the richer our experiences. Being a music teacher is great to demonstrate this – I have a world globe in my class and teach the history, geography and culture behind all the pieces of music I teach. Isn’t this the most important thing of all to teach our children – to be inclusive and respectful to all? This is what we should all be aiming for.

Educator 2

I'm J, a male 33-year-old high school mathematics and science teacher in a public school in Brisbane, set to be working in a private school in Toowoomba in 2022 (turning down a permanent position at my previous school). I'm going into my fourth year as a teacher, after previously obtaining an engineering qualification and spending time working in events and hospitality. I have many gifts that I bring to teaching but the most important is my empathy, the wisdom that I possess and the means of communication I am able to use to most effectively enable my students to receive it.

After raising concerns with my employer for 2022 regarding the vaccine mandate, my contracted employer has fraudulently attempted to cancel my contract for next year without engaging in any meaningful way with me. I now have to initiate a legal process to attempt to get remedy. We now, as a result, cannot get approved for a rental property and may have to relocate to North Queensland to temporarily live with my parents whilst I can find another source of income and secure property from the rental market.

I solely support my wife and 9-week-old daughter and have been experiencing implied coercion regarding the mandated vaccination to maintain employment, and thus, the choice of being able to provide for my family or not. It has impacted on the mental health of both myself and my wife, causing us significant distress.

I was already concerned for the wellbeing and development of the students I was working with prior to this, but with teachers like myself and others removed from schools, I expect to see a dramatic decline in outcomes and wellbeing in the years to come. This does not bode well for any community.

I am demanding that the direction be repealed immediately and no further vaccination mandate or direction be made regarding educational settings and that restitution be made to any man or woman who has been harmed by the irresponsible actions of the CHO by way of this direction and its resulting effects.

My final message is that the harm from this will not be undone. There is no going back from this, so think wisely about how your decisions will shape the future of your community and this country and what part you want to play in that. Innumerable have already been harmed and injured by these directions, please do not do anything that would see that figure increase. "Love your neighbor as yourself." There is no commandment greater than these."

Educator 3

My name is V, and I am a single Mum who teaches secondary school. I have been a teacher now for five years. I teach Media, Digital and Design Technology and Certificate II IDMT at a distance education school. I also have a code club class before school that has over 20 students who regularly attend.

I started University at 40. I have worked in many different occupations throughout my life but wanted something more; I wanted to make a difference. At university, after completing the enabling program, I completed a Bachelor of Digital Media degree (Graduated with Distinction), and then I completed a Graduate Diploma of Learning and Teaching (Graduated with Distinction), to become a teacher.

When I received the email from the Department of Education, I went to my principal and asked what my options were. She said I could take time without pay if I needed time to think about things. I haven't been a teacher long enough to access Long Service Leave (LSL). My head of department {HOD}, who was my friend, blocked me from all social media and wants nothing to do with me because of my views. I feel now that even if I do go back to my place of employment, it will not be the same.

In the past I have been very ill after taking Flu vaccines, so I did not want to take this vaccine until there was further study. I received the email to say that it would cost me my dream job if I didn't get it, I became very concerned. We were already at 80% vaccinated, why is it so important, to the point of stripping people of their livelihoods? It just didn't make any sense. I work at a Distance Education school. We don't have students on site, yet this rule still applied? Because of this I knew it had nothing to do with children and this made me even more concerned. I am autistic and things need to make sense to me. None of this makes sense. Everyone can walk in a shopping centre, but can't eat at a café, socially distanced by tables?

My daughter who started university this year does not understand my view. Her and I have had a few arguments and life at home is very strained. Once we were so close, but this mandate has divided us. I barely sleep anymore and I don't leave the house. I don't get out of my pyjamas for days on end and don't even want to have Christmas with my children and grandchildren. I can't stop crying long enough to even bother wrapping presents.

Is this the future? Are we now in a world where our lives are not our own? Do this or lose that? This is not the world I want to live in. Being threatened into submission? What is happening? I want to see communities united. I want to see us raising money to research a vaccine that actually works to keep us from harm, and keep us from spreading the virus. What we have now is turmoil, uncertainty, division between loved ones and for what? A band aid that must be replaced every few months?

Please, stop spending money on a drug that is hurting us and work with us to fund researchers to find an actual vaccine.

Educator 4

My name is K, I am a 34 year old female Design and Technology Teacher (not many of us around) in a secondary school in regional Queensland (even fewer of us up here). I have been teaching for 11 Years and have a Masters in Education, a Post Graduate Certificate in Education (PGCE) and achieve a BA (Hons) in Design. I have a wealth of experience globally having trained in the UK, taught across Europe and 3 schools in Queensland. I am passionate about Design and Technology and educating our young minds to think critically and creatively to solve global problems. I am a committee member of Design and Technology Teachers Association (DATTA) Queensland where our aim is to impassion our colleagues and our students in all things Design so that we can prepare young Queenslanders for jobs that don't yet exist. We do this through the organisation of an annual conference, regional professional development sessions, student awards, teacher awards, design and technology week and many more initiatives...we do this because we love our subject and want to shape the design and technologists of Australia's future.

My employer; Catholic Education Rockhampton, has asked for my vaccination status, so that they can safely plan for the return [REDACTED]nuary. I find this interesting since mine or the students safety, wasn't a concern during the 2020 lockdown. I was expected at work every single day, during a period where much of the country was in lockdown.

As the 2021 school year came to a close, I should have been entering the school holidays ready to relax with my family after [REDACTED] of year, yet these mandates have caused undue stress and anxiety wondering how I [REDACTED] a British person who has recently been granted citizenship, I feel immense sadness that the country we all dream of visiting as children and look to as the land of opportunity, is stripping hard-working, passionate professionals of their livelihoods.

Over the last few Years, I have worked as an employee for the Queensland Curriculum Assessment Authority in the implementation of the new Design syllabus. The school I am currently employed at were struggling to get the subject up and running. I have worked hard this year to get the subject off the ground, writing exciting programmes that incorporate emerging technologies such as Virtual Reality. My students have chosen the subject on the understanding that I, as the only teacher who knows this syllabus inside out, will be teaching them. My heart aches that I will not be there for them. I deliver region PD's for teachers in our region, I am the state wide coordinator for Design and Technology week and introduced this initiative at my school to excite students about all things DT. I held sessions for parents and implemented the state-wide competition 'so you think you can design'. My approach to learning also enabled me to deliver tutorial sessions to trainee teachers at the local CQ University.

Last year, throughout COVID, I did not have one day off. Despite home learning, I was at school every day and as a teacher I was never considered a risk to my students nor them to me. However, this year I am now considered a risk. I don't believe lock downs, mask mandates or vaccine mandates are effective. I want to be able to go to work without feeling that I have done something wrong for wanting to make my own health decisions.

Initially I felt fear that I might not be able to stand up in a classroom and inspire our young people again. However I realise, you want me to feel fear. I am resilient and resourceful, that's what makes me a good teacher and I will not let you scare or bully me into doing something I don't want to do. Geez, we spend a considerable amount of time telling our students that bullying is not OK and they must stand up for what is right, because I would rather have questions that can't be answered than answers that can't be questioned.

Educator 5

My name is E. I am enrolled in a Master of Teaching at the University of Tasmania. As part of the course, I will need to complete three practical modules in a school that I will not be able to do due to the Covid 19 mandates.

My proficiency is in the 'Humanities and Social Studies'. I have always been passionate about education and recognize education as a privilege. My original studies include a Bachelor of Arts in Sociology and Psychology. I completed a Master of Social Science in Criminology in 2005 and I have recently attained a Postgraduate Certificate in Theology. My past studies, career and life experience have instilled a strong sense of social justice and passion for community. It is for this reason I decided to return to study to attain a teaching qualification so that I could bring that passion to the classroom. I believe that working as a teacher will be a meaningful, practical way for me to participate and contribute to society.

In my most recent employment, I facilitated an educational program in a men's prison in Western Australia. It was remarkable [REDACTED] participants learn and develop self-esteem and confidence as they completed their assignments and the course and for some of the participants it was their first-time completing tasks.

I was devastated when the vaccination mandates were introduced. The chief executive officer issued a statement advising all employees [REDACTED] he did not want anyone feeling "vilified or harassed". This language concerned me because [REDACTED], emotive and divisive.

The program was to finish 07/12/21. However, my employers advised me that I was not allowed to complete my role from the 01/12/2021. They permitted me to complete the program reports from home. The policy caused me immense stress and anxiety to receive a vaccine so that I could complete my contract. I was contracted to work until the end of December with an option of extending. I wanted to complete the facilitation of the educational program in the prison.

I considered my options and researched the safety of the Covid 19 vaccine and I was not convinced, given that according to the TGA database, there have been 583 deaths recorded directly from the Covid vaccines between 22/02/21 and 05/10/2021. Furthermore, the most recent study on community transmission and the difference between those vaccinated and those free from the Covid 19 vaccine showed "*fully vaccinated individuals with breakthrough infections have peak viral load similar to unvaccinated cases*" (Lancet Infect Dis 2021 Published Online October 28, 2021 [https://doi.org/10.1016/S1473-3099\(21\)00648-4](https://doi.org/10.1016/S1473-3099(21)00648-4))

The pressure I felt came from the politicians, the media and my employers. These pressures continue to cause me stress and anxiety because they have forced financial difficulty. I am engaged with the Employee Assistance Program that my employers provided and find this beneficial.

My concerns for the students and community is that the stance being taken at a political level is promoting contempt, intolerance and disrespect.

I would like to see the Covid 19 vaccine mandates retracted and for people's choice to be respected.

Educator 6

I am a 42 year old female, Primary Teacher and Year Level Coordinator with 12 years of service, 3 in the northern suburbs of Brisbane in a private Christian School. I have a BSc (HONS) degree in Biological Sciences and a Post Graduate Certificate of Education. I have been developing myself professionally through online webinars and reading, especially in the areas of the future of schooling and leadership. I have been able to bring a new team of 8 staff together this year after they had a difficult time relationally in 2020. I bring humour to the campus and deliver my lessons to ensure maximum engagement from my students. I care deeply for them and strive to make meaningful connections with their families as well. The well-being of my team and my colleagues has always been a priority for me, and I am willing and available to listen and walk with others through their pain.

During this time, where my contract has been threatened to be 'frustrated', my employer has used different tactics to elicit and pressure me into giving information pertaining to my vaccination status so they can prepare for 2022. I understand the difficult situation and pressure they have been under but feel like a number who is replaceable, not a person who is about to lose the very thing that gets her up every day and fills her with purpose. I have been communicating with the school, and the union, ever since the term ended on 3rd December. I have not had a holiday and do not feel like this is Christmas time.

After making the difficult decision to abstain from the vaccination program, my husband and I have been struggling to come to terms with the loss of my job. He is self-employed and our children are trying to comprehend their future. The government's new vaccine mandate the vaccination for children as well. My eldest is about to start high school and is excited for her going through this milestone, but there is a heaviness we carry. I will now be home schooling my six year old.

Personally, I have been battling with the despair of the situation and have been putting positive things in place to help alleviate the stress and anxiety I feel. I have interrupted sleep and occasionally need to control my breathing when I think about the situation for us, and as a collective humanity. The prospect of segregation within a society disturbs myself and my husband greatly and we are grateful for our faith and trust in God.

Looking forward to the beginning of Term 1 in 2022, I am concerned for the community of the school and the stress that the staff shortage will put on an already burdened administration team. Parents will worry that their children will not be receiving the quality of care and education because of the huge staffing gaps. Existing staff will be pressured to carry the loads on an already stretched working environment. The beginning of the year is usually happy and upbeat with optimistic views of something new and exciting about to be birthed but in January 2022 it will be a solemn weighted and worrisome time for many.

The desirable outcome would be for teachers to be invited back to their posts and not 'othered' by society. That the language used to describe those that have chosen not to get the vaccine does not incite anger and division. That there is clarity around the issue of transmission between hosts and how we are all equal in this country.

Educator 7

I am a 40 year old female. You can call me A. I worked hard to be the first in my family to go to university and received a bachelor's degree in Primary Education. I found a placement in the Logan district and have been blessed to be working at the same school for the past 18 years initially as full time then more recently as a part time permanent. As a primary school teacher, I have taught mostly with the younger children ranging from year 3 down to year 1. My gift as an educator is that I have passion for my career, I love having the ability to be creative and have fun with my lessons. Every kid that walks through my door feels safe, supported and noticed. With me its not just about the education and curriculum it is about guiding these little people to be brave to take on a challenge, resilient to never give up and to motivate them to be the best versions of themselves they can be.

When these vaccination mandates came in my boss spoke with me about my decision and choice. She seemed to also be struggling with the morality of these mandates and repeatedly told me that she had no choice and that these were coming down from higher ups and there was nothing she could do but follow them. She informed me that if I was not vaccinated, I would not be allowed on site as of the 23rd of January. She respectfully [REDACTED] my concerns and in the end allowed me to take some long service leave for the first term so that I can sort out my next step.

It has been a most confusing time as no one really knows what to do and what assistance there is for those who are not vaccinated. Due to my decision to not be vaccinated at this time, I have been left with no other options. Although [REDACTED] grateful for the long service leave that has at least given my family a small window of [REDACTED] far the threat of not being allowed onsite and the possible losing of my 18 year long dream career has had impacts on my health and family. I am scared of how the loss of my income is going to impact my ability to support my family in the near future. With bills to pay, a mortgage, school fees and food to buy we are going to have to make some severe cuts and pray that we have the ability to survive on my husband's pay for the time being. I am concerned that when they do officially fire me that I will struggle to make ends meet and find other ways to financially contribute to my family, especially when other employers are threatening the same No jab, No job mentality.

After another very challenging year teaching through this pandemic it has been quite a blow to then be dealing with a loss of my career especially at a time of year we should be celebrating. With the onslaught of emails demanding us to fill in a survey to declare our status, the threatening tone of each email and not knowing where I stand or if I will have a job next year has been contributing severely to my anxiety levels. It honestly feels like I am grieving, 18 years of hard work and dedication, going above and beyond for each of my kids that pass through my classroom, for the friendships I have made with an amazing team, now ripped from me has caused my depression to flare. There are days where all I feel like doing is crying as I watch all I have worked so hard for go down the drain. It may not have mattered to you but it was my whole life.

I have deep concerns for the future of my students. I know the teacher they are getting in to replace me does not have the same passion, dedication, experience or skill that I have when dealing with a range of complex little people. I fear their education is going to have massive disruptions as teacher shortages take effect. My goal was to always make my room a safe place where my students could escape the reality of the pandemic and find a place to take their minds off the constant bombardment of trauma they have had to endure over the last 2 years.

All I am asking for is the ability to do my job. To have the ability to choose to go in a different medical direction rather than be coerced into being vaccinated. The decision should be mine to make. Let me do what I am very good at, that I'm passionate about, just let me teach!

Educator 8

My name is D. I am a Business Manager in a Sunshine Coast High School. I have worked in Education Queensland for 17 years and I have worked diligently for the department, often working a great many hours without claiming for, such was my dedication to the job.

I am really good at my job with outstanding references from several Principals I have worked under. I have lodged a religious exemption but to date I have not been given any communication from my employer. No direct answers to any of my questions, just a generic response that goes to everyone.

As such, I have been left with grave uncertainty in whether I will be able to return after the holidays or my ability to pay my mortgage and bills come 17th January. I have been forced by this lack of communication from my employer to take all my long service leave until May 2022.

The impact this is all having on my mental health is terrible. Nonstop worry and stress has impacted my family. The distress is unbearable as it's clear my employer has no regards to my mental health through their callous and inhumane treatment of me.

I have been disregarded like a piece of dirt, nor do they have any respect for my rights under the Equal Opportunity Act, which guarantees my right to my deeply held religious convictions.

I want my employer to stop infringing on my rights or of the right of my colleagues who do not want to take this vaccine. I would also like then to follow the science, both the vaccinated and unvaccinated contract and pass on Covid.

The unvaccinated pose no danger to the vaccinated community. Stop this mandate!

Educator 9

My name is S. I am a 52 year old female teacher with over 12 years experience in primary and high schools. I currently work in Brisbane state schools.

I have a Bachelor of Arts (Performing Arts) Graduate Diploma of Education and a Graduate Diploma in Arts Management. I was a professional dancer, teacher and board member in the performing arts industry, as well as an arts manager for major arts organisations before becoming a classroom teacher. During my high school experience, I was heavily involved in the choreography and development of the Australia wide Rock Eisteddfod, as well as school-based musicals. During my professional performing career, I travelled overseas representing Australia, including to East Timor (Timor Leste) and performed as part of the televised *Tour of Duty Christmas Concert 1999/2000* with the ADF.

The Queensland Department of Education has threatened termination if I do not get the COVID-19 vaccination. I have several health issues that put me at high risk of adverse reactions. My doctor wrote an exemption letter explaining my personal situation. It was denied. As a result, I will not be able to go back to school in the new year. I will be unemployed.

I continue to experience repetitive pressure from my employer to get the vaccination even though my doctor has supported my application for an exemption. I don't understand why this right has been taken away from me. I am [REDACTED] anxious about the pressure I am under as the vaccine injury risk in my situation, outweighs [REDACTED]

This is very upsetting and stressful.

The mandates have put enormous pressure on my family. I have a daughter still at school and a mortgage, as well as the usual financial commitments most families have. The situation has put a dampener on Christmas as a result and has changed our future plans.

My concern for my students is that they will be forced to have a vaccine that has not yet completed clinical trials. I fear for their health, both short and long term. I fear for their mental health, already suffering after two years of uncertainty and rapid change. They are confused about what is going on in their country and around the world.

What I would like to see happen is that the mandates stop immediately, and the Australian community is given the opportunity to make their own considered decision in conjunction with their medical health professional.

As a matter of urgency, I would like to see doctors' autonomy restored.

Educator 10

I have a Bachelor of Education in Early Childhood specialising in Special Education and have been teaching our little ones for forty years. I currently work part time as I am in my sixties but I am as passionate about teaching today as I was when I first graduated. I believe I have a gift teaching young students who struggle with the regular curriculum but my passion not only lies with making learning accessible to these students but to foster self- esteem and independence.

My job over the many years has been challenging but rewarding and I can't imagine my life without teaching. My current place of employment has not made any statements to me personally but I have had several emails from the Department of Education and I have been instructed that I will be stood down if I do not comply with the vaccine mandate.

As I am single, the mandate has affected my mental health dramatically. I am a strong, resilient woman who has faced many hardships in my life but I have visited my doctor twice in the last month and am on medication as I am having difficulty sleeping and wake with anxiety when I realise that I may be stood down from the only job I have ever known and loved. I will not be able to afford to live.

I am also greatly concerned for the students in my school and my community. Many parents will withdraw their children from mainstream education which will place an added stress on both families and students. I ask that these mandates are removed so that we as teachers, can continue to support our most vulnerable.

In all the years I have taught, I continue to be proud of the caring and dedication of each and every teacher I have worked with. The ripple effect of this vaccination mandate and coercion to be vaccinated will be so devastating in so many ways, the impact of which will extend for years.

Educator 11

My name is K I am a part time and relief primary teacher. I have first class honours in Early Childhood Primary Education, and I am very passionate about my roles. I have particular interest in supporting students who have diverse needs and/or are at risk. I have been teaching for Qld Education in Moreton Bay for 6 years. I am also a Cystic Fibrosis parent and advocate.

I will no longer be able to teach as a relief teacher (I'm offered work every day I'm available) or a part time primary teacher due to vaccination mandates.

The mandates have impacted my family by threat of loss of income, but also the considerable amount of stress over the concern of side effects from a new vaccination without long term data. As a parent of a child with a chronic health condition I am very concerned what would happen if I experienced side effects. I do not have parents alive or family to support us. Without my husband and I, my son has little family to care for him. I feel so coerced to do something without qualitative or quantitative safety data or face losing job.

The stress this has placed on my family is considerable and includes me seeking EPA counselling and visiting the doctor several times about stress, sleeplessness and anxiety resulting in anti-anxiety medications.

I love being a teacher. I [REDACTED] is an adult in my thirties and gave up a higher paying Federal Government position for [REDACTED] I feel very sad for the at-risk children I teach, support and have connection with. I am a high sought after relief teacher, and on my non part time days I am always specifically booked to replace ill teachers. I know this is because I am a passionate, highly proficient, well-known teacher that values making connections with my students and staff in the schools I work at. I know students will be asking where I am next year, and I will genuinely miss them.

I want these mandates to stop. There is no data on the safety of these new spike protein vaccinations. There is a lot of Government data of side effects. There are rapid antigen testing, antibody testing (my close friend had confirmed COVID) and masks available as an alternatives to vaccination for teachers. As a Cystic Fibrosis parent, I know about the importance of avoiding ALL viral and bacterial infections. I teach my students about hand washing, hygiene and immunity. Although sadly through this pandemic most schools have not even encouraged handwashing.

There has been a recent chicken pox outbreak across Redcliffe Peninsula, yet deep cleans were not required. The mortality rates for COVID are less than 1% making these mandates seem very extreme. Furthermore, I know on firsthand that all the children who were admitted to ward 9a at QCH in August 2021 who tested positive for COVID were asymptomatic. Children attend school every single day with coughs and colds. Schools are not a high risk COVID environment, if they had been 2020 and 2021 would have looked very different for children.

Please stop these mandates. These mandates for a vaccination without long term safety data are going to leave many students without teachers. The mandates are limiting enthusiastic consent from the process of a medical procedure.

Educator 12

Female

Guidance counsellor working in Cairns Catholic Education. Leader of wellbeing on leadership team. 46 years old.

26 years experience.

Qualifications = Bachelor of teaching, Grad Dip RE, Masters of Guidance and Counselling, Masters of Education.

My gift as an educator is connecting with kids across all ages in order to help them reach their potential – helping them regardless of life circumstances to grow to become thriving humans. The response from my employer in relation to the mandates has been one of compassion of words but not action. I am grateful I have leave which I can draw from but still not what I imagined I would use my long service leave for. Additionally I have initiated PD and new wellbeing programs into my school for 2022. I would not chose to miss these if the choice was mine.

The mandates have had a [REDACTED] on my family. My husband also works in schools so all income sources are impacted. My daughter is 18 and studying education at uni. She will be unable to complete her university degree if these mandates continue. She lost both her jobs at outside school hours care and school officer in school.

This is undoubtedly the m [REDACTED] time for my mental health. My children should not have to worry about keeping a ro [REDACTED] table – especially as we have studied hard to earn good incomes and paid taxes all our working lives.

My concerns for the students in my school community are the teachers who you want your kids to be taught by are walking away. We teach kids about consent. We sprout gospel values of justice. How are we showing this in our current environment?

I am pleading that the mandates stop. Let people choose.

Just additional information on my life journey as background to why I stand here today. It is not easy to be in the minority. My daughter had a near-fatal reaction to a childhood vaccine. At the time, it was labelled coincidence. One brave doctor told me off the record it was a reaction from the chicken pox vaccine. I believe this information helped save her life. With that knowledge I was able to provide alternate treatments and stop her from being subjected to subsequent boosters and vaccinations. I feel that system worked. Those who believed in vaccines were able to get them and those that didn't were free to make that choice.

My final thoughts are -

'It's not what you look at that matters, it's what you see.' Henry Thoreau

Start seeing the real people you are impacting, the real lives you are ruining and stop mandates.

Educator 13

My name is J and I am a 34 year old female fulltime Prep Teacher at an independent school in Far North Queensland. I graduated with a Bachelor of Education (Early Childhood) in 2021 after studying online whilst also working as a teacher assistant. I have been at X College for 6 years but I have been in Early Childhood as a childcare assistant, group leader, director and then teacher assistant for 12 years and a Prep Teacher for 18 months. I believe my gift as a teacher lies in my passion for early childhood and building relationships with students and their families.

When the mandate was announced, my employer was initially supportive indicating they wouldn't enforce the vaccination requirement unless it was a lawful directive. Once this directive was announced they have asked for definitive information about our vaccination status and offered long service leave but haven't individually addressed staff so at this point many of us are waiting to be stood down.

These mandates are having a very detrimental impact on my family. My husband has chosen to be vaccinated and doesn't understand why I don't want to be. I am facing losing my job and feel like I am being coerced to have the injection in order to keep my job. We argue about the financial impact this will have on us and we may have to withdraw our children from their current school, as we won't be able to afford the fees. At this stage they may not even have teachers at their school, as there have been insufficient applicants prior to the mandate and none now that the directive has been put in place. My family can't go to the shops for coffee without me being excluded like a leper because I have chosen not to be vaccinated. I am confronted with segregation in what used to be a free country.

I wake every morning and go to sleep every night, worrying about losing my job, worrying about what will happen to my family if I lose my job, feeling the burden of my children worrying about my job, wearing masks, and whether or not be vaccinated. I avoid conversations with people because so many have strong views on both sides and somehow all conversations now lead to COVID.

I am immensely concerned that my school may not have enough staff to open and that the town's state school will have significantly less teachers and staff as well. This may drive families to leave the area for their children's education and in the interim is likely to mean parents can't go to work or children will be left at home by themselves. For vulnerable children particularly this is a very scary reality. I am also really worried about the social divide that is occurring as people, fueled by fear, judge each other for being vaccinated or not vaccinated. Judgment, discrimination and segregation of people is a dangerous and toxic thing, particularly in a small community where everyone is connected to each other.

Being a teacher isn't just an income to me, it is a passion and a calling. I have cried so much in this past month in the fear of losing my job. I ask for the mandating of vaccinations to be abolished so that all Australians have the freedom to choose for themselves.

Educator 14

When the announcement of the vaccine mandate in the education department was announced on Monday 29th November, I automatically felt nauseous and anxious. I instantly contacted my union to ask where they stood in regards to this mandate, and the response was that they supported it, and that if I did not get vaccinated, they would give me no support, and I will eventually be out of a job. I immediately cancelled my membership.

I kept my vaccination status to myself, and just kept telling myself to keep going until we break up for the holidays, and then I will try and think about how I will proceed into the new year with the looming – “I will not have a job if I don’t get vaccinated”.

My husband is on a disability pension, so I am the main wage earner in our household. My husband fully supports me with my decision of not being bullied into getting an experimental vaccination.

Since starting my so-called holiday, I have the constant emails and texts coming from Queensland Education asking me to do the survey on my vaccination status every two days. I am unable to fully relax and enjoy my time off with the constant pressure.

I am not going to reply [REDACTED]th of January. I have booked in, along with my husband for support, an appointment [REDACTED] 4th of January. This consultation will be about my mental health about how the demands from the government and my future employment status will be for me in 2022.

This will be a Christmas holiday period that I will never forget – and for all the horrible reasons.

What I am asking for is to be able to go back to work without having to be forced and bullied into taking an experimental vaccination.

My final message is this. Since the beginning of all this madness, I have been on the “front line” – keeping everything clean and safe for students and staff.

Now I am a danger to everyone because I have decided not to be vaccinated!

Educator 15

C, female, Teacher Aide-full time, public school, 59years old, 32+ years of service, qualifications are 'Diploma of Early Education' 'Certificate 3 in Teacher Aides, PBL Member. Some of my gifts as an educator.

The response from my employer has been that he is supportive of my staying on as a Teacher Aide but he is controlled by his superiors to have to follow these mandates.

The mandates have impacted me with hours of anxiety and crying. Not eating in case of running out of money. Heart palpitations with pains down my arms. Not sleeping and continual headaches and migraines. My family are walking on eggshells around everybody.

I have not yet been coerced into taking the medical procedure and am likely to face losing my job before the end of January.

The impact that this has had on my mental health is long and every minute of the day.

- Migraines
- Sleepless nights
- Hot flushes with anxiety
- Thoughts of self-harm
- Feeling worthless
- Feeling very alone

My concerns for your students/community are that I'm very worried for everyone. I worry about their health especially when you read the scientists reviews on the vaccinations.

I'm asking for my position as a permanent Teacher Aide to be reinstated. I also want to see these mandates stop and people to make their own decision on the vaccinations.

My final message is allow everyone to work in a choice free society without mandates that are dividing the communities and causing health issues for everyone.

Educator 16

My name is K, I am a 36 year old woman with a Diploma in Social Service Work, where I graduated on the honour roll in 2007. I currently work within the Department of Education, working with our high risk, disengaged and most vulnerable youth to assist in finding them an alternative pathway if mainstream education is not suitable. I have always been driven to helping others, to building connections and being an advocate for those who need it most. I knew from a young age that I was destined to support those less fortunate than me, as I spent my recesses volunteering my time with students who had significant physical and intellectual disabilities.

Prior to working in education, I worked (both in Australia and internationally) across a range of day programs and residential care settings with youth (as well as adults) with dual diagnoses (disability and complex mental health). I have supported individuals who displayed high-risk behaviours, which include (but are not limited to) verbal and physical aggression and extreme levels of violence and self-harm. I pride myself for having an extensive skillset and for having years of experience working with our fellow human beings who are being stigmatized as being the “toughest” to work with and labelled as “impossible.” I’ve watched these beautiful humans thrive when they are given the opportunity and when they are met with the respect, empathy and kindness that we all deserve.

As I'm sure you are aware, my job is at risk if we do not comply with the vaccination mandate. My employer has informed me that I am required to get this vaccination, as my role entails regular visits to a cluster of schools and meeting with youth and their families/ guardians out in the community. My direct line manager is also not vaccinated, as she is susceptible to blood clotting. I have had several conversations with her, along with her boss, who have both told me that I should hold tight, as they will investigate this new world and have reassured me repeatedly that they appreciate me and value the effort I put into my work. I have cried quietly, tears rolling down my face, as they tell me how great I am at my job, that they know how much I love what I do, as it radiates through my work, but deep down we all know that the inevitable is bound to happen because if I am not willing to comply and agree to have a vaccine that is being forced upon me, my job will most likely be stripped from me.

I have been raised by a pack of strong women. Women who have taught me that I am fierce, strong and independent; that I am in control of my body, to listen to my gut and my intuition. I am doing my best to stand strong but I have shed many tears, laid awake at night questioning my decisions and reflecting on my hard work. We are in 2021, in a first world country, our soldiers sacrificed their lives for our freedom, and I am being put in a position where I am being threatened and coerced into making a medical decision that should ultimately be confidential and solely my choice. My mental health is rapidly declining. My partner feels more pressure than ever to hold the fort financially. My strong spirit and my determination to always remain a financial contributor in our household have taken a back seat. My partner, who has recently applied to go to University, has expressed he feels he can no longer proceed with this, as we prepare for my unethical termination and for the burden of our mortgage to fall heavily on his shoulders. This hardly seems fair, as I so eagerly want to work and so desperately enjoy being out in the community and schools, supporting our youth who urgently need the support.

We have all witnessed the past two years completely destroy peoples souls and greatly impact the mental health of people of all ages but what I need to emphasize today, is the constant discussion that has been happening within our team (who travel all over the south east region) that our youth need us now more than ever. Our caseloads are more complex than ever. Referrals that used to be relatively “simple” are now compiled with levels of complex mental health, financial strain, and hard ship riddled throughout the family. With understaffed schools in 2022, parents pulling their children out of school in fear their child will be vaccinated without parental consent, teachers will burnout, support and education systems will drastically deplete. Disengagement will skyrocket. Our children and youth will be falling through the cracks. I am terrified and heartbroken for them and I want to help.

I care about my job, about my rights as a woman and as a human being but I am extremely passionate about our upcoming generations having the love, care and support they need in the school system, the quality education, the freedom to attend school, to be provided a safe space to learn and to grow. Please. Remove the mandates and allow us to get back to the jobs we have all worked so hard for and love so dearly. These kids need us.

“It takes no compromise to give people their rights. It takes no money to respect the individual. It takes no political deal to give people freedom. It takes no survey to remove repression.” – Harvey Milk (1930- 1978)

Educator 17

My name is S. I am 52 years old and I have been a teacher since 1995. I have worked across the primary and secondary sectors in both mainstream (Qld and NSW) and Steiner education. I have worked in schools, Regional Office and Central Office in QLD. I have worked in Brisbane, Ipswich and Cairns and I am now based in Central Queensland, where I have worked on the coast and in the centre of the state. I have been a teacher, Head of Curriculum, Literacy Coach, Pedagogy Coach, Regional Literacy Specialist, Communications Officer (Central Office), Education Manager and a small school (Band 5) Principal. My experience is both extensive and diverse. I am in demand for my knowledge and skills, particularly around curriculum organisation and development, curriculum delivery and as a literacy specialist in primary and secondary schooling.

At the end of 2021, I withdrew my applications for promotional positions, both of which I had been asked to interview for, to return to a teaching role 3 days a week so I could be closer to home. In my new role, I have been partnered with a first-year teacher who I was to mentor and support in a class that has a fair share of learning diversities. I'm not able to do this now. I haven't had the heart to disclose this to my teaching partner, choosing instead to support her from outside the school setting over the holidays by planning with her as if I was going to be able to show up. She is so keen and enthusiastic, she wanted to come and watch me teach the first three days of school, just to see how I worked with the class, my pedagogy and student support and my delivery of the curriculum. I also know that there are positions I could fill in outback Qld where the impact of vaccine mandates will be felt much more harshly than on the coast where there are enough teachers to (hopefully) ease the pressures faced by the schools. However, due to a change in personal circumstances, willing and able to return out west into a remote small school setting. Children out there are as entitled to access quality curriculum and pedagogy as those in more populated areas, however it is much harder to find people willing to spend time out in these places. When I rang my old boss, she was very disappointed to hear that I could not return to school and that I was not medically exempt from the vaccine.

The vaccine mandate as it stands currently means that I cannot go to work next year. I'm not even allowed to walk onto a school site. I am not medically exempt from being given the vaccine, but I am very reluctant to get it as I am concerned for my (currently excellent) health if I do. I refuse to bow to pressures from a government that has no right to dictate what I put into my body, especially when I am so concerned about the side effects that could come from the Covid vaccination. I would ask you to please lift the vaccine mandate for teachers, as it is discriminatory and unfair, and it puts the state's schools into a very difficult position. Children will lose much loved teachers, schools will lose much needed staff, and teachers will lose much needed and very much valued jobs. Covid has been with us for 2 years now, and we have coped up until now without these mandates.

Teaching has been my career and my passion for 27 years. I have had the most interesting and varied career, and I bring a lot to the table with me when it comes to my knowledge base and skillset. I absolutely love my job. A job I'm not allowed to return to now. I do have other skills that will enable me to earn some income, and it may even be enough to support myself without dipping into my savings. I am selling my house and downsizing into an apartment to free myself of debt. I am 100% aware of the fact that I am one of the very lucky ones to have this option available to me.

Not being able to teach won't break me, however it will rob me of an ending to a career that has given me so much joy, laughter and such a feeling of connection and accomplishment. It will rob me of a classroom filled with laughter, of children who don't want to take days off because they don't want to miss school, and the fulfillment that can only come from watching young minds learn and grow day by day and year by year.

Educator 18

My name is C and I'm a female, 32-year-old permanent teacher of 4 years with a Bachelor of Education – Primary. I taught for three years in a remote central Qld primary school and this year I completed my first year in a regional P-12 school where my focus was English and HASS years 7-12. My gift as a teacher is building relationships, specifically with students displaying 'tier 3' behaviour, or those more challenging students. By creating strong connections with individual students, I have successfully guided them to value their education and want to meet curriculum standards to better their lives.

Never have I felt like more of a number. My employer has been abrupt, emotionless and patronising. She very sternly announced that if we did not comply with the 'law' of the mandates, we would not be welcome nor allowed on site next year. With no compassion she created an atmosphere so tense I suffered a breakdown and had to leave. During the next week of school, my line manager sought me out and had lengthy discussions trying to get me to change my mind. Then of course, our holidays have been filled with harassing emails and texts in regards to our vaccination status.

The vaccine mandate has also caused tension within my family. There is a lack of understanding resulting in conflict between myself and my mother, and a relationship break down between my brother and his girlfriend as she could not accept my decision. This mandate is tearing families apart.

These tensions, the pressure [REDACTED] and the ultimatum from the department has obviously has a massive impact on my mental health. [REDACTED] I've been treated like a number on the wrong side of the ledger. Been told that if found on site collecting my own resources, I would be escorted off the grounds by police. I have had to question my identity- if I'm not a teacher, who am I? Can I still contribute to society or will I forever be shunned? Should I go against my beliefs so I can keep my job? If I do, will I resent my job? Myself? Will my students suffer? I have been reduced to a number that is not worth counting. I'm isolated from even my own family. Of course my mental health is suffering. When I should be organising a family Christmas, I'm breaking down, trying to fight for a position that I'm passionate about, that makes me who I am, but that I'm about to lose – when I've done nothing wrong.

Next year, students are going to be looking for those that are no longer there. The role models in their lives. If there is a shortage of teachers, they will be crammed into already full classes. In a trauma informed school any changes can have a catastrophic impact on our students. I worry that people taking our positions will not be as passionate or be able to understand the reasons for misbehaviour. I worry that my students will be punished because they are suffering a loss and no one is listening. I worry that my year 12's will be left without an English teacher at the beginning of their most important year of schooling. I worry about the graduate teacher of whom I have been assigned a mentor for her first year of teaching. I worry about the university student of whom I've been assigned her internship teacher. I should be guiding, moulding and encouraging her to be her best. Instead, I leave her without a placement. I worry about my reputation in the community. A small community I just bought my first home in. Will they still greet me in the street, or do I need to leave this beautiful place too?

All I am asking for is to let me do the thing I've trained for, that I'm passionate about. Let me continue to be a role model to my students that need one so badly. Let me continue to teach the next generation. I would be willing to wear all the PPE you deem necessary. To sanitise regularly, to clean my own room between classes. To provide negative Covid tests at the beginning of each day. Just please, let me do my thing.

There are decisions people make that need to be punished. There is misconduct that needs to be disciplined. Don't make this mandate one of them. Stop the segregation and division this is causing and let us get on with our jobs.

Educator 19

I am R, a 52 year old male holding degrees in Science and Education with 24 years of teaching experience, currently enjoying teaching primary schools as a Relief teacher in the North Brisbane area.

TRACER, a part of DoE QLD, is the organisation that calls out for relief teachers jobs has finally sent an email saying that my account will be inactive if I do not comply with the directive of CHO.

I have not taken the job yet. I have seen my own family members and relatives who have had serious adverse effects to the COVID vaccination.

I am feeling depressed on losing the job I have loved all my life for no fault of mine; overwhelmed thinking about how I will support my family at this age when the new job opportunities are so limited for me; disappointed to see the stand QLD Education has taken on mandating the job which is totally in contradiction to the policy of inquiry based learning ACARA has adopted to develop the critical thinking in Australian students, and disappointed in the QLD govt who is [REDACTED] on the other side of the coin to take care of the public in the current virus situation.

Education sector is the base of any successful and flourishing nation. The sector develops wonderful, strong, life altering relations which helps to stop at risk, disengaged and vulnerable students falling through the cracks.

Online learning is being promoted as the alternate to shortage of teachers in QLD schools which this mandate will cause. Nevertheless, studies and experiences of teachers have shown that online teaching cannot replace the face to face teaching. Online teaching only gives information, and doesn't develop the overall personality of students.

The only thing I am asking for is that we have survived the year of 2020 by doing all the right things, and that was the time when the information on the Corona virus was limited. Now in 2021, the picture is clear. The current mandates are not for safety of health. Tons of scientists and medical professionals have testified that vaccine doesn't stop the spread of virus. Secondly with the mandates how could the govt. be so brutal? "The thief does not come except to steal, and to kill, and to destroy."

Please ask the policymakers to think rationally look at science in its entirety and not only their favourite section, hence, govern the general public with a balanced mind to flourish life and health in Queensland.

Educator 20

My name is G, I have a Bachelor of Education, I'm an Experience Senior Teacher in the public secondary system with 31 years teaching experience and specialise in Industrial Arts & Computer Graphics. I'm 55 years old and teach on the Gold Coast.

I asked my principal if I could take long service leave at 0.2 to give me time to access Novavax or Covax, this request was refused. I wanted to wait for a safer option as I've seen and read about the adverse side effects from the available vaccines.

The mandates have impacted myself and my family immensely. My son is worried he will get jabbed at school. I have been coerced relentlessly at the workplace, via text messages and emails. I have not taken the vaccine so I face losing my job. I've had to sell property to keep my head above water financially.

I've been pressured by other staff members to get vaccinated. The harassment from QED with text messages and emails has [REDACTED] ss. I'm struggling with mental health, panic attacks, depression and not been able to sleep.

I'm concerned for school students, the loss of experienced teachers and the hiring of unqualified staff (teacher aids and university students) to teach classes.

Stop the mandates, how h [REDACTED] p high risk, where is the risk assessment indicating this change?

Teaching has been such a rewarding career choice, so many wonderful students over the 31 years. Over the years many ex-students have come and said hello many years after leaving school, thanking me for being their teacher and/or favourite teacher and making a difference.

Educator 21

My name is S. I am a Teacher-Aide, located in the Far North regional area of Queensland. I have been in my role for almost 3 years and love every minute of our extraordinary school and community of students & families. I have a Diploma in Community Services qualification and I have many skills which I use in my role. My particular Teacher-Aide role is like no other. Our school is a distance education school whereby our students are distributed to the outer regions of Queensland living in very isolated locations. We use Blackboard Ultra & Microsoft OneNote as our technology platform to connect with each other. We nurture our relationships over time, building trust, teaching, learning and shared connectedness. I am the key figure who runs and maintains our Library and also participates in the Learning Support Reading program for students.

As we all know, our employer (QED) and school Principal emailed a vaccination mandate warning, three days before we were due to finish Term 4. With next to no time to prepare or understand the enormity of what is about to transpire, we have been left between a rock and a hard place and NO choice in the matter of getting the vaccine in order to keep our jobs. This has caused untold stress!! I have felt much anxiety deliberating on the vax mandates and it's blanket rule. My family have been impacted by seeing me stressed out by this deadline - feeling so pressured to do something about it - it's now completely encroached into my personal and very special family time with family who have flown in from Melbourne - not to mention my very sick 86 year old mother's needs and hospitalisation impacting us all. I have anxiety, waking up in the middle of the night trying to solve this problem. It is a PROBLEM where I am being FORCED to make a decision to take part in a medical experiment in order to keep my job.

I have emailed our Principal and to date have not yet received a reply. I did however read her emails and believe she is trying to sort out a contingency plan A, B, C, D, etc. depending on how many numbers of teachers and staff return to work on 23 January. I cannot imagine the impact on the teachers, students, families and staff when school resumes. Absolute chaos. This is what the government doesn't care about. They want the CHAOS so long as we keep to their agenda and get the vax. The needs of students far outweighs the need for a vax status in a school run remotely for vulnerable Queensland families.

I live and breathe this space and I have invested my heart and soul into our community of people and value being reciprocally embraced. Building trust in this role takes time and care, and I am not expendable. I would like to keep my position as TA extraordinaire at X School.

Educator 22

My name is P and I am a 26 year old female who has worked in a number education based positions. I have a Degree in Computer Based Design and have just completed my Masters in Education (Early Childhood) this year. I have worked on the Sunshine Coast as a school surf skills instructor for 5 years and been a SCOPE IT school educator for 2 years before working in child care while I completed my Masters for the past 3 years. I take great pride with how well loved I am by the children in my care and how I can contribute to their learning outcomes.

After the recent mandates for Educators in all sectors to be fully vaccinated, my employer sent an email informing me I must have my first Vaccine by the 17th December or I would be unable to continue to work. No consultation of any other options either get vaccinated or no work.

This was extremely upsetting and the loss of control was terrifying. I have chosen not to comply so have not been able to work since the 16th December nor have I been able to pursue teaching opportunities which I have just finishing studying for. My partner is a 2nd year mature age apprentice, so we rely on my income and were looking forward to an increase in my earning capacity since I had completed my Masters. So financially we are stressed as well.

I am very concerned for the childcare industry as 8 staff left the centre around the same time I did, childcare was already struggling with staff shortages and to retain quality educators. Since the mandate it will be even more challenging and this will impact on the children who have had their routines upset and who are confused by the sudden changes. Childcare unlike the school system work continuously over the school break so the impact was harsh and not disguised by the holiday break. I am concerned childcare centres may be forced to increase educator/child ratios which obviously puts the children at risk and their care is compromised as well as adding unnecessary stress to the existing staff.

I would like to see an end to mandates especially ones that affect whether you can work or not. I would also like to see an Australia that is accepting and respectful of all people and their right to make their own health choices.

Educator 23

My name is R and I am a 47-year-old male teacher. I have worked in numerous areas of education: primary; high school; special needs education and adult education in vocational training for ticket qualifications. My education career has spanned more than 25 years with a total of 15 years with Education Queensland. I am currently a high school HPE teacher in a regional school.

Once mandated, I contacted my principal asking for COVID risk assessments in relation to my workplace to which he responded 'If you send me any more of these emails I will just delete them!' This came as a rude shock to me as I believed him to be quite supportive. How wrong I was! Rather rude I thought. I was just following directives from my union. This started the downward spiral of my mental health. The fact that these mandates came out just before the end of term 4 when I was at my busiest, trying to complete marking of assessments and finalise reporting. Not to mention trying to get prepared for the year ahead. It was really hard to take. I would get extremely short with my wife, and my own children copped a fair bit of unpleasantness also. They did not deserve that. I even got to the point of almost getting physical with my 20 year old son. That definitely was not his fault and he definitely did not deserve that. My family is so sick of me talking about this vaccine mandate issue and how unfair it is that it has ruined Christmas this year. I have been seeing a psychologist who is also disgusted in the way this has been handled and is finding it hard to help me. He too has been through this mandate and has been forced to comply to keep his job and practice. All this and I am not sleeping well either. My doctor wants to prescribe me sleeping tablets but I am not keen.

On another note, I worry about the students I am leaving behind at school if this forced mandate takes away the job that I love. The last couple of years have been extremely hard on students and now 2022 looks to be no different. Who will guide these lost souls through 2022? They won't have the rapport I have built with them over the last hard few years. A new teacher won't know their background like I do, they won't know their triggers like I do, they won't be able to scaffold the individual learning for each and every student like I do. These students will not have the father figure they have come to trust and confide in over the last few years. Who will the parents turn to when I am not there to help them with their son/ daughter to get the best outcome for them to hopefully become functioning, contributing members of society in the future? I don't know, and that worries me...more lost sleep!

I really hope that the government can see sense and realise that this forced vaccine mandate is going to impact not only the teachers losing their job, but their families, their students, their student's families and the local and wider community.

The big losers here will be society in general, because without these teachers in their jobs guiding and educating and comforting and sometimes being that child's pseudo-parent, these poor students will not end up becoming functioning, contributing members of society and who will be running our country then?

Educator 24

My name is "S" and I work in an Education Queensland State High School as a Teacher aide. I support students in Special needs, ESL (English as a Second Language), Learning Support, Reading Intervention and supporting students in English, Maths, Science, History/Geography and HPE (specifically adapting lessons to suit students in wheelchairs). My school is based in Southport on the Gold Coast. I'm 38 and have 11 years of experience. I have a Certificate 3 in Education Support, Certificate 3 in Children's Services and a Certificate of Competency in Paediatric Tracheostomy Care in the Community Queensland Health. The thing is, my experience with students isn't just limited to secondary schools. I have previously worked in primary schools too, as well as a child care assistant for 7 years. Further to this, I volunteer in the community working with youth. So clearly, working with students and young people is far more than a job to me! I'm a gift as an educator, because my students always know that I'm someone who saw them as a person first, and that they are not just another student with an academic level. I'm a gift as an educator because my students knew I was there. One student actually wrote that on my card last year "Thanks Miss for having faith in us, and for having our backs."

So far I have had little response from my employer (principal). But the fact I have had multiple emails and consistent text messages from QED whilst being on holidays has been quite frustrating!

This mandate has impacted [REDACTED] quite significantly. It's caused a significant divide with my parents. Where I've had some pretty heated conversations with them, where once I had a great relationship with them. I don't feel I can speak to them at the moment, as it causes us tension and most of the time one of us is left in tears.

From the 30th November the day of the email from the Acting Director General stating the mandate I have been very unwell. I still remember reading that email and bursting into tears. Since this day my mental health has been greatly affected. I've been having frequent panic attacks and my anxiety has skyrocketed. This is affecting me with not being able to eat. I struggle to sleep and lay awake until the early hours of the morning with thoughts worrying about how I'm going to support myself. Some days the anxiety is so bad that I'm nauseated and running to the toilet. Everyday since the announcement of this mandate I've had moments where I've been in tears. I cannot relax at all, because now all I'm worried about is finances and actually how I'm coping mentally. I truly feel robbed of enjoying Christmas and the holidays. I'm a single woman, I don't have a partner to support or help me through this. So yes, most of the time I'm feeling very alone!! My family are really concerned about my health and have noticed how broken I am.

My greatest concern for my students is that many of them rely on me as a Teacher Aide in their classroom. I work with students with disabilities like autism where they rely on me for social cues, they rely on me to help them with work and they rely on me when they're having meltdowns. These students rely on familiarity, they know that Miss is there. But come day one of term 1 they will be confused because I won't be. I'm concerned for my colleagues that are left picking up the pieces. I worry for the students that I've built a rapport with and how they're going to feel, and how they will be supported. I'm disappointed that I was not given an opportunity to see more than half of my students before this all came about! I'm concerned about the long term effects the vaccine will have on them. I'm terrified that I'll read or see on the news that one of my students has been gravely injured or worse died due to these vaccinations! I'm worried about the way these mandates are pressuring the community and businesses. I'm scared for the future of Education and the long term effects that this mandate and these vaccines will have on this state and this country!

I ask and I plead, that you really take on what you're reading here. I ask you to really reconsider this mandate! It's real lives that are being torn here. What does it have to take? These students need people in

their world that fight for them! This is why I'm doing what I'm doing! We teach, we nurture and we support because it's a passion, it's our heart! NOT JUST A JOB!

I'm more than my job! The evidence here speaks for itself, I have parents tell me "There is a different type of care you show. My kids know that you care about them." I have teachers that often request I work with certain students, because they know I can get them to perform to their best. I get the hardest of students to get good results, I've seen behaviours and attitudes shift, because the students have seen me believe in them. I have seen students that struggled and stumbled to read, to walk out this year confident that they can read and grasp things they couldn't before. Daily, kids will seek me out around the school, excited to tell me about their success or share with me about their worries. So clearly it shows how appreciated and valued I am. My final thought is, I genuinely love my job, I'm good at it and I love that these students teach me each day, just as much as I teach them. It's an honour and a privilege to do what I do!

[REDACTED]

[REDACTED]

Educator 25

I am 57. I am a high school teacher in the Moreton Bay area. Teaching is my third career and I have been part of the profession for 15 years. My previous occupations were carpentry (apprentice and tradesman) and advertising. This means I have studied three times for three different qualifications, which have all neatly rolled into one. This is due to the fact that after teaching the four core subjects in my first 10 years of teaching the last five have seen me move into teaching Senior School Construction and Design - two subjects closely aligned to my previous two careers.

I believe coming into teaching at a mature age has allowed me a rapport with my senior students who are not only at an age where they are about to step out into the world but also following pathways similar to my own.

The mandate for me to be vaccinated is a shock. It is disappointing. The fact that all my years of working as an Australian tax-paying, law-abiding citizen have all come down to this. I began in the Australian workforce at the age of 16. A young skinny, carpentry apprentice. On a building site with men, learning the trade, developing skills and maturing to a tradesman. And at the same time, shaping my values which include, at the forefront, an attitude of hard work. This was handed down from my parents who both worked 5- 6 days per week and modelled the ideal that you earned the money to pay for what you needed. In all my time, I have never been on the 'dole.' I have challenged myself twice and supported myself and my family during the times of studying and earning.

So, to now be informed that for all my years of working for this country, paying my taxes, paying my way, supporting government projects and initiatives, and now guiding and encouraging my learners, that it is all for nothing - because at the end of the day, the fact I do not take an experimental injection for a virus which has a fatality rate of less than the yearly flu far outweighs anything I now do, or may do in the future. It outweighs it to the point where I may well be sacked if I am not injected. And this mandate is pushed whilst my colleagues who have chosen to take the medical procedure will retain their jobs. Even though they can, and will, still catch the virus and spread it - as we all do each year with the flu. Therefore, the message to me over the Christmas break is my efforts, my skills, my encouragement and motivation of my students is all outweighed by this mandate. That message is powerful. For all the wrong reasons.

My wife is a deputy principal. 33 years in the occupation. The years and years of experience and skills developed. Her knowledge of the curriculum, the systems of education and its many facets, the behaviour management processes and her communication skills with each and every level of the stakeholders list.....all gone. Lost to the occupation - and who's the loser here? Well, everyone.

I know students the state over will be impacted. I certainly don't need to explain the many ways, mental, physical and spiritual here, because anyone reading this who is not aware of these impacts is the wrong person to be reading this. But personally, I know I make a difference in the lives of my learners. I know this because they tell me and their parents tell me. Plus I see the skills and knowledge they develop over the course of a year of learning in my class. The demographic at my high school is low socio-economic. Very low. We offer a Certificate 2 in Construction for our kids to enable as many as we can an opportunity to break in to the practical workforce with entry level qualifications. There are two teachers at my school. I am a qualified teacher with a VET trainer qualification as well, and the other is a VET trainer with experience in the construction industry. We are both unvaccinated. We have been told that if we do not return next year the school cannot staff, nor run the senior construction program. They have nobody else in the school, nor have they been able to recruit replacement teachers from a very limited pool of qualified personnel. The school has actually begun to do up new

timetables as they have made the decision that if we do not return, the program will have to be dropped. That is three Year 10 classes, three Year 11 classes and two Year 12 classes impacted - for a total of over 200 students.

I am not an anti-vaxxer. I am not left-wing nor right-wing, nor an anti-establishment tin-foil hatter, nor an idiot. I am not a label. I am educated, smart and informed. I understand the plight of this virus and I know the choice I am currently making in regard to this virus is the right one for myself and my family at this time. I have seen the numbers of deaths and the adverse effects from the vaccines and I know it is not safe for myself nor my family at this time. I also know the statistics and numbers of people who have been vaccinated and continue to catch the virus and the ensuing hospitalisation numbers. I know the answer is not a straight black and white one such as the problems and dangers within a school comes down to those who are not vaccinated. For anyone to think the best solution at this time is to NOT allow me onto the school grounds is wrong. To think I am a danger to anyone else at school is wrong. But I believe people know that, and this is not the platform to enter a healthy debate for such. Because, I believe the people who [REDACTED] are already aware of these facts.

Finally, my career is in the hands of those who would make these decisions. The choice for vaccination is mine. As it should be. It is my body and the world, the Nuremburg code, the many Human Rights Acts and the Australian Constitution all agree with me by stating they believe choice is mine and mine alone in regard to what medical procedures I will undertake. Just as it should be, for all citizens [REDACTED] it should be for all politicians. And just as it IS - for my politicians. Your choice.

I hope the decision makers make this decision based on fact and law, and not only fact and law, but that the future of Australia is also considered. And that future is a living, breathing one that yearns to learn in the classrooms across the state - but one that will find it increasingly difficult to do so if our education system loses the rich, vast well of knowledge and experience of its educators.

I also hope the people who make the decisions aren't naïve enough to think they can end the careers of thousands of experienced teachers only to have them all run back at some time in the future full of thanksgiving and appreciation if their jobs were to return - or for those that may return to ever have the same motivation, appreciation or willingness to this occupation.

This decision not only affects the learners of the here and now, but it has a bearing on the state of education in the years to come in Queensland.

Educator 26

I'm H, female and I'm 41. I've been a primary school teacher for 12 years mostly teaching Year 3 to 7. I currently live in Brisbane. I have taught in both state (10 years) and Steiner schools (2 years) as both a permanent employee, relief and contract teacher. I have a Bachelor of Learning Management with Distinction, graduating in the top four of my graduating class, and completed post graduate Diploma in early childhood and currently completing my post graduate qualifications in trauma in education. I have a gift of being able to work with the really difficult boys in the classroom. I always seem to get the boys who cause the most trouble in the school and turn them around. I have a gift of connecting with them, supporting them and helping them see their own potential and gifts they have. I have a strong well-being aspect to my curriculum which permeates my entire pedagogical practice.

The mandates and directives that were released on 30th November devastated me even though I knew they were coming at some point. In the middle of class I burst into tears. In the months leading up to the mandates, colleagues would sit in the staffroom and make fun of those who weren't getting the vaccine, calling them terrible names. In the end, I stopped going feeling very lonely. I didn't dare step into the staffroom after the [REDACTED]s I knew what they would be saying. Without a word being said to me, the school I was meant to continue on with next year just simply didn't present a contract like promised. We've been bombarded with text messages and emails. For the last 2 years my home has been my place away from the constant messaging and now that isn't even safe from this. Receiving these text messages from the Department of Education, whilst at home, in my little sanctuary away from this, has been like pl [REDACTED] his harassment has had a very big impact on me and how I feel in my own home.

The mandates have devastated me. I love my job. We now have lost one entire wage from our household, just like that. It feels similar to when my husband was diagnosed from cancer. A rug has been pulled out from underneath me and it's nothing I've done. Teaching has been a big part of my life and I'm heartbroken that I'm not going to be there with a class next year.

Since July 2021 I have been suffering with anxiety and panic attacks. The panic attacks were occurring at least twice a week. I haven't slept properly since July. At times I am so tired I snap at my family. I went through a stage of genuinely not wanting to be here anymore in a world like this. It took a lot for me to find my strength again. My husband and I are on auto pilot trying to survive. We often look at each other and joke "who are you again?" I'm looking forward to spending some 1:1 time with him again one day. My 7 year old son has gone from being Mr Independent to having separation anxiety. He now needs to sleep with me at night and won't go anywhere without me. It's breaking my heart watching him suffer through this. We've decided to home school him next year to keep him safe as I just don't trust what is coming to schools next year. He knows he will be home schooled is very upset he will not be with his friends.

I love working with children and making a real difference. My number one goal is for my students to want to come to school. I make sure I "see" each and every one of them every day and connect in with them. I'm very worried about what is going to happen to schools next year. It seems that overseas workers will be brought in, teacher aides are going to be asked to step up and undergraduates will be offered teaching positions. I'm concerned about what will happen to behaviour, the well-being of students and the curriculum. The behaviours we deal with on a daily basis shock most people. I'm concerned that foreign workers will not be able to teach phonics or correct annunciation to our younger grades. I'm concerned that the cultural differences mean they aren't equipped to deal with the behavioural issues Queensland schools face. Mostly, I'm concerned for my colleagues who have had no choice but to get the vaccination and now are going back to work for an employer they no longer trust. I've worked in schools where there are Year 1 students who cannot participate in the class at all, who tell you to f off when you speak to them and throw staplers and scissors at you. The government is putting our children at risk in so many ways.

Schools are closed and contained environments. We know exactly who is there and where they are. We know that the vaccinated can still catch it and spread it. The vaccine is only one option but yet being pushed as the only way. This just doesn't make sense to me. There is always more than one way to solve a problem. The way it's being pushed concerns me deeply. I would like to see all the unvaccinated staff be allowed to return to work so our children's education isn't disrupted. We can't have a third year of learning disruption to our children.

[REDACTED]

[REDACTED]

Educator 27

My name is C, I am a 24 year old female who has worked as a child care educator for 6 years. I obtained my Cert III in Child Care in school based training and I am currently studying towards my Diploma in Child Services. I live and work on the Sunshine Coast and I love my role as an educator and gain great satisfaction from assisting the children in my care. I am very passionate about my role as an educator and know the work I do makes a huge impact on the children's lives in my care.

My employer emailed me to advise the details of the mandate for Qld educators, my employer was respectful of my choice but I felt pressured and completely floored. There was no option other than consent to the vaccination or be denied the right to work. Being an educator is who I am and I am struggling with my identity since this has been implemented. Since 16/12/21 I have been unable to work due to my decision to not get vaccinated. My partner and I are very concerned how we will cope financially so we have rented out two spare bedrooms to help.

Childcare is understaffed already especially quality experienced staff. The mandate will impact the care provided to the children and put pressure on the remaining staff. Before the mandate, staff were under pressure to come to work regardless of sickness due to the lack of relief staff available to fill in. I am concerned with how quickly we were told to choose and the impact this had on the children in our care. Children form strong attachments to their educators and this emotional upheaval would have been very confusing and upsetting for them. The consistency of care and education is greatly impacted by staff changes. Eight educators left the centre I was working at and we were already short staffed. This can only lead to lower standards of care and education for the children.

I would like to be able to be free to choose what medical procedures I have without it impacting on my right to work in my chosen profession, one which I love.

Educator 28

My name is J. I am a female Teacher Aide 58 yrs young and I work in a Public school on the Sunshine Coast. I have 30 yrs of experience behind me, 13 of those permanent full time. My main area of work is Prep but have worked across the Primary School with Learning support, but my passion is Prep. In the 12 yrs I've been in prep I have made some beautiful connections with both children and parents and felt very blessed to watch them grow throughout their school years.

To have this strong connection with the students I believe gives them trust in me with the comfort of knowing I am a familiar and consistent part of their lives. My principal was very supportive of my decision to not be Vaccinated, however he has been transferred to another school. I have not met the new one as yet. For a long time I thought the Premier wouldn't mandate having observed other states and the impact it had on them but unfortunately she did. I was in tears not knowing what to do.

After some advice I chose to take some leave with the hope my job will still be safe. My thoughts on the Vaccination is that I don't feel comfortable putting something into my arm that has had minimal testing with no long term data available, it's as simple as that.

I have a cry most days as I'm not sure what the future holds. My heart breaks when I think of the students and how much I will miss them. I will miss my beautiful TA colleagues as we were very much a family unit. I feel like a second class citizen when I go out which I don't do very often these days so I'm becoming quite reclusive which cannot be good for Mental Health. I am also quite angry which is very untrue of my character.

I am very concerned for the students being pushed into getting the Vaccination. These little people have enough fears in their lives to not have to worry about an Injection on top of it and I am also concerned the school will lose some capable volunteers, ones that have been a familiar face to these students.

My wish for the world is for the government's to look around and see what is happening. To question. Is this Right, moral and ethical? In the beginning we would don our capes along with all the other frontline workers and we were told we were ok. Now all of a sudden the staff and students are full of virus germs! What has changed?

Educator 29

My name is D, and I am secondary school teacher working in the private sector at a Gold Coast school. I have been working full time at the same school for 11 years, and I have 25 years of teaching experience. I have a Master of Special Education, and a Bachelor of Education with a specialisation in teaching English. As an English teacher, ESL teacher, Learning Support teacher, and Special Education teacher, I have been blessed to work with a wide range of students with varying learning needs.

Now, due to vaccine mandates for teachers, this is all about to end. I have not been able meet the deadline for the first vaccine, and have been stood down. My principal has been very supportive and understanding, but unfortunately his hands are tied because of the school's obligation to comply with the health directive.

I now face losing my job, which will have a huge impact on my family's financial security. My children are feeling insecure, and I'm having to reassure them that they'll always have a roof over their head and food on the table. To protect them, I must hide my financial and emotional stress.

[REDACTED]

This vaccine mandate in impacting on my mental and physical health. I can't sleep. I feel physically sick from stress. I'm getting heart palpitations and have made multiple visits to the doctor from fear that I may be at risk of a heart attack (I have a strong family history of heart disease, so this is a genuine concern). The anxiety I feel over choosing between a vaccine I don't want and keeping the job I love is overwhelming.

[REDACTED]

I am heartbroken about not being there for my students at the start of 2022. These are kids with varying disabilities who rely on me and trust me to help them get through their days at school. My role as case manager and support teacher of 60+ students is going to be challenging to fill as it requires ongoing relationship building and collaboration with students, parents, teachers and specialists. I've been working closely with my current students for the last 2 years. Amongst these are autistic students who don't adapt well to change and will not adjust to losing me. Furthermore, this year I have been supporting the high school transition process for students with disabilities. Since I am the person who has been meeting with the students and their families, and visiting them at their primary schools, these students with vision impairment, autism, intellectual impairment, and anxiety are all relying on me for their smooth transition to high school. Because my role is so specialised, I don't believe the school will be able to manage without me.

I ask that you take whatever measures are within your power to stop vaccine mandates for teachers. It is not worth losing highly experienced and qualified teachers to reach a vaccine benchmark. The resulting teacher shortage and impact on school communities will be too great.

Educator 30

My name is H and I am an experienced teacher with degrees in primary and special education. I have been teaching for 19 years. My passion is early intervention and I have been teaching children ages 0-5 with disabilities for the past 13 years. I have been working in the Early Childhood Development Programs in Blackwater, Gladstone and Noosa. I have helped hundreds of young children to develop essential skills to help them successfully transition to Prep. I have had hundreds of parents and families tell me what a difference my team and I have made to their child and families. Many parents who we support are going through a grieving process as they come to terms with their child's disability. We not only support the child, but we provide advice and support to their families. I had emailed Grace Grace explaining my position about mandating vaccinations for staff and my concerns about vaccinations that have not been adequately researched. Grace Grace's office then responded to my email and they cc'ed my Principal in, so then she was made aware of my position. My Principal seemed genuinely concerned about the stress I was under when she was made aware of my hesitancy to have the vaccinations.

The mandates have definitely [REDACTED] me and my family. We have recently purchased our dream property and being faced with the very real possibility of losing my income means that we would have to sell our property. I do feel coerced to have the vaccinations, and it goes against every one of my values. It is a forced choice, not a free choice.

My mental health has definitely [REDACTED] impacted by these mandates and coercive tactics. I deal with a lot of stress at work, both [REDACTED] work with very young children with autism and other behaviour issues. I deal with that every single day and I have never experienced any feelings like I have in the last month. Since hearing that my job is on the line, I have been stressing, losing sleep, crying and generally feeling overwhelmed and powerless. This has impacted my family – my partner and our three teenagers have all noticed the impact on my general demeanour.

My concerns are not only for myself and my family. I am devastated for the children and families I support. I am very experienced and have a wealth of knowledge regarding young children with disabilities. I form strong bonds with my staff, children and families. I have also made many connections within the community, including paediatricians, Allied Health staff, NDIS providers, other specialists, kindergartens and childcare centres. Without my extensive knowledge and connections, our children will miss out on crucial early intervention. I provide Outreach services to local Kindergartens and Childcare centres to ensure the staff have the resources, skills and strategies to successfully support children with disabilities and to ensure they are providing the child with an inclusive environment. We work with families from low socio-economic areas who often have no support systems in place. We welcome and support every person who is referred to us.

I am asking for every adult to be able to make the choice to be vaccinated. We worked all through last year as essential workers and we kept everybody safe. I want to see every passionate teacher be able to walk in to their workplace in 2022 regardless of their vaccination status.

Please, please support QLD teachers and staff and get rid of the mandates. We are frontline workers who are educated and experienced. Our vaccination status should have NOTHING to do with our employment status. Every person should have the right to choose what they put in their bodies.

Educator 31

My name is M and I am an Experienced full-time Primary Teacher in the city of Ipswich, Queensland. I am currently employed by the Department of Education. I am 54 years old and have been registered to teach in Qld for just over 2 decades. My gifts as a teacher are Language and Literacy, working with students from diverse backgrounds and helping students achieve their educational goals.

Over the past few weeks I have written to my principal multiple times expressing my concerns and requesting a risk assessment outlining the transmission risks of COVID19 in my workplace. This request has not been met. However, I have requested and have been granted (all of my) long service leave for part of Term 1.

The end of the current school year and the start of the school holidays has definitely not been a pleasant time for me. After hearing of the mandates placed upon us by Queensland Government, I was filled with panic and anxiety at the thought of potentially losing the job I love, which solely provides for my family. This is because I am exercising the right to choose the medicines and medical treatments that are best for MY body and therefore rejecting the experimental, and in my opinion, unethical vaccines currently available for COVID19.

Furthermore, I am very concerned about the financial wellbeing of myself and my two daughters, and the uncertainty of my job in 2022. My concerns are: Will I be able to pay my bills, including my new mortgage? What might happen if I cannot pay them? Will I be able to provide the basic needs for my family? Will I lose my job?

As every teacher does at the start of a school year, I would be preparing earnestly ensuring a smooth transition for my new students and their families. Unfortunately, this will not happen this year as I will be on leave. Come Week 1 Term 1 2022, I will be unable to welcome my students into their new classroom. Taking LSL is an effort on my part to 'buy myself some time' while I seek medical advice and decide on a course of action which is right for me.

In essence, what I am asking for is that the current mandates be dropped, allowing myself and all other teachers to return to work at the start of 2022. I am asking that I would have the freedom to choose the type of vaccine and medical treatment that I feel is right for my body, without fear of coercion. I am asking for a Risk Assessment to be performed by the principal of the school where I work.

In closing, many teachers and members of the wider community have already chosen to be inoculated, and others have been coerced to do so against their will by the government, and in turn their employer, colleagues or their family. This is not the freedom that our forefathers fought for.

Educator 33

My name is M and I have been employed in both the primary & secondary school sectors in Bundaberg. I spent 4 years working as an Administration Assistant and Library Assistant at X State School before moving to Accounts Receivable Officer at Bundaberg State High School for the past 6 years. My knowledge and experience gained from the completion of a Bachelor of Business (Accounting) will be lost. This knowledge has been invaluable to my current Business Manager as I have been able to reduce her stress and interruptions due to my underlying understanding and ability to reduce errors while decreasing inefficiency and costs to the school. I have often been told that she would not be able to run the Finance office without me.

When the vaccination mandates were introduced I spoke with the Principal and the Business Manager about my concerns of the mRNA vaccine and my current health situation. I was told by the Business Manager not to worry and that she would have to close the Finance section without me. She also advised that surely the school could do a Risk Assessment on an individual basis to allow me to use other PPE and she would speak to the Principal. I formally requested a Risk Assessment for my workspace on three occasions and was [REDACTED] that my request was forwarded up the chain to Regional Office. I have not heard anything else individually from the Principal or Business Manager.

The constant bombardment of emails and text messages from the Department have been bullying and harassing. The threatening language regarding disciplinary action leading to termination of employment if the vaccine [REDACTED] taken literally drained the blood from my face. I experience a feeling of dread each time [REDACTED] these communications continue even after the survey was completed. The vaccination mandates do not take into consideration my current health concerns and are using my fear of losing my job to coerce me into having a medical procedure that is not in the best interest for my health.

The threat of losing my job due to the vaccine mandates has had a negative impact on my mental health. Both my husband and I working in the public education system. Unless we bow to the pressure of coercion and have the Covid19 vaccination we lose all of our income in one swoop. We have two teenage boys to support and our ability to do so is being taken away without consultation or looking at the individual risk/benefit analysis for my personal situation. I haven't been able to sleep, have trouble getting out of bed each day and am withdrawing from family and friends. I question my own intelligence and ability to know what is best for myself and my family. This is self-deprecating and leads to further anxiety.

I am afraid. I no longer feel safe in my community, Qld or Australia. I fear for my general safety and that of my children. I always believed that we lived in the lucky country but not anymore. We are not "one and free". I never imagined that mandated vaccination would be tolerated and discrimination encouraged. Students are losing learning opportunities and life experiences as they are unable to attend excursions unless they are vaccinated.

I would like to see the abandonment of the vaccination mandates and the discrimination based on the vaccine passport. I would like to be respected to make my own health decisions and conduct my own risk/benefit analysis to keep myself safe against Covid-19. I would like to feel safe in my freedom to make choices for myself and my family. I would like to be able to earn a living and provide for my children's future.

Educator 34

My name is D and I have been a teacher since I graduated in 2001. For the last 10 years I have undertaken contract and supply teaching work primarily as a Maths teacher in the public sector. I have worked in both the private and public sector. My preferred school was X State High School in which I have been on a Maths contract for the last 4 years.

I have a Bachelor of Science (Biology), Bachelor of Education and a Cert II in IT – that is 8 years of qualifications. Next year, I won't be teaching. My skills, experience and passion will be gone from the education industry, and I am already seeking employment elsewhere relying on my science skills and previous work history. Why?

Simply because of the vaccine mandates. The risk to my personal health is far too extreme as my family has a history of blood cots, strokes and heart issues.

Since the mandates were announced, my employers have been absent from any discussion. All matters are simply being [REDACTED] to head office and the school has admitted they have no say in this process.

During the last month we have been absolutely bullied and harassed by constant emails and texting about the vaccine survey from the Education Department, even after we responded. If this was a work colleague [REDACTED] I be able to file complaints.

We have not received any mRNA vaccine and will refuse to do so despite the constant threats, coercion and punishment (giving vaccinated people "freedom" is really punishing those who have chosen not to have an mRNA vaccine). This action by our state government is disgraceful. My wife and I both spent 2 weeks recovering after the news as we both will lose our jobs next year. We have suffered anxiety and insomnia over concerns about how we will look after our 2 teenage boys next year. However, due to personal health concerns, we will not give in and take the mRNA vaccine – we have to stand strong with our own beliefs and find a way to survive.

We have concerns that next year all students will not be getting a valued education – strong teachers with morals are leaving the Education Department. Personally, I can name about 10 staff. All we ask is that all mandates get reconsidered and revoked as there is no need for them in a democratic society. We should be able to make our personal health choices and when you consider the fact that Covid has a 99% chance of recovery for people under 80 – many people can see that the mandates are simply not about health. We can see that. We know that.

Queensland politicians have had 2 years to understand what Australians want. Freedom. We have looked in horror at how Australian citizens were treated in Victoria and thought it would never be allowed to happen here in QLD – but we were wrong, and it is happening. Hence I have no option but to look after my own interests and leave the Education Department to look for employment in other industries that will not discriminate.

Educator 35

Name: A, I am a female Teacher Aide, with almost 9 years in a primary school setting, 7 of those wonderful years in a great school here in my hometown on the Gold Coast. This year has been difficult to say the least with my own significant health problems - this has become the final blow.

My employer was less than helpful when I spoke to her about the mandates and particularly my health and current situation. I was met with what I felt was a cold and numb response. I was also denied any of my LSL adding pressure to already volatile circumstances.

The current perspective of losing my job, providing for my own children, making ends meet, paying a mortgage and losing my livelihood scares me to no end. The impact this has had on my mental health is beyond belief, I will not lie that I thought once or twice how to end this for me in those early few days. But then was brought back by the fact that my children need me and this is why I am remaining strong even when there is so much darkness and uncertainty. I have spent hours in bed, grieving for a career, and life stripped from me.

My children, my husband, my family have suffered too, immensely as they watch their normally bubbly mother and wife reduced to anxiety attacks, inconsolable crying and depression. I am concerned for the students that I grew such amazing relationships with at school - when they suddenly see I am no longer there. The parents of those children that love and adore me for all that I brought to my role as Teacher Aide and to go one step further, their children's friend. The community will suffer - a small, beautiful, country style school which makes everyone feel so welcome, but unfortunately not this time, done if us are no longer welcome. The line has been drawn.

I wish to see other options in schools, I wish to find another approach to allow me to continue teaching and supporting without the need for any vaccination. We were classed as low risk only a few months ago when we continued throughout lockdown and were the unsung heroes of our industry. Now reduced to unruly dissidents and 'just another number' to the Dept. because we are choosing to not put something in our bodies that we have every right to question. I wish to see a solution that serves ALL people, all educators, not a 'one size fits all' jab in the arm, that does not suit all people and all walks of life.

I want to teach my students, I wish to see them again and embrace their creativity and visions for the future. They are our future and without all of us walking alongside them - they are the ones that will truly lose. We can be replaced, but at what cost? You cannot buy experience, that comes with years of learning and exploration and skilled development. There is no greater job than teaching - when teaching comes from the heart. Let us teach.

Educator 36

I have been working as a Teacher for the department of education for the past 7 years. I started my career in Brisbane then my passion for working with our most vulnerable led me to work in Yarrabah Indigenous Community. I currently work at X school working on a Flexible Work Arrangement.

On a personal note I have 4 children and my partner and I have both been coerced into being given this invasive medical treatment.

During the latter part of this year the QTU (Queensland Teachers Union) sent various Newsflash articles saying that the QLD government was not considering mandating teachers. I was glad as I am not anti vax, however I would like some more time to see the "vaccines" go from provisional to full approval by TGA before being treated. This choice however was taken away from us when the CHO made those famous orders. It hit hard and the effects were felt immediately, the whispers in the hallways and common areas amongst colleagues made the environment of the workplace a very uncomfortable one. I myself have suffered mental health issues. I have for the first time in my life been diagnosed with Anxiety Disorder.

I took my first dose under duress on the 21st of December. I did it with such fear of not being able to recover from this invasive medical treatment. I feared for the thought of not being able to provide for my family if something were to happen to me. I did suffer mild adverse effects "whatever that means". It felt like I was going to die the next day, the headache felt like my head was a balloon being pumped to its limits and it felt it was going to explode. I was in intense pain and no pain relief medicine seemed to work. Thankfully it only lasted 24 hours and then I was fine, well I still get strange headaches and sore joints but not so intensely.

My main issue is that I didn't feel consulted by this order. My current Flexible Work Arrangement has had me working from home 3 times a week. When lockdowns came into effect I was at home 5 days a week and still effectively doing my job. I know of others who work remotely 5 days a week without any major issues. I feel that my employer could have given me that opportunity to reduce any risk prior to ordering me with such an extreme measure.

I am happy to share my story with you and to further explain my situation.

Educator 37

Hi my name is N, I am 47 years of age and work at a X Early Learning Centre attached to a school. This is my 9th year working at the centre where I have been employed in a variety of roles and this year I was employed as a Senior Educator in a Pre-Kindy room.

Whilst working at the centre I was nominated for the Excellence in Early Childhood awards and made it to the selections.

I have been working in child care since I was 21 years of age and dedicated my time and enjoyment in teaching young children and being involved in their life's.

The centre that I am currently working at has probably been one of the best centres that I have worked at where I spent a lot of time working with the families and the children. I have also nominated a lot of my time outside of my hours of employment to the centre where I have attended conferences, the school fete, graduations, liaising with families and attending other functions that involve the families and the children.

Up until recently just two weeks before finishing, we were told that if we didn't have the covid vaccination by December 17th we would be removed from the roster. During this time we were constantly harassed, to the extent that we had to take time off week prior to finishing. The situation of losing my employment where I have always had work, gave me great anxiety to the extent where I was having panic attacks. The process leading up to this with no support will never allow me to work back at the centre again. I am very lucky that I have had a few families at the centre support me where I was able to talk to them.

I am absolutely disheartened to think that this has happened and I one day hope to put faith back in the system again.

Educator 38

My name is Mrs. C to those children who have walked into the classroom where I teach. I'm a teacher aide who works 5 days a week for BCE. I get paid for 25 hours per week, and don't get paid for the hour I turn up early each day to start work, or the lunch breaks I work through EVERY DAY. While I have only just been acknowledged with my 5-year Service Award from BCE, I volunteered for many, many years at the school my children attended – also a Catholic school. After much prompting from fellow colleagues, my principal, and after seeing my children through primary school, I finally enrolled to do a Bachelor of Education. I have just completed my first year. That's right, I'm a working mother of 3 children, I cook, clean, chauffeur, attend every sporting activity they play AND I STUDY!

Since the mandate was announced for education employees, I received 1 email from my principal on the 10th of December – a reminder to upload my vaccination status onto the WSS. BCE had initially sent an email with instructions to vaccinate on the 15th of December, two days before the mandate came into effect. I sent an email to my principal requesting a Covid-19 vaccination risk assessment and received a response saying that my email has been forwarded to BCE.

As of today, the only response I have received from my principal is an email that read: *'I acknowledge receipt of your email and have forwarded it to Brisbane Catholic Education who will respond to you.'*

My family and I are firm on being vaccine-free. There are too many factors to list as to why we have made this decision, including [REDACTED] cal issues that my children have. My husband has been standing down from his job since October [REDACTED]. Our concern is our children. While we do not live a luxurious life, my children enjoy their weekend sporting activities and attend a fabulous school that caters to their different learning styles. We do not want to have to tell them they cannot attend school anymore or play cricket, soccer, and netball due to our choice to remain pro-choice.

My husband and I try not to discuss and talk about a lot of what is happening in the world in front of our children. We don't even turn on the tv unless to watch Netflix. But a similarity we share is that we do not sleep well. My husband sometimes takes a Valium to sleep. I try and use calming techniques when trying to fall asleep. The constant worry about losing our house or our children having to be homeschooled plays on our minds each and every night. What will happen when I finish these school holidays and I don't get paid anymore? What will happen if my husband does get terminated from his job? The mice in wheels in my head are running flat out. I just hope they get to jump off sometime soon.

When I arrive at school each year, I have 29 worried little faces waiting for me. By the 2nd week, those little faces are beaming ones that cannot wait to get into the classroom. I am real, honest, funny, caring, hugging, helping, tissue giving, high-fiving, praising, and loving in the classroom – to both the children and to the mums and dads who entrust me to look after and teach their child every day. These bonds are so tight that I develop with the children and parents, to the point where students and parents from previous years still come and seek me out for a cuddle or advice.

I ask that the mandates for all education staff be revoked. We taught at the height of this 'pandemic', where children did not pose a risk, nor did the education staff. We do not pose a risk now. You cannot replace experience overnight. You cannot replace the bonds formed throughout the years of teachers and staff when you teach the 3rd child of a family. We do not use coercion as a teaching technique – do not use coercion as a means for us to keep our livelihoods.

Educator 39

T
Female
Secondary Teacher Aide (Part time)
Public State School
50 years of age
3 years with QED/9 years teaching abroad

My gift as a learning support educator is having empathy for the students I work with. Understanding that many of the students haven't had a secure and loving upbringing and often don't believe in themselves. My priority is to help them build their confidence to help them succeed in whichever path they choose.

The response from my employer in regard to the EQ vaccine mandates and my request for a risk assessment has been professional, however, uninformative and generalised. My principal passed the request onto my BM and [REDACTED]. I did not receive an individual risk assessment from a school representative or EQ.

The mandates have negatively impacted my family life as I feel I have been coerced into taking the vaccine without allowing me enough time to make an informed decision. I have had to come to terms with the possibility of loss [REDACTED] as I haven't had a chance and information required to be able to make an informed decision [REDACTED]

My mental health is unstable at this time. I have woken up most days in tears at the thought of not returning to my school in the new year. During my last couple of weeks at school I would cry in the car as I approached my workplace. My sleep patterns are scattered and am feeling sick in my stomach. My children are concerned as I am a single mum who may not be able to provide the basic necessities for them.

The school community is of a concern to me because we are a very large school and I fear it will be majorly understaffed in the new year. Many of our students who face challenges find the school as a safe space. However, with a shortage of staff these students may not find the support they require.

All I ask of EQ would be to find a middle road/compromise. To have a choice in what possible options could be put in place to ensure a safe working place for all. Maybe checking temperatures on arrival to work each day, the use of PPE on site, rapid antigen tests or PCR tests if symptomatic before entering the school.

In conclusion, I hope to remain working at my school and working for EQ. I have the utmost respect for the DoE and have loved my role within the department. My school has always provided me with a positive and safe place to work and I will endeavour to provide my diligent and honest services to the best of my ability while the DoE allows me to do so.

Educator 40

My name is D and I'm a male senior maths teacher working in the state school system on the Sunshine Coast. I am 52 years old, have a bachelor degree in education (majoring in mathematics) and have been working for Education Queensland for 28 years. I love teaching the higher levels of mathematics, in particular Math Methods and Specialist Mathematics. I also love seeing the look on my students' faces when they "get it", those ah-ha moments.

My employer/principal has been both encouraging and neutral in his responses to this situation, I realise how difficult this has been for him and the administration team. I have only been able to email him and haven't had the opportunity to talk to him face to face as yet.

I have a kidney disease and, as a result of this and the stress of the job, high blood pressure, which I'm taking medication for. Despite this medication and due to the stress of the mandates, my blood pressure has increased and I've needed to take sick leave from the start of next year.

I feel extremely coerced into [REDACTED] the vaccinations, and having researched the dangers of these vaccinations extensively am very reluctant to taking them. I feel it is against all human rights to being forced to have the vaccines. Where there is risk, and these are widely known, there must be a choice. My concerns with the vaccines include the widely reported occurrences of myocarditis and pericarditis, I have a family history of cardiovascular disease.

These mandates have caused [REDACTED]s, I have been sick and run down ever since I heard about the mandates and the consequences of not taking the vaccines. Some days I struggle to get out of bed or off the couch. My usual active and healthy lifestyle has come to a stop and this has caused me to gain weight, which in turn has affected my mental health.

During 2021, I had a year 11 Specialist Maths class that I was taking into year 12 in 2022. As this subject is very difficult to teach there won't be another teacher who will be able to take this class. These students are the pride and joy of the school and state. They are the brightest minds we have and now they won't get the guidance required to realise their potential.

I would like the government to realise the virus isn't as harmful as they are trying to portray (7 deaths out of 5 033 cases = 99.86% survival rate - <https://www.health.gov.au/health-alerts/covid-19/case-numbers-and-statistics>) and lift not only the mandates but the other restrictions placed on the people of Queensland. The government also needs to know these mandates and restrictions are affecting the population more than the actual virus, and we the people have rights which are being taken from us and we would like them back.

Educator 41

My name is N. I am a high school teacher at in Brisbane and have been there for five years. Overall I have been a teacher 8 years – this was my second career after returning to the workforce post-kids.

I teach Math and Business. I also operate a successful Math YouTube channel with over 1500 subscribers, where I create content in my own free time for students and teachers.

For the past two years I have worked for the X. In short, I worked so hard for my school and my students, and this mandate has basically devalued everything I have done.

I will be unemployed in 2022, and I have two children with hospitality jobs who are now also unemployed. My husband had a great job in NSW (fly-in fly-out) – he had to resign from this in July when the border closed to NSW. He has been in and out of contract work ever since.

I have a congestive condition in my lungs dating back to a severe case of bronchitis that I had four years ago. For this reason I am unable to wear a mask, and I have an exemption. When mask wearing was mandatory at my school, I was made to feel like a leper by several staff members who were “uncomfortable” with me sitting at my desk in the staffroom. I was asked “unofficially” to work elsewhere. As a result, I would eat lunch alone in my breaks in a classroom. This went on for a whole term, and it was a very lonely time. I felt like this was somewhat hypocritical of my peers, as I would enter the lunchroom, and not only was no-one social distancing, but they were often working at their desks unmasked and even sitting in my chair at my desk in my absence. I feel that the government and the media is responsible for causing this kind of division in workplaces, social groups and families all over the country. I was not sick at any time, and yet I was treated as though I was diseased.

I was blindsided by the government in Week 9 when they mandated vaccination for school staff. All through the pandemic we were told it was safe for us to be at work, and safe for children to come to school. I clearly remember the government stating that Covid does not spread in schools. Now all of a sudden when almost everyone is vaccinated, schools have become a high risk setting?! This makes absolutely no sense! Has my employer been lying to me for two years, telling me I was safe when I actually wasn't? Did they knowingly place me in harm's way? Or are they lying now, when the majority of staff (so-called herd immunity) are vaccinated? I don't teach any students aged under 12. As a high school teacher, I never have. Hence I am very confused as to why high-schools are high risk settings for teachers!

For the last two weeks of term, I was called into my HOD's office on an almost daily basis, with requests as to what my plans were for 2022. I felt as though they cared more about their timetable for next year than they did for me, who was about to lose my job. There were 2 other teachers in my staffroom in the same situation – all three of us were harassed and gossiped about for the last fortnight. I had to take three days on stress leave as I could not stop shaking and could not sleep. On our last day, there was no farewell for us. No-one said good-bye, they just looked at us sadly. I actually had to go around the staffroom and wish everyone well, and only a handful said they were sorry to see me go. I don't blame them, I think they were in as much shock as I was, and just didn't know what to say.

I have had a few emails from students who are really upset that I will not be teaching them next year. I had hoped to carry my two year 11 classes through for another year, and am feeling quite

devastated that I won't have this opportunity. Post-Christmas will also be difficult, as I had done all my shopping and spending early this year, and now cannot afford most of what I bought for the family.

I am deeply aggrieved by this government and my employer, who had no risk assessment. I requested this three times. I was told that there isn't one and that there wouldn't be one. I cannot understand how me teaching in my classroom causes a risk for anyone. There was no consultation, and the QUT who had previously assured me would offer support, has done nothing. I cannot understand how it is legal to add new clauses to my employment contract several years after it was signed. I cannot understand how I can be stood down without pay for not being willing to take an experimental medical treatment.

Educator 42

As a teaching Principal in a small remote school, I am writing to express my deep concerns about the impact of your recent vaccine mandate on all staff and volunteers in schools. I do not believe that you have fully considered the impact that this mandate will have on schools across our state, but particularly on those in rural and regional areas.

I don't believe the data supports the need for this mandate in the first place. All the evidence shows that children (other than those with co-morbidities) are at very low risk of being made seriously ill as a result of contracting Covid-19.

There is plenty of data to suggest that even the double vaccinated are both catching and transmitting the Covid-19 virus to others, so even if every adult a child comes into contact with is fully vaccinated, they could still get sick.

This decision tramples all over the individual's right to choose for themselves. Whatever happened to 'My body, my choice'? Why is it that Queenslanders can choose to abort their unborn babies for any reason and at any time (which is literally killing a child), but I, as an educated adult, am not allowed to refuse to have a medical procedure that can actually kill or severely injure me? Every day more stories are coming out about Queenslanders being hospitalised and/or incapacitated as a direct result of these MRNA vaccines.

Even with all that aside, the impact on schools is going to be horrendous.

Every principal I have spoken to is going to lose staff because of this mandate.

In rural and regional areas these losses will be exacerbated by vaccinated staff taking up roles in schools opening up in the South-East corner, as staff leave those schools over the mandate.

Teacher numbers were already critical in Queensland before this mandate, with many schools unable to hire staff or find TRS to fill in when their own staff were sick. This mandate will simply increase this problem exponentially!

P&C's, which are often the heartbeat of schools, will also lose volunteers, some because they choose not to have one of these MRNA vaccines, others because they do not like the draconian approach that is being taken. Who will run our uniform shops? Our tuck shops? Our fundraising events? It's hard enough to get volunteers as it is. Your decision will only make things much worse.

The line we hear over and over again is "we are just following the CHO's directives". Yet your instructions/press release came out two weeks before we saw the directive! The CHO should be independent, looking at the data and making recommendations, not 'making up' directives to try and keep up with your press releases!

The lack of consultation has been astounding. I contacted a number of people in HR and admin in the department after getting notification of your mandate, and none of them knew how this was going to be implemented, what the process or outcomes would be for those who chose not to comply, etc. It's been two weeks now - and I still don't have an answer to my simple question about my school laptop and access to the departments network. Will my access be locked out when I don't have my first jab by December 17, or will it be when I am initially suspended, or will it not be until I am terminated - no one knows!

The timing is terrible. To put something like this on Principals and staff in the last two weeks of term, when we are doing reports, interviews, staffing for 2022, end of year processes, AIP rollovers, etc is really bad form. Why not bring it out early in Term 4, so we have time to consider our options and actually plan ahead? Now schools won't know who is in or out officially until the

start of the 2022 school year! How is a principal supposed to set up classes for next year when he or she doesn't even know which teachers are going to be available to work? The hiring process takes about a month - assuming you can get any applicants - what happens to the students in those classes that don't have a teacher in the meantime?

The additional workload and pressure on Principals is immense. We have no idea what's going on ourselves, yet we have all of our staff looking to us for guidance, advice and support. You WILL lose Principals over this mandate, not just those who choose not to comply, but also those who cannot or will not carry the burden of trying to make things work, when you have decided to make them unworkable.

The pain and anguish this is causing our students is incalculable. All across our states teachers have had to say good bye to classes and students they love and care deeply about, knowing that they probably won't be back next year. Speaking to a parent and being told "there were tears in our house last night" is absolutely heartbreaking - and the responsibility lies directly at your feet.

I would ask these questions:

- How many teachers, cleaners, aides and admin staff have to leave the department for you to reconsider this mandate?
- How many classes shut down, with students gathered into a common area for supervision because there isn't enough staff to cover the classes?
- How many principals need to quit or go out on stress leave?
- How many schools need to move to fully remote learning, because they can't get staff?
- How many schools need to basically shut down?
- How many students need to move to home schooling or distance ed because parents don't want to be a part of this system that penalises staff for simply wanting to look after their own health, or don't have a class in their local school to put them in?

Here's what I want: remove the mandate on school staff OR release all the data used to support this as an essential step to keep our children safe. Stop asking us to 'believe the science' and actually show us the science.

In conclusion, as an educator, I am constantly reminded by our regional staff that we need to differentiate all that we do, to consider each individual student's needs when making decisions about learning and discipline. Apparently this is a government priority, coming all the way from the minister and the directors. Yet here we have the leader of our state putting out a 'One size fits all' (it doesn't!) mandate that applies to everyone while making no allowances for individual circumstances, needs or priorities. The hypocrisy is astounding.

Educator 43

My name is T and I am 29 years old. My teaching journey began in Brisbane in 2014. Since then, I have lived and taught in primary schools across Gympie, Mackay, Sarina, Emerald and Springsure. A few weeks before the December 17th mandate was announced, I put in my resignation from my permanent position in a state school to take up a position in a college in Maryborough as a Year 5 teacher. I am now facing termination for refusing one of the currently available vaccines.

The reason I became a teacher was to inspire children to love learning and to do something valuable with their lives. I left my students this year with one message: You can do anything you set your mind to. If I could do it, you can too.

I was born in the midst of an Eastern European civil war in 1993. My family fled to Australia: the land of freedom and equality. After a lifetime of battling discrimination and fighting for privilege, I dedicated 7 years of hard work to establish a fulfilling, well-paying career. I now find myself living in the spare room of my brother in law's house with an unemployed husband. Two professional, hardworking, former government employees, now jobless for refusing a vaccine.

Since the mandates, I have been excluded, isolated and discriminated against in the workplace. I have been called a selfish conspiracy theorist. I was told I needed to think of my students instead of myself. I was told that if I just do what I'm told, I would be a good principal because she wouldn't have to try to replace me. I was told that I was overreacting. Despite being concerned about experiencing an adverse reaction due to my medical history, I was told that that my reasons for refusing the currently available vaccines were unreasonable and that I could face disciplinary action. Me? A dedicated rule-follower who strives to be an exemplary employee will now face termination? These mandates have made it acceptable for people to berate those who disagree with them. Now my work ethic, integrity and expertise no longer matter. Now I am simply: unvaccinated.

These mandates have affected me in ways I never thought possible. I have been shunned and made fun of by friends and family who don't understand my stance. By 30, my husband and I planned to own a home and be starting a family. My husband has been a police officer for 6 years. We sacrificed so much for his job. Despite the traumas of his work he was the calmest, happiest, most positive person I've ever known. Since being stood down he has been diagnosed with severe depression and adjustment disorder. He now spends his days wandering around the house, hiding from the gossiping townsfolk, doubting everything he's ever worked for and questioning whether he will ever be able to provide for his family again. I have experienced constant panic and even suicidal thoughts. I have found myself wondering things like: what is the point of living in a world like this? Why can't they see how badly people are suffering from these mandates? When will this end? How much more can we take? Where should we draw the line - am I willing to live in a tent? Will I ever have children?

I am concerned for my students and for my future children. Parents should be able to send their children to school without having to worry that their child will be given medical treatment without parent permission. Parents should also trust that the people teaching their children are those of the highest caliber and merit, and not just replacements for teachers who were terminated for their medical beliefs and choices. I am afraid that forced jabs are just the beginning of removing Australians' bodily rights and freedoms. And our children will suffer the most from this.

What I want is very simple - I want my bodily rights and choices to be respected. I want to choose what medical treatment I accept and decline, without the threat of losing a career I worked so hard to create. I want independent medical and scientific professionals to tell me my options and the government to allow

me to make my choice without coercion, intimidation or threat of segregation. I just want the rights and freedoms which I have always had since the day I set foot in this beautiful country.

Our country cannot function without the honorable, ethical workers who are being pushed out of their careers. Please don't allow this to continue. Stand with us. Stand on the right side of history.

[REDACTED]

[REDACTED]

Educator 44

My name is A and I have been a Teacher Aide for 33 and a half years. All of my time has been spent at the one small school. When I first started we had 44 children from Year One to Year 7. We had a Teaching Principal, a Teacher, 2 permanent part-time Teacher Aides and a Cleaner. I worked 3 days a week.

Over the years our numbers have fallen and risen with the transient nature of our community. We now only have a Teaching Principal and an Admin Relief Teacher (1 day a week) as well as our 2 permanent part-time Teacher Aides. We have a Music and PE Specialist come in for an hour and a half each week and an Administration Aide, as well a cleaner. That's our staff.

Each year my fellow aides and myself have had to endure weeks of not knowing what our hours will be, praying more kids come to the school and bolster the numbers. We've endured losing hours during the year back when that was the policy. We put up with the abuse from parents and lack of support from the department because we cared about the kids and the Teaching Principal of the time.

Over the years the nature of our community has gone from stable farming families to low socio-economic families. We have watched as the family has broken down and we have picked up the pieces that this break-down causes in our kids. We know how our kids are feeling when they walk through the door. They may not know, but we can tell. We have watched children on their way to school, knowing mum is still in bed and has no idea that little ones have got themselves up (and sometimes a younger sibling), dressed and out the door. We have fed breakfasts because there is no food in the house as an adult has had to feed their drug addictions. We have provided lunches, again because there is no food in the house.

Increasingly we've become paraprofessionals, attending the same professional developments as our teaching cohort. When we've had kids present themselves with special needs, we have researched and gone to seminars to equip ourselves to better serve those kids. We have formed bonds, we've dealt with issues and we've done all that because at the end of the day we revel in seeing that little spark form and that first tiny step taken. We teach English, Maths and HASS and whatever else is needed. We have become Speech Therapists, Counsellors and Nurses. We work with groups of children, and we work one on one with those having difficulties grasping concepts.

Two years ago, we had bushfires on our doorstep. We could see the flames from the school and our Teaching Principal was awake most nights for weeks, watching the flames in case she had to get out in a hurry. The smoke was so thick, we couldn't see our toilet block about 20 metres away. Children had to be kept inside because the smoke was so bad. The response from the department was to keep them inside and provide a mask when they had to go out and to have an evacuation plan in place. Staff had to bring their own cars to school to provide transport in case we had to get kids out in a hurry. And over the years, staff have provided their own cars to get kids to places simply because as a small school we couldn't always afford a bus.

During the start of this pandemic, we were told we were essential workers. While others stayed home, we went to school, put together packs of learning for our kids. We included everything they would need, not knowing how much knowledge mum or dad had and how much supervision there would be. Most of our kids only have internet access for games like Fortnite. They didn't have access for online learning. We heard rumours we would be teaching like this until September, then we were told children of essential workers would be coming back, then it was the Preps and Year

7s, then it was everyone. No sooner had we got our heads around one scenario, then another was forced on us.

At the end of the day, we will be replaced. There will be others who won't hesitate to follow the mandate. And I wish them all the best. But the amount of knowledge and dedication that is being lost due to this mandate is just scary. Between myself and my fellow aide we have over 50 years of experience. If our Teaching Principal had a choice, it would be almost 75 years of knowledge walking away. That bank of knowledge should be revered, not just cast aside.

After 33 and a half years, I'm being bullied into complying to something I don't believe in. I've twisted and turned and lowered my standards many times over the years for the department. I've gone without to keep a job I love doing, but enough is enough. I've taken leave for the first term to try and sort out where I go from here. I'm trying not to worry about bills and how to pay them for the time being. Luckily, I've always had to make do with little and now will just have to make do even more.

I will say this though, dealing this blow a few weeks out from the end of the year, at a time when we were all tired (we've been tired since the bushfires in 2019!), all busy with end of year festivities and excursions, was cruel. Those last couple of weeks were a blur and the first weekend of the holidays, I just sat in a chair and tried to comprehend what had happened. How 33 and a half years of my life, could come down to 'get jabbed or get out'.

I would love to return to my job. I love working with kids, even the difficult ones. But I can't with this current mandate. I just don't see the evidence that a vaccine is needed in order for me to teach 'ant starts with a'.

Educator 45

My initial to my name is D I am a female who works as a teacher aide part time in the private sector in Gladstone Region Queensland. I am 46 years of age and I have 5 years' experience as an aide. I have a certificate 111 in Education Support but also a degree and post graduate degree in Psychology.

When these mandates came in, I have not had the support of my choice which is to be prochoice without repercussions (loss of job) in my work place. I have had union papers shown to me in regards the mandate stating it is law and also have had people discussing my personal choice outside my place within the community. Even though I have not verbally stated this to anyone within my work place, all I have said is I need more information to make an informed decision. I have been asked why I would not get this mandated vaccine to keep my job as we really want you to work here, don't you? I have sent my employer letters to request a risk assessment for my job but have not had a response to this matter.

The mandates have caused a lot of stress and anxiety within myself which has affected my 3 young children and also my husband. I have been subjected to coercion and also have the risk to losing my job next year. This is emotionally and financially crippling. Some days I do not want to leave the house and have had to try and focus a day at a time to move forward for my children. The simple tasks of the day at times have been overwhelming as my head is filled with fear and worry that the simple task of keeping my house clean and organising the day or even shopping at times has been difficult.

I also worry about my professional relationships with my colleagues which I feel have been manipulated against me. This concerns me if I turn back to this mode of employment as I feel this relationship of trust and fellowship will be destroyed.

My concerns are not just for myself and my future employment but also for the children next year. I work at a kindergarten and I take pride in establishing the children initial connection to their school life. I feel this first year is important in establishing social friendships and connections, development of one self, developing well-being and emotional growth. My role is to support and guide the children to be the best they can be and to assist them in feeling safe and to create enjoyment with what kinder has to offer them.

I will not be able to do this. I will not be able to have a positive impact on their lives and their journey into formal school. For the children next year who have already met me through transition days and have already established a relationship may not have me next year if I lose my job to these mandates. I feel I have let these children down and their families and I wonder what will be said to them as to why I am not there. The community will then be aware of my lack of presence at the kinder which will put me in an awkward position in my community. Many families are excited I have their children next years and are happy as it will help them, the guilt I feel hurts me and I know will affect them next year.

All I ask is to be able to at work at my employment respectfully regardless of my choice and that there to be no judgement and repercussion on my choices. I want my place of work to look at alternatives to help me stay and make me feel valued as an employer, as I do not feel this at present. I just want to work and be a part of many children's initial schooling to make that positive impact for them to help them transition smoother to formal school. I do not want to let the families and children down next year.

Educator 46

My name is N and I'm a female secondary teacher, teaching Japanese, English and Film and Television. I've been a full-time educator for 14 years with a double degree in Secondary Education and Languages and Linguistics, and are currently teaching at X High School in Gympie.

I love my school and town so much my husband and two teen daughters bought a beautiful 5 acre property out at X to start our family's dream of setting up a hobby farm.

The abruptness and lack of consultation of the vaccine mandates came as a rude shock. With less than 2 weeks of the school year, dealing with marking, reporting and wrapping everything up I felt overwhelmed and blindsided. It took me 8 days just to get in to see my doctor to seek his advice.

My principal initially sent a positive email acknowledging the challenging situation and being respectful of our need to consider and seek advice and asked we contact him with our concerns or if we were going to choose not to follow the mandate.

This appears to have been lip service. Neither he or my HOD has responded to my emails or requests other than to instruct me to direct my concerns to the CHO. He has also berated two staff for their hesitancy around taking the vaccine and asserted his personal opinion is, "Get the jab in get out."

The mandates have had a huge impact on our family as, with my husband working on our hobby farm, I am our sole income. If I don't have the injection we'll lose our house.

I am an easy going person and never struggled with anxiety or stress (beyond life's normal challenges). Since the announcement I've felt sick with anxiety, not just with what has been demanded but also the reactions of admin. I've struggled with sleep, been shorter with my children and it's cast a pall over Christmas.

I've seen the division it has caused in the community and my students. Particularly how those with questions are derided and segregated. I find it appalling that we as educators are stifling critical thinking and enquiry. I worry about the long-term impacts this will have on my students.

What must happen is an end to mandates and the callous mentality of one size fits all. We need to dispel this toxic mentality growing in our education system and instead promote inclusivity, respect and understanding.

Bottom line is we need your help. We have been failed by admin and Education Queensland. We need you to step up for our rights, please help us.

Educator 47

My name is B. I am a secondary school teacher of senior Mathematics and Agricultural Science on the Atherton Tablelands, 1.5 hrs west of Cairns. I transferred up here after graduating with a BA of Arts and Education (Majoring in Mathematics) 3 years ago. In this rural area, there are only a handful of teachers that have undertaken university level math courses and feel I can give students the opportunity to engage with these harder senior subjects.

From the outset of the mandates, there has only been communication from the director general. Our principals and all our deputies (except one) are acting in their positions and this continues into next year. There has been no communication about this from anyone within the region.

The mandates came as a surprise to me and my family as we were always told from the beginning of the pandemic that schools were low risk settings and were one of the only professions to keep working during lockdowns at the beginning of 2020. I had never thought about getting vaccinated, not because I am against vaccines, but because I would like to see the current vaccines complete all testing phases which is usually a [REDACTED] of vaccines before being administered to the public. We have also had no local cases near us and the town is good at following hygiene procedures in all settings. These reasons caused concern getting the news that I had to be vaccinated to keep my job. I am a husband and father of 2 children and have moved up north away from all my family and friends on the Gold Coast. Our support circles are very limited up here and I need to keep my job as I am the sole income earner. This made [REDACTED] difficult as I do not wish to be vaccinated until there is a vaccine that has passed a [REDACTED] me to support my family. As the decision is to lose our house and livelihood or be vaccinated against my will, I was coerced into getting my first vaccine against mine and my wife's choice.

This has taken a major toll on my mental wellbeing. Starting off with judgmental and segregating comments from staff members, not feeling welcomed in staffrooms caused much anxiety and depression. The week leading up to the 17th of December, I suffered from insomnia and depression which affected my home life with my daughters who do not understand the situation we are in. I suffered more depression once making the decision to be vaccinated instead of lose my job as I broke my own morals in order to support my family. This put me in a position that made me feel less of a father and husband.

I am concerned for my students if I did not return as in our area we have trouble filling teaching positions with quality teachers. I am one of two teachers who have the content knowledge to deliver the high-level mathematics that high achieving students need to succeed in university courses within my school. The community relies on these students bringing these skills to the agriculture and mining sectors of our region to ensure these industries are viable into the future.

I would like to see the mandates lifted allowing quality teachers to return to their jobs regardless of their vaccination status to ensure high quality education is delivered to the students. Rural communities already struggle to provide enough teachers to students, let alone teachers that are highly qualified and love their job. Vaccination is not the only successful way to combat the spread.

Many scientists concur that masks, sanitation and social distancing are effective ways to manage the spread and this was evident during the initial lockdowns in which schools were still open and running. There is also rapid antigen testing that could be used and is used in many other countries for varying reasons. It is also well known in the scientific community that children are both less likely to spread the virus and even less likely to suffer any major complications if infected. In a time of uncertainty in many family situations, the one constant for many students is school and this is just one more disruption to an already difficult past few years for many.

Educator 48

My name is L & I've worked at a large rural High School for 2021 & part of 2020 in administration but mainly as a casual Teacher Aide in mainstream & special education.

Having been employed in a variety of industries for the past 30 years, I felt a change was needed & began volunteering at my son's primary school. This turned into a weekly garden & art club and also a homework club for students who were struggling with homework & didn't have anyone at home who could help them.

I discovered I'd found my passion & decided to study part time for my Certificate 3 in Education Support to completely change my career path.

I haven't discussed my medical choices with my employer or other staff at school, because I felt in was alone on the path I had chosen. Most of the employees in my staffroom & staff block went along with the vaccination without question. A lot of the talk at lunchtime centred around people being vaccinated & anger at the [REDACTED]. I felt very uncomfortable & often went for a walk to avoid being there.

The mandates have had & are continuing to have a huge impact on my family as my husband, who was also employed at the same school as a cleaner, had to give up his job due to health issues, leaving me as the main income earner [REDACTED]ly, which includes our teenage son.

Because of a medical choice I have made, I will be losing my job, which leaves our family without any income. We have a mortgage and bills like most other families & are now left wondering how things will be paid.

The impact on the mental health on myself & my family has been huge.

There have been many sleepless nights, anxiety about how we are going to pay for things, depression about what is being done not just to me, but to so many others around us. My husband already suffers from depression & I have been through depression myself, so I am well aware of the affects it has on families.

The feeling of being in a dark hole & unable to see a way out is devastating.

But I have a very supportive family & are so happy & proud to see the positive things that are happening amongst the doom & gloom.

I am extremely concerned about how school is going to look & function next year. My son will be in a senior year at high school & I worry about the quantity and quality of teachers left in his school. As if working in schools is not already stressful enough, what will they be like with reduced numbers & temporary and inexperienced teachers & staff? We live in a rural area that is several hours from a city and it is extremely hard to get teachers to come to this area as it is.

My heart goes out to all of the students who I have worked with to build up a trusting relationship. It is not easy for a lot of students in special education to do this.

I hope they know that I am someone who truly cares for them.

I have been a voice and there for students who have been bullied, who are having problems at home, who come to school feeling hungry, who do not have anyone at home they can talk to, feel like no one cares for them and have trouble communicating with the teacher.

I volunteer my time to assist a school garden project but won't be allowed on the school ground next years. Who is going to assist in the tuck shop, at P&C meetings or at sporting clubs – unfortunately not me?

What I am asking for is that I can continue to work at a job I love doing, just like I've been doing for the past 15 months during the pandemic. Everyone is going to feel the effects of these mandates and not in a positive way, the new pandemic will be MENTAL HEALTH.

Please think of the kids. Haven't we all been through enough already?

[REDACTED]

[REDACTED]

Educator 49

ML: I am a teacher with 11 years of teaching experience across P-12 in Independent schools in several states of Australia. I have always worked full time, mostly in regional areas (because I prefer living in the country) and I have achieved the option for ongoing permanent work in every school in which I have worked.

This year I worked hard with a science lab technician to increase the number and quality of practical science activities for middle school students to increase their interest and understanding of science, and to provide a strong conceptual foundation for the demands of secondary science.

After my 2021 performance review where I discussed with my principal my plans for next year and areas of potential leadership that I can contribute, and after ordering materials to support my ongoing planning, I had to go and empty my desk because I am no longer allowed to enter or have any access to staff or classroom areas. It really feels like a waste. My principal sent out an email to all school staff naming the few of us who are unvaccinated.

My position is declared vacant and is currently being advertised. I was one of the most experienced teachers in the school. Reg [REDACTED] often need to hire young inexperienced teachers and when there is a lack of experienced teachers around them it is difficult for them to develop their practice. I took over from an inexperienced out of field teacher and had to work hard to help students think and work scientifically. They were used to learning through reading comprehension: finding the answers to textbook questions in the textbook. They were not used to questioning and were especially unfamiliar with analysing.

Unfortunately, I am in this p [REDACTED] the vaccine and come up with an apparently unacceptable answer from my own analysis or what I have observed and read, and my conversations with others. I know of people who have died from the vaccine. I know people who have had adverse reactions. It appears that there is little difference in the extent of virus transmission by unvaccinated and vaccinated people.

I am confused by the idea that I am now considered to be a threat. In fact, I would think it would be more dangerous for students in the vaccinated teacher's classroom if the symptoms are less and barely noticeable. I teach my students about scientific uncertainties and theories as science is a human endeavour of observing, measuring, preparing trials, and analysing trends.

I know that there is much we still do not know about the vaccine and the virus and that current understandings are likely to change.

Educator 50

My name is K and I am an inclusive education teacher at a primary school in South East Queensland, working with, supporting and celebrating students with disabilities and learning difficulties to be the best they can be. I work with children with Autism Spectrum Disorder, Cerebral Palsy, Hearing Impairments, Intellectual Impairments, Down Syndrome, AD/HD, Dyslexia and many more diverse needs.

To my students, I am a fierce advocate. I work hard every day to make sure they can be whoever they want to be. I am their cheerleader who supports them in everything they do. I celebrate the achievements, big and little, and I am someone who will be there for them no matter what.

To my students' parents, I am a carer. I am the person that they entrust to look after their most precious little person every day, helping them be a friend, be a class member and achieve their goals.

To my colleagues, I am a friend and support network. I provide the support to collaboratively create an inclusive environment for all students. I am there for everything - from reading groups, to maths lessons, to individual social skills, to s[REDACTED] to music lessons, to Christmas concerts and playground duties – making sure every child can access these equitably.

To you, I am unvaccinated.

Since the vaccination mandate was announced, I have had severe anxiety that has impacted my mental and physical health. This looks s[REDACTED]

Not s[REDACTED] falling out. Not coping.

You see, I have trypanophobia – a fear of needles and have had since I was 9. If you asked any of my children at school, they would tell you that their teacher is brave at everything except needles and they would be correct. A typical visit to the doctors takes months for me to book in, sleepless nights and nausea so severe I cannot eat. This isn't a secret at school. I believe transparency is the key in creating safe and supportive environments for children to confidently and authentically develop their identity. My colleagues, students and admin are aware of my trypanophobia.

Every day since the mandate was announced, I have had countless attempts from colleagues trying to 'convince me' to get the jab. I have had colleagues poke me in the arms where needles go, make rude comments "just get over it", "put your big girl pants on" and "don't be ridiculous" / call me names "sook", "anti-vaxxer" and "the reason we are still in lockdown". I never in a million years thought I would see or hear this disgusting commentary from people I considered friends who've adopted the coercion endorsed and reinforced continuously in the media and EQ's communication on this matter. When speaking to my admin team about this, I was told "be firm with yourself and just do it [get the vaccination]" and to "take someone with me who will make me do it [get the vaccination]". I was completely and utterly heartbroken. I am terrified of the impact this will have on my students at school. How do you expect that I teach them: to be individuals with critical thinking skills, have autonomy over their choices and bodies and to have the ability and capacity to say no - when I am unable to demonstrate this for them?

I firmly believe that this mandate is a disgusting violation of the inclusive education practices, legislation and environment that the government prides itself of fostering in the education system.

I am an inclusive educator and this goes against everything I stand for.

Educator 51

For 19 years I have been an upper primary school teacher and I have the ability to motivate students, make students believe in themselves when they never thought they could, build strong character in students moving towards high school and guiding children to become kind and confident young adults.

My name is K, and I am 40 years old, have spent 19 years in the Department of Education and I have a Bachelor of Primary Education degree. I have had the opportunity to work in leadership within my school, but have turned down that opportunity multiple times as my heart is the classroom where I can make an impact every day. I have been working in my current school for 12 years and am an integral part of their community in South East QLD. My school's community has a high Muslim population and I have had to form relationships with these families, to gain trust and be seen as a member of their community. It has taken 12 years for me to build those relationships and gain their trust. I have taught multiple siblings within the same family and have seen their children grow up, get their license, get married and even have their own babies. I have been there for my those [REDACTED] stones as they continue to grow up.

It saddens me that due to this mandate that I will not be able to continue to be a part of the families lives within my school as I am no longer allowed to work. The impact this will have on the community will be significant as there is a high level of trust from the parents within my school. Many of the parents at my school are illiterate and have English as a second language and are unable to support their children. They rely on me as their child's teacher to help their children navigate this world and they use my expertise to help inform them of how to support their child. From what high school to send them to, to helping their daughters with puberty issues, to monitoring sleep and healthy eating to name a few. When the relationship and trust is gone, who will help these parents guide their children in this world? Who will these parents trust? It is so difficult to form new relationships with parents quickly and be valued and trusted within the school, family and religious community.

As a parent, of a year 3 child, I am worried about what kind of education my daughter will have next year. If she loses her great teachers due to this mandate, who will motivate her to want to learn? How will she continue to thrive? Who will foster her love of learning? What impact will there be on the continuity of her learning if she doesn't have consistent teachers throughout the year or days where she may have no teacher? What size classes will she have? Will she have teacher aides to support her teacher? Losing these teachers is going to have a detrimental impact on my daughter's education also.

For my family me not working is not sustainable. I have had to draw up a new budget, we have had to reduce our mortgage repayments, my partner will be working more hours to compensate for the loss of my income. How is that fair to him? To have to work more? To see his daughter less - just so he can put food on the table and roof over our head because I have been forced out of a job. One that I don't actually want to be forced out of.

The concerns raised above is causing significant impact on myself and my family. The worry for my students, who now will not have an amazing year 6 teacher to guide them through their final year of primary school before high school. The worry for my daughter and what type of quality education and teacher she will have next year and the concern and worry for myself.

Being a Teacher is who I am. It shapes so much of my identity and I am terrified of who and what I will become without it. I don't know who I am when I can't do this job that I love so much, I am passionate about teaching and education and feel that it is my life's calling. I am not sleeping well, have been to the doctor for stress. I have also had my very first panic attack while hosting the year 6 graduation that I coordinated. While watching my students year 6 photo movie, that captures the highlights and events of their year, I realised... How can I not do this again? How do I walk away from this? How do I not give the gift that I have and share it with another group of students? These

have been taken away from me. A panic attack took over. I was unable to breathe, I thought I was having a heart attack, I was crying hysterically all because I am choosing not to be vaccinated to keep my job. I am now suffering insomnia, stress and panic attacks. 3 things that I have not ever had before this vaccination mandate. Every time I think about what I am losing and what my next class is missing out on... it brings me to tears. These thoughts roll through my mind over and over and over each day.

My Principal told me, right before he left on Graduation night, that whatever I need, to let him know. As he is losing the most passionate and dedicated teacher on staff. Even he knows what the school is losing due to this mandate.

Can't there be another alternative? I want another alternative other than just having to be vaccinated. I would do a Rapid Antigen Test before each day, I will wear a mask or PPE if needed, I will happily take on a new role away from children for a period of time until we see where the country ends up i.e. revising or rewriting curriculum or being a consultant to new graduate teachers. I just don't want to be terminated!!! This is not an option for me. This will crush me and I am terrified of mentally where this may lead me if it comes to this. Offer me an alternative position until we see what happens or make me wear PPE and test daily so my next group of students get the opportunity to have me as their teacher.

I urge you to please read and think about my story and how you can help me. It is ultimately the children who are going to [REDACTED] children, our grandchildren, the future generation, the people who will be working alongside us in years to come. Our families. How is this fair? Would you want your children/ grandchildren educated in this system where the most passionate, dedicated and loyal teachers are no longer? I know I don't.

Educator 52

My name is J. I am an Intervention teacher in the primary sector. I teach full time in a public school on the Gold Coast and I have been teaching for over 10 years. During this time, I have also worked in rural schools. I am 43 years old. I completed my degree as a mature age student as my lifelong dream was to become a teacher. Everyone who knows me thinks I was 'born to be a teacher'. The reality is that I love what I do, and I adore working with children. Since then, I have given back to education by supervising university students and mentoring new teachers. I have continued to study in the area of education and this year was about to begin my newly gained position of Intervention Teacher, which I had applied and interviewed for in November last year.

When my employer learned about my reluctance to get vaccinated, he was hurt that I had not told him. He urged me to consider 'the children' as he knows that I go above and beyond at all times for the children at school. I have had a great relationship with my Principal during my 4 years at his school. I explained that I had several medical concerns, including a medical history of pericarditis and seizures caused by medicines, and while my doctor agreed that these were of 'concern', he was unable to give me a medical exemption as he explained that 'no-one is exempt'. My employer quickly notified me that he 'didn't need to know' this (my medical [REDACTED]). I tried to explain that the vaccine mandate wasn't taking into account the various medical concerns I had. I further explained that as the sole parent to my children, (husband works away from our town) one of which has multiple mental health diagnoses, it was vital that I remain healthy and available to care for them and could not afford (financially or practically) to suffer any side effects of the vaccine. I asked if Ed. Qld would support me in the event I had an adverse reaction and he replied, 'that is a question for someone else to answer'. He then directed me to the staff vaccination email address for Ed Qld, where I was informed about liability (email sent early Dec).

My employer told me if I wasn't going to get vaccinated, I needed to go back and pack up my room and leave immediately. This was on Wednesday (week 10 of last term of school). I explained that I was still considering my options and he allowed me to stay. On Friday (week 10) at 2:55pm, my employer sent me a text to demand I return my school computer. I had a meeting in his office at 3pm where I urged him to read the letter from Ed Qld, stating that I had until the 7th January to show cause for my position and until then, rightly, was an employee of Ed Qld. I left school that day with my computer, feeling saddened and ashamed as I had been humiliated and bullied in a very public sphere (employer's office had door open and many were able to overhear this conversation).

If I lose my job because of these mandates, my family will need to make financial decisions to counteract the loss of my income. We have told our children we may need to sell the family home as we have a large mortgage remaining. I have cried every day since the mandates were implemented. I am having trouble sleeping. This is the first time I haven't been able to enjoy Christmas. I have spent hours every day trying to find a way to avoid the mandate, yet continue to work in the job I love. I have spent hours searching for jobs on the internet to replace my much-needed income. I have become easily upset and angry with my loved ones as I am struggling emotionally to make sense of it all.

In my school, I am known as the teacher who will help any students with behaviour issues. I am like the mother figure. I cannot walk up to the office without a number of students calling out my name, waving to me and running up for a quick chat/hug. Students know they can trust me. Who will care for these students when I am gone? Who will have the same love and patience for them? If the vaccination mandates continue, I am concerned that students will soon also be mandated, and I strongly oppose the use of trial medicines on our beautiful, innocent children.

If I had a magic wand, I would ask that all political leaders take some time to consider the effects of mandates. We have now learned that double vaxxed are just as likely to contract or transmit Covid. Why is it essential for staff to be vaccinated if it doesn't prevent transmission to children anyway? Surely, medical intervention, such as a trial vaccine, is not the way to keep your staff and children safe. Perhaps a daily rapid antigen test for Covid is a more effective way of keeping everyone safe.

Educator 53

My name is J and I have been a primary school teacher for 36 years. I have worked in Victoria, London and for the past 26 years in Queensland. I am an experienced Senior Teacher, Beginning Teacher Mentor and my current role is Head of Curriculum.

I started my career as a Visual Arts Specialist, then became very active in promoting multi-age learning as my beliefs about learning is that it is lifelong and done best when working with others. Teaching overseas was an amazing experience and it was in London that I became aware of the need for health and wellbeing practices to improve behavioural outcomes for all students. I have been trained in the Peaceful Kids mindfulness program and I coordinate the staff and student wellbeing committees at my school. I was also trained as a New Basics Facilitator where we taught students to become active citizens, critical thinkers and problem solvers. All of these qualities are high on my list of values and give me purpose when teaching students to become positive, productive adults in our ever changing demanding society. I am currently in leadership working on the LLC with Lyn Sharratt.

Over my long career I have [REDACTED] trained in Positive Behaviour for Learning, Functional Behaviour Assessments, Responsible Thinking Classroom coordinator and also became an Instructional and Growth coach. All of these skills contributed to my successful experiences in my role as Learning support / inclusion teacher. Success stories are numerous, whether it be with working with students with ASD, foster care respite, Gifted and Talented genius hour projects, performing arts, outdoor learning in our school community, [REDACTED] len, environmental video making, recycling projects for the whole school, hands on [REDACTED] solving, explicit teaching of phonics, extension and intervention. I have honestly done it all. My experience after 36 years is something you would think would be valued by any school. Last year I was appointed my dream job as Head of Curriculum at a small rural school of 280 students on the Northern end of the Gold Coast, after doing the role in a temporary capacity for 3 years. I have been at this school for 15 years, with all 3 of my children attending this lovely rural school with a family like atmosphere.

My enthusiasm and expertise is valued by the Principal, staff, P&C, parents and students. I know this because they told me. I feel this every day I walk around the school or stand at the school gate to greet parents. I have instigated and coordinated events at our school that are attended by students, parents and community members- International Day of Happiness, Under 8's Day, Grandparent Day, Naidoc week sky gazing nights, Wellbeing festivals, Eco-festivals and Art shows are annual events that I have actively coordinated.

Relationships are the key and as my husband will testify, I have never been the type of teacher that stops thinking or caring about the children I teach. 24 /7 every single day of the year, for 36 years. I make relationships with the students and parents I have had the pleasure of teaching, not only in the year I teach them, but for years, if not decades later. Teaching is more than a job or a successful career, it is everything to me This is why I teach. I make a difference. I am at school on weekends, helping the community at every opportunity. I teach with IMPACT, and I make sure I leave an IMPACT on everyone in my school.

When I had to make my decision about the mandated vaccine for 2022, my heart broke. My Principal was shocked that the department would make such a decision that would destroy our beautiful little school. I had many parents support me and several have asked me to tutor their children in 2022. My workplace is in a low risk environment. I can work from my office, with my door closed, our school grounds are situated around homes on acreage and I rarely go to high density areas. Our school community is very supportive of me and the other staff who will not be returning until the mandates are dropped. XX school is the community and I am proud of the work I have put in and the direction we are going. This will have a huge negative impact on our plans for our school.

Due to my health and after consultation with my GP I have no desire to further risk my heart issues and therefore will not be taking the vaccine. I have experienced sleepless nights, worrying about making mortgage repayments as I am the sole income earner in my family due to my husband having had a back operation that prevents him from working for the past 10 years. My GP has put me on a mental health plan, giving me 6 counselling sessions with a psychologist, however they are booked out for the next 4 months. My holidays have had to be cancelled due to the uncertainty of what 2022 brings my family financially.

Emotionally I am very depressed as I have family in Victoria who don't understand why I don't get vaccinated to keep my salary to provide for my children. I am too scared to risk my health and hope that the mandates will be revoked. Money is important but not more important to me than the risk to my heart if I have the vaccine.

My GP is unable to give me an exemption but she has suggested that I wait for the protein based vaccines. I do not believe that I need any vaccination as I have a healthy immune system and have not had the flu for over 20 years. I take care for my health and eat well. So, I will wait for the mandates to be dropped and have faith that I do not lose my job, my career. If I do it will be the departments loss. I will survive.

[REDACTED]

Educator 54

Hello, my name is K, I'm a 26-year-old female that works full-time as an Educational Interpreter in secondary education, interpreting in the classroom using Auslan to provide inclusion for Deaf and Hard of Hearing students. The school I work for in Brisbane has a large Deaf department, which provides access in the classroom for them that most schools cannot. Educational Interpreters are rare, and Queensland does not have enough, which is why hubs like these are so vital. I also have a Bachelor of Business, which has been useful when helping students prepare for future careers, understanding the relevance of what they are learning and how they can apply this.

My employer has told me to contact the regional office concerning the mandates put on those working in education and said that they were just following what they were told. I broke into tears in my boss's office and told them that I did not want to lose my job because I loved it, but I also did not want to be coerced into having a medical procedure, such as this vaccine. They told me that it was out of their hands, and it was my choice, potentially lose my job or have the COVID vaccine. I have never felt so defeated and demeaned in my life.

I've had to listen to my co-worker's rant and go on about how those that are unvaccinated are awful people who don't care about others, that they should be rounded up and put into camps. I had to sit there and listen to people that I have worked with and respected for years speak like that. The amount of bullying, abuse and harassment that happened towards the end of the school year is unspeakable, my boss only encouraged it as they felt the same way.

Coercion is still happening; I get emails and texts asking if I've got the vaccine yet on a weekly basis. I have decided not to have the vaccine due to health and religious reasons (both are not acceptable as grounds for exemptions). This is not a choice of job or no job for me, if I get the vaccine, I have a high risk of getting sick because of health issues and I will lose my whole community, friends, and family, by being shunned/excommunicated. If I don't get it, I will lose my job, my income and then because I won't be able to pay the bills become homeless.

Overall, I am facing losing my job, because I refuse to allow someone else to force me into a medical procedure that I do not want.

My mental health is down the drain, I cry at the drop of a hat due to the stress of possibly losing my job and all the stresses that come with being potentially unemployed. My family all work in Education as well, so they are in the same boat. Stress and anxiety are high, depression is kicking in, we are falling apart and told that we are the problem.

When I started working at schools, the kids gave me a purpose, a reason to get up and do my best. Now without that, my mental health has been terrible, I've contemplated suicide, and I can't go see a psychologist, most only see those that are double vaccinated. I've spoken to my doctor which was a horrific experience, they said that despite my mental health and the potential loss of all support systems I should get the vaccine and be proud to be in the majority.

My family is a wreck, we moved to Australia for a better life, more opportunities, somewhere that we thought we would be safe, now I don't know if we made the right choice.

The students I support at my school are Deaf and Hard-of-Hearing, at the majority of schools in Queensland they would not get any of this support, as Educational Interpreters are rare. I worry about their education and access in the classroom. They are smart and capable, but because of the barrier they easily fall behind. What will happen to them? The community around them, their families and friends, without access this will create more separation between them.

My concern is that the education system is failing them more than it already has. That their self-confidence/esteem will plummet as barriers are unable to be taken down anymore, that mental health issues will skyrocket and more will drop out.

I am asking for the mandates to be removed, I want to see teachers and other staff in the education system be allowed back to support children to learn and achieve their best. These kids need the support, and I am asking for my job back, without PPE, without limitations that segregate me and cause discrimination to arise.

I want to see the Department of Education care about their employees for once!

These mandates that you have imposed have forever damaged the way teachers, support staff and anyone else working for the Department of Education view their employers, no longer will you have staff willing to go above and beyond for a system that has used and abused them.

Honestly even once the mandates are lifted, I am afraid to go back to work, I am honestly afraid because of the culture you established that is based on bullying and abuse, verbal, physical and medical. I can no longer trust my boss, I have lost all respect for my co-workers, I do not feel safe at work, and I am full of sorrow because of that.

These mandates have destroyed the education system, driven teachers, and other staff out, damaged working relationships beyond repair and failed the children of Queensland.

Educator 55

I have worked for EQ as a High School teacher for 16 years, the last 13 of these in a very remote school in FNQ. While I recently received a second Covid 19 vaccine, I did so reluctantly as I did not wish to lose my job, and I felt coerced by my employer as well as the Qld and Australian Governments. My reluctance was mostly due to what I consider serious reactions to my initial Pfizer jab.

I had a Pfizer jab in June 2021, and shortly after had many side effects – most of which lasted a month. I had heart palpitations which were very scary and lasted a couple of weeks – often waking me at night. I can remember the worst time this happened and I ended up sitting in a storeroom at work (during class) trying to calm my heartbeat and crying. I was told that heart palpitations were not a side effect of the vaccine and to work on my anxiety. It has since been confirmed that this *is* a side effect, but as I did not go to the hospital for testing my latest GP told me that (as per her instructions from the gvt) I should just get another Pfizer jab.

After the mandate, I was worried about losing my job as I have a custody order which means I cannot leave the remote community where I live, and there is no housing available for me other than that provided by my employer. I need my job [REDACTED] agreed to let me get the AZ vaccine for my second dose which I have done and which (surprisingly) means I am now double vaccinated.

I am fearful that later down the track it will be mandated that I have an mRNA booster. I will not be having any further mRNA vaccines as I believe the risk to me is too great. I am still in the 30 -day window for AZ blood clotting but feel that [REDACTED] it is actually less worrisome than what I experienced for a month or more with Pfizer, and with [REDACTED] I will live with a second jab. As I am under 50, the AZ vaccine is not recommended to me, but I am not eligible for a medical exemption.

I am also fearful that mandates to children in EQ schools, or even the community, will occur. I have a 9 year old son who I believe is at far greater risk from the vaccine than contracting the virus – this is due to our genetic link and the fact I had these side effects, as well as very few children globally getting seriously ill from the virus. ***I beg you to leave our children out of any mandates.***

The pressure for vaccination, and the inconsistent and dismissive messages I have received from GPs has affected my mental health. As I have a history of anxiety and depression, I was treated by most GPs as crazy and this further affected my mental health. I was fortunate enough to speak with one GP who reassured me that it wasn't all in my head, and that although they are very rare, these side effects are real. I am one of the unlucky people to have had this happen to me, and I feel like I am being treated like collateral damage. The government doesn't care about me as long as the data shows that our vaccination rates are high enough.

I feel that the government is placing too much emphasis on the vaccine, and has not adequately prepared our health system to deal with what is about to happen. In my small remote community of First Nations peoples this is criminal. I emailed Qld Gvt ministers about my concerns (of insufficient health services) once Covid 19 is rampant in our community and the response I got was dismissive. It basically said – *get vaccinated, we'll fly people out if they get sick*. It is totally foreseeable that this is not a viable response to this crisis, and once again discriminatory to First Nations communities. A Covid ICU Hub should, and could, be set up on Thursday Island to support the inevitable, serious, and lethal illness that you opening the borders will bring to our communities. Vaccination is not going to prevent the spread of this disease to our most vulnerable.

I hope that the Qld Government will alter its single-minded focus on vaccination, and develop a more balanced health response to dealing with this virus. I hope that vaccine mandates will be uplifted, to enable sufficient staffing of government services, and cease discriminating against people who - for whatever reason - decide that they do not want to be vaccinated.

It breaks my heart that the government is with one hand letting in a virus that they know will kill vulnerable people (both my dad and brother have had kidney transplants so it's likely this will kill them), and with the other trying to blame the unvaccinated for spreading it.

Educator 56

My name is A and I am a passionate early childhood teacher in it the small town near Gladstone. I work part time in a standalone kindergarten run by a group of parent volunteers that make up our committee. I also work casually in state schools as a valued relief teacher. I graduated with a Bachelor of Education (Early Childhood) with honours in 2001 and have worked in the education system as a dedicated, hard working, compassionate teacher since then. As an experienced teacher I endeavour to instill a love of life long learning, confidence and belonging into the children that I teach. As a senior teacher I also work alongside colleagues guiding, encouraging and mentoring them in the profession that I love.

Once the mandates were put in place I have received numerous emails and texts from my employer regarding the mandates and my vaccination status, which I have not yet responded to. These mandates have forced our committee which as I stated earlier is made up of parent volunteers to have numerous meetings over the holidays so that they can decide how to move forward with the mandates placed on us. My employer has told me that I am unable to be on site from the 17th December unless I prove [REDACTED] dose of a COVID vaccination and I will need to be fully vaccinated by the 23rd January 2022 to be able to fulfill my teaching role next year.

The vaccination mandates have had a huge impact on my family. My husband and children don't need to ask me anymore why I am crying, because they know the answer. They know that I am struggling with the fact that my 20 y [REDACTED] nal career is possibly over. This is part of my identity! Why should I be coerced into h [REDACTED] order to keep my job, my identity, my income, my career?

Since the mandates have come into place for education staff, I have struggled with my mental health. The fact that my family will lose my income, I am letting my family down, I am letting my employer down, my colleagues and most importantly my group of children and families for 2022 who I've met with and was so looking forward to teaching. There are so many reasons I am not ok right now and they all have to do with being mandated to have a COVID vaccination.

I am very concerned that our highly rated kindergarten will lose this rating and very reputable name when we lose 3 out of 4 very experienced and passionate teachers due to this mandate. It worries me that the kindergarten will not find the staff to replace us and that we will not be able to offer the families the positions they have already been offered. Our small community relies on our kindergarten to offer these positions and value the early childhood education of our children.

I want my job, I love my job and I want these mandates to be dropped. No mandatory vaccinations for anyone! It should be a personal choice. We should not be made to choose between a job and a job.

Educator 57

My name is K, I've worked as an EALD and special needs Teacher Aide in a FNQ primary school for 8 years.

I've only received the "standard" EQ replies from my Principal, no one has discussed or said anything to me in person.

These mandates have had a huge effect on my family. I am at times teary, frustrated, and short tempered with my own children. My teenage children are suffering greatly, as they don't understand why my decision not to have an experimental vaccine should mean I'll most probably lose my job, which also may mean choosing between losing our home and/or not having food on the table. I also feel that in spending time researching my other options etc. I do not have as much time to spend with them as they would like. These are their holidays too and I feel that I am unintentionally pushing them away.

With the prospect of being [REDACTED] rings many mental struggles. Although I'm trying to be honest with myself, I'm also trying to ignore many facts until after Christmas and the New Year when hopefully I'll have a better picture of the future. I keep reminding myself that worrying now won't change anything.

I have many concerns about [REDACTED] of Education next year for all students. My own teenage children have been bullied [REDACTED] about our decisions not to be vaccinated. I no longer feel that school is a safe place for them either physically or mentally. I am also concerned that if the 5-11 year group of children are vaccinated what will the roll on effect will be for school staff. What happens if a student has an adverse reaction while at school and what will happen to staff from a liability point of view? We teach our students not to be bullies, why are we now the ones being bullied?

I would love to see all Mask and Vaccination Mandates dropped, for all Australia, and for unvaccinated people to be seen as equal once again. Open the borders. Stop the segregation!!!

I would like to see our Premiers and Politicians following the laws and not forcing illegal and experimental medications on the whole country. If you want to have it that's your personal choice, no one else's!

Educator 58

I am a female primary school educator, a senior teacher of 15 years, after a 6 ½ year journey through university whilst raising three precious children. I am a full-time educator in the Lockyer Valley region who has dedicated the last 21 years of my life to educating our youth. This is not just a job teaching the Australian Curriculum, but a calling of love and dedication to our youth, promoting kindness, productivity, caring and nurturing humankind, environments and relationships.

As an educator, my students develop a love of learning based on questioning the world around them, formulating solutions, justifying choice and becoming critical thinkers in a world that demands much. But most of all, a teacher gives love, care and compassion; something not always present in families. The reality is, that for many children, school staff provide this basic human need for love and stability, belonging and purpose. My own children have learnt that sometimes other children need me, my time and my energy more than they do. They have learnt to be empathetic, grateful and mindful. They have lived with the tired, emotional, frustrated, excited, proud and loving teacher. At times, they felt that my "other kids" were more important than them, however, they know the difference I have made to children's lives. [REDACTED]

The Qld Department of Education has impeded my ability to continue educating by mandating vaccinations for all school staff. I have to make a grueling choice: what I believe is best for my health and my family given my current health status OR my career that brings value and joy into my life and ability to financially support [REDACTED]. [REDACTED]

Despite repeated requests for details on the risk that is posed by vaccinated and unvaccinated staff within the school settings, I have only been met with a formatted response, not addressing myself or my questions. Communications with my Principal are not responded to and forwarded to Regional Office to be dealt with, inconsiderate of my personal situation. My work and private email accounts, and my private phone has been inundated with repeated requests and reminders throughout the holiday period, about getting vaccinated. This has been imposing and intimidating.

The mandate has led to a high state of stress in my household, as I navigate my emotions, seek scientific evidence of the efficacy of vaccines, adverse reactions and how they may impact me. Data on testing to prove safety for me in my health situation is unattainable. My marriage is stressed/tense as we work out how to manage our finances if I lose my job and our primary source of income. What avenues are open to me to support my family?

My children, now adults, have been coerced into getting the vaccination so they can support their families, travel and live their life freely. Coercion is not consent.

I am in a living nightmare. This situation flies in the face of everything I hold true. I educate: teaching others to question, think critically, justify choices, find evidence, live with integrity and honour, and treat others with respect. I am in disbelief, constantly on the verge of tears, feeling vulnerable and alone. I avoid being with others. I feel their pity, mocking, displeasure, and judgement. I have lost friends and feel distanced from my family who make special considerations for me to be included. Some days I am brave and strong, and other days I look in the mirror and don't know who I'm looking at.

If I am stood down, will I get to say goodbye to my students and community? Will they be part of a world where it is expected just to follow, to not question, to not listen to their intuition nor value compassion and kindness? What of the teachers that remain? Who will fill the gaps? Will my colleagues have to work even harder than they already do? Or will experienced staff be replaced by the inexperienced or recalling retired teachers who will have to learn new skill sets to teach in a modern society. Education is not static. Will class sizes increase? Will those children that need that extra time and attention get lost in an understaffed system. Will they learn to be empowered adults?

I am asking that these mandates to be fully vaccinated to do my job be rescinded. I am asking that those making the rules, do it with compassion. I am asking the full impact of these mandates upon our communities be considered. I am asking that the mental health impact on individuals be considered. I am asking that I be afforded the right to earn an income and support my family and community by doing what I do best ...teach.

[REDACTED]

[REDACTED]

Educator 59

My name is N and I am a female Head of Department working full-time in a secondary school in South East Queensland. I am 42 years old, with a Bachelor of Education, and have been working as a teacher for Education Queensland for 21 years. I worked for 12 years as a primary school teacher and the past 9 years as a middle leader in secondary schools. I am currently teaching Junior Secondary English and am a Teaching and Learning Head of Department.

My employer, Education Queensland, gave approximately 2 weeks' notice for the mandatory vaccination to occur. During this period, I met with my GP, who advised that I would need to see an immunologist before even considering the vaccine, due to my health history. I was given an exemption from my GP until the 10th January, to give me time to make an appointment with an immunologist. On receiving a questionnaire via email from Education Queensland about my vaccination status, I advised that I had an exemption. I have not had any further communication from Education Queensland since completing this survey. I have not been asked to send or upload my exemption to anyone/anywhere.

On the Queensland Health website, it advises seeing an immunologist before taking the vaccine, for someone with my health condition. I cannot get an appointment with an immunologist until the 31st March. On calling the immunologist's office the secretary advised that none of their immunologists will give an exemption for the vaccine under any condition.

This is causing a huge am my husband. I have taken 4 weeks long service leave at the start of term 1. I am getting conflicting information on whether the mandated vaccine is due before I return to work or if the timeline for the mandated vaccination is the same for everyone, whether on leave or not. I am spending my Christmas break constantly checking emails as I have not had any communication since filling out the Department's survey, to tell me to upload my exemption/ evidence or if I have now been stood down.

My 13-year-old daughter has had the last six months of school, suffering from the same condition my GP believes I have. My school changed my job role in the last two weeks of term 4 with very little support. At the same time, I was told about these mandatory vaccines. It all became too much to cope with and I ended up having the last week of school off. I have never in 21 years needed to take a week off work due to stress. I couldn't sleep and felt sick to my stomach. For the first time in 21 years I cried at work. I was tired. I was defeated. I was worn down.

I have great concerns for the teachers in my absence, who I work with, support, coach and lead. I have great concerns for the disruption to the students whom I teach. There is nobody in my school, willing and qualified, to work with the particular group of students with whom I teach low level literacy to. I would like to see vaccination be a choice, one without coercion. I would like the government to follow their own immunisation requirements which states, *"It must be given voluntarily in the absence of undue pressure, coercion or manipulation."* I would be more than happy to be tested regularly for Covid in place of being told I will be stood down if I don't take the mandated vaccination. I won't be coerced, pressured or bullied into taking this vaccination.

Educator 60

My name is M. I am an early years trained teacher and I have taught for 15 years.

I am passionate about special education and have always advocated for inclusive classrooms. I have taught half of my career in the X. The other half in my home town X on the Sunshine Coast. I grew up on a strawberry farm near the school, and attended the school I now teach at, as a child for my primary education. It is my home. The principal and deputy have known me since I was five years old. I love my school and community.

My gift is building relationships. I love to build and nurture learning communities. I love to have parents actively involved in our classrooms. My classroom door is always open. I like to showcase the inclusive learning environment we create as a family.

In 2021, our family chose to travel Australia. I have registered to teach in the Northern Territory and Tasmania and have relief taught throughout these states. I also offered my service to remote communities in outback Queensland. I am humbled to say, that at every single school I have had the privilege of teaching at, the principal has offered me long term employment, or asked if I can stay longer. I have been valued and appreciated at every school across three states.

We eventually travelled to Tasmania as it was the last state that hadn't mandated the vaccine for teachers. I was offered multiple full time positions across the state for 2022. My principal in term 4 that I was doing relief teaching for, called me into his office in week 10. He stated how much he valued my professionalism and the way I had built relationships with staff and students in such a short time. He then asked about my vaccination status. When I explained that I was undecided about having the vaccine, he said that I needed to get it to work at the school in 2022. "Please consider getting it", he stated. I am the financial supporter for our family. I went home and cried and cried. If I didn't get the vaccine, I could no longer teach and I could no longer provide for my family. I have three children. After the announcements about mandates for teachers came in, I don't sleep well. I am now irritable with my children, and I am emotional. Simple things cause me to cry. I am tired, and confused about what my future holds. I am to return to my permanent full time position on the Sunshine Coast for 2023. If I am not working full time in 2023, I will not be able to pay for our mortgage.

Three of my best friends are also teachers and are losing their jobs. I fear that schools will not cope with the number of teachers sacked. I know there is already a teacher shortage. I have seen it firsthand. In the Torres Straits, my classes were always overloaded, and if one teacher was away, classes were combined. The loss of potentially hundreds of brilliant teachers due to them not taking an experimental vaccine is crazy. There is already a teacher shortage! Classes will be overloaded, teachers will be under even more stress due to loss of colleagues, and it is the students will suffer! The school community will suffer. When there is no one to run the tuck shops, the uniform shops, help with reading groups, drive the buses. My mother has worked at after school care for 15 years. She has now lost her job. The after school care cannot open next year, as 6 out of 8 staff are unvaccinated. Parents are also removing their children in mass numbers, and enrolling in home schooling to avoid this chaos. I am a parent who has done the same. I am an educator and a parent, and the ripple effect of these mandates is damaging to so many people in our school communities.

I want these mandates removed, and our education system back on track. Vaccinated people can catch Covid and spread it. Then why discriminate against unvaccinated teachers and school staff???

Educator 61

My name is L, I am female, 40 years of age, working for Education QLD as a primary school teacher in the Northern Sunshine Coast region. I have a bachelor of education specialising in music and have been teaching Arts for the past 16 years- Music, Dance and Drama. I am working full time and teaching students from prep to year six. I have been teaching in the classroom for the past year as well and in addition to this I also run two choirs, am a qualified African Drumming facilitator, passionate about sustainability and wellbeing and co-ordinate staff and student dance and music groups for wellbeing and fun. I inspire students to have a love of the arts and the confidence to be involved in areas of the curriculum that absolutely everyone can succeed and shine in.

My employer has been sympathetic to my position. He has been clear that he has not made these decisions that are affecting us. I have, however, requested long service leave on several occasions and been told that he can't approve it for reasons relating to the mandate. He has said to wait until closer to the deadline we can discuss further.

The mandates have placed an unprecedented amount of stress on my family. I, myself, have never felt so out of control, so overwhelmed [REDACTED] with worry about what will happen to us. I am the sole income provider for my family and this has put me in an unfathomable position. Do I give up my right to choose what medical procedures are right for me in order to keep my job? Or do I hold onto my gut feeling and medical evidence that this vaccine is not right for my health and risk losing my job? I have, just last week, been diagnosed with anxiety and depression and put on a mental health plan including a psychologist and medication in order to deal [REDACTED] suffer from panic attacks, racing heart, nausea and tightness in my chest frequently because I [REDACTED] vomit from the stress on a daily basis. My children's Christmas holidays have been tainted with having a mum who can barely get out of bed some days, cries almost every day and is constantly tired and short tempered. We recently finished an extensive house renovation that we would never have done had we known these mandates were coming. We are now faced with the possibility that as soon as these renovations are finished we may have to put our house up for sale- but then where do we go? My daughter is entering high school next year and is already stressed. She is now suffering from anxiety about whether we will have enough money to buy her the laptop and equipment she needs to attend high school. My husband has PTSD and this has added to his stress in a variety of ways.

I feel so guilty that my students may come back next year without me there. And no reason or knowledge of why. They will feel abandoned, especially those who I have built relationships with over the years. There aren't other Arts teachers waiting in the wings. When I began this job 3 years ago the school I am working at hadn't had music lessons for 15 weeks of the year due to no teacher being available. I am concerned that the students won't receive arts lessons at all, the choirs I have built won't continue, the students with disabilities who have relationships with me and now feel comfortable enough to sing and dance and act in front of the class will lose their confidence around someone new. It takes years to build these connections and I have worked so hard only to have it all ripped away from me. And not because I have done anything wrong- I am good at my job. In fact, I am an expert at the field I specialise in, because I have dedication for my school community and want the best for "my kids". I have sacrificed time with my own family to build my school family up and get where I am now. I have made amazing connections with staff and parents at the schools I work at. I don't want to lose it all.

I want to see the mandates removed. I am begging for the mandates to be removed. I am happy to be involved in consultation around adjustments that can be made to keep everyone safe. Please don't make a one-size-fits-all requirement for us. We all need to be allowed to make our own decisions about medical procedures we participate in, and wherever there is risk, there MUST be choice.

I love my job. I love the children I teach. I am good at what I do. Please don't take this career I have studied for four years for, worked so hard at for the past 16 years, sacrificed family time/celebrations/my own sleep and self-care for, away from me. I have another 20 years of love, education, support and talent to give. Those kids need me, and I need them.

Educator 62

My name is Mrs. R, I was an Early Childhood teacher from 1987 and in the last 6 years I have been a Guidance Officer in many Central Qld State Primary schools and more recently permanently working full time at a State High School for the last 4 years in the Rockhampton region. I am 56 years old and have 30 years' experience in education, some private and mostly Public.

I am very passionate about education and the wellbeing of our students. I absolutely love providing opportunities for students and families to succeed in many challenging situations. I love working as a team and collaborating with students, family, educators and a variety of community organisations and businesses to surround our students with many supporting resources.

I understand our Government was trying to protect us, however I did a lot of research and I am a healthy person with huge concerns about injecting an experiment into my body and my families. I told my employer I needed more time to work this out. My Principal was very understanding however Education Qld head office have been incredibly coercive and for me personally abusive. I feel abused because I'm being forced [REDACTED] in my body that I will not be able to remove (it could be compared to rape). Consent is when I choose, when I do not want something to enter my body that no one knows a lot about, then there's no consent. Education Qld have told me I am required to be double vaccinated by 23 January by 11.59 pm AEST 2022 . If I have not received vaccinations by this date, I will not be permitted to enter a school or early childhood setting.

Holiday? What holiday? T [REDACTED] of our families time throughout this break. My medical choice should be my choice especially with a treatment that has so many adverse effects including death. The therapeutic Goods administrative (tga.gov.au) data base of adverse event notification has stated 5-10% of cases are reported. From January 2021-November 2021 there were 685 deaths due to COVID vaccines and 89,018 adverse reactions. This evidence in Australia and around the world shows me I would have less chance of staying healthy taking this vaccine than I would getting COVID-19. It would be crazy for me to think this is okay for myself and healthy children and adults. I would be very willing to complete risk assessments so I can keep working.

It feels like the Government does not trust us to think for ourselves. I would dearly love to return to work however without following their medical coercion; they are preventing me from returning. Freedom of choice is important, however freedom is never free and I am choosing to surrender an income, possibly lose a home, car and eat very simply to stand the line for my health and many others, when it comes to an emergency experimental vaccine. Research is key!!!

Fatigued, lack of concentration, Grief, forgetful-due to stress regarding changes of employment, teary, not sleeping then waking up at very early hours, headaches, lethargy.

My whole family have been impacted as I am a financial supporter in my family as I have a daughter who suffers significantly with an immune disorder. We are busy making sustainable gardens and going on a whole new journey.

I have spent over 5 years working in this local community within the Primary and High School. In this time I have developed trust and rapport with students, families and the school community. I am concerned access to needed wellbeing support such as counseling for self-harming and preparing suicide safety plans will decline significantly. I'm also concerned they will miss opportunities I provide to develop strategies and confidence to walk through the challenges of life. To journey with families and their children through disability and mental health challenges. Another one of my roles is to assist with career pathways and meaningful employment. I also provide students with well-being tools through programs, camps external agencies and community support groups that have taken years to develop and fine tune.

We encourage students to think for themselves, to research theories and provide both sides to an argument and then have the ability to make choices that ultimately will affect their personal journeys. I would dearly like the same respect to make a personal decision in regards to my medical journey particularly when it is a provisional vaccine. I would like more time to make a decision on my own health and my families' health journey. I would like to be able to commence my job again in 2022 as a Guidance Officer, bringing a wealth of 30 years' experience.

Education Qld take pride in promoting excellent wellbeing support for their students. As a Guidance officer my role is to support students and families, through: grief, fear, loss, and significant wellbeing concerns. Especially at this time, they need hope to find career pathways and meaningful employment. My job makes a huge difference in the lives of our students.

Our students need all staff on deck. We need the pressure of mandates to be removed so our students, families and staff can be free to make their own medical choices and not coerced.

[REDACTED]

[REDACTED]

Educator 63

My name is C. I am a female primary school teacher, working part time, at a state school on the Sunshine Coast in Queensland. I am 37 years old and have been a teacher for 17 years, almost half my life! I completed a Bachelor of Learning Management with honours, specialising in Early Childhood.

I grew up on the Sunshine Coast and after my first two years teaching on the Sunshine Coast, I decided to move to western Queensland to complete my rural service. I feel in love with the bush and its country kids, teaching Prep to Year 3 in small rural schools. After 12 years out west, and now a Mum myself, I decided it was time to move back home to be closer to my family.

When the vaccination mandate for education personnel was announced, I was contacted by my principal through a blanket school staff email. I was advised to inform admin of my vaccination status as a matter of urgency, to ensure adequate time for planning and staffing for 2022. I emailed my principal to discuss my personal concerns and received a generic response advising me to complete the survey ASAP and direct any additional questions to staffvaccinationstatus@qed.qld.gov.au. At this point I felt isolated, with no consideration placed on my individual circumstances, medical history or my general concerns.

With billboards, media announcements, online advertisements and the endless barrage from mainstream media, I am reminded daily of the exact moment I saw the vaccine mandate announced. The day I burst into tears, [REDACTED] for over four hours, knowing the sacrifices this now meant for my family.

My family has been struggling immensely since, we have begun selling many of our most valued assets and one of our cars, to help pay our bills and stay afloat until I can secure another source of income.

The mandates have resulted in me suffering anxiety attacks, almost daily, at times unable to contain my emotions. Sleepless nights, with a maximum of 4 hrs sleep – waking - unable to go back to sleep with restless legs and mind. A constant state of feeling overwhelmed with uncertainty and nausea. The heightened stress and lack of sleep, I believe has also triggered 3 seizures in the past month, that I would normally only experience twice a year.

Previously supportive work colleagues, collaborative staff meetings, staffroom banter during our lunch breaks and even our casual passing chats in the playground have all been shadowed by a cloud of negativity and heightened pressure since the vaccine mandates.

The mandates have also created alarming segregation amongst all our school staff, parents, families and the wider community. Within the school, the principal is creating mass division, by approaching staff in and out of school to potentially fill vacant positions for 2022. Parents have begun creating their own 'pro-vax/pro-choice' groups and populating online petitions, creating a massive divide in a previously collaborative P&C Association. Families are being torn apart, by medical and political apartheid, including my own. Communities and small businesses are being greatly impacted, given no other choice but to limit their clientele to serve only those who are fully vaccinated.

The mandates have negatively impacted everyone immensely!

Educator 64

My name is K. I am a 43 year old, female, Primary School Teacher in the Caboolture area. I completed a Bachelor of Education – Primary at QUT and have been employed by Education Queensland on a permanent basis directly after finishing university. I have been proudly teaching young minds for 21 years in the districts of Ipswich, Bundaberg and Caboolture. In each of these communities I have used my gifts of patience, resilience and understanding to encourage, nurture and excite children about the possibilities their future can hold. On day one every year, I have sat my new class down in-front of me and told them that we are now a *family*. I am their school “mum”, the classroom is our “house”, their desk is their “bedroom” (keep it tidy!), and the school is our community. We need to stick together and look after one another. Be kind and considerate of our family’s needs and feelings and if you have absolutely any worries or concerns, I am always here to listen and help. All of these children know they could come to me about anything and as most of them being from disadvantaged backgrounds it was necessary, if I am to have any success with them in the classroom.

Since the vaccination mandates have been announced for the Education Sector I have been completely overwhelmed with emotion. When I expressed these concerns with my principal that I wasn’t comfortable with being forced to get the [REDACTED], [REDACTED] was completely understanding, sympathetic and supportive. However, he said that he had very little information at the time and could not give me any advice. I have a wonderful relationship with my principal and am concerned that not only will I lose my job, but will leave him with a problem at the beginning of the year. Because of my experience and skills, I had been specifically asked to be the main full-time Learning Support Teacher for next year, as our school has doubled its enrolments of [REDACTED] special needs and disabilities. I am so looking forward to doing this role.

The impact on my mental health and my family has been enormous. My 15 and 13 year old daughters have seen their mother break down and cry during dinner, car rides and other random times. My eldest is a promising ballerina and is set to perform with the Brisbane City Youth Ballet at QPAC in January. With these mandates and my husband and I making the personal choice of being vaccine free, means that we had to tell her that we weren’t allowed to volunteer to help out backstage or watch her performances – this is devastating! My youngest will be able to go in with her Grandmother while we wait outside. The financial impact on our family will be equally enormous. 18 months ago my husband was diagnosed with Silicosis in his lungs. He had to close his custom spray-painting business. He has been on WorkCover as he can no longer work in his field, however, these payments have now stopped. As I am the full-time worker and main provider of income for our family at this time, we are going to struggle to pay our mortgage never the less give our children the opportunities to follow their dreams.

My personal mental health has always been great. However, since the announcements of mandates for the unvaccinated and on top of that, being threatened to lose my career if I don’t comply, I have been an absolute mess! I am unable to sleep; have a heavy sensation in my stomach; am distant and distracted with my family; constantly feeling worried and anxious. I have never experienced these feelings before in my life.

My concerns for my students are just as strong as the concerns for my family because they are my family! There is not a week that goes by at school when I mistakenly get called “Mum” and we all laugh about it. Who will be their “school mum” now? Who will keep an eye on those vulnerable ones who come to school with bruises, no lunch, filthy clothes. Who give them some tuckshop and a hug and boost them back up? Will I get to say goodbye? What about all my ASD children who are excited that I will be working with “just them” next year?

What I am asking for is options rather than forced vaccination. Can I wear a mask and have rapid-antigen testing? Can I work outdoors and keep appropriate distances? Can I be transferred into another role? It takes a special person to be an educator, especially in a low socio-economic area. I am an educator through and through. Please don’t force me out of a job that I love.

Educator 65

My name is A, currently a fulltime, experienced senior teacher (EST2) at X Special School, in South East Queensland, where I am the Stephanie Alexander Kitchen Garden specialist (12 years exp) and also deliver the Certificate One in Agrifoods vocational qualification (six years exp). My teaching service began in New Zealand, where for 13 years I taught in primary schools (2 years), then became a secondary school teacher of English, with three years as assistant Head of Department (PR1) and Teacher Librarian, Matamata College (1981-85) then four year's experience as a Head of Department (PR3, in minimum possible time) and also Teacher Librarian, X High School (1986-89) and acting duties as a Deputy Principal (1984, 1988). I have a Bachelor of Education degree (Waikato, 1977) and also Master of Arts (first class honours in English, 1980) and Certificate Four in Training and Assessment (2015, 2018). I served on national curriculum committees for student assessment in NZ (1985-86) and as an Adviser for English (1987-88) and also was a member of the national school certificate examination panel for two years (1984,85).

I am the parent of vaccine injured offspring, hence my decision to change career trajectory in QLD to become a special needs teacher (12 years exp). I have skills acquired from parenting offspring with autism which cannot be taught in a university. They are gained from heart-felt experience.

My decision to use all my remaining sick and long service leave, for term one and two weeks into term 2, 2022, is due to the mandated injection requirement. I can NOT place trust in companies such as Pfizer which have a deplorable record and am very alarmed that nationally, both state and federal governments are pushing products for as many people as they can dupe into taking them. This intrusive, unprecedented action has caused me great distress and mental anguish. I have been unable to attend work when the state run injection clinics have been on site, mid-week, at my work place. The thought of the damage that such products are doing to innocent and often already vaccine-injured children, is heart breaking. **Such victims must have a voice.** By prematurely taking leave from my teaching position, I am providing such a voice for our students and all other innocent, unwitting victims of this trial treatment for a virus that has an over 99% recovery rate.

When my now 28 year old twins were born at 24 weeks and six days gestation, they were under the care of medical "experts" who decided, once they were three months out of the womb, that is, when gestationally "birth" age, they were ready for their three month vaccinations. Vaccinating extremely premature infants on the assumption their immune systems are "normal" is NOT current practice. My twins continued to receive their vaccinations up to four years of age, when, on medical advice, they were stopped, as both had lapsed into autism. Following birth, when in ICU, neither twin had signs of ADHD. One was called Sticky Beak by the nurses as he had his steady eye gaze on them all day. His focus and attention, post-birth, in ICU, was unwavering. Not so, when four years of age. The past 24 years I have dedicated to regaining normal health for my offspring. I have a wealth of experience in recovery from medical interventions that are deemed "necessary" in emergency situations. I am alarmed at the rate by which this current trial medical intervention is overtaking the total population of not only Australia, but the whole world.

I urge you to help end this increasingly mandated trial procedure which is leaving devastating underlying, short and long term injuries in its wake.

Educator 66

My name is TS, I am a 31 year old female primary school teacher in Lutheran Education, or rather **was** until I have recently had to make the hardest decision of my life. I have a Bachelor in Education and a specialisation in Early Childhood. Until the mandate, I taught part-time in the classroom in a small school in Logan where everyone knew me as I have poured time, energy and enthusiasm into this school for a decade. My gift as an educator was to make learning meaningful and fun. I also interwove my passion for the environment and animals in everything I taught. My teaching superpower was to love and transform those students that many wrote off as “difficult”.

The principal at my school has been understanding and supportive and expressed she really didn't want to lose me. She claimed she couldn't imagine starting 2022 without me but that she understood that it was a difficult decision. She initially offered for me to use my sick leave but was later advised by LEQ not to do this and reneged on this offer, leaving me only with leave without pay.

My family have been incredibly supportive. They are all also against the mandates and say they will stand by me. They cannot [REDACTED] the government could force me to choose between getting the vaccinations or losing my job.

I have never felt so scared and anxious in my entire life. After the announcement was made – what a cruel timing – I could not enjoy the last week of school with the kids or the staff week. How hard it was to look in the faces of [REDACTED] in the playground who told me “I can't wait to have you as a teacher” and smile and lie [REDACTED] days I cried everyday driving to work. Sometimes I felt as though I couldn't get enough air in my lungs and the weight of my stress was pushing down on me. I couldn't make the decision but my boss emailed everyone, demanding our vax status and forcing my hand. I couldn't sleep at night. It was the first thing I thought of in the morning and the last before I closed my eyes at night. During our staff breakfast on the last day of work, which is generally the most exciting and rewarding time of the year, I had to hold back tears and pretend to my colleagues that everything was fine. I sat in my classroom when everyone had left and felt anger, disappointment, and injustice at this mandate.

I have concerns that the Education system will not be able to cope with the significant losses. Many teachers I have spoken to are in the same boat as I am, unwilling to risk adverse effects from the vaccine but heartbroken to be walking away from their students. I have concerns for my ASD students who I have built a rapport with in preparation for 2022. These children are going to be so confused and rattled when they see a different teacher on the first day of school. I am worried for my students. Terrified that they will be next in this mandate. My heart fills with dread to think about their little arms being injected. We all know that the risk for them being injured by Covid is so low in comparison to the risk of the vaccines.

I hope and pray that the QLD Government will abolish these mandates for school staff. I want to see everyone have the freedom to make their own health choices – independent of whether they keep their jobs. I want the children to be left alone. There is no need to vaccinate them. Schools have been low risk all along, at least that's what we were told as we stepped up to work every single day while everyone else was home! I want to be respected for asking questions, thinking critically, being open minded and exploring options. That's what I teach my students and that is what I will continue to do, with or without my job.

Educator 67

I joined TAFE Queensland in 1986 as part of TAFE's beginning teacher program, where they employed tradespeople to train as teachers in order to then train in various trade shortage work areas. (I had been a successful chef for 15 years in a number of work areas, hotels, restaurants, resorts etc).

In the final few years of my 24 years with TAFE I was seconded to the Townsville Youth Detention Centre, through the Education Queensland presence at the Centre a couple of days a week. There I worked with young " at risk" young people in developing an interest, for them, in hospitality generally and cookery specifically.

Upon the completion of my TAFE career, I began teaching on a relief basis at the Centre via EQ's Cleveland Education and Training Centre. Ten years later I have taught in a number of roles from relief, contract, full time permanent to my current position of .5 permanent teacher.

I am now 71 years of age but enjoy very good health and feel I am making a difference in the lives of young people who, largely, have been let down in life by our society.

I have always prided myself in being a very positive person. I have grown up children and have encouraged them to see life in a very positive perspective. The secret to a happy and successful life, I have always advocated, is not to do what you enjoy but rather, enjoy what you do!" This has been my message to all including my own children and my students.

Since the news announced by The Premier, I have been very uneasy with the us and them atmosphere in the staffroom, within groups of friends, families and society generally. I was coerced into taking one shot of the "vaccine", and have now decided to have no more, unless a traditional vaccine gains approval in Australia. As a result of my decision I appear to be likely to lose my job.

In spite of enjoying a positive outlook throughout my life, I have, in recent weeks struggled with mental health issues. I have never experienced this before. To hear politicians trivialise their "mandate for employment" as a means of encouraging vaccination, further plunges one into a depressing mind set.

With so much emphasis within workplaces in recent years on " work life balance, RUOK programs and anti-bullying initiatives, It is galling to see loyal and dedicated staff treated in the manner now occurring within so many workplaces. The crime for which these workers are guilty of, refusing to be part of the largest medical experiment in human history.

The cost of the governments decision is incalculable...in monetary terms, social and family breakdown and in interrupted education of huge numbers of young people across the state.

Educator 68

M, female 56 years young at special school in Brisbane. Teacher Aide 7 years, working with all types of special needs. I particularly work with kids with ASD & high behaviours, children who can be quite violent . I have a gift for calming them, becoming very trusted with them. Make wonderful friendships & help teach social skills as well as education. Love participating in sport , music & art. We have the best teachers & aides who I can call friends. We have a wonderful community.

We haven't had much positive response from our principal as he "doesn't want to be the meat in the sandwich". He has told us to send our risk assessment to Dept of Education as they are our bosses.

He has now sent the survey letter more than 3 times & encouraging us to get vaccinated. This mandate, besides being illegal, is also very wrong on so many levels. I have never felt so anxious, sick to my stomach, fear of being unemployed.

I don't understand why we don't have a choice & the threats if we don't have it we are made to feel like outcasts.

I have been crying everyday ever since the mandates & feel my mental health is taking a toll. I'm usually a very outgoing, happy, positive person. Everyone always says how I light up a room & my laugh & smile is infectious. Well I'm not feeling that way for now. I worry for the students at school if we lose some fantastic, dedicated & hard working, loving staff. These kids build up a trust with us & I know for a fact when we have relief staff some don't understand or deal with them too well.

I worry there will not be enough staff & who will replace us? We are short staffed already. I just want to go in & do my job that I do best, leave work every day with a smile on my face knowing I have helped in some way with our students.

I worry we are not getting our freedom & loosing this country to dictatorship. I just want everything to go back to normal & we just get in with our lives & learn to live in these times. It's funny how we were heroes for 2 years & went to work in the worst of if & now we are going to lose our jobs for actually no reason at all except we made a choice. Thanks for your time.

Educator 69

Hi, my name is G and I am a 45yr old woman who works as a School Secretary in a new Prep-12 College in X. I am permanent term-time employee of Brisbane Catholic Education (BCE) and I have worked in this capacity for six years now. I love my job – I get to interact with the kids every day and the variety is endless: first aid, student reception, parent reception, social media, designing, collating and publishing the yearbook, printing student awards, permission slips, invitations, enrolments, booking excursions and buses, organising events, catering, fielding enquiries, supporting teachers and leadership – you never really know what the day will bring.

When the mandate on vaccination in education settings was announced, I was horrified but too busy to think about it. I buried my head in the sand and ignored the email from BCE telling me to update my vaccination status in their system and to contact my principal if I had any concerns. It was not easy to ignore, everyone was talking about it but we were frantically busy. However, once the dust had settled and I had received another two emails telling me to update my status, I finally had to think about it.

[REDACTED]
My principal was already on holidays so I emailed him and my line manager with my decision not to reveal my vaccination status as I don't agree with the mandate or the segregation of our community based on a medical decision which should be personal and private. I believe that it is a major overreach by our State government and contradicts Federal law.

[REDACTED]
My principal took a couple of days to respond that this was not his nor BCE's decision, he also noted that I had not stated whether or not I have been vaccinated. He encouraged me to rethink my position and to make sure I was vaccinated by the dates specified in the mandate so that I could return to work in the new year. He told me that he was currently away but would be back by December 20 and he would be happy to chat to me about it then. I have not replied as I have made my position clear and he has not contacted me thus far to discuss it further.

The mandate has consumed my time since I realised that I could not ignore it any longer. If I'm not thinking about it, I'm talking about it. I have allowed it to interfere in my relationship with my children as I cannot stop worrying about it. I find I cannot give them the attention I normally would (especially at this family centred time of year). We are all concerned about money. We have been looking to buy a house for the last 6 months – this will not now be happening as I won't have a job and we will need to use the deposit saved to fund our living expenses. Thank goodness we didn't buy a home – then I really would have had to abandon my principles in order to pay the mortgage. That is not the lesson I wish to teach my children!

All of this worrying has had a huge effect on my mental health – I have been living with depression for many years and being medicated has helped hugely, but this has thrown me for a loop. I have found myself drinking too much, not being able to get out of bed some days, full of manic, anxious energy on other days but mostly I find myself stuck in an over-thinking loop where I cannot focus on any of the things that normally bring me joy. Not on my children, my husband, my dog, reading books, rowing with my club and coffee with friends (which is out because I'm not allowed into a café without showing my tick).

I have been excluded from Christmas lunch with my extended family because they chose a venue which I can't enter and they don't understand why I am doing this. It is tearing my relationships apart.

Many of my colleagues have been happy to comply but not all. There are staff who will not return to their students and it is tearing them up inside. There are staff who have complied because they cannot afford to lose their jobs – they feel coerced and bullied by the government, BCE, college leadership and even other staff members. They are not returning to the jobs they love in the same way as previous years. Our students will be greeted next year

by worried and distracted teachers, and teachers that are no longer on the same team – if they are greeted by teachers at all. I'm not confident that there will be enough staff to cover the losses and the ultimate losers are the children.

Our community is being torn asunder – and things will never again be the same. Mandating a medical procedure in order to keep your job; is that really a freely made choice? I never thought that Australia would coerce its citizens in this way, or in any way for that matter. It breaks my heart that we have come to this. I should not be denied choice or privacy because you are afraid.

I would like to see the government actually look at the science instead of reacting to the fear and craziness which has spread across the world in Covid's wake. The vaccine does not work in the way that understand vaccines to work – it does not stop you from either getting or transmitting Covid. It only reduces the symptoms. There will be NO herd immunity. Percentages in this case do not matter – except in relation to the number of hospital/ICU beds. This is about lack of full preparedness of our hospitals even though Qld Health has had over 18 months warning. We have gone from two weeks of mask wearing to "*flatten the curve*" to this???

So, because our hospitals are unprepared, people's right to privacy and to provide for their families has been compromised. ***that's not science – it's passing the buck.***

Educator 70

~My name is L, I reside on the Gold Coast, I'm a 57 yr old female and after a messy divorce and our business folding and walking away with nothing. I began working with the Education Department 13 yrs ago as a cleaner. Thankful that I had a job and could keep a roof over my head.

~I have been transitioning over the past two years, from Cleaner to Teacher Aide working with kids with "Special Needs" and also as an "Out of Home Care" Support Person. (Which was to lead into my T/A hours becoming permanent in 2022) and this was leading me back into a roll that I had worked in prior with "Family Support Group" for 12 years.

~The only response I have received from my Boss was that the Email I sent him regarding my concerns and the Mandatory Vaccine had been forwarded onto HR. As they are the "ones" that will be responding to "all" Emails. ...This made me feel "very alone"... But it's not the first time I have felt this way... I was diagnosed 4 years ago with PTSD due to a work related experience that went on for a few months in which I never really felt supported in, at that time.

~The Department of Education making this "Vaccine mandatory" has had an enormous effect on my Mental Health. I've gone backwards and I'm on medication again . As now I am no longer in a job I thought I would have until I retired and the uncertainty of what the future holds re finding another job at my age. This has heightened my anxiety, depression, panic attacks again, a "Hole" I had been trying to crawl out of.

~I feel emotional that I will be letting the children down. I have formed such a bond and a trust with some of them, only to be now leaving them with a feeling of being abandoned yet again and someone has once again let them down. This breaks my heart as it took so long to form that trust.

~ I feel I have a right to be heard and be able to continue to offer my support to the children and the Education Department. It should not be based on my vaccine status. Where is my right as an unvaccinated person not to be able to continue to do what I love.

Educator 71

N, I am a Primary-Early Childhood Teacher, I teach Prep to year 2 students and I teach full time. I have 29 years' experience in Education. I have worked in low economic and tough schools from Logan to the Gold Coast. State School Teacher
Bachelor of Education Early Childhood
Associate Diploma of Education Child Care
Post Graduate Diploma of Ministry

I'm a passionate early childhood teacher who works collaboratively with families, students and colleagues. I am a caring, supportive teacher who nurtures my students and helps them to grow into confident, capable learners who achieve their best results. I have a wealth of teaching skills and knowledge gained over the years in working in Queensland schools. I enjoy teaching and find it a rewarding career. I love teaching my students and mentoring student teachers. I enjoy seeing my past students come back to my classroom to say hello and tell me how they are going.

Since educators have been [REDACTED] to be vaccinated I have an received aggressive email from my school, numerous text messages and emails from the Department of Education demanding I comply or I will be subject to disciplinary action including loss of job.

Since being mandated I have felt stress and concerned for my future as a Teacher this has resulted in stress headaches, worry and [REDACTED] sleep. This vaccine mandate has negatively impacted my whole family. This time of year I [REDACTED] g ready for a new year. Many educators have been coerced into being vaccinated and they aren't happy that they complied to keep their job. I feel strongly that we should have free choice to decide our medical procedures.

I am concerned for the future of our State and Private schools in Queensland, with a lack of experienced and dedicated principals, teachers, teacher aids, specialist staff, administration staff, support staff and volunteers our schools and students will suffer. This will greatly impact student learning, relationships with children who work closely with particular teachers and support staff, school organization and class numbers. I know my school at times is understaffed when relief staff cannot be sourced and sometimes classes are split for a day or children go without their teacher or teacher aide support.

With so many teachers and educators being lost to this mandate there won't be enough qualified and experienced staff to meet students' academic and emotional needs. State Schools rely on volunteers to support and help out in classrooms, organise fundraisers and run school events and it is hard enough to get volunteers in school without a vaccinate mandate. Students deserve to be taught by highly qualified, experienced and dedicated teachers who make a difference in each child's life. I am concerned our education system will suffer for years to come with his mandate affecting our future generation of young people. Our children are our future; they deserve the best education and teachers.

I am asking that vaccinate mandates be abolished as children are not at risk of Covid and schools are not a high risk setting. We have worked the last 20 months without the need for mandatory vaccination. Teachers and all school staff deserve to be able to choose what medical procedure is best for them. Some teaches have medical, religious or personal reasons as to why they don't want to be vaccinated this needs to be heard. Freedom to choose is our basic human right.

Educator 72

Hi, my name is S, and I am a primary school teacher who is awaiting the loss of my job due to the vaccine mandates. I have been working as a teacher full-time for 5 years at an independent Christian School in X, in Ipswich. Unfortunately, this mandate will mean the loss of a qualified relational educator that is creative, passionate, hands-on, and has a fresh understanding of the curriculum and how to teach it to the learner.

I have had mixed responses from my employers, Heads and HR officers in relation to the mandate. Unfortunately, my first in-person conversation was of a negative nature and was discussed during my non-contact time at school. The timing and the handling of the conversation caused me great stress and anxiety. Although I was told the school was pushed into a corner, I was also asked point blank if I had taken the vaccine or if I was planning to get it so that the school could determine if they needed a replacement for my job. The conversation felt inconsiderate, as I too was now placed into a corner. To keep my job, I would have to take a vaccine, or I would need to resign so that I could leave my workplace on "good terms" and give them sufficient time to find my replacement. I felt unwanted, unvalued, and so very replaceable. To make matters worse, I had a few minutes to compose myself before I would be teaching students in my classroom again. Thankfully, later conversations with other Heads were of a positive nature. They were very empathetic and wanted to hear my perspective, restating that they were respectful of my decision, whichever way I went, and sharing how this Government mandate had caused great strain on the college.

The impact this mandate has on my family and wellbeing is immense. I am the sole provider of my little family because my husband is unable to work. I pay for our mortgage, bills, car, food, and any problem that arises with these assets. This means that, because I want to choose what's best for my health, instead of taking a provisionally approved medical procedure that could cause long term effects on my body, I cannot continue in a place I love to work in, and I cannot provide financially for my family in this way. From a wellbeing perspective, this mandate has increased my stress and anxiety. I have struggled to sleep, I have felt tension in my body, and I have had to deal with anxiety attacks.

I am very concerned about how this will affect the families and the children in 2022. Not only will they lose a great number of loving and caring teachers, but they will also lose another safe place to go to when home life is difficult, a listening ear, that one teacher that connected with them, and a teacher that believed in them, and walked the learning journey with them. These mandates encourage segregation in schools and their communities. Students will be forced to take sides to fit in, to feel a sense of belonging, and for those family members who have chosen to be vaccine free, they won't be allowed to participate in their child's schooling on campus or out-and-about on excursion. If an adult can be segregated for their beliefs, what does that teach children? It teaches them that it's better to follow along, not to think for yourself or do what's best for yourself, and it's okay to exclude others for their different viewpoints.

I want to see a stop to these mandates. A vaccine or any medical procedure which has any risk to an individual must allow for choice. A person should not be forced or coerced to take a vaccine to keep their job, nor should any employee be terminated for taking or not taking a medical procedure or vaccine. Personally, I have weighed up the health benefits and risks of taking the vaccine. I have determined that the vaccine is not beneficial for me, and I would like this choice to be honoured and protected from the Government which doesn't know my medical background or history. Please stop the mandates before it causes further pain and suffering.

Educator 73

My name is CK and I am a permanent part-time Chinese Teacher in a Catholic Primary School in Brisbane. I have been working as a Chinese Teacher for more than 20 years both in Hong Kong and Australia. I came to Australia to get my Bachelor of Education when I was 24 and I have been living here (in and out) for more than 14 years now. I love teaching young children especially when they are so ready to learn about everything. My passion for teaching is to see my students grow and learn and become responsible global citizens.

When the mandates were announced during the last week of school, I was scattered and saddened by the fact that I might not be able to see my students again and I may lose my job if I don't want to choose the be vaccinated. I emailed my principal telling her I would like to wait until a proven safe alternative treatment is available for me to choose from and I would like to take 6 months unpaid leave. My principal then asked me to fill out the Leave application form with a supporting letter.

The mandates give me no choice to go back to work if I am not vaccinated by the deadlines. I have been coerced in this case [REDACTED] not allowed to work until I comply. It could mean I am losing my job in January if my application for unpaid leave is rejected.

Mentally, my husband and I suffer the most as we cannot, cannot take this whole mandates and vaccines issues out of our minds and live without it. It has increased our stress level to the point that we have to control ourselves [REDACTED] think about it. It has definitely put a lot of question marks on what if we don't have money [REDACTED] children's education, pay our mortgage, pay bills, buy essentials, go out..... the list goes on.

I am concerned about my students' learning, will there be continuity? It is reasonable to predict that it will be a significant shortage of teaching staff in all subjects. Students may find it hard to understand this reality and may question about why some teachers can't work. The community will be divided, more discrimination will arise, leading to intolerance and hate.

I am asking for justice, truth and investigations about these whole mandates. I want to see people having their freedom to choose what is best for themselves. I want to see people are being able to work even they choose not to have the vaccines. I want to see people and government coming together and working something out for everyone. I want to see the truth about the vaccines and how safe they are, if it is not safe, the government needs to stop giving us the vaccines. More importantly, NO mandates because it is killing people's lives.

I am really worried about the future of Australia. People are losing jobs, children's education are being disturbed, communities are divided, people are being discriminated against, freedom has been taken. What happens to the government the people in Australia once voted for? Are they keeping Australia a better place and serve us a brighter future? We won't survive unless the government hears our voice.

Educator 74

Let me introduce myself. My name is A and I was a Home Economics teacher. I can remember my first Home Ec. lesson in year 8 way back in 1978. From that first lesson, I absolutely loved the concept of Home Economics. That is why I became a teacher.

I have taught since 1986 (I did take 5 years off for babies!). The schools I have taught at are Beenleigh (8 years), Browns Plains (2 ½ years) and the last 20 years at X High. To this day, I still have a passion for Home Economics. Unfortunately, most people think it just sewing and cooking but in the past, it has included: nutrition, management, consumerism, textile science, housing, design, sociology, psychology, hospitality and early childhood.

Like many others, my career was cut short on the 30th November 2021. I have thoroughly enjoyed my career and unlike so many younger teachers I have long service leave and more financial security. Honestly, I was going to do one more year and then change my career course but this has come a year earlier than expected.

Next year, I feel for the colleagues who will be working at school. Staffing X School is problematic as people think it is miles from anywhere. It's one hour from the Gold Coast and Brisbane. Finding Home Economic teachers is impossible. I believe I was the only teacher who has refused the vaccine mandate but cleaners and admin staff applauded me for taking a stand. Personally, I haven't been victimised and I did tell the [REDACTED] Team of my intentions and they were so supportive and offered everything that would be [REDACTED]

My concern is for the teachers who will be overworked, stressed and trying to juggle many tasks all at one time. The students who didn't have the opportunity to say goodbye and thanks. I'm standing with those teachers, support personnel and auxiliary staff who have had to make an extraordinary sacrifice to stand up against these draconian measures. 2022 is going to be a very bumpy start to the school year.

I've enjoyed being a teacher for 35 years, but this isn't how you should retire from the profession you love. How can the Premier of the corporation of QLD implement an illegal mandate which overrides federal law and violates human rights? Covid 19 is based on a lie and fear. It can't and won't last as it's foundations is not embedded in truth.

This is my story; one of many. We are all one small piece of a much larger picture. Together, we can: **HOLD THE LINE.**

Educator 75

G'day, I'm E. I am a mum of 2 beautiful boys. I have spent the last 21 years serving as an educator in Primary schools on the east coast of Australia in a variety of positions. These positions included, but are not limited to, PE in state primary schools and special education schools, relief teaching in a variety of schools in both the private and state sectors, working in schools with high percentages of first nations children and more recently full time in a school with 80% indigenous children mostly from low socioeconomic backgrounds. During the course of my career I have gained so much knowledge about so many different topics and in recent years I have focused on the technology side of things. I have come to learn that iPads are an amazing tool for both engaging students in learning and being able to cater to multiple levels of ability all at once. This has become my speciality and I am the only staff member in my school with the knowledge of how to use Ipads effectively.

My principal has been aware of my hesitance to have the vaccine. We both knew that mandate was imminent and inevitable. Unlike the horror stories that I am hearing from other colleagues, my principal expressed to me in the second last week of term that she had sensed a shift and recommended that I put in for LSL for Term 1 of 2022. She has put contingency plans in place in case I am able to return and has also got plans in case I can't return. Whilst she has been supportive of my position personally, I am unaware if she has made the impact of my potential loss known to [REDACTED]. Being a principal of a small and difficult school, full of undiagnosed special needs children, indigenous children, trauma/abuse/neglect children in North Queensland, my knowledge/passion/experience will not be easily replaced.

The mandates finally came at the end of term 4, when we teachers should have been getting ready to wind down and relax. Instead this break that I have worked hard all year for has been one full of stress and anxiety. I am fearful of taking the vaccine [REDACTED] heard about so many adverse reactions. I have to be able to provide for my children and if I am [REDACTED] myocarditis from having the vaccine, how will I do that. As a result, I find myself seeking alternative forms of employment. This is sad and as I've said will be a large blow to the school I am currently employed in, X State School, in North Queensland.

I spent the whole of Term 4 anxiously waiting for the mandates to be issued. I had many sleepless nights worrying about what to do. I suffered panic attacks after dropping my children off at school worrying that they would be pressured into having the vaccine whilst at school (as teenage boys they are in the highest risk category of developing myocarditis from the vaccines) and I arrived at my school bawling my eyes out on more than one occasion.

Over the three years at X State School I have developed a great rapport with the students and parents at the school. The students and the parents come to our school community with 9 complexities that are not seen in many schools. I am concerned for the students in my 2022 class, as if I am not allowed to teach them then who will? A first year teacher who will be so focused on the behaviour management and the planning and delivery of that plan that they will be unable to cater to their individual learning and behaviour needs. Will I be replaced by someone less willing to immerse themselves in the school community? Will I be replaced by someone who simply does not know how to engage my students or worse, does not have the time or care to do so.

In conclusion all I am asking for is to be allowed to work to my usual 110%. To provide the education to my students, the one that they deserve and the one that I can give them. I implore you to remove the mandates and make this possible. Consider alternatives to the vaccine for me, a mum of 2 trying to do the best by my family and my students.

Since the very start of this pandemic I have worked in school as it was considered low risk. Now, suddenly it is a high risk environment but nothing has changed.

Educator 76

My name is A, and I am a 35-year-old female high school teacher in X, Far North Queensland. I hold a Bachelor of Commerce majoring in Accounting and Finance and a Graduate Diploma of Education, and I have 13 years of teaching experience spanning across both the public and private sector. My teaching areas are Business and Accounting, and more recently, Mathematics.

My greatest gift as an educator is the time and effort I spend building relationships with both students and parents. These relationships have formed the cornerstone of my entire career, and I am constantly rewarded by students – both past and present – stopping me outside of school to share their stories and experiences. For me, being an educator is about so much more than teaching content, but rather the most incredible opportunity to assist our young people in achieving *their* version of success. There is nothing more joyful than watching the spark of self-belief light up for a student, and being able to champion these moments continues to fuel my passion and enthusiasm for my vocation. In my 13 years of teaching, I have never really known a 'knock-off' time, as there is always a part of my brain ticking over, strategising how I could better connect with my students so that I can be more effective in supporting the achievement of their goals.

The response from my employer, Education Queensland, has been disappointing given my dedication to this organisation. When news of the mandatory vaccinations for Queensland teachers first broke, I immediately sought advice from Red Union as to how to respectfully approach the matter. This process has involved seeking to engage in a risk assessment process with my employer to determine [REDACTED] of mandatory vaccinations. I attempted to undertake this task in a timely manner, before the end of term, to give both myself and my employer time before the holidays to negotiate an agreement. Unfortunately, these requests were not met, and simply referred on to other departments. I have been continuously harassed (during both the end of term and my holidays), via emails and text messages, to complete a generic survey stating my vaccination status, however, there has been no advice or information about the outcomes of this survey for my job. Again, I have sought to engage with my employer regarding my concerns with the survey, and this too has been ignored. I have further attempted to retain [REDACTED] with Education Queensland by requesting to take my Long Service Leave at the beginning of 2022, but to [REDACTED]

This mandate has had a catastrophic impact on my mental, physical and emotional health and wellbeing. I have always considered myself to be a respectable and professional employee who works hard to achieve the best possible outcomes for her students, and I have many references from Principals and Heads of Department to this effect. Given my dedication to my students and my career, it is devastating to think that I may potentially lose my job because of a personal medical decision. My sleeping and eating has deteriorated, and I have bouts of anxiety which lead into panic attacks when I contemplate the financial and professional impacts of potentially being stood down if I am unable to comply with the mandate. It has been gut-wrenching going into the holidays not knowing how the new year is going to unfold, and I often feel physically sick with worry as I wait for impending deadlines, with no communication or negotiation from my employer.

However, these effects are not felt purely by myself, and extend to my husband and two children. My husband is now facing the possibility of being the sole income earner in our family, which is incredibly stressful for him, given that we bought a home 6 months ago after searching the property market for over 2 years. He is now under considerable stress as we navigate the financial impacts of the mandate. My young children, aged 5 and 6, have had to bear witness to this stress, and despite our efforts to shield them from our worries, they too are sensing our fear. It has been incredibly difficult to put on a brave face and be positive over the Christmas break, at a time where we should be relaxing.

I am gravely concerned for my students and the community of my current school, X State High School. As a rural school, staffing is already challenging, and these mandates will have a devastating impact for our students. Our Mathematics department in particular struggles to retain experienced teachers; mandates aside, we are already having trouble filling a full-time Mathematics teaching position for 2022. The reality of these staffing issues means a high turnover of teachers, lack of consistency for students and teachers working outside of their area of specialisation. I have been in multiple staff meetings where our Mathematics achievement data is called into question, and I fear that vaccination mandates for education workers will only serve to worsen outcomes for our young people.

It is my sincere hope that mandatory vaccinations will be abolished. Across Queensland, we are facing the very real possibility of losing immeasurable talent, skills, experience, knowledge and dedication from employees across all aspects of the education system. Our schools rely on each and everyone of these people who go above and beyond every day to support the growth and development of our young people. It would be devastating to see these people being stood down from their jobs, vocations and livelihoods, simply because it is the only way to maintain sovereignty over their personal medical choices. I am hopeful that in 2022 and beyond, our young people will continue to be educated and supported by all education workers, regardless of their vaccination status.

Educator 77

My name is R, I am 50 years old and have been a teacher for 26 years. I am currently a full-time Education Queensland Primary School Arts Specialist teacher at a school with over 1,000 students on the Gold Coast. I teach every student in the school, and know nearly every single name. I graduated in 1993 with a BA DipEd with an intention to inspire students in the Arts subjects, but have been lucky enough to be able to teach as many as 11 different subjects in both high schools and primary schools over the span of my career so far. Drama, Dance, Media Arts, HASS, Geography, SOSE, Health, Child Development, Junior Home Economics, History and English. My students have always told me that they love the way that I make learning fun, and my current students always arrive at my classroom door excited and happy.

After the mandate for teachers to get vaccinated against the Covid virus late last term, I asked my principal for the Covid-19 Vaccination Risk Assessment for our school so that I could be fully informed before booking in for my first dose. I was unable to meet with her personally regarding this because it was the busiest period in the school year, so I sent her an email requesting the information. The response from her was to follow the directions of the Acting Director General to email the Staff Vaccination Status helpline. This caused me great distress as I was confused as to why my school did not have a Risk Assessment already in place.

My doctor was also concerned that this information was not available to me because the vaccine is still in a trial period, with no long-term data on the effects of this new type of vaccine. There was so little time to make a fully informed decision, and so I chose to not take a risk and did not meet the deadline for a first dose to be administered by the 17th of December. I am now at risk of being asked to show cause why I have not complied with the [REDACTED] directive to be vaccinated.

My family watched me come home from work excessively tired from stress and insomnia in that last week of term 4. They heard my stories of how hard it was to not let on to my colleagues that I was not going to comply with the mandate, for fear of being labelled as an anti-vaxxer. I had already had one staff member regularly taunt me because I had not had any vaccinations. I heard other stories of bullying too. Packing up my classroom inconspicuously so that I would not attract attention was extremely difficult, and utterly distressing.

I had to witness the farewells of other leaving and retiring staff, but not receive any recognition for my many years of service as a teacher. I was aware of at least 11 other colleagues in the same boat as me, and my heart broke as I watched them struggle to keep a strong front at the farewells. One broke down in tears and had to hide. I was also unable to say goodbye to my students, many with whom I have developed a very strong, motherly type bond with as I have been watching them grow up. I had been asked on numerous occasions by my students in the last week if I was going to teach them again next year. I had to be very careful with my response, and it was extremely unpleasant to have been placed in that situation. What will our schools look like next year? Under-qualified and inexperienced staff filling the gaps? Huge class sizes?

The uncertainty of my family's financial security hangs in the balance, and it breaks my heart knowing that they too feel this immense pressure to make things work should my employment be terminated for not complying with a medical directive that was never in my original employment contract from Education Queensland.

My mental health is at an all-time low, and I am having to attend counselling. A long-term physical health condition has worsened when I should be beginning to see improvements. My specialist has recommended that I access my long-service leave so that I can rest and allow the healing to begin. I now worry that sick leave entitlements will not be accessible to me should I be stood down before my principal sees the medical certificate that I have to confirm that I am unfit for work in Term 1 anyway.

This vaccine is not one-size fits all. Thousands of Queenslanders, Australians and frontline health workers are speaking out about this very fact. Thousands of parents and teachers are worried about the future of education for their children. These unethical mandates need to end, so that we do not have to say to our grandchildren that "in 2022 our political leaders were not interested in anything but coercing your teachers to take trial vaccines, I'm sorry that they did not have the foresight to see the long-term effects on your education".

Educator 78

My name is S, I'm a 46 female primary teacher who teaches in the Catholic system at X, Logan area. Since completing my Bachelor of Education in 2018, I have had the pleasure of teaching Spanish from prep to grade six. My love for the language and culture is shared and taught to all the students in our school. I have currently been at the school for the past three years. Previously, I taught Early Childhood (Certificate III and Diploma) at TAFE for five years.

My employer rang me on the 13th December in my holidays. Asking what my intentions where for next year regarding being vaccinated as it has now been mandated. I informed him that I will need to research more as I have mixed feelings about it. Like any good teacher I need to research it more.

The mandate has impacted me greatly and put great pressure on our family. I face losing my teaching job which is sad as I have so much to offer the students in regard to teaching the Spanish language and sharing the Spanish culture.

My mental health has been affected as well as my physical health through stress. I have had sleepless nights; lost weight and it has caused tension in our family. We are currently looking into selling our house, hoping we make enough profit to sit and wait for changes in the mandate.

My concerns for the school and the community is that Spanish will no longer be taught at the school. Language teachers are hard to find. I have built relationships with the students and believe in each and every one of them. My commitment to the school has been above and beyond and I feel my presence will be missed.

The reason I have written this is because I would love to work at my school next year. My passion for teaching and my caring nature would like to continue supporting the students to be the best they can be. Sharing my enthusiasm in teaching Spanish and engaging the students in classroom activities whilst learning the Spanish language and culture. I miss the students and hoping to be back at the school in January once we have a change in mandate.

Educator 79

My name is R, I'm a Casual Teacher Aide in a Brisbane Special School and have been for just over 1 year as I've recently changed career paths and absolutely love it! I Have 1 more unit to go before I receive my Education Support Cert 3. My background is mainly the Fitness Industry but I started looking at working in Special Education when my daughter was diagnosed with Global Development Delay almost 3 years ago. After working closely with her Speech Therapists and Occupational Therapist I realised I would like to pursue a career in this Industry and started to Volunteer at the Special School where she attended ECDP (Early Childhood Development Program).

My employer has encouraged everyone to get the vaccine since the mandate was announced, there are many staff that were pressured into getting the vaccine due to fear of losing their job and not being able to pay their mortgage and weekly household bills. I have not had the vaccine but I want to keep my job as I find it so fulfilling giving our special students voices, inclusiveness and equal opportunities.

It has already impacted me with arguments with my co-workers, family and friends as this vaccine should be a choice and we should not be coerced. Every day since the announcement I feel sick to my stomach in wondering how will I keep a roof over my head and my 5 children (1 being special needs). The daily pressure from DoE emails and text messages keeps me in a constant state of worry.

In Term 1 I was supposed to go permanent and by the end of the year I was planning to buy my first home as a single parent who only separated 18 months ago.

I am gravely concerned for our students in Mainstream and Special Education, losing so many kind hearted teachers with so much experience, and let's face it Special Education staff are another level of compassion.

What I would like to see is the Mandates removed for employees in Education and anyone working with Disabilities. Also, all industries that have been mandated because no one should be pressured into taking an experimental drug that has so many adverse reactions, to keep their job.

Its time to listen to the people, or the future of our student's education is going to be impacted not only in 2022 but for years to come.

Educator 80

My name is M. I am a 37 year old, female primary school teacher, who was scheduled to return to teaching part-time on class (2 days a week) at X State School and part time as a relief teacher (3 days a week) at state schools in my area in January 2022. I have been a teacher since 2011. I absolutely adore children and their zest for life.

During a planning session on the 30th of November 2021 (to plan for my class next year), I was notified by my school Principal that Education Queensland now required all staff to be vaccinated for COVID. My 23 year old daughter almost died getting her first Covid vaccine, as such I do not feel safe getting it. I told my principal this, she took me off planning, and immediately put another teacher into the planning session. Now I keep getting text messages and emails asking for my vaccination status and advising me that if I am not fully vaccinated by January 23, I can no longer teach.

This mandate and others, such as certain places being inaccessible to vaccine free people, are having a significantly negative effect on me and my family's mental health. I feel afraid to leave the house, for fear of being persecuted b vaccine free status. I am scared to venture out to shops and other places of business for fear of being declined entry due to my vaccine free status. My 23 year old daughter was coerced into getting it in order to maintain her job, she almost died from it! Though she survived, she now worries what her future holds as a result of having this vaccine. She wonders if she will be able to have children and if she will have health problems related to having had it. While I am extremely grateful that doctors and able to revive her, the experience was terribly traumatic, for her and for us, as are the unk health.

I have trouble sleeping for fear of what is going to happen next. I am so stressed that I grind my teeth to the point that they are now breaking!! My teenage daughter is fearful of the future. She fears that she won't be able to study at university, and experiences terrible anxiety about going places with her friends for fear of being turned away when she gets there because she is vaccine free.

We feel devastated that our freedoms have been taken away, we fear that we are going to continue to be persecuted for a choice that is rightfully ours to make. We fear that our fundamental human rights are but a thing of the past. We feel distressed, isolated, and despondent.

I am now also extremely concerned for children as well. This vaccine has no long-term safety data, yet everyone is being coerced into getting it, children now too. What are the future problems that we are going to face as a result? Are children who have had the vaccine going to develop cancers at a much greater rate than they do now? Are vaccinated children going to be unable to have children when they grow up? Are they going to have severe organ failure in the future? Are they going to be more susceptible to heart attacks in the future? We just don't know. So why are you coercing people to take these experimental vaccines?

I am terribly concerned that those who have had the vaccine are going to get very sick and possibly die in the near future. I fear for our future, if this vaccine is to continue to be pushed onto the people of Australia, and indeed the world.

I am asking for you to STOP coercing people into getting the vaccine. STOP linking vaccination status with the ability to be employed. STOP discriminating against the vaccine free.

Please DO reinstate our basic human rights. Do allow us to work and move about freely. Do allow us freedom of choice regarding medical procedures. Do allow us to go back to work, to make money so we can support our family.

Educator 81

I am a 43 years old female secondary casual relief teacher (science/maths specialty). I work both state and private schools on the Sunshine coast and have done so for 7 year. I am secondary science trained, with a BSc (zoology & chemistry) and PGCE. As an educator, I am adaptable to fit into different environments. I aim to engage with various students and enjoy clearing up misconceptions they may have, such as the idea that algebra is hard!

While I haven't heard directly from my state school principal, I have received a number of emails and texts from the Queensland Education Department over the holidays, requesting my vaccination status. This is happening despite the fact that I have already completed the survey. I didn't think that the department should be contacting us on our holiday and it feels like borderline harassment. My one private school client has asked my status once and my other one has not contacted me at all in regards to vaccination status.

Due to the mandates, I will not be able to work in schools any longer and am having to figure out how I can try to earn more money. I thought that having this vaccine was meant to be a personal choice, but definitely feel that the threat of losing my job if I choose not to take the vaccine is coercion.

I have found that my mental health has been affected in that I am stressed out trying to figure out how to pay my mortgage and keep my kids at their school. This also has made me really short tempered towards my family. I have also been having migraines and my skin has become really reactive.

I am concerned for the mental health and physical health of my fellow teachers and school staff. It has meant that in some schools, there has been division and ostracizing of some staff. Also staff worrying about their futures and having mental breakdowns. The students will also be worried about whether their teachers will be at school next year and will their schools cope with losing so many staff. We teach students to be inclusive, yet inclusion seems to be out the window with these mandates.

I would like to see all staff and students welcomed at school regardless of vaccination status. The vaccine doesn't stop transmission so we should all be testing if there are concerns. If there is an outbreak then staff and students could do rapid testing before coming to work or on arrival at work. Also staff and students should be using common sense and staying home if feeling unwell..

We are meant to all be in this together. Let's show that and find alternate ways to keep our campuses safe.

Educator 82

PM - I am a female primary school teacher with the following qualifications – Diploma - Early Childhood Education, Bachelor of Education - Primary and previously a Remote Area Teacher Co-ordinator for Aboriginal and Torres Strait Islander students studying to become teachers. I identify as a Torres Strait Islander and have taught in Far North Queensland, North Queensland, and Central Queensland Region. I am 51 years old and have taught for 29 years in both private and public schools.

My gift as an educator is to educate students to become confident, independent learners, regardless of what barriers that may disadvantage them. I actively facilitate activities with teachers on special events such as Reconciliation, National Aboriginal and Torres Strait Islander Children's Day, and NAIDOC to bring a better understanding of culture of our First Nations People. I am also an experienced senior teacher who mentors teachers new to the school and also supervise prac students from universities and secondary students on work experience.

When the Government Health Mandates were emailed to me, I became very anxious and in a state of disbelief. My Principal was [REDACTED] and supportive when I requested sudden long service leave. The Principal did not ask for specifics on the sudden request and stated he would support my long service leave at half pay application.

The mandates have and continue to impact my family, particularly financially, as we have a house mortgage, personal loans, [REDACTED] costs of private health, insurances, registrations of vehicles, other utilities and groceries [REDACTED] for the family. My husband and I are currently seeking information on how we can reduce our level of expenses to hopefully get through this demanding stressful period.

My mental health since the mandates were announced, has resulted in an increase in stress, insomnia, and depression. I am in a state of nervousness that I have never experienced in my life. I have had to seek out a counsellor for the first time in 29 years of teaching to discuss the impacts the mandates are having on me and my family. I have been saddened and disillusioned by the Qld Teachers Union inaction in supporting unvaccinated members. I have been a paying member for almost 29 years. My decision not to have the vaccine is a personal choice and should never have been introduced as mandatory to remain employed as a teacher. I have a pre-existing medical condition that is not considered by my GP for an exemption. As such I am unwilling to participate in having the vaccine. In 2022, I was going to be teaching students with a group of inspirational teachers. I have prepared for and have set up my classroom with displays and resources. Knowing I may not return this year to the classroom if the mandates are not lifted is a devastating outcome. My current school has lost a dedicated teacher who loves her job with 10 years of building positive relationships with students, families and the school community.

I want my voice to be heard loud and clear with the hope for decisions to be reversed so that we can go back to doing a job that we love. I am hoping to see myself and other teachers back in the classroom at their respective schools for the start of the 2022 school year. Rapid antigen testing should also be an option for teachers who do not want to be vaccinated.

As a final message – The one's with the most to lose are our wonderful students, about to start their early years of schooling, without the usual presence of dedicated, highly experienced teaching professionals.

Educator 83

I am K, a full-time primary teacher of 'The Arts' (Music, Drama, Visual and Media Arts, & Dance). I teach Prep to Year 6, organising and teaching 22 one hour lessons per week. I am also responsible for a school choir and I direct school musicals and concerts, as well as helping to manage a high school pastoral care class. I work in Hervey Bay at X College and I have been a teacher in both State and Catholic Schools for a total of 20 years.

My skill set is unique. There are not many people with the energy to teach back-to-back integrated arts lessons. It's noisy, inspiring and a real bright spot in the school week for students. I work hard to be extremely organised in the most creative ways possible and my students are exposed to new ways of thinking and responding. I build confidence and promote the value of the arts. I love my job and I'm very good at it.

When the mandate was announced, my boss didn't even call a staff meeting. We simply received emails from head office explaining that we must upload our vaccination status. There was no explanation of how our low-risk work environment changed overnight to high risk. There was no discussion around concerns that these mandates were [REDACTED] or dangerous to personal body autonomy. I am extremely fit – exercising daily and eating right. I am not in an 'at-risk category' for Covid-19. I have zero co-morbidities. I also pay private health cover and Medicare levies. Several of my friends have had severe side effects (2 x heart inflammation cases and 1 x hospital admission for an allergic reaction) after their vaccinations and I applied critical thinking to my choice to say no. It wasn't worth the risk for me – especially with multiple shots required. With trans [REDACTED] rring between vaccinated people, I can't understand how relying upon leaky vaccines as a co [REDACTED] act, the cognitive dissonance I am experiencing as an educator who has taught about the damage bullying does; the effects of segregation in societies throughout history; the importance of remaining true to your values; and not letting anyone force you to do something you're not comfortable with physically, has been unprecedented.

I have been faced with a decision I never thought could occur in Australia – my job or my values. If you aren't fearful of the virus, your Government will take its place by becoming a threat to your wellbeing and survival. How obscene! I have 3 children and a mortgage. I have been through extreme mental torture, but no matter what, I haven't been able to bring myself to go and get the vaccination. It represents a complete loss of freedom for me – a permission to the Government to dictate what goes into my body. I won't allow that. I can't do it. Setting this precedent is horrendously dangerous and anyone who has studied history, can attest to this. I'm making a stand for what is right and just, but it's my family who will suffer this hurt inflicted by politicians free of mandates and of conscience. My children are so stressed. They understand why it's important to make a stand, but they're angry and distrustful of a Government who would treat otherwise model citizens like this.

My school community is going to miss me. I'm not sure how they will easily find someone to do my niche job. My students are going to ask questions and I'm not sure what they will be told. I would hope that my employer will fight for me, but I'm not convinced. It seems the doctrine of fear and compliance has suppressed lively discussion and critical thinking seems to be something educators will only be able to teach in specific contexts.

What are we teaching our students? What is the Government teaching our next generation? How will this time be viewed in the future as the scrap heap of experienced workers grows, adding to the deep anguish that has been the real pandemic. The teachers who are strong, with passion and values that are unshakeable, are thrown away like garbage. Where will this end and to what gain?

You need to stop this. The only other option is to accept your place in the creation of a tyrannical society that actively suppresses freedom of choice, segregates, dehumanises and steals body autonomy. The voice of dissonance is an essential part of a healthy, democratic society. The teachers standing up against this mandate are a necessary sounding board and they don't cry out for no good reason. We know what's at stake – the freedoms won by our forefathers and mothers. There is a better way to do this.

Educator 84

RHY, Female, Independent Education Sector, 50 years of age, 28 years of teaching experience, Bachelor of Arts, Graduate Diploma of Education.

I bring a wealth of knowledge, skill and experience to my role as a senior teacher and educational leader. My career of 28 years in education has been predominantly in secondary schooling; however, I have worked in primary and tertiary settings, and have also been a director of a childcare centre for many years. I am engaged beyond the school setting in a number of extra-curricular community areas, which all relate to my role as a teacher, all of which share the goal of enriching student education beyond the walls of the classroom. I have dedicated my life to my students and my career.

The response from my employer regarding the government mandates has been very hard line; be vaccinated or be terminated. There is the option of taking long service leave for those who have long service leave available. There is no option of leave without pay being offered. The line is that my employer's hands are tied, this is a government mandate and therefore there is no room for actioned compassion. Our board of directors asked that no names of the staff effected be revealed so that their decisions are not impacted by individuals; our HR is new and doesn't know any staff personally. The whole process has been very clinical. It has been communicated that even staff who manage to get a medical exemption from the vaccine, will no longer be considered fit to work with children; it has been indicated that even those with a medical exemption will lose their jobs.

The impact of the government mandate on me personally means the potential loss of my employment and my 28-year career; not just a job but a career in education. In addition to the government mandate itself, the timing of the government mandate has been (strategically) horrendous and has disrupted marking, reporting, end of year celebrations and what should have been a time of rest and recuperation. The teachers I work with, myself included, are exhausted. We have had to bear the brunt of much of the COVID situation as essential workers, enduring lockdowns, complete curriculum and assessment overhauls in light of teaching online, we have become cleaners and sanitisers, and have worked breathlessly behind masks, in addition to scheduled changes to our Senior systems with the roll-out of ATAR, which were also completely disrupted. We have kept educating through the storms, reassuring students and families, working hard keep positivity and confidence that everything will be okay. The hours spent and the emotional toll of all of this has been enormous. (In addition, the government mandates will not only affect my role at my school, but the extra-curricular work I am engaged in with children within my community.)

From the perspective of mental health, as mentioned above, I am exhausted having endured the last two years of educating during a pandemic. In addition to being an essential worker and having to be on the front line of COVID in 2020, to now in 2021, being mandated to take an experimental vaccine or face the loss of my career. I feel that my worth within education, my experience in my profession, my skills as a teacher and as a curriculum leader are no longer valued, wanted or needed. To be told that even with a medical exemption, being unvaccinated makes me unfit to work with children is soul-destroying. My family is stressed about the future; my own children (both seniors, one in Year 12 in 2022) are stressed about what school will look like for them next year and how these last-minute government mandated disruptions will affect their education next year. My eldest child, 16, who does not wish to be vaccinated (especially after seeing friends hospitalised due to experiencing myocarditis and pericarditis; some now facing life-long damage) is also facing a senior year of not being able to attend school excursions which may be essential for studies or compete in sporting tournaments or attend a Year 12 formal, all due to the government mandates extending into these areas. As a mother, I am carrying the financial, educational, social and emotional load of my family.

I have enormous concerns for my children, my students and our community. Working in the independent sector I anticipate the government mandates hitting hard and negatively impacting school standards and policies; there is already evidence of this. I do not feel that this situation is

one of short-term pain for long term gain. I fear for the future of my family, my school and the education of my children. I fear for the future of our nation. I fear for the social conditioning of our future generation. These government mandated decisions are going to have many negative long-term health, emotional and social challenges that echo some of the darkest times in our human history. I fear for freedom of speech and expression, freedom of movement, freedom of religion, freedom of thought; I fear for policies of discrimination and the loss of equal protections. I fear for the right to education and for protections against unemployment, especially for our young people. All of which seem to be under attack at present due to government decisions made in what is supposed to be a democratic and free country.

I am asking for the end to discriminatory government-imposed mandates and business-imposed / government supported mandates which impact an individuals' right to employment; any employment – health care workers, emergency workers, police officers, the military, correctional services, teachers, hospitality workers, arts industry workers, through to 14-year-olds wishing to start their working life at McDonalds. I am asking for the removal of government-imposed and business-imposed / government supported mandates that discriminate between the vaccinated and the unvaccinated.

I am angry with our state's abuse of leadership to the point of playing God; whilst I appreciate the availability of the vaccine, I do not support the imposed abuse of personal freedom. I do not support the 'right to life' debate being used to underpin government-imposed mandates. This is laughable in a political setting where significant changes to the abortion bill (2018) and the recent assisted dying bill (2021) have been passed by this same government. We are but lions being led by donkeys.

Educator 85

My name is B and I work part time as a teacher aide in learning support at a local High School in Hervey Bay, QLD. I love my job; the teachers I work with and the kids I support. These kids are low literacy and need extra support in the classroom. I try my best to bring the care into the class environment and work with them to boost confidence and sense of well-being which flows into their learning.

These introduced discriminatory mandates have changed my workplace dramatically. I have seen staff, confused and worried and feeling pressured to follow through with a medical procedure they do not want or lose their jobs and livelihood. The hard earned trust has been broken between employer and employee with constant texts and emails requiring a response to vaccination status way before the survey response due date. This has resulted in unnecessary stress amongst a percentage of school staff before finishing Term 4.

These Government Mandates have impacted myself and my family greatly. I have been increasingly stressed at work resulting in lack of sleep and a feeling of despair deep down every time I walk into the grounds. I am a single mother of 3 school aged children and I need my job to pay my mortgage and put food on the table but I make a stand against coercion and the segregation these mandates have caused. Why are we still singing the Australian Anthem when it speaks of being "one and free"?

This vaccination mandate has impacted my mental health I try to uphold a strong figure in our household but have recently visited my Doctor to discuss how I have been feeling and it has been a direct result from workplace stress with the enforcement of these mandates. I am greatly concerned for our students and community as I already have observed high school students upset, discriminating and showing a general imbalance and confusion about the current events. This is not just the students but also the staff. I have friends that have had terrible life changing adverse effects after the vaccine. This does not install great confidence and seems to be the riskier option.

I would like to see freedom of choice brought back to the people. Stop this mandate rubbish as it is destroying us and driving our country down the drain.

Destroying the Mental Health of young and old.

Destroying the unity in our community.

Destroying our faith in our Government and the 'so called' leaders of Australia.

Bring back our Freedoms!

Educator 86

My name is R, and I am a female teacher at X State School on the Gold Coast in a year 4 classroom. My permanent fraction is .4 however this has increased on a contractual basis as I have picked up more hours, replacing my teaching partner as she took leave. I have been teaching for 16 years at a range of schools, with X State School being my longest standing school. I feel I bring a holistic approach to my classroom, focussing on the well-being of each student, embracing everyone's personality, and fostering love and kindness whilst encouraging self-esteem, confidence and worth. I feel a content child will learn at a greater pace than one who is not calm and confident as a person.

When I asked my Principal if I could have Leave Without Pay for a year in order to maintain my position at the school should these mandates 'blow over' her response was cold and brutal. She said because she had denied another person leave without pay under different circumstances, she couldn't give it to me even when I informed her that other principals were having compassion for their staff in my situation and letting them access Long Service Leave or Leave Without Pay. My personal view is that a person who lacks that much empathy should NOT be running a school and leading children. To be able watch her staff in so much distress and have the power to offer some security but refuse is concerning.

With both my husband and I being teachers, we will be down \$4,500/fortnight, so the financial stress is weighing heavily on both of [REDACTED] on our incomes to feed our three children and pay the mortgage for our 3-bedroom home in X Valley.

The toll it is taking on our health is evident in my menstrual cycle which has been thrown into disarray which I believe is stress related. I have not had comprehensive test performed but I feel I am in early menopause at the age of 37 due to the uncertainty this has thrown at me.

My husband has been given [REDACTED] by a doctor based on his levels of stress and anxiety and his Graves' disease which was in remission has now flared.

Anxiety has been running for both of us since the mandates were announced for teachers in the other states. We knew they were inevitable but didn't expect them as a Christmas present. As mentioned above, Ross has been issued a medical certificate for stress and this was based on the questionnaire that GPs perform to decipher the level of mental illness. His symptoms confirmed a high-level anxiety and depression. I rarely see my husband cry and in the last 3 weeks he broke down on numerous occasions. This is very unlike him.

For me, I have been on a teary roller coaster, crying at the drop of a hat. My students saw me cry on several occasions with some breakdowns related to Covid and some not. I was unapologetic for this as I believe crying releases emotion however the tears were flowing more than usual in my classroom. We also frequent a Chiropractor monthly and every visit, my digestive tract was flared which is a sign of stress whether it be emotional or dietary. We lead a pretty healthy lifestyle, so the emotional stress has to be contributing heavily.

As for my own children, they are resilient but in all of this, I am grateful for the life lessons they will be taking away: Standing up for yourself, being a critical thinker and knowing the right way is not always the easy way. Whilst I would have liked to have taught this under different circumstances, this may be one of the silver linings in this fiasco.

My greatest concern for the school community is the loss of critical thinking teachers. There no longer will be educators who question the narrative, who can impart their ability to see beyond what's in front of them as gospel leading to generations of adults who continue to follow blindly. The other worry is the loss of years of experience. How will they replace so many experienced educators. Some teachers are stepping away with 30-40 years expertise to be replaced with graduates and in a society where behaviour problems are becoming more complex, the handling of this requires skills sets that are not acquired overnight. The negative impact this will have, I feel, will be generational.

My husband and my wish are for these mandates to be overturned so we can go back to the job we love and have the financial security we have had in the past. For me, my principal has left a very bad taste in my mouth so relocating to another school would be the ultimate. I also would like to see some form of compensation for the stress my family have been through.

Educator 87

My name is A and I am a teacher aide of 15 years working in the primary SEU of our local public school in Caloundra, Queensland. My own children were foundation students at this school and I started here the following year as the original teacher aide for students with disabilities on campus. My passion to advocate for our students has carried me for more than a decade and I never dreamed I would be in a position where an experimental gene therapy in a syringe would threaten the job I love.

If you would ask my students what makes me special, they would say "Mrs B remembers what it's like to be a kid, she always plays with us" and this is true. Everything I do is play based, it is a dying art in the minefield of data collection and standardised testing that rules education systems these days and my students thrive on it. I am never without my trusty skipping rope in the playground and I've lost count of pupils who learned to jump, sing my silly songs, cheer each other on and believe in themselves as I swung that rope a million times.

And now suddenly we have a mandate thrust upon us at the end of the school year. My employer, the Department of Education, has been posturing and harassing me with dozens of texts and emails yet has done absolutely nothing to consult openly with employees. My union acts impotent and toes the government line. I have been coerced into taking the injection as my family cannot afford to lose the steady income I bring in. I did this under extreme duress as in the 1990s I was given another drug called mefloquine that was not vetted through proper clinical trials. That drug caused me brain injury and two bouts of meningitis that have left me with lifelong health consequences. I am actually terrified to have this concoction in my system and am fearful of adverse effects. To say my mental health of late is negatively impacted would be an understatement!

I worry constantly what our students, staff and parents will be returning to at school in 2022. Will there be enough teachers? Will parents pull their kids out and home school them to avoid the uncertainty of this broken system? Will the "unvaccinated" continue to be mistreated by the government and their employer?

All I am asking for is choice. The bullying to get this needle to be able to keep a roof over our heads has to stop. Department of Education, who is bullying you into bullying us? Maybe it's time to stand up to your bully and join us.

Educator 88

I am C. I'm a 44-year-old female, who works as a Business Manager (0.8fte) in an Independent Primary School in Far North Queensland. I have a Master of Science in Business & Economics and a professional career of 22 years. After having worked for multinationals in the Fast-Moving Consumer Goods Industry, I joined the education sector 3 years ago. It was my dream and passion to make a difference for our future generation.

My workplace is a small independent school in regional Queensland. Being small, the school is in a vulnerable position as a result of the announced vaccination mandates. There simply isn't the backup that bigger schools may have. My employer feels that as a school we must be compliant, which I understand. This means that mandates are being followed.

The mandates have an enormous impact on me and my family. We will lose over half our income, putting not only our house at risk, but also the schooling of our children as we may not be able to afford the school fees anymore. Stress levels are building up, there is worry and we have put building plans on hold. It has also caused a feeling of frustration as I'm able, willing and available to work. I fear for schools (including my own work place) who will lose highly qualified and experienced staff. This is especially valid for small schools in a regional setting as it's hard to recruit new staff with the same skill set and experience. This puts the continuity and success of the school at risk, which will have a flow on effect on student outcomes and wellbeing as well as on the wider community.

I would like the mandates to be lifted, so I can return to doing great things for our school and school community. I would like to continue to contribute to growing our school. I would like to stop the segregation that is currently happening. In our school we must (and want to) be inclusive of every student (and until recently every staff member). In our school we teach our students to care and look out for each other, to include everyone, to be kind and understanding of everyone's uniqueness and importance. We are their role models, they are watching. Now they will be witnessing how some staff members are not welcome anymore, they will see segregation happening in their safe school community, they will see fear, frustration and stress, they will see the exclusion and how that is apparently 'okay'... but it's not okay. These are not the values we should be teaching our future generation.

We can do so much better than this, we need to do so much better than this. For our students, for our school community, for our wider community.

I would like to respectfully ask you to lift the mandates or put in place a feasible alternative that is not excluding skilled professionals based on a private medical decision.

Educator 89

Hi, my name S I am a 51-year-old male Principal of a growing school in Warwick, Queensland. I have spent the past 26 years in the independent education sector and still have a teaching component in my role. My highest qualification is a Masters degree. Due the vaccination mandate I will no longer be able to teach Primary Physical Education as well as Secondary Christian Studies, Mathematics and Digital Technology.

My employer was as compassionate as they could be in the circumstances. Staff that are not vaccinated and not working directly with students have been able to still be employed for Term 1, 2022 and then reviewed. Two other staff and I have been permitted work in a separate building next to the main site. In one sense this makes us feel like lepers. We are happy to have a job at this stage though.

My wife is an early childhood teacher who has lost her job. Apart from financial loss we are looking at alternative housing for us and schooling for our two teenagers post Term 1, 2022 if things don't change. My son who is in Year 11 may need to change schools due to reduced income and uncertainty of the future. This is causing us major grief. Our ability to pay bills may be more impacted from April 2022. My wife is looking for other work and has limited choice due to being unvaccinated. We can't do what we love, impacting the next generation, and I feel rudderless at the moment.

I have headaches everyday due to the stress. There have been restless nights and motivation to get up each day with purpose is diminishing – borderline depressed. 13 of my 42 staff have lost jobs (or 2 have a job for now). Two days ago, one of my teachers, who is vaccinated, resigned as they took another teaching post close to their family – a vacancy that came about due to a teacher losing their job for being unvaccinated. I am finding it difficult to come up with solutions to staffing with almost daily changes with COVID regulations. This adds to my stress and depletes the love for my job.

As a principal of a regional school, I am concerned that we cannot attract new staff as metropolitan areas are more likely to employ staff. This is affecting our staff, who even vaccinated, will be stressed with larger class sizes and possibility of more multi-aged classes detrimental to learning outcomes. We are short of relief teachers and when teachers are unwell or on training there is no ready replacement causing more angst. Teachers may not be able to have entitled 'spare' preparation lessons as we cannot cover classes adequately. I am hands on principal so my connections with students, parents and the community will be different – limited to electronic and phone. Our community may not be comfortable with a reduced, flawed, and compromised learning program, our enrolled students could be reduced and other staff potential losing their jobs. Less students = less staff and on we go. Regional schools are going to suffer tremendously if the mandate stays in place.

I believe that the vaccination mandate for those in a 'high-risk' setting such as schools should be lifted **immediately**. This will allow our educators to do what they do best – to serve future generations and teach! Rapid Antigen Testing could be used and follow up actions to be taken as appropriate. A stat I read recently is that 11.1% of Education Queensland teachers won't be taking the COVID jab. This affects approximately 180,000 students. In my independent schooling sector around 20 to 30% of staff will not be vaccinated so staffing levels, students and families will be affected. In one school in my system 8 out of 10 primary school teachers are unvaccinated. This is devastating for the school and the livelihoods for many. Failure to drop the vaccination mandate will hamper the future of all Queenslanders and others across Australia.

I implore the government to take this draconian mandate away so that we can do what we love, what we are called to do, and continue to make this nation of Australia the full democratic society that we have had for many generations in the past and for the future.

Educator 90

Hi my name is B I am a 42 year old Early Childhood Teacher with a Bachelor's Degree in Early Childhood Education, although I have been working as a Relief Teacher in a Regional Town: Warwick, Queensland. I work from Preps all the way to Year 12's. In our School System we also have a Hub School which caters for Disengaged Students from Years 7-12's. I graduated in 2004 and have been Teaching ever since only having a break when having my own children. I am extremely flexible and absolutely love teaching students from Prep all the way to Grade 12's.

My employer has been following the advice given by the Chief Health Officer which I understand. Since I won't be getting the jab, I no longer have a job, however, if I decide to change my mind or if mandates are dropped, I will still have a job to go back to. My family line on my mother's side has a history of ovarian cancer and I don't know what the long-term effects would be on me and am not willing to risk this. I am currently attempting to get an exemption to become part of a clinical trial for unvaccinated which is registered through the TGA.

This has been a major strain on my family as I now don't have a job. Having my job enables me to pay for my daughters dance lessons, my son's drum lessons as well as to contribute to buying groceries and pay towards our mortgage.

My anxiety has gone through the roof. I had extreme anxiety around 6 years ago from being bullied by a colleague at work, now I am getting bullied by the Government into a job that has not been tested. I have had to go to the Doctors and have a chat regarding my anxiety and will probably need to go and get a referral to see a psychologist that is if I am allowed to see one due to being unjabbed as I may be discriminated against. I also have issues with depression as I feel like there is no hope. Not being able to wake up with purpose and to do something that I was born to do which is teaching makes me feel like I have no purpose. I have been teaching kids and been actively involved with kids and caring for them since 1996 when I was in high school. How can something be denied for choosing not to get injected by an experimental drug? Don't we teach our students to stand up to bullies and to not take experimental drugs? My own children have been greatly impacted where they have mental health issues and have had to go to counselling due to depression and suicidal thoughts. My children are 13 and 15 they should be living and enjoying their lives not dealing with all of these issues.

I have major concerns for our school, students and the major impact on our community. Firstly, we are in a regional town and already we have teachers that have in the last week resigned due to jobs being available in towns in Brisbane, Sunshine Coast and the Gold Coast as teachers who do not want to get the jab has been stood down this is just heartbreaking and so wrong. Regional Towns will suffer and will not be able to recover as they will not be able to get staff. Our students do not even know which teachers won't be there and having bonded well with all of their teachers due to being a small regional school this would be devastating especially to many students who are already suffering with their mental health due to this entire pandemic. At the moment, I am the only person who will go as a Relief Teacher to our Hub school this is one of my favourite places to work as I am able to speak into students' lives, encourage them and give hope. What will happen to these students? We already have a number of teachers leaving the Hub due to these mandates. What will happen to these very vulnerable and students at high risk? My heart breaks for them this should not be happening. Up until now as a school we have managed to maintain an extremely safe working environment in our school as there are many policies in place to ensure there would be no spread of germs. As we are a school in a regional community this would have a huge negative impact on our community as we are often involved in the community being part of events such the Rodeo Floats, Talent Shows and helping in the community giving hope and serving.

I am begging for these mandates to be dropped immediately, up until now we have maintained extremely high standards in our management of covid and so far we have been very successful. If it is required to do rapid antigen testing this should be good enough but to allow educators, students, and education staff to suffer like this is just plain dangerous especially with mental health issues. Students need their safe haven of school to be there it needs to be constant unchanging many of our students especially our at-risk students need this. Please consider our students they need this.

I implore you to have compassion and that you have the best interests of our students at hand. As educators we are trained to know what they need and provide them with what they need to be able to flourish. They need stability and a safe place. If this does not happen, I fear suicide rates and the major impact on mental health which are already through the roof!

Educator 91

My name is K and I am a Primary School teacher on the Gold Coast. I have chosen not to take the vaccination for medical reasons. I am scared for my health due to family adverse reactions and my medical history of anaphylaxis to a vaccine previously.

I feel so much pressure from others and the government making me feel like I am a bad person for simply making a choice of what to put in my body. I have tried to receive a medical exemption which in my experience is near impossible unless I risk my life to see if I react to the first vaccine. I have booked a specialist appointment to see if he can help me find a solution that I feel comfortable with.

My mother had taken the vaccine due to being frightened for our future, food and home. She had a reaction where she was raced to hospital a few days later, yet no one can prove it was from this vaccine, just a coincidence. She will be forced to still have the second one if we want to be able to live in our house.

I feel lost and devastated of the fact that I might be losing the career I worked so hard for. I finally reached my goal in the second last week of school of being a permanent teacher in the school I have so much love for. I was then told the devastating news only a few days later that this now might not be the case. The impressions that I have made on students, the friendships that I have made with my colleagues and the job that I love so much; that I get excited to get up each morning and drive to will be no more.

This has been having a drastic effect on my mental health as my stress level from all of this is through the roof. I worked all through school to get to university. I worked through university and prac placements to land a job. I worked and gave all my energy into keeping my contract ongoing and I finally get permanent at a school, I have so much love and passion for and it can be taken away from me. Not because of anything I did wrong or my work ethic but because I made a choice not to risk my life and put something into MY body.

To think that this is really happening hurts me. The pain it has caused my family and my mental health is not okay. I should not be forced into doing anything I don't feel comfortable with. I have done nothing but work hard, learn new skills and make an impact on students' lives and I get this punishment in return.

This is not just a job to me this is an outlet, a passion, my social life, friendships and a place where I feel valued. That is what you are taking away from me.

Educator 92

My name is N and I am a 39 yr old, part-time Primary teacher, currently working as a specialist Drama and Dance teacher in a local state school located in North Brisbane. I also use my 'free days' as a relief teacher for my school, so I am very familiar with the students and staff. I have been teaching for 8 years in between raising my four children and presently completing a Graduate Certificate in Inclusive Practices and Strategies of Autism in order to further my knowledge and better cater to my students. I love building a rapport with my students and believe I am particularly skilled at meeting children where they are. I have introduced Creative Generation to our school a few years ago and have co-ordinated a team of dancers each year in my own time, to provide them with an enriching opportunity to deliver a professional show and perform with over 1000 other student performers. I was also asked to join the Creative Generation Co-ordination team last year and was responsible for co-ordinating over 300 Junior dancers, along with another teacher.

When I was first told about the mandates, I was absolutely gutted. All I have ever wanted to do, was work as a teacher. Thankfully my Principal was very compassionate and spoke to me with understanding and respect, however her hands are tied as she must enact on the mandates. When I explained that I have an auto-immune condition and [REDACTED] was very concerned about the reaction of the available vaccines on my body, my Principal couldn't understand why I wasn't eligible for a medical exemption, when she had been advised that this was available option. I explained that the only exemption available was for an anaphylactic reaction to the first one, and generally only for the vaccine that was originally taken. She expressed her disappointment about the possibility of losing me from the teaching team.

The thought of losing my teaching job is a terrible scary prospect. Even though I know that taking the vaccines currently available would be almost certainly detrimental for my health, I have often considered the thought, as I dearly don't want to lose the job that I love! I was so excited to be asked to step up to three days per week on contract in 2022, teaching more of the subjects I love. I am devastated to be facing the loss of these increased days. I am concerned about the financial impact on my family also. My children ask me every few days if I will have a job next year and I can see the worry on their faces when they ask. All four children are attending a Private school in 2022 and I am really worried about how we will pay for this.

Since the announcement of the mandate, I have not been doing well, mentally. During a time I should be excitedly finishing the year, having fun with my students and making plans to prepare for my new classes next year, I was stressed and emotional thinking about what next year would look like. I find myself breaking down in tears frequently. The idea of not teaching next year is all I can think about, in between trying to complete an assignment for my further study. In the lead-up to the beautiful celebration that is Christmas, I have been feeling angry, sad and unmotivated with panic attacks occurring almost daily.

As unvaccinated teachers are forced out of schools, I am most concerned about our students who will be impacted. My students will begin the year without their familiar dance/ drama teacher and the ability to build on learning experiences from the years before. It is likely that our school's dance club will cease to exist; a club I have been working to build up for the last 3 years. The nomination of students for Creative Generation in 2022 will also be in doubt. These are only the impacts from my own job loss, without adding in the impact from other staff members also. I am also concerned for the loss of experience and talent from our schools, with so many teachers willing and able to step up pending the revocation of the mandates.

I believe all human beings have a right to make decisions that are right for their own bodies; as we know our bodies best. If others would like to take the vaccination for their own good, that should be available to them, however without the threats and coercion involved. I believe that we have a right to be treated with the respect and rights of those who are vaccinated. As our National Anthem states, 'for we are one and free'.

Educator 93

My name is L. I am a passionate, dedicated female teacher with 38 years' experience. As a means of giving back to a career that I have loved so well, I completed a Masters of Education Research thesis, investigating the teaching and learning of fractions.

Over the 38 years as a professional educator, I have used my gifts fully, generously and expertly, committing in my early years, to share my gifts to teach anyone anything anytime and anywhere. I have written and included a summary of the teaching experiences I have enjoyed.

My current expertise is to work within the Catholic Education system, teaching students from years seven to ten, who cannot achieve the stipulated benchmarks for their year level in mathematics. Using my research and continued interest in student success, I assist students to access and understand foundational concepts underpinning the complex mathematics they have previously been unable to apply.

Since learning of the mandatory vaccination programme that threatens to prevent my continuing to use my teaching gifts, I have had communications from my employer advising that unless I upload, by December 20th, proof that I have at least one vaccination by December 17, with the second one planned to be given prior to January 23rd, I will be unable to continue my work as a teacher. I was advised that after Dec 17, if I could not provide evidence of my compliance with the vaccine mandate, that I would no longer be on site.

The situation of being required to undergo a forced vaccination to use my teaching gifts, is very distressing to my family and me. We will have a sudden and significant drop in income and are trying to budget to honour financial commitments that were negotiated based on our previous income. Since receiving notification of the mandate by my employer on November 30th, I have succumbed to depression and have experienced extreme anxiety escalating more recently into terror, causing me to think that I cannot continue feeling this bad but I don't know what will happen to ever fix the problem. I cannot agree to put the vaccine into my body when I have always been careful. I do not drink tea or coffee because I don't do caffeine. I don't use alcohol or cigarettes. I rarely take a Panadol. In the past eight years, I have suffered several personal losses, resulting in depression. I chose, in consultation with my GP, to use exercise and counselling, and to check in regularly with him, rather than take antidepressants.

During this year, I thought I was finally overcoming depression, working in the best school I have ever been in, using my skills and loving my students and my job. Now I feel that the depression is back as bad as it ever was but this time, I don't think I can fight it. I don't have the motivation to exercise and there is nothing that a counsellor can help with, given that there is a Health Directive and everyone is bound to just abide by this law.

When my heart is racing and there is pain in my chest and my stomach, I cannot see how I am ever going to be ok again. The pain is both physical and mental and nothing short of traumatic. I have recurring dreams that I am being arrested and taken to prison for not complying. In my waking hours I wonder how this will end and I imagine that I will never see my family if things get worse for people who do not have the vaccine.

When I first open my eyes each morning, I remember that I am in trouble for not being vaccinated and I do not want to face the day. I have no joy and nothing to live for. If I am not allowed to participate in my work and have no way of meeting the commitments we have made, I cannot see how I can live. I do not want to eat. I do not go to sleep easily and I often wake well before dawn, feeling dread and extreme fear. The hardest thing is to go through the motions of talking to people when what I really want to do is be alone and get rid of the bad feelings I have building up in my gut and in my mind. I am especially struggling with people coming to socialise and I have to organise meals and carry on conversation. It's very stressful and feels like too much pressure.

A very close friend thinks I am developing paranoia so now I am trying to make myself calm and be reasonable.

The stress of the divisions within our once safe and happy community are causing me to want to recluse and not go to the shops or anywhere that security guards dressed in black are manning the doors. My husband and I have already been turned away from his staff Christmas party because we could not show our vaccination passport, despite the venue being outdoors and listed on the Qld gov website as an open and allowable venue. I felt ostracised and outcast.

I must tell friends that I now do not have a job and each time I tell someone, I feel extremely sad. I am grieving and I am still in shock that after 38 years of teaching, my career is ending this way.

I am very concerned for my students, as I am a specialist teacher and know exactly what each student needs and where they are up to. I know how to take them to the next level of achievement, using the vast experiences and rese[REDACTED] complete my Masters Degree. The students I teach are the most vulnerable in the school and they will feel let down.

The only way I can get my life back, and to become healthy again, will be to see this mandate overruled. I fear that the shock in my body might even make it difficult for me to feel brave and well enough to go on with my j[REDACTED] ainly hope that I can at least try. Packing up my classroom was very sad as I had so many [REDACTED]

I just cannot fathom that it has become acceptable in Australia, to force any person to take any medication or vaccine against their will. That I cannot work because I do not agree to an experimental drug being forced upon me and that government and employment bodies are simply complying and expecting everyone to obey this mandate is frightening and reprehensible.

Educator 94

My name is J. I'm a 32-year-old, mother of two, with over 10 years' experience as a teacher/child worker in South-East Brisbane. I hold a Bachelor of Primary/Middle Schooling (6.18 GPA) and also a certification with SPELD. The past few years I have been a TRS (relief) worker receiving almost full-time hours whilst also upskilling to be able to teach and support students with difficulties such as Dyslexia. I have always enjoyed working with children and have created many professional connections through-out my working life.

My employer informed me that I would not be able to continue working, and supporting my children, unless I was double vaccinated by January 23rd. Despite a discussion stating that I needed to wait until Novavax was given in Australia (due to my severe, deathly, anaphylaxis), my employer said that 'Oh, well, you can just get an exemption'. When I let her know that an exemption is not now granted under almost any circumstance, with those like me being told to pay exorbitant prices to have the vaccine given (at my own expense) under hospital conditions, she apologetically confirmed that I would then not be able to work.

Resultantly, I have had to put my health first and know that I face the future without an income. I sold my car and as many other household items as I could to have some money to pay for bills and expenses. Coming without warning, this has been an incredibly difficult and uncertain time.

My mental and physical health [REDACTED] put through incredible strain as a result of these mandates. During each lockdown, teachers w [REDACTED] families and instead be exposed to approx. 25 students every day with the government assuring us that children were ZERO RISK. Now, however, these same children are apparently HIGH RISK and VULNERABLE, and I cannot provide food on my table unless I am double vaccinated. It is absolutely appalling that these mandates have been enforced on us without any reasoning or explanation as to why there's been such a backflip on the status of children getting/transmitting Covid.

My family and friends (vaccinated and unvaccinated), similarly, have been very concerned for me and the 'choice' I have before me.

I want to see these mandates lifted as there is no logical reason why they have been enforced. I would like compensation for those who, like me, have had to sell needed items to put food on their tables. I would like to see those responsible held to account for their callous and hypocritical actions. I would like to continue working in the profession I worked so hard to be able to participate in; years of study, sleepless nights, upskilling, unpaid hours, volunteering, all stand to be for naught.

I implore you to consider the faces of those you so carelessly enforce your decisions upon. Interestingly, my children and I walked past the Qld. Premier giving her Covid update/press conference just yesterday (27/12/2021). The temptation was so great to ask her to explain to my children, face to face, why their mother cannot work and has had to sell numerous possessions including theirs. Were it not for the grace and respect I have long since held as some of my strongest attributes I would give in; it is anyone's guess to what avail. My story is far from isolated.

Educator 95

My name is V and I have been a valued full-time, permanent employee of Education Queensland for 24 years; with over 18 of those years as a Teaching Principal in small, rural primary school settings. I hold a Bachelor of Education: Early Childhood and a Masters of Education: Special Needs & Learning Difficulties. My current school is X mins outside of Rockhampton. My gift to education is that I don't leave anyone behind; I make sure every child succeeds and progresses and enjoys coming to school.

THIS IS WHAT YOU ARE TAKING AWAY FROM ME AND MY STUDENTS, STAFF AND FAMILIES!

I have been informed by numerous emails by Education Queensland, that I will no longer be able to work in my chosen field without the mandated COVID19 vaccination. I have been personally phoned by my employer, requesting that I fill in my survey link so they can replace me. I have already been informed of who will be replacing me in an Acting Principal capacity when I have been terminated from my role as Principal of my school. My request for leave has been declined.

These mandates have negatively impacted on myself and my family, with the imposed threat of losing my job and our family's livelihood. The real threat of losing my car, as it is salary sacrificed through Education Queensland; and my home if I'm not able to make the repayments. Our two high school children will have to go without many things should I not be able to continue working at my school. I am already moved schools for my daughter as I will not be able to pay the fees.

I choose not to comply with the mandate as it impacts on my health and the health of my family. This is a constant struggle between doing what's right. When has it ever been mandatory to choose between a job and your health? I cannot sleep for I am constantly thinking about the imposed consequences of defying the Education Queensland mandate. A stress-related skin condition is exacerbated by the threat being imposed on me come 10th January. My family's Christmas and holiday season was squashed by the thought that I only have 1-2 pays left and how am I going to survive. Although, my husband is supportive of my decision making, he too is stressed beyond a doubt as we share this disastrous decision.

My deepest concern other than my own career, is that of my students, their families and the wider school community. As Principal in a small town, you are the centre point of the community; I have provided stability for my families over the past three years as prior to that there were endless years of acting and below standard leadership. With one-third of my families currently in crisis, this will inflict further pain and hardship on them, as their respect for me in my role is paramount. With several students already living with trauma, even more will be inflicted due to this senseless mandate. Five out of fifteen staff at my school will be losing their jobs.

I am asking that Education Queensland and the Queensland Government reconsider their mandate on allowing non-vaccinated employees in their schools. Being vaccinated or non-vaccinated does not make me a better or a worse teacher, nor does it stop me from being able to do my job. Reconsider the 'high-risk' status that has been labelled on schools, when throughout the pandemic we remained 'low-risk'; please reconsider PPE and RAT to be utilised instead. All I ask is that I can continue teaching and sharing my love and passion for education with my students.

Let this be about education! This mandate is not about our Health or what's best!

RECONSIDER THIS IMPOSED MANDATE!

Educator 96

I have been a teacher aide at a small primary school in Brisbane since 1999. I felt that I had no choice but to take one year leave no pay due to the mandates that have been introduced by the government.

I was the only staff member at my school that was vaccine free. I have no exemption and am not an 'anti-vaxxer' but I have serious concerns about these vaccines. On my last week of work, before school finished, my co-workers who knew of my stance on this particular vaccine mandate, shunned me.

I received an email from Education Queensland, stating that unless I complied with providing evidence of my vaccination status and had received my first and second dose of the vaccine by the 10th January 2022, I could be suspended without pay and may be subject to disciplinary action including termination of employment.

I felt like I had no choice in this matter other than to get the vaccines or lose my job of over 22years. I decided to take one year leave no pay which I'm entitled to, to hopefully at least to prolong my employment status with Education Queensland.

The last week of school was hard and no other staff member, who knew of my situation, took the time out to at least say goodbye or give any words of thanks for my years of service. I wouldn't wish this on anyone else.

Educator 97

My name is D, I am a full-time visual art and humanities high school teacher on the Sunshine Coast. I have been teaching for 11 years in public high schools, in both remote and urban schools. My greatest gift as an educator is my love of the students, (and I tell them I love them), also the commitment I have for my job and the many years experienced I now bring to the profession.

I feel the response to the vaccine mandate direction from the Education Department verges on bullying, where you are mandated to make a decision about your teaching career and health choices within a short time frame, and you are not given any alternative solution. All this at a time of year when teachers should be relaxing into their well-earned holiday period and enjoying family and friends.

This mandate means I now face losing the job I love and financial hardship if I do not submit to the pressure of taking the vaccination to keep my job and from losing everything. This also includes the risk to the overall good health I have now because of my healthy lifestyle choices. This mandate has cost me the security of a home of my own, that I saved and sacrificed to get.

My mental, emotional and even physical health has suffered greatly and this has also impacted negatively on my family and friends as they are in this uncertain space witnessing my very real distress. I do not sleep: at times I am disorientated, unresponsive and am always on the verge of crying. I cry for numerous and various reasons regarding the pressure to be vaccinated with an experimental drug. A big one being, when I think of being vaccinated against m[REDACTED] keep the job I love, be there for my students, to live the lifestyle I live, to be financially secure [REDACTED] This would feel like a violation of my body, I'm not sure I could live with without impacting my mental emotional and physical health. My general overall good health is the most valuable thing I possess, and this is now at risk, with and without the vaccine because of the mandate.

At the end of the 2021 school year, I was witnessing some very real mental and physical health issues with my students and have concerns about what impact the vaccine mandate pressure will have on the students, going into the 2022 school company. All this on children when this virus has no or very little impact on them health wise.

I would like to see teachers having a choice in their personal health responsibilities regarding the Covid Pandemic, and given alternative processes such as weekly testing using rapid antigen equipment for the duration of the Pandemic event. Please consider teachers and students and the community, that is built within a school and how this mandate will impact teacher, student relationships that have been established and nurtured over many years. This equals to an environment of learning and accord for both teachers and students in this community

Educator 98

My name is M and I am a Primary School Teacher in Maryborough. I have been teaching for twenty-seven years. I am writing this on the 27th of December, 2021 and I have been terrified for the past twenty-eight days. The decision by the Queensland Government to mandate Covid-19 vaccinations for teachers has affected me mentally, emotionally, spiritually and physically. Being vaccinated against Covid-19 was not something I had even considered prior to the announcement that all those who work in schools needed to be vaccinated, with just eighteen days' notice. When I heard the news I felt physically sick, as though the air had been taken from my lungs and I felt betrayed by the government that I voted for.

I am a permanent Experienced Senior Teacher employed by Education Queensland. I am also a Highly Accomplished and Lead Teacher Assessor with the Queensland College of Teachers. I have worked in all sectors of Education and while I have enjoyed my whole teaching career, my present position as a Year 5 teacher in one of Queensland's best schools is a career highlight. After graduating from a Bachelor of Teaching (Primary) and a Bachelor of Education (In-service), I started my teaching career at X State School in 1994. I taught in Roma in 1996 before teaching in London for a year. Inspired by refugees that we met, I undertook a Graduate Certificate in Education (TESOL) in 1998 while doing supply teaching and contracts at various state schools. In 1999, I undertook my Master of Education. That same year I started teaching part-time at X State School, where I taught for two years. After tutoring for the University of Southern Queensland at the X Correctional Centre, I realised that Adult Literacy was an area that I would like to work in and I was an Adult Literacy teacher for two years. From 2002-2003 I taught English in Hong Kong as part of the Native-Speak program. I have lived in Maryborough for the past eighteen years. I taught at the Wide Bay TAFE for two years before having children. I worked as a Primary School Teacher at Riverside Christian College for six years. I am a proud Gooreng Gooreng woman and I am also a member of the Aboriginal and Torres Strait Islander Workforce Strategy Reference Group. My passions are Literacy Education and incorporating Aboriginal and Torres Strait Islander perspectives into the curriculum.

After I received the initial vaccination survey, I asked my Principal to complete a risk assessment. When I spoke to my principal, she said that I would need to let her know my decision as soon as possible as she would need to organise staffing. I was unsurprised because of the timing of the mandate announcement, however this made me feel expendable and keenly aware that I would be replaced if I was not vaccinated. The end of term was so busy there was no time to research the COVID 19 vaccines that I had not previously considered having. I wrote a second request for a risk assessment to my principal on the last day of term and I had no response.

I am married with three school-age children. We recently purchased a house and as there is a housing crisis in Maryborough, we feel very blessed to be living in our beautiful home. Keeping our teaching jobs is an essential part of repaying our mortgage. So that we are able to give our family a home to live in we feel coerced into being vaccinated.

I have felt heightened anxiety since the mandate announcement. When people ask me how my holiday is going, I have been lying and saying, "great." Every waking moment since the 30th of November my mind has been consumed by worry about the mandate. I have suffered insomnia and lie in bed worrying. A constant feeling of stress and powerlessness has overwhelmed me. My family have suffered my constant edginess and my seeming inability to discuss any other topic for long. I have struggled to feel the joy that I normally feel about life. I am booked into have my first vaccination tomorrow and I feel a sense of impending doom. I am scared, not just for myself but for our society. The level of social control where anyone can be coerced into having vaccinations, so that they can feed and house their families terrifies me. I am a woman of faith and my faith is strong and unshakeable. Being forced to do something to my body that is not of my choice has left me feeling crushed.

I am very concerned about the education of Queensland's children in 2022 and beyond. I know that experienced, caring and excellent teachers and support staff will refuse to be vaccinated against their will

and that many of those wonderful people will never return to schools. I respectfully implore you to rescind the mandate for vaccination of those who work in schools in Queensland. Please give us our human right to choose what we put into our bodies.

[REDACTED]

[REDACTED]

Educator 99

From RB

B.Mus., M.Mus., ARCM (London)

Female

Music teacher, Primary and High School

Brisbane and Noosaville, + numerous other schools over 50 years' teaching 15 years' sessional teaching (including pedagogy) at Griffith University Conservatorium.

7 years' teaching music in UK, Sweden, France and Germany.

Age: 70

Many grateful responses from parents and students indicate that my teaching has changed many lives for the better. My students will be heartbroken to lose the lessons which were the highlight of their weeks, when they felt supported in dark, frightening times and that has impacted on mental health and increased suicide rates.

From the headmaster:

*The Queensland Chief Health Officer has announced the **COVID-19 Vaccination Requirements for Workers in a high-risk setting Direction.***

This Direction requires all employees of the school to receive at least one dose of a Therapeutic Goods Association approved COVID-19 vaccination by 17 December 2021 and be fully vaccinated by 11.59pm on 23 January 2022, except those who have a medical contraindication certified by a registered medical practitioner. (Impossible to receive!)

Importantly, all staff must comply with the Direction to continue their employment at the school.

This ruling means my 12 years' employment at this school will end as I refuse still- experimental mRNA vaccines.

Why has Australian Covax-19 been rejected in favour of multinational Pharma vaccines?

Loss of income means that we may have to sell our home, as we cannot meet mortgage commitments. This prospect causes much stress and anxiety.

The mandate causes division between family members and friends. I can no longer rehearse and perform orchestral music.

This takes me through various stages of grief, loss, anger and excess alcohol is the only way to ensure a reasonable night's sleep. Downside: falls finding my way to bed.

Novavax is now approved by WHO. I am willing and wait impatiently. Tardy response by TGA means approval may be too late to save my job, livelihood and career.

Educator 100

P/ I am a 56 year old female Special Needs relief teacher in the Caloundra region with 37 years of teaching experience. I hold a Diploma of Education. My favourite part of teaching is relating and responding positively to the varying needs of the students in a friendly supportive environment.

Unfortunately the mandates forced on our Education sector have impacted myself and my husband immensely. I have been left with no choice to keep my job. I have been extremely coerced into having an experimental vaccine in order to keep a job I love and are good at.

The mandates forced on me to keep my job has caused me insomnia and my husband extreme anxiety . We worry about the lack of income coming in and the loss of a loved career because of mandates forced on us.

The children I work with are also extremely impacted by the forced vaccinations on staff and children. The children are feeling more anxious than ever having to get the vaccinations and some are experiencing side effects. Special Needs children feel uncomfortable not being able to read our facial expressions behind our masks and they feel threatened from lockdowns not seeing their friends or teachers. Now they won't have any familiar teachers because of forced mandates.

Please stop all mandates, forced MRNA vaccinations, forced lockdowns and segregation of our businesses and communities. Finance Covax19 an Australian vaccine for Australians which is a much safer vaccination. Give us freedom of choice for our bodies and our health and all our decisions. OUR HEALTH IS OUR WEALTH.

Educator 101

My name is P. I am a mother of 5 children and an educator.

I have been a primary school teacher for 21 years. I am a Health and PE teacher on the Fraser Coast. In 2022, I am going to be a Year One teacher two days a week and Health and Physical Education teacher for three days. From the age of 21, teaching has not only been my career, but my life.

As of now, my employer knows nothing of how I feel about these mandates. At school I have never discussed my feelings on this topic for fear of being isolated or considered a 'crazy person'. No-one I knew, for a long time felt the way I felt or questioned anything....until recently. I have since discovered I am not nearly alone.

Long before the mandates were imposed on my sector, I had questions. I was never anti-vax. I simply didn't believe the vaccine has been time tested and I wanted time to make an educated choice...in time. I was however, and am though greatly appalled by the government's handling of this situation.

The way I see it is like this. I have been an educator for 21 years. 21 years teaching children to be critical thinkers...that is my job. It is the curriculum. Not only that but I have also taught children in my care about our country's history as per curriculum and other nations past discrimination and shown perspectives on why. I personally hold a very strong value against discrimination of any race, religion, culture, status, sex or medical history. It is compulsory in my code of conduct in my workplace, my values, my very essence as a compassionate and empathetic person. I have a huge problem with the coercion and discrimination that is occurring by the very people who run my state, my country, my department and our schools.

My views which I hold so strongly have deeply affected my life. I have become estranged to some members of my family. My only best friend and I no longer speak. I feel very traumatised by the lack of feeling, lack of compassion that these people have shown families and myself facing losing their entire lives. I accept their rights to their opinion, however their answer to me is 'your choice, your consequence' and It's not like you have a gun to your head'. Unfortunately, it does feel like that. When everything you've worked for is threatened and your kids future is threatened, it does feel very much like a gun to my head. All because I wanted more time.

I have now experienced depression, thoughts of not wanting to live in this world due to feeling overwhelmed and the choice I have been forced to make. I am seeing a psychologist for depression. I am feeling isolated. My life as I know it is essentially over. Even if I'm forced and get the vaccine. No matter which way I go, my health is doomed. I am going against my gut, everything I believe to keep a job. I'll never feel the same, working for the government again. This is irreversible, detrimental for me, my family, my workplace, the kids i teach and their future. Unless there is change. Unless the discrimination ends.

I know of teachers personally who are standing down. I'm so proud of them but it truly breaks my heart to see great educators being stood down. Caring, healthy, intelligent and experienced educators are being lost. What a loss for Queensland. For our children.

I want to see an end to the coercion. I want my teachers back. I want my health back. I want my family and friends back. I want the government to acknowledge they mishandled this and that it is ok to have a choice of what people put in their bodies. Stop bribing, stop discrimination, stop the humiliation and the lies. Just lead without the bullying. I want to feel safe again and I want a choice.

Educator 102

My name is S. I am a 45 year old woman from the Sunshine Coast. I work at a private school as a Teacher Aide, it is a permanent part time position. I have had this role for 6 years and I absolutely love what I do.

My gift as an educator is my true love for the work I do-working with the students and supporting the teachers. I have been told by many staff members that they love having me come into their room as I bring a calm presence and easy smile. A lot of the students run up to me and hug and chat with me. This is an absolute blessing and I feel so grateful to be in such a trusted position.

The response from my employer, through H.R, has been interesting. They don't want to lose any staff, they will do all they can but only following orders, it is not being made a policy...but if you don't get the vaccination there won't be a job. I am still awaiting the outcome so shall see what the new year brings.

How the mandates have impacted my mental health. I am a single mum and having a job that I love has been so amazing. The thought of losing it is heartbreaking and soul crushing so anxiety is high. However, being in the environment I was in and being treated with nastiness and scorn due to my personal, educated choices was not pleasant and this caused workplace anxiety.

I have formed strong bonds with some of the students I work with and not being able to be there and help support them when they are having highly emotional struggles is truly sad.

I am asking for these mandates to be reversed as the emotional turmoil and sadness this is causing due to the loss of the job I love is devastating. It would be amazing to see all dedicated school staff be able to continue to do the jobs they love and are so committed to.

Educator 103

With great sadness and disturbing emotional distress here I am. Sitting in front of my computer, on my annual school holidays, typing a letter about my personal stance on the vaccination mandate enforced by Education Queensland as at 10am on Tuesday 30th November, 2021.

For over 6.5 years I have been employed as a teacher aide in the public, primary school sector. Currently I am at X State School at the Sunshine Coast holding a permanent 5 day position. My job description is comprehensive and ever evolving, given the small nature of our school. I am based in prep with numerous roster variations which see me happily integrate into grades 1, 2, 3, 4, 5 and 6. I have been a sought after commodity, particularly in the formative year of prep and have always gone above and beyond to ensure my student's needs are met and that I am a beacon of shining light and support for our school community.

Never before in any career, have I been faced with a health mandate that has been bullying and coercive in nature. Particularly one that has an unrealistic timeframe attached i.e. "will need to have had their first dose of the [REDACTED] cination by 17 December 2021 and the second completed by 23 January 2022". This mandate has not seen any fulfillment from Education Queensland for my request for a risk assessment, provision of MSDS information on the contents of the vaccination and quite frankly, is a request for a medical procedure against my will.

The mandate request has [REDACTED] have significant impact on myself and family. My husband and I have 4 children, a proper [REDACTED] and more importantly the potential health risks to a healthy, living being, ME. Anxiety levels are a daily challenge. Not only am I attempting to ensure my own sanity but my immediate family, students, parents and school community members. The enormity of the exercise is above and beyond my counselling, psychotherapy, psychology training yet we are in a work environment where more than ever we are offering support to so many individuals. It has affected my health and I have sought medical and alternative therapies in an attempt to cope with all the stresses. I sought the services of Lifeworks counselling service (Education Queensland funded) on 14th December 2021. Here I was told by a counsellor in no uncertain terms that, "Essentially you need to weigh up your decision. Is it easier to go and receive the vaccination or put yourself through more stress with resisting? I would also advise you go and see a Doctor and get him to prescribe you an anti-depressant!!!!" Really!!

My Principal has been extremely supportive of my decision to undertake further medical and legal undertakings with respect to the mandate. Both he and I know our hands are tied and it is a directive from Queensland Education. I have grave fears for the wellbeing of my past, present and future students. Many of whom rely on my caring, supportive nature to assist them overcome many health, mental, educational and personal challenges in their lives.

I urgently require a stop to the mandates. I am ready, willing and able to return to my teacher aide role on January 23, 2022. From my spirit to yours, I seek your willingness to investigate and support known alternatives to ensuring the safety and wellbeing of individuals with regards to Covid 19 without all the "unknowns" not being truthfully researched and scientifically presented.

Educator 104

My name is K and I am a 52 year old woman who has taught as a secondary school Home Economics teacher (most of it in full time and continuous service) since I graduated from QUT Kelvin Grove Campus on completion of my Bachelor of Applied Science (Home Economics) and my Graduate Diploma of Secondary Education in 1991. I have been honoured to follow this vocation across many schools, beginning in Mundubbera to the Gold Coast, followed by schools in the Wide Bay and finally landing my dream job in the beautiful community of X, near Toowoomba as part of the Technology team (Textiles and Food Studies) at X State Secondary College. Over this time, I found that my real passion and talent lies in making connections with students who sometimes find themselves on the fringe (often through no fault of their own, rather after being let down or left behind by both family disfunction or through not having their needs met at school) and that my subject area of Home Economics was able to give these students a creative and practical way of expressing themselves and looking after themselves in a way that built up their self-esteem. What better way to nurture a young person then to teach them how to feed themselves and their families in nutritious yet sustainable ways and to make them a more informed consumer of textile and food products? All of this while incorporating [REDACTED] resilience, kindness, persistence and curiosity into my lessons and encouraging my students to find purpose and direction to KNOW and BELIEVE that THEY ARE IMPORTANT for the future yet to be written. When I received the notification on 10 am, Tuesday 30 November, 2021 from Craig Allen Acting Director-General Department of Education, that schools were now to be classed as “high risk” settings, my heart sank. In this email, there was no indication of consultation with the [REDACTED] no mention of the implications for those employees who (for whatever reason) have [REDACTED] after there had been little or no spread of Covid-19 resulting in serious health effects in any school setting, that suddenly schools and education settings were now “high risk”.

I am discussing with my health professionals as to whether or not these current vaccines are suitable for me and my underlying health conditions. Why? Because at the end of 2011, as I was getting ready to send my precious son – gifted to my husband and I through the medical scientific miracle of IVF, to prep in 2012, I was diagnosed with advanced Lobular breast cancer. My first round of chemotherapy began a few days before Christmas and then continued up until I had a full mastectomy and lymph node removal on my left side later in 2012. This was followed by intensive radium treatment and an unsuccessful breast reconstruction surgery (transflap) where I became seriously ill with an unknown infection only to leave hospital and return to work in a limited capacity for the final part of the school term in 2012. I therefore need reassurance from my employer that the vaccine mandates have been fully assessed in terms of personal risk to myself as an employee. Although I have sent a number of emails to my Principle, Mr X asking if EQ have done this, I am still yet to receive any risk assessment.

I have however received numerous emails and texts requesting me to complete a vaccine status survey, and advising me that not having the “required” two doses of vaccine before returning to work in January 2022 comes with the threat of dismissal from a vocation in which I have invested most of my adult life. This has had an incredible impact on my health and my relationships with family and friends. I have been using a psychologist service and through this I am trying to work through the trauma of knowing that I won't be there in front of my wonderful students in 2022. My family have not only had to support me emotionally, but we also have to work together to find other, gainful employment to be able to keep our home mortgage going and meet our everyday cost of living. As such, I have reluctantly put in an application for leave without pay beginning on the student free days of 2022, as I have been offered alternative employment with a company who I have previously declared second employment with – WW ANZ. As part of my conditions of employment with Education Queensland, I can take unpaid leave for a variety of reasons, including the reason of taking up other paid employment. I will use my time working for WW to improve my customer service skills which I know will make me a better teacher – after all, students ARE customers for our service of education! I fully hope that I can return to X State Secondary College and my wonderful students in 2023 at the end of this leave.

I have very real concerns for my students in 2022, especially for those most vulnerable who I have

worked closely with to build their confidence in themselves and their skills as effective learners. I worry that they will feel abandoned by me and that the teachers who take them through into the next year, especially my challenging but delightful Year 9 classes into Year 10 and my Early Childhood Studies students from Year 11 – 12, will not “find the good” in every one of them. I worry that the reputation some of these students have for their past behaviour will not be put to one side and that the support and advocacy that they found in me to help them progress and make real changes in their lives will be jeopardised. I wish for nothing more than to say that there has been a change and that these mandates have been removed. I could continue part -time work for VET and the health tools that keep me well, but return full time to the job that my years of experience have made me exceptional at – making a difference to a school community and helping young people to find their voice and their passion in life as I have been able to do.

My final thoughts and words on this subject of taking away freedom of choice for medical treatment come to me as a result of being the daughter of a WWII Veteran. My father was a prisoner of war of the Japanese and he survived internment as a soldier forced to build the Burma Railway under horrendous conditions. Men and woman like my father who fought for the freedoms of this country of Australia should not have [REDACTED] to duty and service undermined and pushed into the mothballs of history. The freedoms of choice, the building of an inclusive, non-segregated community and fundamental human rights that they lost their lives or endured unbelievable hardship to achieve, can never be forgotten or taken for granted. I am my father’s daughter and I will do everything I can to maintain my right to work and earn a living to support my family in a job that I have spent years training for, honing my pr [REDACTED] making a difference in – my world as an educator and teacher.

Educator 105

H, female, Early Primary classroom teacher, Brisbane, 58 years old, 35 years in teaching, Higher Diploma in Education, my gift is my passion for my job. As I have been on lsl (term 4) now on stress leave, I have not had much of a response from my principal.

The mandates have impacted me and my family in a devastating way. Not only do I lose my livelihood, being a widow now affects my ability to provide for myself and one of my children who has returned home. Mentally I am devastated! Teaching has been my stability throughout my emigration, my loss of my husband and my identity as a person.

Being a teacher is the core to my self-worth. Take it away in such a way has caused me to become over anxious, unwell and feel worthless. I have had 3 sessions at a psychologist to help me through this as I have suicidal thoughts. I am unable to sleep and have stressful headaches daily. This stressful time has impacted my family in that their really stable rock is crumbling before their eyes.

My concern for my new students are that they have met me and know me as their new teacher, a very important person in their lives! When they come to school there might not be a teacher for them. My teaching team will feel my loss too as we have formed a huge bond with lots of sharing experiences that expand our teaching practices.

My past students, who visit me daily, will notice my loving support, my positive smile and my stable face is not there anymore. I am asking for me to be allowed to keep my beloved job. I am asking for the mandates to be scrapped.

Educator 106

M.B – A.D. Applied Science (Stock & Meat Inspection – Animal diseases’ management & control) B.A. (Majors: Geography, Anthropology, Archaeology: Minors: English, Japanese, History) Diploma of Education – Agriculture & Geography, Certificate II AHC20416 Horticulture, Certificate III Agriculture (components) Certificate IV TAE 40116 – Trainer & Assessor. Level 2 Netball Coach, B Badged Netball umpire, Level 1 Athletics Coach (A & B), components of Certificate III Fitness (Weights) level 1 coach Futsal.

Being a teacher has always been my life-long ambition and I accomplished this in a round-about method having experienced other occupations along the way. 2022 sees me reach half a century in age, with 24 years of teaching experience. Currently, I am a secondary teacher in Math, Science and Horticulture in the Met-West region in Queensland. I have been a jack-of-all trades as a teacher who has done their country service, teaching Drama, Music, English, Geography, Biology, Special Education, Agricultural Mechanics, Citizenship Education, SOSE, Physics and Agriculture.

I have a gift for teaching a [REDACTED] responses from the most challenging students and I love seeing the spark and wonder in their eyes when they achieve something that they thought was beyond them. I am often given the opportunity to have the ‘difficult classes’ and we all learn from each other. Learning is a lifelong adventure in our classrooms.

I was disappointed with the [REDACTED] from my employer when the mandates came out, as there was no consultation or discussion [REDACTED] & Safety for our specific location. The locality that I work at did not have any cases, and the Somerset region had a few contact tracing events in the whole two years – which were found to be visitors passing through the area. How we all suddenly became “high risk” category was certainly a shock to us all.

Previously, no topic or subject has been taboo in my family, but since mandates of experimental vaccines has occurred, this has caused tension and has been banned from discussion at family events. This has caused a division between family members – we are doctors, nurses, teachers, veterinarians, draftsmen, emergency services, accountants, construction and childcare workers. Consequently, mental health is damaging. I personally, have spiraled into depression and anxiety about my job, not eating well, not sleeping well, or sleeping in stop-starts and recurrent PTSD episodes. It is an all-consuming thought process that affects your every waking moment on whether you will have a job, will I lose my house, where will I live, other jobs, what will I do? It is not a healthy state of mind. Likewise, some family members are in similar positions, and we all discuss our situation.

As well as being concerned for myself, I am worried for the students for next year. I already knew students for my Horticulture class, and these students were coming up to me in the days before school ended. I met many of my students for my junior maths and science classes and we were all looking forward to the new year. I worry, for all students for 2022 – these students have gone through lockdowns, and stop-start teaching, online teaching and now they know that some of their teachers have been forced to take an experimental medical procedure in order to keep their jobs, and these children will be wondering if they are next. The mandates are causing division in our school, in our community and I fear for the future of our students.

I oppose coercion and bullying tactics. I have a right to employment without coercion. Give our students the opportunities for freedom of choice.

Educator 107

My name is J, I've been a cleaner in the Qld Education worker for approximately 5 years now a couple of them were relief cleaner position, I also worked as a relief Teacher Aide and even scored a 3 term contract at a Primary school, but after some bureaucratic insider information, I walked away from teacher aiding, as the person I was working alongside who was only a qualified Beautician and I was halfway working through my cert 3 in Education support was just given a permanent position in Admin in that Primary school. So I stopped my studying and continued with my cleaning position at the high school. When Covid started to affect us, I worked all through it as an essential worker, nothing changed, I still worked with only disposable gloves as my only source of PPE, as I did before Covid. In 2021 cleaning chemicals got low and orders were not being filled due to unavailability and Education QLD sourced from Bunnings.

Our stock of gloves were getting low and our orders were not coming, and I'm not sure if this was because of unavailability or our BM wasn't approving our orders because our gloves were expensive, and this issue isn't new as the BM does this sometimes and doesn't tell us. So I ended up buying a box of disposable gloves from Officeworks, until she approved our order, as she was also trying to purchase cheaper alternatives, which didn't fit me correctly as they would break and tear just trying to get them on, and yes I did tell her.

We did finally get the gloves we normally wear. And this is how I worked cleaning at the State High School up until the end of term 2 as I had Carpal Tunnel surgery and was off Term 3 due to issues with my hand. I went back to work last week of term 3 and had someone working with me through an OT program and they worked with me through my week holiday clean, but then I started term 4 on my own. My thumb is still an issue and I still have a Workers Comp open file.

I rang my union 1300 number (United) and they basically told me they will not support the unvaccinated to retain their jobs. And that when I'm terminated from my job due to non compliance my workers comp claim will be closed too as I no longer work for said company. So I am now at the point where I can't fall back on a job I used to do years ago before Education as I don't have the hand strength, and I'm not going to have a job in Education, I have nowhere to turn, I do not want to be part of an experiment, so how do I support my family, my Husband was forced to get vaccinated in his job and I still have a primary school child at home, money will be extremely tight and possibly unable to buy groceries some weeks due to bills. How can they call this a choice when neither outcome is in our favour. I won't have the money to change unions to pay fees in the next couple weeks. My husband, my other 2 adult kids have all taken the experiment because they were forced too but I'm not wanting to take part and I will not subject my 10 year old son to it either.

I'm constantly hearing the double standards of rules and regulations this government speaks about, and that this virus will hunt down the unvaccinated, but Where was my protection in my job for a virus that I am faced with if it happened to be at our school? The virus will get the unvaccinated if they sit down in a cafe but it won't if I sit down in the food court.

I need my job as my small wage (I only work permanent part time 15hrs week, 4am - 7am, I am gone before any staff are on the school grounds the only people I see are the groundsman at 6.30am but I he doesn't talk to me anymore and the other 3 cleaners before I go. I emailed and responded to them and the only reply I got was the vaccination letter sent to me again.

Educator 108

I have worked towards the position I am in today for the past 6 years – completing my first year as a Health and Physical Education Teacher in a youth detention facility. I began my career on January 27th, 2021. This specific job is why I started my education degree – to work with and assist some of the most disadvantaged children in the state of Queensland.

I hold a great deal of passion working in this area and alongside these children, whose lives have been significantly affected by unfortunate circumstances.

There is no single word that describes how I feel knowing that I could lose all I have worked for – all due to my personal and private medical choices.

I believe each person has the right to choose what medical procedure they wish to undergo and should not be forced, coerced, or be made to choose between their job or a medical procedure. Facing the possibility of having my job and my freedoms stripped away, leaves me in a very negative space. Have the past 6 years been a waste? I am sad, I am frustrated, I am anxious, I am angry. I am suffering from mental health illness brought on by these drastic changes.

I do **not** agree with mandatory vaccinations (for adults or children).

[REDACTED]

Educator 109

My name is K a female primary school teacher. I am currently working part time at my local public primary school on Bribie Island. I have been teaching for nine years at this school. Teaching is not just a job for me, it's my passion and because of that I am dedicated, patient and understanding when it comes to educating and caring for the little people in my class.

My employer has been supportive of my decision and helpful when it comes to finding out information in regards to the current mandate. However, they have been unable to help me further if I don't get vaccinated.

The mandate impact for me means that I will be terminated from my current position leaving our family on one income for the unforeseeable future. I have been coerced into taking the vaccination, however upon clarification of the reasons why and asking for a risk assessment, both of which I was denied, I will be terminated. Leaving me in a state of despair and depression.

I can't begin to tell you the impact this has had on my mental health. Never have I been in such a state of mental confusion, frustration and sadness. Which lead to go and speak to a psychologist, to then find out I couldn't get the help I needed, as I was not vaccinated. Leaving me in disarray. Not only is it the mental toll I have to face now and into the future but then there will also be a financial toll, which will no doubt send me into more of a spiral.

My concern for my students is that the school will be left with little time to find replacement teachers, which is a crisis in itself due to teacher shortages. I also worry that the students will feel the brunt of these mandates and have amazing, qualified and hardworking teachers taken away from them.

What I am asking is that we are able to choose what goes into our bodies. That we are able to make medical decisions in relation to us. I am no threat to my students vaccinated or unvaccinated. Please allow me to work, to do what I love regardless of my vaccination status.

Educator 110

I'm writing regarding your recent announcement that all staff and volunteers in schools and early childhood centres will need to receive their 2nd COVID-19 vaccination by January 23, 2022. My primary concern is that, the announcement was made on November 30th, with the first vaccination date before the 17th of December. This time period is slightly over two weeks. I, like many educators, live in a rural area and the average waiting period to see a doctor is over three weeks. Living in a rural area, I live without close neighbours and a spouse who is a FIFO worker. To keep my job, I'm forced to get a vaccine without medical advice while in a vulnerable position.

Your mandatory vaccination is being sold as protecting young students and staff and we have a responsibility to parents and carers who want to know their children are in safe environments.

I understand the need to protect the vulnerable. It has been reported that vaccinated people are getting and passing on the virus. It has been reported, that in vaccinated people, the symptoms are less and that the vaccinated person should make a recovery without hospitalisation. As a vaccinated person can still pass on the virus, the vaccination does not protect the vulnerable; children, the whole reason behind these mandated vaccinations for educators. I [REDACTED] of school, a parent, a parent with severe flu like symptoms, too ill to attend her workplace entered my classroom. Her belief, as a fully vaccinated person, she can not get Covid and she has a right to be in her child's class. This belief and behaviour is putting my students at greater risk than I ever would.

The name Grant may not mean [REDACTED] to you, but to me he was a close friend. A friend, who after getting his second pfizer vaccine had a [REDACTED] later. He leaves behind a wife and two young boys. Grant and Amanda will never share another wedding anniversary. The boys will never have another Father's Day with their daddy. Their life will never be the same. What about the name Glen? He was a fit paramedic, he had his vaccine and died days later. He leaves behind a fiancée and young children. He leaves a gap in the much needed medical field. What about the name Rhonda? She was an indigenous woman, working full time sharing her culture. Rhonda had her vaccine and now will be on heart and kidney medication for the rest of her life. Rhonda is a lucky one, she survived.

As an educator I go beyond my role. I work in a rural area with a high percentage of unemployed people. I incorporate cooking into an already busy curriculum to ensure my students had lunch to help educate the young and to hopefully break the cycle. I took my own time and money to purchase cooking equipment and ingredients for my students. I purchased hand soap for my students to wash their hands before eating and after using the bathroom. I provided my students with learning resources. I taught a student to recognise the signals to use the bathroom to ensure he didn't spread faeces and urine in the classroom and playground. I provided an environment that my students wanted to be in. Now, I am told, I need to be injected with the same poison that has killed two friends, to provide a safe environment for my students.

Over the last few weeks, I have reached out to numerous organisations, the Teachers union, Queensland education, employee assistance program seeking support. We need time to seek appropriate advice. We need time to ensure we have family support. We need time to rebuild our mental health.

The work place morale is at an all-time low. Unvaccinated people are bombarded with questions co workers, pushed to do something against their will. We are indited with emails and messages to complete a survey, a survey I have already completed. In October, we were reminded that we are irreplaceable, valuable teachers, thanked for the hard work we do. In December, we were told we are replaceable. Would you want to continue going beyond for a job that you simply replace you?

The forced vaccination is costing Queenslanders their careers. Do you know, a 2nd year uni student was offered a mentoring teaching position due to teachers, teachers with over 27 years experience, leaving their careers due to the vaccine mandate? Is this the future you want for Queensland education?

As an educator we teach students to be critical thinkers, to collect evidence and form your own opinion. We teach them to make their voices heard. As an Australian, as a Queenslander and as a person, I have a right to have my voice heard. I have a right to decide if and when I get vaccinated without the fear of losing my job.

Educator 111

My name is K (female) and I am 53 years old. I am a part-time Lifestyle Technology Teacher Aide in a secondary school working with middle year students. This is my dream place of work; I have been in this position for just 1 year. My role is one where I have many years of experience, and one that I am very passionate about. I have been blessed with God given abilities in sewing and cooking and I have always wanted to use these abilities by sharing them with students in relatable ways as well as being a positive influence in their lives.

My employer has mandated through the state government that I be vaccinated to hold my position. I advised my employer that I choose to remain vaccine free, however, I have signed a contract at the end of the school year before the state government imposed the mandate that all educating staff be vaccinated. I have been deeply upset by this mandate as it is likely that the school will not hold my position as I am not vaccinated, and they are under obligation to the government to only employ vaccinated staff.

The thought of losing this job has impacted me as it is not easy gaining employment in a role that ticks all the criteria. It disturbs me that my choice has been taken away, as I mentioned this is my dream job in a role that I thrive in. Furthermore, the school is in very close proximity to my home, and I have the choice of walking, or I ride my bike to work which is something I really enjoy.

I am concerned about the Teachers and other staff that I work alongside as I have come to be an integral staff member working well in the team. I have played a vital role implementing new systems for the textiles and cooking departments. Furthermore, I have also worked hard to see current workplace health and safety documents put in place into the departments. I don't want to see someone else take my position, for there to be further change imposed on the staff and students. Ideally, I would like to keep my teacher aide role (vaccine free) where I am the one making a positive difference each day in a student's life.

Educator 112

My name is K, I am 42 years old and live in Redlands City, Qld. I am a single parent who works Part Time at a Special School in Brisbane's East as a teacher aid and have done for ten years. I keep up to date with first aid, CPR, Midazolam, Asthma and Anaphylaxis training annually, and completed my Education Support Certificate 3 in 2020.

I have been researching the vaccination since they started being distributed, and grew increasingly wary of the ones on offer. I knew, being a frontline worker, it would be a requirement sooner or later, but I was holding out as long as I possibly could for a better option. Education Queensland announced its partaking in the Mandate during the last week of school, of which I worked one day (due to extra ADO build up), so I didn't have an opportunity to discuss this with my Principal.

I held out hope that the Mandate would be dropped due to the public outcry for being unreasonable. It wasn't. On the 16th of December I emailed my Principal, outlining my anxiety, concern and stress over the current vaccines, and that I was waiting for a better option, and could he suggest what I could do, as I'd be happy to work [REDACTED], if required.

To this date I have received no reply. I haven't responded to the emails from Ed Qld asking me to fill in the survey. I will wait until the last minute for this also.

I am currently in limbo. In [REDACTED] world I am happy, bubbly, and pretty much carefree. In this current world I am a wreck [REDACTED] sustain my mortgage, bills, school fees and food without my job. My son regularly asks me why I look sad. It's not my normal expression. I'm not doing this consciously. I am riddled with stress and anxiety and now my children are picking up on it and it is impacting them. One could say, just get the vaccine, but that option plagues me even more than the financial stress. At the end of the day, health is all we really have.

Losing integral staff in a schooling environment would be detrimental to the student's development. Our kids need daily support to socialise, toilet, interact, read, communicate and learn. Not allowing us to participate in the classroom, despite having done so through the entire pandemic without issue, is going to have a long lasting effect on getting our kids ready for the world. It's going to also impact them emotionally; we become their family, their safe place to land, and their confidants. You're stripping vulnerable kids of safety. My biggest fear is the divide this will cause in teams, schools, friendships, families and the community. The mental health issues that will arise from dividing people, the isolation, and the marginalisation of already disenfranchised groups will be devastating to watch, and it's already occurring.

I would like to see this Mandate dropped entirely. Instead, let's continue with the success of hygienic practices, and social distancing. Stay home if you're sick. We worked on the frontline the entire outbreak, with little thanks, and now we're being treated like vermin, over a choice that should be ours to make as we have agency and autonomy over our bodies.

This Mandate is nothing but a means to divide. It may not have been intended that way, but you only need look at comments on Facebook posts, or eaves drop conversations at cafes, or listen to a pro-vax relative. It is tearing families and relationships apart. Enough is enough. We are forever teaching our students to include. That inclusion is about acceptance, and to be kind, we need to be the examples.

Educator 113

My name is M (BA Dip Ed), I have been teaching in High Schools for 46 years. Over the past 16 years this has been in a casual capacity, in the Queensland Catholic Education system, Gold Coast. I graduated when teachers were in the top 10% of academia. My area of expertise is the Humanities. As an educator I have always encouraged students to communicate effectively, research thoroughly and critically analyse based on fact NOT emotion. When teaching full time in NSW some of my Yr. 12 students received not only top marks but awards based on their ability to present an informative essay and reach conclusions based on thorough research. This is what education is about not the current system that prescribes the knowledge to be learnt and squashes intellectual debate.

Brisbane Catholic Education had mandated vaccination despite the fact that I have worked throughout the so- called pandemic for the last 2 years without and illness. There has not been one case amongst the staff or the students. We cannot socially distance in schools that have 30 students per class and congested staff rooms that are air-conditioned! As a Supply teacher I have no rights when it comes to my job but I need to support full time staff who are pro-choice.

[REDACTED]

There has been no overt coercion but mandating is coercion. I have lost my casual job with no recourse from Brisbane Catholic Education. The impact is the loss of my profession before I was ready to retire. The loss of income to supplement my funds and the social network of the staff which is paramount. This loss will impact on me mentally as I lost my husband to cancer two and a half years ago and teaching has given [REDACTED] [REDACTED] to help me move forward.

My psychologist is concerned that not only the whole COVID issue but now the loss of my network could impact greatly on my ability to sleep over the coming months. My family are concerned but supportive. Neither of my children have been coerced to vaccinate but it will come!

Students will suffer because there will be a shortage of experienced teachers. Class sizes could increase and poorly trained staff rushed in to fill the void. Nothing can replace experience in the teaching profession. It is not just about the appropriate qualifications it is about behaviour management, compilation of resources, learned methodologies of effective teaching techniques and the ability to create mutual respect with the students.

I'm asking for our Constitution to be acknowledged. This is a Democracy not a Totalitarian State. Free choice is a God given right. I did not vote the Government in to take control of my health choices. The vaccination mandate has nothing to do with health. It is about control and taking our freedoms away. The vaccination of children is inhumane. These cohorts have a 99.97% chance of recovery without vaccination. These vaccinations have an Emergency Use only authorisation. I have the right to reject being part of an experiment without losing my profession and the right to live in my society. This is why we have the Nuremberg Code and the Magna Carter.

We need a different political system. One that represents the people not the wealthy and big Pharma. Vote the major parties out. Make Australia one country without the dominance of State Premiers and bureaucrats.

Educator 114

My name is S. I am a full time 47 year old male teacher who has taught in the primary and secondary sectors of education. I currently am a Design and Technology teacher teaching in a large mainly indigenous school. I commenced my teaching career in 2002 and have taught in a number of different schools and contexts. I started as a primary teacher with a Bachelor of Education and went back to university and did a post graduate Diploma to become a Design and Technology teacher. I have a talent to get the students I teach excited about education and give them a passion for learning. I was extremely disappointed when in the last weeks of the school term it was announced that teachers would need to be vaccinated in order to keep their job this was before any health directive had been issued. I have been teaching and making a difference in students' lives for 21 years and now that possibly is to be taken from me.

I am fully vaccinated apart from the covid vax and am not against getting vaccinated per se however I am involved in under water sports and have 5 very close friends who have acquired serious heart conditions upon taking their second vaccination shot. They have all told me not to under any circumstances get the vac [REDACTED] can no longer participate in the sports they love. This is apparently not as uncommon as it would appear to be looking at the vaccine reaction reporting mechanisms on the various govt websites around the world.

This has made me reluctant to take any of the experimental vaccines currently on offer. I have spoken to my Principal who has a [REDACTED] initial 5 weeks long service leave in term 1. I am hoping that the Government will see fit to [REDACTED] being vaccinated seems to make no difference to actually getting covid. If absolutely necessary I would look to take the Australian made Covax 19 or Novovax once these are approved but as an otherwise healthy male I would actually prefer to catch Covid than take either of the experimental vaccines currently on offer.

Ultimately I will be coerced in to getting vaccinated as I have a mortgage and family to take care of. The however leaves me pretty stressed wondering if I will end up in hospital like my mates. My daughter had her career as a nurse cut short as she was working as an aged care nurse but was also not willing to risk her health on an experimental vaccine.

I am extremely concerned with the govt announcing that children aged 5-11 are going to be vaccinated with these experimental vaccines as I anticipate a number of health problems emerging in kids that wouldn't happen otherwise.

With the omicron variant being show to be less dangerous and more like a mild flu, I think we should be looking to go for herd immunity and let everyone catch it then open the country back up and let everything go back to normal...

Educator 115

My name is 'E' and I am a 42 year old female full time secondary Maths teacher working in the Brisbane Catholic Education (BCE) sector on the Gold Coast. I have been a teacher for twenty years but have spent the last eight in my current school. I have a Bachelor of Education, Masters in Educational Leadership, a Cert IV TAE and recently achieved Highly Accomplished Teacher status in 2020. I currently lead the Junior Maths Department at my school and through my initiative and creation of programs, have significantly increased my school's Maths NAPLAN results. I am looked upon by my leadership team and colleagues as a strong classroom teacher, not only in delivery, but in classroom routines and management. I have developed incredibly positive relationships with my students who more often than not, exceed their previous academic standards after my tuition.

Since Anastacia Palaszczuk made an announcement regarding mandates being implemented in Education, my new principal (since Term 3), has followed all directives and instructions from BCE Head Office. This action started two weeks prior to the CHO officially mandating the Education sector. Whilst my principal has engaged in dialogue with me alongside a Red Union industrial advocate, and personally called me to gain my vaccination status, he has been unable to answer any of my questions around: Rapid Antigen Testing; alternate work arrangements; waiting for schools that are non-RNA/mRNA to be released; how the school would respond to adverse reactions and who is responsible for this; leave entitlements such as long service; when my pay may cease if I am stood down; and, if I can come on site to collect my belongings if I lose my job. No risk assessment specific to my school's context around the mandated covid-19 vaccines, has been provided after I twice requested it. I have been made aware by my principal that a risk assessment does not exist. My principal has admitted the mandate is political. So, at this point, I am sitting in limbo (since 13th Dec 2021) and have been waiting for my principal to come to me around my specific medical concerns and needs and whether I can take half pay long service.

As single adult without children, I have no direct effect on a spouse or children, but my own family who are all vaccinated, have tried to convince me that I am throwing away my teaching career because I have worked hard to get to where I am. They have been emotional over it, more so than I have. I have been shut down in conversation and treated differently, been blamed for my mother's physical and mental stress, not believed when I talk truth, and this has been hurtful at times. Whilst my family have not directly coerced me to get the covid-19 vaccine, I feel they would prefer me to, so I don't potentially lose my job. These mandates have affected me in various ways and ultimately, I face losing my job and further backlash from my family. I do not deserve such treatment as all I have done is advocate for my own personal health choices.

I am a strong person who has been able to manage my mental health throughout this ordeal so far. I have a good team of like-minded teachers around me as well as very supportive friends who also feel the same way about the covid-19 vaccines and their unproven safety record. My gut instinct for a positive outcome is strong, but I know this will be challenged when we hit bumpy and uncharted waters as teachers are stood down all over the state and potentially face large scale job losses. Whilst I am not the only teacher facing such an outcome, I know this time will test my mental capacity and survival skills around this life changing and incredibly political event.

I feel the greatest losers in all of this will be the students. This is going to emotionally devastate them and filter through to their parents. We could potentially see civil unrest due to the actions of the QLD Government. Furthermore, the impact on learning is going to be significant, with students academically falling behind because they either haven't got a teacher in their classroom, are being taught by a teacher aid or current university student, or are being taught in overcrowded classrooms with the teacher unable to manage the students nor get to one-on-one necessary teaching for students with learning difficulties.

For students with ASD in particular, this will set off ticks and emotional breakdowns due to lack of consistent routine and teacher attention. It's going to be diabolical for the students and teachers on site will not cope. The Education system will collapse as it is doing in NSW and VIC. No amount of political games will save it. I want to see the mandates overturned NOW! No educator should have to go through unlawful punishments all because they do not see the trial phase covid-19 vaccines fit for their body. My body, my choice.

Educator 116

My name is S. I have been an early years teacher for 11 years at a beautiful public school on the Sunshine Coast. This school was also my primary school as a student and represents much more than just a job to me. I am 35 years old and currently working .8 due to also raising a young family. My most enjoyable experiences over the 11 years of teaching is seeing the individual growth, both emotionally and academically, in each and every one of my students that start with me as a shy prep student and leave at the end of year one with the courage to take on the world! Having a bright, well spoken, confident year six student come to you at the end of the year to sign their shirt and tell you that you are still their favourite teacher is priceless. I can guarantee I am not their favourite because I taught them how to read or do addition; I am their favourite because I made their learning enjoyable, real life, child centred and provided lifelong learning opportunities. I connect to every single student that I teach. I give them the respect that I expect from them.

I value their education, and because I value it, so do they. That's what makes me a damn good teacher. That's why I deserve to keep my position, vaccinated or not. I am deeply disappointed by the way Education Queensland have dealt with this mandate. The time of year to give such news was appalling. Furthermore, my principal admitted to knowing no more than I did, and was unable to assist me. At a family level, my husband is a Paramedic and has been faced with the same mandate as I have. This has put our entire family in a state of severe trepidation.

Our children are concerned what will happen to our house, our life. They are used to coming to school with me, and facing the year ahead without me has created confusion, concern and anxiety. I feel like I have not been provided adequate information to make an informed decision with this vaccination.

I am spending my entire summer holiday break in a constant state of fear at what is to come. My mental health has diminished substantially. Deciding whether I need to start finding another job, whether my family will lose our lives as we know it! The level of coercion for this injection is inhuman and unjustified, particularly while this drug is still in its clinical trials and is having thousands of adverse reactions. Furthermore, I am deeply concerned for the well-being of my students and families of children that I teach as we are a multi age school and I keep my students over 2 years.

I have already conducted my interviews with the prep students, looked them in the eyes and explained that I will be their prep teacher next year. My prep students will be entering year one expecting me to still be there for them. I take this commitment very seriously, and feel for the continuity of learning and starting the school journey with an unknown teacher will be very unsettling for both students and parents.

I am asking for these mandates to be abolished. For the freedom to choose what goes into my body. For a comprehensive risk assessment to be provided for both the risk of contracting COVID in my work place, and the risk of the mandated vaccine. For the ability to keep doing my job because I believe I am an asset to my school, and my community. I am asking you to put yourself in my shoes.

Try to understand a possible alternative opinion, and ultimately fight for sovereignty.

Educator 117

My name is H. I worked in ECEC in the 90's for 6 years unqualified, before leaving to have my own children. I returned to the sector in 2017 while studying my Certificate 3 in ECEC. I have been contracted fulltime since July 2018 and am 1 of 2 original staff members (the centre employs 33) of a new centre I helped set up. In March this year I commenced studying my Diploma in ECEC and am 2 units from completion. I am 48 years old. My passion is sustainability and learning in nature and I love sharing this with children.

My Manager's response, initially seemed to be one of mild concern when I expressed my concerns regarding vaccination. However, she then seemed cold toward me. I felt she was just a bit 'put out' that I was inconveniencing her with my medical choice. She then just informed me of the company's process with regard to my vaccination status. I am currently in the middle of a two week suspension without pay which will then be reviewed and my return to work is dependent on me agreeing to do something against my personal beliefs at this time.

The announcement of ma [REDACTED] sector was made while I was on my first family holiday since starting back at work 3.5 years ago. So, the uncertainty of what this meant and possibly not being able to continue my job made enjoying my holiday difficult. I feel lucky in that I have saved some money, so I didn't feel I had to get the vaccination in order to put food on the table for my children, at least for now. However, I had hoped to put that money towards a home, but I feel health must be the priority, as the long-term effects of [REDACTED] ion are yet to be seen.

While trying to remain optimistic and look on the bright side for myself and my children. There is obviously emotional strain that comes with being treated like a second -class citizen, having to walk away from my job without saying goodbye to children and families whom I have known and cared for during my time there. To not be recognised or acknowledged for my time there like any staff who may choose to leave, with a formal farewell. Families were just informed 2 days later, that I was on extended leave. In my suspension letter, it states I am not to enter the property, like I have done some terrible thing. How would you feel?

I have worked in the nursery room since June 2020. There have been several staff changes, but I have been the consistent educator. Many of the children and families rely on my familiarity. In the new year, I was to move up to the next room with many of these children, who need the support. As sustainability officer for my centre, I provided an opportunity to learn to appreciate things that often can seems scary or create fear in people but are a part of our world ie the worms, the bugs, storms, heat etc.

I do not expect that I will get my job back, as they have created a policy around mandatory vaccination, but I would like not to be vilified for my choice. I am open to an opportunity elsewhere to share the same learning that I see as my gift. I keep hearing that Covid is a part of our world now and it is here to stay and that we need to learn to live with it. I am prepared to do that. I will look after my health and that of my children. I would like to see more encouragement from our leaders for people to do the same. Segregation is not a solution and breeding fear will not end the divide that is being created.

Educator 118

My name is S, a highly qualified female teacher who has taught in Kindergarten, Family Day Care Coordinator and QLD Primary Schools. In 2021 I have worked proudly Full-time in Fraser Coast, Hervey Bay at a local State School. I began teaching in 1995 and have taught in a range of locations in QLD -Charters Towers, Port Douglas, Wonga Beach, Tieri, Maryborough and Hervey Bay. I hold qualifications in: Masters of Education (Early Childhood Teaching), Bachelor of Advanced Professional Development, Bachelor of Teaching and a Diploma of Childcare. My strengths are: strong work ethic -planning and organisational skills and striving to go above and beyond in all my curriculum and extra-curricular duties, Love of Learning in Professional Development in my own time, School Wellbeing committee (formerly KidsMatters) rep for 3 years and Implementation of Kitchen-Garden programme at school for 6 years.

My D.P response was "She was sad to lose me". My principal email response *thanked me for notice of my intent and thanked me for all my hard work in the year*. He approved my LSL coordinated by my amazing school BSM. After this leave (which I hope get paid), I am expected to resume my duties vaccinated or lose my job [REDACTED] due to the mandate.

Mandates to teach will impact our family of 3 children as both myself and my husband work in Education. He is an excellent teacher and former, outstanding principal with EDN QLD for 24yrs. We both have chosen not to be vaccinated due to potential adverse reactions and standing up for pro-choice. He has a known h[REDACTED]n and will not be coerced into vaccination which could have a detrimental impact on his [REDACTED] I add my Mother is a registered Nurse in NSW and has to be vaccinated to keep her job too.

Mentally - this decision is gut-wrenching and it is all consuming in my own home and my parent's home. I hate what COVID-19 mandated vaccination has done to our relationships. Feelings of despair, poor quality of sleep with dreams of being violated, physical heaviness in body and mind, tension as partners, sadness at loss of identity and connection to community, ongoing worry of possible Govt directives for our children to be jabbed, financial strain of loss of income and reduced new job opportunities for our whole family makes me feel abandoned.

Concerns - Possible future denial of access to be part of my own children's schooling via access to school site, graduation or awards, school events... Concerns of push-down for school children jab will put growing bodies at risk... Concerns of segregation of society will see me denied freedoms that I thought I'd never see in my lifetime imposed by a supposedly democracy... Concerns very limited job prospects as I search online for new career pathways now are scarce.

The rent less pursuit of a "trial-vaccinate" society will jeopardise generation of children's and adult's health. My message is lift the Education mandates - Both vaccinated and unvaccinated can transmit COVID. As a dedicated, energetic and committed teacher, I am saddened I am no longer fit to teach. It is the end of an era of my education career journey.

Educator 119

I am a high school teacher at a flexible school in the northern suburbs of Brisbane. We cater for young people who have disengaged from mainstream schooling and are considered to be 'at risk', for a multitude of reasons such as experiencing neglect, abuse, Depression, Anxiety, PTSD, Autism/Asperges, and a host of other conditions. I support students in a multitude of learning areas including, but not limited to, literacy, numeracy, music, drama, yoga and adventure-based learning. I absolutely love my work in this role, as I am privileged to work with an inspiring team of people, build strong relationships with the young people I work with and witness their growth and transformation over this time.

I consider myself a very positive, caring and authentic person. As such, I believe my gift as an educator is in my ability to connect authentically with the young people I engage with and equip them with the courage and confidence to step outside of their comfort zone and try new things. This enables the young person to experience new growth, personal strength and passions that they never knew they had. The positive impacts of this are life changing and long lasting.

Several years ago, I suffered from a rare auto-immune condition called Guillain Barre Syndrome. Although I was hospitalised and unable to work for several weeks, I managed to make a full recovery, which is when I began my journey into the teaching profession and have never looked back. It is widely understood in the medical field that as a recovered GBS patient, I should receive the flu and other vaccines where GBS is a possible side effect. As such, I have been advised by various doctors not to have the COVID 19 vaccination, as this could trigger another flare up of GBS. However, as the QLD Health Guidelines have tightened, it appears it is now impossible to receive an exemption for my condition. This will soon be clarified when I meet the relevant authorities in January.

If I am unable to qualify for an exemption, my boss has already advised that I will be unable to return to work indefinitely from the 17th January 2022. My principal kindly explained that he is unfortunately bound by the mandates being implemented by the Qld Education Department and it is beyond his control. This is incredibly devastating news. Not only is my work incredibly meaningful and important to me, as a single mum it provides me with my much needed income to support my son and I financially. I am incredibly worried about the financial stress we will be under if I am unable to work as a teacher. I do not know if I will be able to continue my rent payments, buy groceries and other expenses of our day to day life.

Over the past year, the stress of Covid and the vaccine mandates has led to some alarming impacts on my physical and mental health. I have experienced episodes of panic that are completely new to me, but what I now understand to be known as panic attacks. I am also experiencing unexplained neurological symptoms including tingling, numbness, muscle and joint pain and fatigue. I have had to call on additional support from my family to care for my son as I navigate the physical pain and fatigue as well as attend various medical and hospital appointments. I can only put these symptoms down to the intense stress and pressure I am currently experiencing in my life.

Whilst some may say 'Well, why don't you just get the vaccine?', I feel very clear that I do not wish to have it with the risk of a return of GBS. Rather, I will do everything I can to support my immune system to fight the Corona Virus should I become infected. I disagree entirely with the vaccine mandates that are being administered across many professions. I believe this is a clear overreach of the governments powers and violates our rights as human beings. It is unlawful and against the constitution that people should be coerced into any kind of medical procedure not of their own free will and informed consent.

I feel so very strongly about this issue, which is why I am joining with the thousands of other people who are standing up and making their voices heard. It is with all of my will that I urge you to stand up against these mandates currently being implemented. I believe vaccinations should only ever be voluntary, and I will never support any Member of Parliament who supports them. Please, stand with us on this make a difference. I have no doubts that, in doing so, you will be supported by the majority of the population.

Educator 120

I'm a female primary teacher, known in this context by the initial M. I was a casual relief teacher working at local schools in the Redlands, Queensland. I'm 39 years old and have 13 years of service. I have a degree, a graduate diploma and a Masters. My gift as an Educator is my work adaptability and flexibility, being able to step into a classroom and adapt lesson plans as needed and understand the need to be flexible in my teaching approach to meet different styles.

As I am a casual relief teacher I have dealt directly with Queensland Education, Human Resources. Following my third request for a risk assessment I received the following response "I note that you are requesting specific information from the Department relating to the COVID-19 vaccination which is outside the remit of the Department...I remain hopeful that you will be able to meet the criteria necessary for a Department of Education employee to satisfy their employment obligations".

These mandates have impacted the well-being of both my family and I in so many ways. I have suffered from increased anxiety, sleep disturbance, depression, headaches, isolation and segregation. I would go as far as saying the mandates are a form of coercive control. The emails sent by Queensland Teachers Union and Queensland Education have used the following coercive language: "If you have not received your second dose...the CHO has placed a prohibition on you continuing to work in an education setting...the need to comply with the CHO direction...All people who are delivering a service on these sites will need to have had their first dose of the COVID-19 vaccination by 17 December 2021...my key message to you is to get vaccinated...I strongly encourage you...arrange your vaccination as soon as possible".

The impact all of this is having on my mental health is both psychologically and emotional. I have been unable to cope as well as I did prior to this. I feel trapped, limited freedoms, fear of the unknown, losing my income and my career. Being unable to go places as a family due to segregation, I feel like my whole sense of self has been lost.

My concerns for my students/community is definitely the loss of continuity of teaching staff. School has been the one thing in all this chaos where there is some form of predictability.

I want the mandates to end, stop the fear, and stop the segregation.

Covid 19 has never scared me; I want to make that very clear. I am more scared of the long-term impact the vaccines and mandates will have on everyone's health and well-being. I am scared of the loss of Freedoms, Human Rights, Human Compassion and Common sense.

Educator 122

I have been an early years teacher for 11 years at a beautiful public school on the Sunshine Coast. This school was also my primary school as a student and represents much more than just a job to me. I am 35 years old and currently working .8 due to also raising a young family.

My most enjoyable experiences over the 11 years of teaching is seeing the individual growth, both emotionally and academically, in each and every one of my students that start with me as a shy prep student and leave at the end of year one with the courage to take on the world!

Having a bright, well spoken, confident year six student come to you at the end of the year to sign their shirt and tell you that you are still their favourite teacher is priceless. I can guarantee I am not their favourite because I taught them how to read or do addition; I am their favourite because I made their learning enjoyable, real life, child centred and provided lifelong learning opportunities. I connect to every single student that I teach. I give them the respect that I expect from them. I value their education, and because I value it, so do they. That's what makes me a damn good teacher. That's why I deserve to keep my position [REDACTED] or not.

I am deeply disappointed by the way Education Queensland have dealt with this mandate. The time of year to give such news was appalling. Furthermore, my principal admitted to knowing no more than I did, and was unable to assist me.

At a family level, my husband [REDACTED] faced with the same mandate as I have. This has put our entire family in a state of severe trepidation. Our children are concerned what will happen to our house, our life. They are used to coming to school with me, and facing the year ahead without me has created confusion, concern and anxiety.

I feel like I have not been provided adequate information to make an informed decision with this vaccination. I am spending my entire summer holiday break in a constant state of fear at what is to come. My mental health has diminished substantially. Deciding whether I need to start finding another job, whether my family will lose our lives as we know it!

The level of coercion for this injection is inhuman and unjustified, particularly while this drug is still in its clinical trials and is having thousands of adverse reactions.

Furthermore, I am deeply concerned for the well-being of my students and families of children that I teach as we are a multi age school and I keep my students over 2 years. I have already conducted my interviews with the prep students, looked them in the eyes and explained that I will be their prep teacher next year. My prep students will be entering year one expecting me to still be there for them. I take this commitment very seriously, and feel for the continuity of learning and starting the school journey with an unknown teacher will be very unsettling for both students and parents.

I am asking for these mandates to be abolished. For the freedom to choose what goes into my body. For the ability to keep doing my job because I believe I am an asset to my school, and my community.

I am asking you to put yourself in my shoes. Try to understand a possible alternative opinion, and ultimately fight for sovereignty.

Educator 123

My name is D, I am a 48 yr old mother of 2 beautiful healthy teenagers. I have worked as a Teacher Aid (Special Education/Inclusion Support) in a state primary school for the past 8 years. I also work in Administration (enrolments, data entry etc) and have done this for the past 3 years. I work full time across both jobs. I commenced my career in education after leaving a 16 yr career as a social worker working with teenagers and children. My motivation for leaving social work was to really try and make a difference for children with disabilities and learning issues, and the best place to do this was to go to the “coal face” – primary schools! I have a Bachelor of Social Science (Social Work), a post graduate in Mental Health and a Cert 3 in Education Support (Teacher Aid).

I have worked in schools across the Brisbane South and Gold Coast areas and thoroughly enjoy both of my roles. My gift as a Teacher Aid is that I focus on the relationship with my students and my goal is to make their time at school not only successful academically but I also aim to build their resilience and realize their unique talents and gifts. I also love and appreciate the importance of using data and statistics to inform practice, hence my ability to enter data onto OneSchool and run reports for Principals, DP's and Teachers. I have the “best of both world's “. That is, working across 2 positions at the same school and will never give this up.

My employer at the school level, has not initiated any conversation with me, only to say that she would have preferred me to raise my concerns prior to the 2nd last day of school. I said that these timelines were not of my [REDACTED] not spoken about the mandates, nor my reluctance to have the injection, to any of my colleagues [REDACTED] hated against.

The mandates have impacted me and my family greatly. It is all we talk about....my husband and children are supportive of me and cannot understand why I would lose my job...”mum, this is so unfair”....”you are the healthiest person I know”....”mum, kids are not vulnerable – the statistics show this”....”mum, will you be able to pay for our school fee's?”. These are just some of the statements from my 16 and 14 yr old. They are as bewildered as I am.

The mandates have impacted my mental health (and my family's) greatly. I have been medically diagnosed with insomnia. I have experienced mood swings; frustration; anxiety about what my future will be; scared to discuss my concerns with anyone apart from my husband for fear of discrimination; mistrust in ALL information sent from EQ and on the media; loss of faith in the health system; and anger at why I am being forced to have an experimental injection when I am healthy and have no underlying conditions. It is all consuming and I have never felt so exhausted.

My concerns go beyond my own situation. My concerns for the children who have autism that I work with is that they will not understand why I can't be their teacher aid anymore; why I am not there to walk them to the tuckshop when it's too noisy; why I cannot transition them to their specialist lessons; why I am not there to offer them a fidget to help them self-regulate; why I can't take them to visit the therapy dog when they are feeling overwhelmed.....I never got the chance to say good-bye or to help my Yr 2 & Yr 4 boys to develop a relationship with another teacher aid before going into Yr 3 & Yr 5.

All I am asking is to be able to return to both my teacher aid and administration roles on 17th January 2022. I will complete whatever testing is required in order to prove that I am not carrying COVID related viruses. As my teenagers have said to me....”this is crazy, why would your school want to fire you?? I would hate to lose my favourite teacher aid.... I wouldn't go back to school and I would blame them forever”. I couldn't have said it better myself.

Educator 124

My name is N. I am a female teacher aide working in a public Logan primary school with a prep class and a beautiful teacher. I currently work 22.5 hours a week full time. I am 44 year old and have been a teacher aide at the same school for 10 years now. I have a wonderful ability to help and communicate with young children. I help them grow into intelligent, patient, caring, well behaved young people. I have a way of explaining complicated issues both, social emotional and educational so as the children have a better understanding.

I am currently on long service leave to give me more time to come to terms with the vaccination mandate that is being enforced on education employees. My principal was very understanding, giving me this time at short notice. But the State Government have not been so supportive of my personal choice.

When the mandates were first introduced my mental health declined dramatically. I was totally devastated as I do not want the MRNA vaccination. I also do not want to lose my job as it is my passion. I can't afford to n [REDACTED] as I need to support my growing family through high school and university. I lost many hours of sleep over this and had panic attacks when I thought about my predicament. I tried to sort help through a doctor and counselling and found no relief or answers. I was coerced into booking in to get the vaccine, then fell sick just before so I couldn't receive the vaccination. This was when I asked for long service leave.

I am concerned about my [REDACTED] k closely with. I feel as though my knowledge will be dearly missed. I have made so many positive connections with staff, children and the community. Those connections will now be lost if I can't return to work because of a mandated vaccination.

I would like to see the mandatory vaccinations revoked and be able to return to work just as I have for the last 10 years. I would like to see our communities not divided over a vaccination.

Please think about those that have been coerced into things they don't want or believe in. Please give us our medical rights back.

Educator 125

Current role: Head of Department in Special Education, secondary (3 years).

Previous roles: Head of Student Support at a remote secondary school in Central Queensland (3.5 years).

Head of HPE and the Arts in another secondary school in CQ (2.5 years).

Throughout this time I have been a teacher of Visual Art, English and HASS for the past twenty years, all in CQ schools and colleges in State Schools and Catholic System.

Panel member and chair for the District Review Panel for 19 years.

Qualifications: Diploma of Graphic Design (15 years experience)

Bachelor of Arts (English and History),

Bachelor of Teaching (Primary and Secondary English).

Masters of Special Education (currently studying)

My strengths – ability to engage and ignite passion in students to create, help them to find their own creativity. Upskilling students in literacy, both lexical and visual. And building effective and dynamic leadership teams in schools.

We had no consultation with our employer prior to the directive being issued, it was issued to our private email accounts just prior to the Christmas period, when we were already on annual leave. On requesting a risk assessment to cover my medical condition, my employer sent out a generic email stating that a risk assessment would not be necessary as a directive from the CHO was imminent. From this response it is obvious I am not valued as a teacher but merely a number. My employer has sent 3 emails [REDACTED] personal health information over the past 10 days.

My family and I have felt the impact of this decision and my employer's communication about it. Christmas in our family was quite subdued, this was our second Grandchild's first Christmas (our first having died 2 years ago as a result of actions by Qld Health staff) and I faced it with a very heavy heart and feeling traumatised by the events leading into the Christmas period. What should have been a very happy and joyous occasion was taken from us by the Qld Government and my employer. [REDACTED]

My mental health at the moment is pretty tenuous as I face a very uncertain future. My husband likewise is facing the same options. We are 'stuck between a rock and a hard place'. We face losing our jobs, careers, home and possibly having to move away from family and friends. Both my husband and I have worked all of our lives, raised children who also all work in Qld. We have paid taxes, contributed to society, through volunteering in sports, arts events and church groups and right now we feel betrayed. The decision is not really a choice that is made without enormous consequence and so we are finding it difficult to enjoy even the very best moments.

This directive will, without doubt, put even greater pressure on an already overstretched staff in rural and regional areas. I am also concerned with the impact of the possibility of the Qld Government introducing teachers from overseas to fill the void. The repercussions of this decision (if it is enacted) will be dire on our students, especially the 25% who have learning difficulties as teachers with English as a second language are difficult for these students to understand due to their difference in pronunciation and of the arrangement of words in sentences used by those with English as a second or other language. Experienced and highly trained teachers are not easy to find and replacing them with others with only 18 months of training as is currently being proposed or with teachers from overseas will have a knock-on effect, as every teacher knows, we are better teachers after we have several years' experience in the classroom and this results in better outcomes for our students. I am very concerned at the mental wellbeing of students moving into the future, we have seen a significant change over the past 18 months in the wellbeing, anxiety and levels of worry amongst our students. Removing key teachers (such as myself) compounds the problem for these students and families.

I am deeply disappointed in the Qld Government's actions as they have caused much unnecessary anxiety for staff and deep divisions in schools and local communities. There has been much undue confusion and hardship put on our schools since March 2020. I feel betrayed by the Govt and my employer as I, like every other teacher in the state, worked over and above during April through to December 2020, to ensure the impact of Gov't decisions re COVID19 was minimised in students' educations. In 2021 we are still working very hard to ensure students and their families have the support they need to cope with the changing world they are facing and prepare for an uncertain future.

I would like the State Government to reconsider the Mandate and to consider the students and wider communities who are affected by this decision. I would like the Qld Government to allow education staff (as educated adults) to choose what is best for their own circumstances and to support them in their choice, whether that is to be vaccinated or not.

This is not all about winning elections and getting votes, being a representative for the people also involves listening to the voices of the people you represent and hearing their stories, then working together for equitable, effective and reasonable solutions. I am looking forward to these discussions, they are a little overdue.

Educator 126

My name is Mr B, I am a 46-year-old teacher who has been teaching since 1998 across both Secondary and Primary. I am currently full-time employed in the Catholic system teaching primary school aged children in Hervey Bay, Queensland. I completed a Bachelor of Arts and then a Post-Graduate Diploma in Education. As a teacher for 24 years, I feel I bring a great deal of patience and compassion to the relationships I foster with my students and colleagues. I value the role modelling I do for my students in building relationships on trust, respect and fairness, valuing each person for the gifts and talents they possess.

With a history of heart conditions and having an Atrial Fibrillation (heart operation) at the age of 40 I have serious doubts about the short- and long-term effects of the vaccine options being mandated. I feel if there were more options being investigated and provided, I would certainly be choosing those over the current regime. As a result, I have asked my employer, on two occasions to provide me with a risk assessment for the current options of the vaccines to allow me to make a more informed decision. To date I have not received any response from my employer regarding this request.

Whilst the decision to be vaccinated has not been an easy one, once the mandates were announced I chose to get my first dose of the Pfizer vaccine. I feel I was coerced to receive the first dose, despite my misgivings, to still have some freedoms of movement and participation in society. Since receiving the first dose I have come across further evidence of the side-effects of the mRNA delivery system and have even more misgivings about current vaccinations. In the similar time frame the Queensland Government have decided [REDACTED] have moved from low risk to high risk and have mandated to continue to be a teacher I must get the second dose. I feel coerced into receiving yet another dose of the current vaccine to keep my job, a job which I love. A job which supports, houses and feeds my wife and three of my four children.

This decision has placed a great deal of stress and anguish on my own mental health and wellbeing, as well as my family's. My wife is also a teacher and for many health reasons she is not receiving the vaccinations mandated. This means I will receive the second dose before the cutoff date to keep my job, if this mandate is not rescinded. This of course comes at a high price. I hope and pray each day that upon receiving the second dose I avoid any short-term and long-term effects. This hope and anguish is also shared by my family, as now we are a one income family with a mortgage and debts. As well as the personal concerns I have, it is also greatly concerning on the impact this mandate will have on the next generation. This mandate is not only divisive and unfair, it also sends the wrong message to the students in our education system. Throughout my career I have encouraged and fostered the ethos and skills of critical thinking. I believe this mandate flies in the face of this ethos and instead is a draconian method stifling informed decision and freedom. This is not the Australian society I have been championing and teaching my students about. My biggest concern is this generation will see and accept coercion and compliance, which is tantamount to bullying. The opposite of freedom, fairness and accepting diversity.

So, in conclusion what I would like to see is the rescinding of the mandates and a return to quality discussion and debate based on real evidence and not fear mongering. I would like state governments, not least of all ours, to allow educated individuals to make their own informed choices and respect each person's body autonomy. I would like our federal representatives to be leaders and not followers. I would like the Australian Government to investigate and consider alternative medical practices, both proactive and reactive to prevent the spread and effects of COVID.

Educator 127

My name is M, a 51year year old mother of 5 daughters. I have been employed by Education Queensland at X State school for the past 10 ½ years. I find it a privilege and honour to be part of the education team at this school. I love to help children mature in this holistic environment, watching them grow, reaching their full potential.

For the past 4 years I have worked in the Resource room. I am involved in the day-to day school logistics, ordering and sourcing resources for both teachers and students. I also account for and order furniture for the school. I liaise with the leadership team and support teachers with what they need to the best of my ability. The beginning and ending of each term is a very stressful time. The demand and expectations required on myself with resources coming in, resource accountability, repairs, sourcing, forecasting and dealing with the seasonal aspects are an absolute challenge to which takes a personal and emotional toll on myself. The build up this year with end of year celebrations, moving furniture ready for next year, class resource requirements and making sure we have all resources ordered for next year, ready to start fresh seemed daunting and larger than ever. With the pressure that I was under I felt as though I was drowning with no let up or relief. Feeling distraught and anxious I approached my line manager and let her know of the pressure that I was under. She was supportive and supplied more help with extra staff to assist.

At the same time dealing with my current employment stress situation, the mandate from Education Queensland stating for all staff to be vaccinated was pushed upon me. With only a couple of weeks of receiving the mandate and the end of year timing, half way through the second last week of school, to which I was already beyond myself. I was busy and stressed and given little to no time to make a very important decision. I felt pushed to make a quick uninformed decision. I have found this the most stressful time of my career. My husband and two daughters had recently lost their jobs. One daughter felt she had no choice but to have the vaccination, even though she did not want to, she needed to keep her job to pay for her study. I booked myself into the doctor to talk over my medical options, but in attending the appointment the doctor saw how stressed I was and that I had lost so much weight with the stress that I was under. She diagnosed me with anxiety and would not discuss the other matters until I could make a sound informed decision. I am now on medication to try and calm my anxiety. Getting constant emails and texts from education Queensland about my vaccination status is not helping me to calm down, to make an informed decision.

Prior to seeing the doctor, trying to be informed and seeking advice, I contacted my Union in relation to this matter. With one and a half weeks to go I sent a letter from the union, questioning and asking for a risk assessment. Things changed immediately, I felt like I was out on an island by myself. I would walk down the corridor and everyone would disappear into their offices. The support I once had, felt like it was gone. My Line Manager informed me to contact the staff vaccination hub. They did not want to deal with the matter or discuss it. I asked my Principal if I could have a talk with her, which at first she was hesitant about. We met Tuesday afternoon at school. She could tell how stressed I was and said she would support me in whatever decision I made, but I did need to go and see a doctor, as I was not my normal self. I had not been sleeping, I felt anxious all the time and was quick to anger and I was beyond rational in thought. What I cannot understand the most, is during the height of the pandemic of 2020, Education staff were considered low risk areas and it did not matter what was going on. We continued to work and dug deep, to make sure the children had a stable, normal environment to attend. We trusted the advice and complied. But, now the advice has changed and we are now losing our medical choice/freedom. The trust has gone, our livelihoods have been threatened and we are now losing our careers.

I now feel so concerned for all communities, nationwide. The great loss of passionate, experienced teaching staff and support staff, and hard-earned careers gone. The impact that will be laid on the children and remaining staff. Years of experience and expertise will be lost. The stress and anguish it has caused many of us, trying to understand this sudden push, with little time to decide. Please STOP the mandate, give us other options, masks, tests whatever is deemed safe and let us do what we love and have worked hard for. We are here to serve our communities and the children who we love to teach, grow and protect.

Educator 128

Hi there, my name is J – preferred name is M and I am a female secondary support teacher for literacy and numeracy for all non-verified students aged 11 -15 years (STL&N). I work permanent part-time in a secondary state high school on the Sunshine Coast in Queensland. I am 50 years old and have 25 years of impeccable service with Education Queensland under my belt. I have undertaken country service and worked in remote areas in Australia. My qualifications include: B Ed and Assoc Dip Business.

One of my greatest strengths as a teacher is the ability to build relationships with dis-engaged youths who, for whatever reason, have either lost their love of learning, moved several times during their schooling, fallen ill, become part of the foster care system, have mental health concerns or who have slipped through the cracks with the state education system. These students may struggle with the ability to process information, be dyslexic or have spent so long masking their inability to complete school work and tasks for so long that they have forgotten their self-worth in an educational setting and hence choose to engage with poor behavioural choices.

On the 30th November I received an email from the QUT announcing that mandatory vaccinations would be imposed to all staff working in the DoE environment. When I contacted my Executive Principal regarding a risk assessment the response was that, "The mandates are being imposed by our employer - the DoE – and all enquires and/or information relation to the mandate should be directed to them (via email link pr [REDACTED])

Since that time the mandate [REDACTED] my family in the following ways:

- a. Mental health issues – anxiety, sleeplessness, worry
- b. Potential lack of employment – and impending suspension without pay
- c. Uncertainty around schooling for two children aged 11 and 14 years
- d. Financial hardship
- e. Uncertainty around professional career options

I am perfectly willing and able to work as a secondary teacher, however as I have chosen not to be vaccinated with a trial vaccine I face losing my livelihood, passion and ultimately my income. The impact that these enforced mandates have had on me and my family are that I am currently experiencing a great deal of anxiety and mental health concerns around what 2022 will look like for my family with no income and no job prospects. I am unable to travel as a free Australian, to see my family as I wish during the Christmas and holiday period, I am unable to take a holiday in a preferred holiday destination – whether it be overseas or within Australia.

My concerns for my family, students and community are that our freedom has now being stripped away and that we are no longer able to choose what is the best medical treatment for ourselves. There has been absolutely no consultation around the DoE option at all with employees – or anyone for that matter. It is purely and simply being mandated as a dictatorship. There have not been any other viable options presented to people apart from the medical / pharmaceutical approach. One approach / solution does not suit all (in any situation) and this must not be taken for granted.

I am asking for peoples' choice to be reignited in this current climate. We make our own choices as informed adults as like with any other problem / situation that we face. We make decisions based on what is best for ourselves – not a blanked solution. We are not coerced into mandatory vaccines or face losing our livelihoods. Imagine if I applied this approach to the students that I work with in an educational setting? I would soon see backlash from parents, line managers and principals for my archaic and narrow-minded approach to teaching.

I am asking for a range of solutions to this problem to be explored – naturopathies, alternatives, a move away from a dictatorship regarding the mandates and employment and a move towards having the guts to stand up for what people believe is right for them – not what a government (or any institution) mandates because of what they're being told to do.

Educator 129

My name is K.A and I have a Bachelor of Education (Prim). When I graduated all those years ago, I always had this intention to complete my rural service straight up and then make my way back to the South-East corner to “start” my life and career officially. It’s funny to say that in the eleven years of my teaching career, I have never taught in a city school and have dedicated my career to working in rural schools and communities. Nine years ago, whilst doing my groceries in the next town from where I was teaching, I met my future husband at the petrol station. Since then, I have worked amongst seven of the finest state schools in the Banana Shire (Central Queensland), have gotten married and had three beautiful and healthy children. I am currently on maternity leave with my third child, but since starting maternity leave for my first daughter in 2018, I have worked as a relief teacher across these schools.

It has been difficult navigating these conversations with my principal whilst on maternity leave. My previous principal has since left the school so I have been coordinating these discussions with a principal I do not know and have never met. The only response I have received from my employer is to read the information re [REDACTED] the Department of Education and to complete the vaccination survey.

Although I am currently on maternity leave and do not need to make the decision to have this vaccination until the end of June, the harsh mandates placed on teachers have still impacted me directly. I am a passionate [REDACTED] teacher and I want to keep up with the language, conversation and skills re [REDACTED] (language is changing quite quickly too) and so, I arranged alternative care for my children to attend the Student Free Days for no gain other than my own professional skills (I attend voluntarily). I have done this every year since I had my first daughter in 2018 and had all intention of continuing this in 2022. Unfortunately, due to the mandates placed on volunteers in schools, I will be unable to attend the student free days. Eventually, when my maternity leave is finished I intended on taking extended leave without pay and continuing to work in supply amongst the community on days my children attended childcare and kindy. Unfortunately, due to these mandates I will be unable to work in a relief capacity either within schools. When my leave is over I will unfortunately face losing my job due to the mandates that have been placed on our profession.

I have been incredibly stressed since the mandates on the education profession have been put in place. I have recently had to start seeing a clinical psychologist to assist me in managing my emotions and processing my thoughts around the requirements that have been put in place to keep my job. It has caused me much stress to think that I will be required to engage in a medical procedure I do not wish to have to keep my job, to keep a roof over my family’s head and food on the table for my husband and three daughters.

The mandates that have been put on our profession concerns me greatly for the functionality of our schools in our community. Pre-mandate, many schools in the Banana Shire were already in high demand of relief teachers which are already in low supply. Before I went onto maternity leave, I would receive 4 calls a day from multiple schools in my area to come in for supply. In our area, if necessary, classes are required to merge due to the inability to put enough teachers in front of classrooms. In these circumstances, the students’ educational opportunities are often limited or sacrificed. Can you imagine the strain this heavy mandate is going to put on our school principals, teachers and staff without being able to supply enough educators for our children? All of this extra pressure on schools, and staff being either coerced to have a medical procedure to keep their job or face losing their job because they want to retain medical autonomy over their body.

I want to be able to continue working the job that I love and live for WITHOUT having to be a part of the vaccination mandate imposed by the Queensland government. I have no judgement on those who have chosen to have the vaccination under their own free will but cannot and will not agree to myself and many of my colleagues being cornered into making such a difficult decision.

Teachers certainly do not do their job for the money. We are in it because we love working with children and we want to see them thrive and grow into responsible, functioning members of society. The children are our future, and I fear deeply that these oppressive mandates on our profession are going to cripple our education system. Teachers are sometimes the only good, stable thing in our students lives. We help them reach their potential and sometimes help at-risk students leave the vicious cycle that they are a part of to no fault of their own. Imagine schools with little or no staff to guide our children. What future do we have going for them?

[REDACTED]

[REDACTED]

Educator 130

My name is S and I'm a 32-year-old, high school teacher, working in Cairns, QLD. I have been teaching in a high school setting for the past 6 years with 1 year in the primary sector previous to this. I currently hold a full-time teaching position at a public school of 3000 students. I have a bachelor of primary education but currently teach years 7-11 in a variety of subjects. My gift to teaching is my ability to relate to students on a level in which they are comfortable. My strength in teaching is my ability to form strong relationships with my students. My classes are always respectful and students feel safe to express themselves and to ask questions.

Currently, I have had no response from my Principal. I have had a response from his secretary in the form of a generic email which was sent to other employees at my school. The email directs me to complete the survey sent out by the Department of Education.

The mandates have impacted my life immensely. Not only am I at risk of losing my job/ being stood down, but I will not have the opportunity to communicate with my students as to my whereabouts. For me, this is extremely stressful. At this time in my student's lives, the importance of continuity is vital for their education and development. I have been coerced into having the vaccination by way of losing my job and therefore not having a sustainable income to support myself. Currently my accommodation is being sold and I have not been able to find a suitable place to live. The price to rent a single room in Cairns has increased dramatically and is out of "reach" for an unemployed person. If I cannot find anything, I will have to live in my roof top camper, most likely in free camping sites which use public facilities. This has caused a large amount of stress and anxiety. I have lost 10kg since school finished in 2020 due to stress, lack of sleep and general anguish about my future and my career.

My mental state is rapidly decreasing. As mentioned, I am currently suffering from high levels of stress and anxiety. Since the end of school, I have not been sleeping or eating properly. Most nights I wake at least twice with bad dreams, insomnia or anxiety. Some nights I take a sleeping tablet out of desperation for a full night's sleep. I have lost 10kg due to my loss of appetite and I have been suffering from lethargy and mild depression. In addition, I have begun to feel the very debilitating feelings of loneliness due to my reclusive behaviour as a result of feelings of segregation from members of the community and the uncertainty of my future/ livelihood.

I have grave concerns for my students and the school community. It is known that young people need continuity, strong, respectful relationships and good role models. The disruption of learning has already impacted many students across Australia, Queensland and my local area in Far North Queensland over the past two years both academically and socially. My fear is, with the loss of continued guidance from the experienced teachers who already know their students, schools will not be able to run efficiently and effectively. That all students will be impacted by the loss of their role models and those who they trust. Some do not have structured, supportive homes to return to each day. The loss of their teachers may trigger mental and social issues that will affect the way a young person develops and learns. The community will be impacted as many parents do not have the means to home school, therefore, accepting potentially lower quality education for their children. My fear is that students will be stripped of their right to good quality education in its entirety.

In order to provide the best possible chance for each child to learn and grow, I ask that principals are given the power to allow staff to conduct alternate forms of safety checks prior to entering school ground each day. This could be in the form of temperature checks, rapid antigen tests or masks throughout the day. In addition, those who work in distance education or from home, shouldn't need to be vaccinated in order to fulfil their duties as a teacher.

Educator 131

My name is K and I am a 33 year old female, senior primary education teacher who has been working for Education Queensland since 2010. I'm a full time permanent employee who has been working part time (0.6FTE) for the past 2 years since returning from maternity leave after having my daughter in 2019. During my teaching career, I have been an active union representative for the QTU, mentor to practicing teachers and graduates, year level coordinator, temporary Master Teacher and member of the LCC at all 3 schools I've taught at. I am a very well known, respected and loved member of each school community I've taught in – building positive relationships with students and their families has always been of uttermost importance to me in my role as an educator. I truly believe that if students are happy and WANT to come to school every day, because of their teacher, learning will come naturally.

Unfortunately, since the CHO announced the COVID vaccine mandates for all education staff, the response from the school community and vaccinated staff towards staff who wish not to have the vaccination has been disappointing. My principal has been very understanding and supportive of my choice not to be vaccinated, [REDACTED] has been under immense amounts of pressure, stress and harassment from vaccinated staff and families of the school demanding to know what her stance on the vaccine mandates are. She had received a large number of emails from families demanding their child has a vaccinated teacher next year, they weren't even going to be satisfied with a teacher with an exemption. My workplace went from being somewhere I love to go every day to somewhere where I felt constantly judged, for [REDACTED] conversations with other staff who couldn't believe why I wasn't going to be vaccinated and [REDACTED] explain why, as if it were their job to do so. To date, my principal has allowed me to use some of my long service leave, at half pay, to take term 1 off, in hope that things WILL change and I could come back in term 2.

My husband has been very supportive of my choices but it breaks his heart to see how upset I am that I can't do what I do best. Unfortunately he has also had to take on extra work in order to cover bills and rent as I will only be earning half of what I've been earning this year. As you can imagine, with 2 children this has already taken a massive toll on our family as time our kids get with their dad is already stained and now it's only going to have a deeper impact on their relationship with him. As a wife and a mother, who is also a teacher, it is impossible not to feel guilty that the choices I'm making are not only what's best for me but they're also what is best for my family. Due to the incredible amount of additional stress and angst this has had on myself and my family, I've already been to see my regular GP to reassess my anti-anxiety and anti-depressant medication. I've found it almost impossible to sleep at night without additional medication to help. During the day, my patience levels with my children and ability to rationalise have my thoughts have almost diminished. My kids are worried they are going to upset their mum and make her cry. They don't know if I'm going to cry or scream most of the time. I've resorted to allowing the TV and tablet 'babysit' my kids more and more because I just can't mentally cope with taking them outside to play, or to the park to see their friends. It's safer at home. Safer from being judged. Safer from confrontation. Safer from seeing people I know and having to be interrogated and justify my choices.

Being a teacher is not just a job, it's part of who I am. Especially when you live in the community you work in. I see students and families from school nearly every day. Often, I'll be at the local shopping centre and hear a distant "look there's Mrs H...", "look guys it's one of our favourite teachers at the shops". I wonder what they'll think of me now? What are the other teachers telling them? What do their parents know and what have they told them about me or others who are pro-choice? I'm so worried to think that these regular run ins and friendly conversations are now just memories. My students are my kids, I call them mine. I'm their 'school mum' when their real parents are working. I'm not just a babysitter, I'm family, and I CARE!

My questing to you is, why am I still not what's best for my 'kids'? Why does a vaccination make someone more worthy of keeping their job than those who choose not to? As a department, we are always ensuring that all students are treating with fairness. We are inclusive. We don't exclude

students who are not immunised because every child has a right to an education. So why exclude the teachers? Especially the ones who LOVE what they do, like I do. Why can't there be risk management processes for unvaccinated staff, just as there are for those with exemptions?

At what point will the Department realise that they have lost endless years of experience and knowledge over a virus with such high recovery percentages? This is something you cannot get over night. You can't teach what I have learnt through the past 11 years. Stop the mandates and allow children to keep some consistency in their lives. So many families I know are NOT worried about the vaccination statues of their child's teacher, and neither am I. What makes a great teacher is their passion and care for the students in their class each year. You can't teach that!

[REDACTED]

[REDACTED]

Educator 132

Good morning, my name is R and I am a vibrant and fit, 60-year-old female. I currently work fulltime as a teacher for Education Queensland and have done so, for the past 38 years. I am currently working within an indigenous community in X, Cape York Peninsula, as the Integration teacher.

I am an Early childhood trained teacher, but I have worked in all levels of primary school, Kindergarten, Preschool, Distance Education and the School of the Air. I have also worked as an art teacher, P.E teacher and a librarian. I have a Diploma of Teaching (Early Childhood), a Bachelor of Education and I am currently studying my Masters of Education in Guidance and Counselling.

I am passionate about building the foundations of literacy and numeracy with all children. I believe that young children learn best when presented with concrete materials and play along with caring adults who encourage each child to become the best that they can be.

I am absolutely devastated to be suddenly informed by my principal, that unless I am to receive two vaccines by the 23rd of Jan [REDACTED] my teaching position and my home in X on Cape York. This is very difficult for me to understand after being a devoted teacher for 38 years. I will have no work and no home and potentially be stuck in the Cape unable to get back to my family in Brisbane.

Education Queensland (HR), have been unresponsive to my emails filled with questions as to what will happen to me and my house [REDACTED] personal items waiting in departmental housing if I don't get my two vaccines by 23rd January, 2 [REDACTED] same vaccination survey regularly over and over again by text and email. I have no answers.

I left my three children in Brisbane and the Sunshine Coast to fulfil my dream to be an Integration teacher within an Indigenous community. Two of my children (19, 15) are still under my financial support in order to complete their high school and university. I don't know how I will support them without a job. I will have to have these vaccinations against my will, in order to keep my job unfortunately.

I am currently staying with my 86-year-old mother in Townsville and am completely lost as to do what I am supposed to do. Where will I live, where will I go and where will I work? In the near future I will have to be my Mum's carer as I am the only living family member and I have no home to offer her as respite. I cannot sleep and really don't know what to do. Six months ago, I bought a house by myself so that my family would have somewhere to go, but now with a \$300,000 loan as a single mother without a job, means I will have to sell my house. My mum is worried and my children concerned as to what I will do. This is a very difficult position to be in as a single mother of 3 children, at 60 years of age.

Having spent two years at my current school as an Integration teacher, I feel very sad for the children and the small community, as I have put in two hard years to develop a relationship of trust with our local peoples and now I am being forced to leave. My special needs children will be very lost next year if I am not there to continue our work together. The community will be very disappointed and really doesn't deserve another transient teacher.

I believe that vaccines and any other medical decisions should be made by personal choice. It really doesn't feel right to have something forced upon you, in order to retain the career that you have spent 38 years building.

As teachers, we are one of the most caring and committed professions. We do not want to be coerced into multiple vaccines to be able to do what we have been doing for years. Please hear our concerns.

Educator 133

My name is L, I have been teaching full time, for roughly 19 years, in the primary sector.

Throughout my career, I have taught overseas but for the past 12 years I have been on the Sunshine Coast, at a private Lutheran P-12 school. 2021 was one of my most memorable years as a teacher. My mentorship roles in the field of environmental conservation and sustainability were endorsed by my leadership team and together with an outstanding group of young students we set wheels in motion to support change in both the school and wider community. My job is my passion project, and I love it.

On the last week of school, this year, my world turned on its head, when the QLD government decided to go against the Federal Government and issue a mandate to be vaccinated to Queensland teachers, private and public. In essence – if we refused to be jabbed, we would lose our jobs. From the start of the issue of the mandate, to the first jab date of 17th December, we were effectively given less than 3 weeks to comply. These rules were delivered via email as non-negotiable.

Having already spent months keeping my opinions to myself and avoiding the confrontational opinions of others, regarding “anti-vaxers”. Sitting through staff meetings where derogatory comments were made towards families that may not be able to attend events, such as Christmas carols. My stress levels [REDACTED] and my ability to share or offload was diminished. I felt sick, pressured and isolated. My decision was forcibly changed from a health choice, to a financial, marital, health and values stance. Let me repeat that, ***I was forced through mandates to change from making a health choice, to taking a stance or complying in order to maintain my family's financial stability.***

On Dec 16th, after a long, emotional [REDACTED] doctor's visit, I agreed to get the jab, but only if my doctor was present. The available date was Jan 20th. I communicated [REDACTED] and my concerns [REDACTED] but they said this was unacceptable and it was suggested that I use my long service leave, until such time as I was double jabbed. Within an hour of an email and a phone call, I had signed a leave form that would give me the term off. I would be on half pay and then no pay for the final two weeks, in order to be able to do this. I did not feel that I had any other options at that point in time. All my teaching resources are at school and I am no longer permitted to step onto school grounds.

The impact on my family is huge. My husband has been double vaccinated as he works in the Disability Care sector, however he is only a casual employee so as a family, he will need to work more hours that will see him sleeping overnights and travelling more. We have a 10 and a 12 year and they are both concerned that they will be forced to have this injection and they are very aware of the pressure being put on me, their mother. It is the school holidays and I cannot take my children to Australia Zoo, out for cake and treats at the local cafes or to the cinemas. We are home bound and restricted, due to the additional laws that restricting the vaccine free from accessing community.

My life is education and the promotion of active thinking. This current existence of enforced mandates and segregation is setting the next generation back decades. We fought long and hard to support minority groups and fight for our Right to Choose, and now it is gone in the space of two years.

I despair. I am constantly worried about myself and my job and my children and what the government will put into place next year. If my husband and I do attempt to discuss the issue, it ends in tears or silence. I want the government to represent ALL people, from the majority to the minorities and to reverse this removal of rights, to return us to a democracy, whereby everyone has the right to choose. Consent should never be coerced. Informed consent is what we teach our children from the moment they learn to say, “no!” We let them know what their rights are. I say “no”, to living a life of compliance that does not allow for the individual uniqueness of each human on this planet. We are all equal in God's eyes and we all have a right to sovereignty of our own bodies.

I want to continue to teach, but I am sickened to think that my government can dictate my choices regarding my own body. By saying ‘no’, I feel I am still teaching. I am teaching my own kids and hopefully helping change this trajectory that we are on. As Mahatma Gandhi said, “be the change you wish to see in the world.” I am hoping this term will see ‘change’ occur.

I choose discomfort and uncertainty over compliance. For my own kids and for my students past and hopefully, in the future as like most teachers, I am eternally optimistic.

Educator 134

My story is how harassed and coerced I feel at this time, relentless emails from the department to remind me of deadlines including survey and show cause letter even though it's the holidays- also the wording of the directive sent, saying the department is working out what happens to those not vaccinated.

I was sick prior to the end of term 4 and this has compounded my fragile state at this time.

My Principal has also been in touch as well (3 times) asking my vaccine status in an indirect way because of her need to know for staffing if I am not well enough to return at the beginning of term 1.

For me, after all I have read I want to have choice and my choice is to wait for a protein based vaccine at the least. I don't want a MRNA vaccine with the risks this has and the lack of long term data but I may not have a choice.

The only ones available that meet the time lines of the Education Department are mRNA vaccines, not even Astra Zenca meets the strict time lines given by the department.

This is so stressful and I feel most of the time powerless to what I can do as I'm not resigning as I can't financially, I'm torn and I do like my work.

It's very hard to come to terms with been forced/ ordered- no choice of the type of vaccine or lose my job with no employer guarantee that if I do react to the vaccine who is liable re compensation. This aspect is not really clearly stated by the Education department. My guess it's the insurance scheme now set up by the government but a very complicated process to claim.

Overall a very depressing and anxious time. I know I'm not alone with these feelings.

Educator 135

My name is L, 29years old, and I am a female Early Years School Teacher on the Gold Coast. I hold a Bachelor of Education- Primary and I have been teaching children for 6 years. I took maternity leave in December 2020 and was to return January 2022. I absolutely love working with children. My job is not like any other, I get to guide children through their education journey and see them blossom. It gives me so much joy and pride to see these little humans succeed.

I was contacted in regards to my maternity leave coming to an end and I have since extended that leave to June 2022, hoping to do Some Casual/Relief teaching. I have not been contacted in regards to the mandates.

The mandates have hugely impacted my family. Now that my maternity leave has come to an end, we are now relying solely on my partner's income. We have a 10 month old baby so I was hoping to only return to my job with EQ part time. I have not had the injection - I am currently still breastfeeding and the thought of it impactin[REDACTED] the future gives me a lot anxiety. I'm stuck in a really hard place right now. I can't return to my job that I love so much, my passion, my classroom full of little faces. I also can't contribute to paying bills, putting food on the table, our savings. The thought of not even being able to step foot in a classroom anymore makes me so so sad.

I'd be lying if I said this ha[REDACTED] my mental health. It's also caused a lot of tension and worry between my partner and I because he now has the pressure of providing for us. I've been having panic attacks and suffering bad anxiety.

Our students need us. For most, we are the only ones that believe in them, the only stable person in their lives.

I'd like to see the mandates for teachers dropped. We just want to do our job, and we want to be there for those young people who need us most right now.

Every day I question my decision. Have I made the right choice? How will we survive? Maybe I stop breastfeeding my baby and just get the injection? How will I ever be able to do what I love, what I'm most passionate about? What will this look like for all the kids pulled from the system? What will the future of education look like? And please don't do this to the kids. They're just kids.

Educator 136

I am R, a 34-year-old Primary School Teacher Aide and have worked for the Queensland Education Department for the past four years. I have worked as a relief Teacher Aide and had contract work during this time. Before this I worked as an Early Childhood Educator for seven years. I am passionate about helping children to learn, develop and grow into the best versions of themselves.

I am yet to receive a response about the vaccine mandates from the school I am working for. I did receive the vaccination status survey multiple times from the department.

The vaccination mandates have had a significant impact on myself and my family. As a single mother of three children, I rely on my income to support my children and for rent to keep a roof over their heads. As a result of this I have suffered severe anxiety, depression, and overwhelming stress as I will lose my job due to the vaccine mandates.

I have a genuine concern for the safety of students and staff over all education settings where they may not be enough available and fully qualified staff to watch and teach students. I fear that children, especially those from at risk home settings will miss out on the care and safety the childcare and school setting provide them with.

I would personally like to see all the vaccine mandates withdrawn and all staff to be able to return to work so children can continue to receive the high-quality education they deserve, by experienced and qualified teachers who work.

A vaccination status should not be taking amazing teachers away from our children and schools.

Educator 137

I am S, a 48 year old female employee in the primary and secondary sector for 12 years supporting students with disabilities and learning difficulties. For over ten years, I have been employed as a permanent part-time teacher aide at a school located in the Gold Coast region. Prior to this, I achieved a Certificate III in Education Support and a Certificate III in Business and Administration providing me with knowledge, understanding and strategies of ways to provide support to both students and colleagues in my workplace. Over the past decade, I attended various workshops to further my knowledge of disabilities and strategies to use when supporting students in special education. I can communicate with Hard of Hearing students and staff using Auslan after completing many Auslan courses through Deaf Services Qld. I also use these skills to teach and communicate basic Auslan with students who have a speech impediment when they struggle to pronounce letters or words. I hold current First Aid and CPR certificates and I am qualified to administer Midazolam if required in the event of a seizure. The past three years, I have undertaken higher duties, assisting the school QCIA co-ordinator with QCIA processes and have been solely responsible for compiling and creating the individual student QCIA portfolios, up to and ready for submission.

The week following the ma[REDACTED]ncement, I requested to access long service leave for Term 1, 2022, to allow time to consult with my doctor and specialist regarding a permanent health condition. Long service leave was denied by the principal due to short notice and I was advised to send any individual queries to staffvaccinationstatus@qed.qld.gov.au. I have made four requests via email to my principal and BM for a risk assessment on my workplace and have been advised to forward my queries onto the department which I have d[REDACTED]

I feel I am being coerced into taking the COVID vaccinations to keep my employment. The mandate is putting enormous pressure on myself especially with it being issued so close to the end of term and having limited communication with my school or the department since. I have a medical condition and need further testing to be completed before I can give informed consent and this requires time. The short swift announcement of the mandate and the final date to be vaccinated did not allow enough time to undergo testing and receive medical advice. Beyond my workplace, I am a carer for my partner who has a permanent disability, making my continued health extremely important to be able to provide care and support for him and keep our family unit together. I need further advice and data to be able to make an informed decision and this information is not available at short notice.

My own mental health is in disarray, the mandates and the whole push to get vaccinated has really affected me. I cannot think straight, forget things and I am constantly worried about my and my family's future. My partner already suffers with depression and anxiety due to his disability but the pressure I am under is massively affecting his mental health. He struggles to sleep most nights and constantly worries about the predicament I am facing, financially, mentally and health wise. I have been bombarded with emails and text messages requesting my vaccination status from the department throughout the holiday period which has been extremely stressful and I constantly feel nauseous.

I am concerned for my colleagues being understaffed if I cannot attend my workplace. Term One is usually a struggle for teacher aides trying to support all students needs as funding usually isn't allocated for extra staff until later in the term. I am extremely worried for the QCIA co-ordinator and QCIA teachers as I am the only person that has fully compiled and created the student portfolios the past three years. It took me a long time to learn this process and would be difficult for another teacher aide to learn the process without assistance, also creating added pressure to that particular staff member. Students with learning difficulties/disabilities heavily rely on the support of teacher aides and I worry that the students are the ones that will be massively affected if I am absent.

I would love to be able to continue working in an environment I am passionate about. I would like the vaccine mandates to be stopped, to be able to recover my own mental health and to have a choice.

Educator 138

My name is E. I work in the Primary Teaching Education Sector in Brisbane. I am 45 years of age and have 20 years of teaching experience. I have a Bachelor of Education - Primary, and a Graduate Certificate in TESOL. My gift as an educator is the dedication I have to deliver to an exceptional standard anything that is asked of me. I also love the children I teach.

I actually do want to be vaccinated. I have had chronic and complex health issues and understand the real risk that Covid poses to myself and many others. I am extremely sensitive to medication however and as such am waiting for a vaccine option that will be safer and more effective than those currently on offer. I have discussed my situation with my Principal. Whilst he was sympathetic and understands the predicament I am in, his hands are tied. There is nothing he can do to help me.

The vaccine mandate has caused deep emotional distress to myself and my family. To be forced to have to make a choice between putting something in my body that may well negatively impact the health that I have fought so long and hard to recover, or lose my job. What kind of a choice is that?! To think that I will be without my livelihood has caused me anxiety to the point that I have had chest pain and several panic attacks over the holidays. There has been a constant barrage of texts and emails from QED urging me to complete the staff vaccine survey. I cannot complete the survey as there is not an adequate option given for my situation!! I have emailed to explain this and received not reply. Each time I get a survey reminder I feel distressed and anxious. I have had a case opened against me in HR which I have responded to and uploaded evidence to and again received no reply.

I am at a loss as to what else to do with my life as I am a born teacher from a family of teachers, it's in my blood. It was a gut punch to read the directive the day it came out and I have been in survival mode for many of the days that have passed since. It is unfortunately also having a negative impact on my already precarious health profile with some of my underlying symptoms and infections now flaring again, the fatigue and inflammation has also increased.

The mandate has had an extremely adverse effect on my mental health. As mentioned above, I am stressed and anxious. I have had panic attacks. I spend each day worrying about this situation, praying, investigating, hoping that something will shift. I don't know what will happen to me come January if my pay is suspended. I don't know how I will afford to live. My husband's wage is not enough to cover the costs of running our household.

I am extremely concerned for my students and community. I don't want to let my school down by not being there. My students are looking forward to having me teach them. I felt like a fraud on class transition day, meeting the class of 2022 for the first time, beginning that early connection with them, knowing that I would probably not even be there. I know I am not the only staff member at my school in this situation. There are at least 5 of us who the school will need to replace come January 23. There is genuine fear within the parent group that this will be mandated for students too and many have expressed that they will be withdrawing their children if this is the case.

I am asking that you please revoke this mandate across the education sector. One size does not fit all. Let people make their own decisions and remain sovereign over their own bodies. Please provide alternatives for those of us who do not fit into this cookie cutter approach such as daily Rapid Antigen Tests, and a variety of safe and effective vaccines and alternative, multi-treatment options.

Educator 139

My name is D. I have been working in the public sector as a high school teacher for over 15 years across both NSW and QLD. Although my main subject has been Visual Arts, I have also specialised in English and Ancient History. As opposed to those who do remote service at the beginning of their teaching career, I decided to take my experience to a remote indigenous location later in my career – which is where I am now.

My husband and I are both teaching at the same school. At the time we signed our contracts to move to a remote location there was nothing mentioned about Covid-19, or vaccination mandates. Under the new Public Health Directive, we now have new terms to our employment, and we do not feel we can consent to them because we are being coerced financially. With four young children, and both parents about to face unemployment – this is obviously having an extreme impact on our family. We were given such a short amount of time to receive the first dose, and the immense pressure this has put on our family means I can barely think straight and I feel physically ill. My husband and I feel like we have been backed against a wall, cornered. We never thought that our government would do this to our family.

All of our children have re[REDACTED]ations in the childhood schedule. We are not 'anti-vaxxers'. We simply believe these mandates are crossing a line and we feel protective for our children's futures. We want our children to grow up in a world where they are free to choose what happens to their body, while participating in a civilised society, free of fear mongering, overt control and segregation. Right now, our children are absorbing everything. They are learning that our family is 'different' to others, because we can't go to the [REDACTED] for dinner tomorrow night for my eldest son's 9th birthday. We can't even have jobs and [REDACTED] home to survive. Our world has been turned upside-down overnight. It feels like war times, and we need to wear stars on our coats.

I am currently seeking advice from my GP regarding my mental health. This is causing incredible anxiety for us, particularly financially. On top of losing our homes and jobs, The Department of Education has announced that we will be forced to foot the bill for not only our transport home, but the original transport costs as well. For a family of six, to transport all our belongings, including cars and costs for flights, each way across the length of QLD the estimate for this is upwards of \$90,000. This is what the department have threatened our bill could be. I cannot fathom how this is fair on our little family. It feels like we are being punished for volunteering to come to a remote location. We could have opted to transfer home at the end of 2021, however we chose to stay because we have a passion for working with First Nations students, and now we are being threatened to be thrown on the curb with our children, homeless and unemployed in a remote community, with no way to pay for our transport home. It's inhumane.

It really feels like we are being held hostage by the department. Our options are to pay up to \$90,000 to go home, OR stay in this location with a high cost of living, no employment opportunities to support our four children. The only way out is to have the vaccine. If that is not coercion, I do not know what is.

When the Directive was released, my husband and I requested to meet with the Head of Campus of our school, who chose to be vaccinated herself. She expressed her absolute disgust that her "two best teachers" were being put in such a position. She understood and respected our decision and was appalled at the lack of communication she had received from the Department and had little faith that the staffing crisis would have a workable solution at her school. The school already collapses and merges classes daily due to understaffing - this is before the Directive was released. The students at our school are high needs, and need Trauma Informed teachers – not PTT undergraduates, or teachers from overseas who will struggle with the Indigenous language barrier. It is the students who will suffer, and I doubt that this will be received well in our Indigenous community. For the government to lack enough foresight to see that remote Indigenous schools will suffer immensely with staff shortages, in my eyes, equals discrimination via negligence.

I wish I could understand how I am supposed to give fully informed consent to this vaccination. All I could see, and my GP agreed with this, is that in our circumstances, you cannot separate the consent from the coercion. I thank you for taking the time to read my letter. I trust that you will consider how this has affected our family and choose to stand on the right side of history.

Educator 140

Hello, my name is G and I am a female teacher working at a High School in X. I am an experienced teacher of 34 years and currently employed as a Senior Home Economics and Junior Mathematics teacher. I graduated in 1987 with a Diploma of Education and upgraded to a Degree in 1997. I was transferred to Gympie in 1999 and have been there permanently for 23 years. I have had the privilege of being a Head of Year since 2008 and currently HOY 7 in 2021. In the last 23 years I have acted as HOD Home Economics, HOD Junior Secondary and Deputy Principal. My name is synonymous with this High School. I went to this High School and graduated in 1984 and returned in 1999. My daughter attended this High school for 5 years and I now teach second generation students. With a staff of 147, I am now one of 3 that have been there the longest and I go with the school. I have been the face of my school for 3 years going on transition visits to primary school and HOY 7. I also teach an afterschool program for Primary school students - providing a link between High school and Primary school. In my role as HOY - I am involved with behaviour management and well-being. My core business is "caring for students, both academically and emotionally". I am so invested in my school that often I bring it home and lay awake at night time, worrying about students, their life at home, will they be safe, "wish I could take them home".

When the mandates came in in week 9, I was numb with shock. I am not vaccinated, nor will be vaccinated for many personal and family reasons. Most of the staff at the school knew that I was not vaccinated and many cried with me for they knew how much it meant to me but also how much the school meant to me. My loyalty and dedication to this school is incomprehensible. This was on a Tuesday and many staff came out of their way to comfort me and ask "What was I going to do?" Yes, I did have the backstabbers who couldn't understand and still during my vacation have the gall to message me, "Did you get the jab, G?". I had staff that just laughed it off by saying "go and give in, so much easier". But I also watched 4 beautiful, female staff cry uncontrollably as they had no choice but to get the vaccination totally against their wills - gut wrenching.

I had a meeting with my principal on Friday, 3rd December. This was already pre-arranged as I after 34 years was going 0.8 in 2022 and I wanted to discuss with him my half day options. My 2022 was looking so good. I was able to keep my HOY status (even though our school policy is that you have to be full time. But I'm so good at my job, they were willing to let me keep the role). I was having 2 afternoons off and therefore at school every day, to keep in contact with the students but also leave at lunch. I had the classes I asked for and SAC for Home Economics as our subject was going under the banner of HPE. We have 4 staff in our Home Ec department; 2 are full-time permanent and 1 is part time and the other on contract. We have a major problem in 2022 as I was the only full-time returning. The other full-time got a transfer north, the part-time staff was having term 1 off on leave for an operation and the contract teacher was not given another contract. We have a new teacher coming in from the west and there will be no staff to help her transition and they will also have to find two more Home Ec teachers to replace us. Can I say, look around and you will see that there is no Home Ec staff available for contracts. So, who will be in charge and who will be teaching our next generation of students lifelong skills as we are specialized teachers. .

My principal was caring and understanding. He only asked if I could tell him 'why'. I cried and cried and cried and he offered me tissues. There were many other family issues going on in my life at the very time and this just compounded everything. I have not stopped crying for 3 weeks now and have been to my doctor twice since the holidays and she has already organized psychologist appointments for mental health and complete breakdown. In week 10, my principal rang on the 9th December and called me down again and read out about the extended time till 7th January and asked me what I was going to do, as he needed a back-up plan and how he could refill my position. I told him that I would not be vaccinated.

These mandates have severely affected our family unit. I already had my daughter in 2019 inflicted by the mandates as she was to get married and in the end we could only have 20 people. How do you think that affected us? My son is to get married in 2022 and I will not be able to attend his wedding as if one unvaccinated then only 20 and I don't want to do that to him, so I miss out on seeing him get married and he is angry at me - these mandates have destroyed families and torn families apart. My husband and I bought a block of land in 2020 and lived in a shed and caravan while we built in 2021. We moved in on 1st August and currently have a massive mortgage and will not be able to meet the monthly repayments as I was the major breadwinner. So, maybe after 6 months, will we need to sell and live in a van again because we are pro-choice. My husband has a heart condition and had 3 operations in 4 years and a high risk of a stroke and lives on blood thinners - his depression has gone through the roof over all of this and now just on Boxing day, his father died and he missed Christmas with the family as he had to drive to see him and say good-bye. Maybe I will have to go fruit and vegetable picking or ironing clothes to make ends meet - I can't even think past the 10th of January.

I am asking for the mandates to be dismantled, let us experienced teachers just teach, care for students and do our core business. Being vaccinated does not make me a 'better teacher', it shows them I have the courage to stand up for what I believe and not just go with the flow. If you knew my life, I have endured worse things -

domestic violence for 8 years, 10 court cases, fighting for my children, the list goes on. I have been divorced and know what it is like to be a single mum with 3 children to bring up on my own. If you terminate me, I leave with 848.4518 hours of sick pay. I'm of the 'old school'. You only take a day off when sick. My mother had breast cancer in her 50's and I have kept going year after year and said that if I need it, it will be there for things like this and now I lose all of it. I hope you can lie awake at night time and be happy with your decisions. I often say to my students, "Are you proud of your behaviour today? Can you hold your head high and say that you did the right thing?" I also say to students "3 seconds could save a life, yours or someone else's, be brave!"

I know that I am doing the right thing for me but the system is failing us. Who will be standing in front of the class come 24th January, 2022.

Educator 141

My name is L and I am an Early Childhood trained teacher, currently teaching in a P-6 rural school in the Gold Coast hinterland for Queensland Education. I have been teaching for 3 years in a permanent fulltime role. I hold a Bachelor of Education and won an Academic Medal for my efforts and grades throughout university. I have been told by my colleagues that I am gifted in making learning fun, interesting and as hands on as possible so as to engage learners of any age.

I am extremely disappointed with the response from the department. I believe they reacted impulsively and without any consultation with us as staff. They emailed us to inform us of the need to comply before the Chief Medical Officer had even written the directive, which would become available almost 2 weeks later! I have had no personal communication from anyone in the department, apart from repetitive emails and text messages asking for my vaccination status, and badgering texts from my principal asking if I have been jabbed or does she need to replace me – all whilst I am on holidays.

The timing of the announcement was awful too, right as we were supposed to be finalizing student assessments and reporting [REDACTED] all of the end of year activities going on and of course - our holidays. It was and remains very stressful to say the least. My principal has said very little, other than to ask me what else can I do for work. She was not approachable or available for support, and we are basically teaching partners in a 2-teacher school, so I feel alienated. I no longer trust my employer or my principal and feel like I am experiencing workplace bullying to the extreme with nowhere to turn.

These mandates have impacted [REDACTED] [REDACTED] by my employer. I feel like they have overstepped their boundaries and responsibilities as an employer and are now interfering with my private, personal life, not to mention the privacy laws being broken by just asking for my vaccination status and storing this information somewhere. I don't remember there ever being a clause in my employment agreement that opened me up to mandated vaccines. They are threatening to terminate my employment and put me through disciplinary procedures even when I have done nothing at all wrong. This is blatant coercion. The department justified the mandate because we are supposedly a 'high risk' setting, yet throughout the previous 2 years of a pandemic we were reassured that we were in a 'low risk' setting – what changed? Another justification was that children from 5-11 are vulnerable and unable to be vaccinated so we need to protect them, yet they ARE able to be vaccinated before school resumes in 2022 for any parent who is concerned. I do not see any real justification for these mandates. My husband does not agree with the mandate but also doesn't want me to lose my job. He has threatened me with divorce and losing my home if I do not comply, so I am experiencing coercion at home too.

My mental health is suffering, I feel unable to relax or enjoy my break, I am anxious and depressed. My husband is angry, depressed, anxious and scared. There have been constant arguments and unrest at my home. My 11-year-old son is worried and listening to all these arguments, despite my efforts to protect him.

I am concerned that my students will not receive quality teaching due to the lack of staff. My school has 5 teaching staff (2 teachers and 3 aides). 3 of us are refusing the mandate. That leaves a teaching principal and 1 aide to teach all 7 year levels. The 3 of us have developed strong relationships with these children as there are only 26 students in total and we teach them all. We will miss them greatly and they will miss us too.

I want to see these mandates stopped. It is becoming more and more evident that vaccination does not stop transmission. The viral load in the nose is the same for both vaccinated and unvaccinated people. There is no evidence or peer-reviewed studies that prove unvaccinated people are a threat. How can I teach my students bodily autonomy when my employer does not respect bodily autonomy? This is a draconian, immoral, unethical, 'one size fits all' approach. There are other viable options available – such as rapid antigen testing and temperature taking. The measures in place already at schools were sufficient for 2 years of a pandemic without a vaccine!

Educator 142

My name is S and I am a female Early Childhood/Inclusion Teacher who currently works full time in a public state school in Caboolture. I am a single mum of four children who studied full time for four years whilst working part time as a teacher aide, to obtain my Bachelor of Education. I have now been teaching for four and a half years and am currently completing my Master of Education (School Counselling and Guidance). My gift as an educator is building strong, positive relationships with the students who I work with. Many of them are from trauma backgrounds and/or have additional needs. This means that I focus on their strengths which helps them to build the confidence to attempt learning tasks which they may perceive as being challenging. I am an expert at building solid routines and consistency, along with setting my expectations which provide my students with a sense of belonging and safety.

When the mandates for education staff were announced on the 30th of November, 2021 I was devastated. Over the last two years I have participated in the temp to permanent process and was hoping to be offered a permanent position at the school at which I currently work. I was initially offered a Year 1 class for 2022. However, when I spoke to the Acting Principal about being hesitant about being vaccinated, he instead offered me a 2 day a week contract for an Inclusion role. Thankfully due to working in a school in a low socio-economic area which has many students affected by trauma, the staff are very supportive of each other. The acting principal was concerned for my mental health and happy to work with me to support me as much as possible. On the last day of the school year, I was able to apply for LSL for Term One in 2022, however this was unable to be approved due to [REDACTED] processed by the Queensland Department of Education Human Resources.

The mandates have significantly impacted both myself and my family. My mental health was severely impacted over the last few weeks of the school year which affected my students and my own teenage children. I am lucky my children are older and have been able to support me on the days when I was mentally not able to complete simple tasks like household chores and meal preparation. I continue to struggle mentally with the uncertainty of the coming year. I have planned to study full time but also need to find some way to earn an income to pay my bills and mortgage along with providing food for my children. Potentially I also face needing to sell the house which I worked so hard to purchase to provide my children with security and stability after their younger years were impacted by trauma and domestic violence. To this date, I remain unvaccinated and face being stood down once I reply to the departments relentless text and email messages which have continued to be sent every few days over the holiday period asking me to complete the vaccination status survey. Despite preferring to remain unvaccinated, due to my personal situation, I have researched Novavax and am now considering being vaccinated in the new year once it is approved for use by the Therapeutic Goods Administration. Hopefully this will mean that I can then work again in a school setting along with undertaking my placement with a Guidance Officer to complete my post graduate study.

My concerns for the students which I worked with this year and the broader school community are that these mandates are causing teachers, many with specialised skills and a wealth of experience to walk away from school settings and the students who they support to become the best versions of themselves. I am pleading with you to seriously consider the impact that these mandates are having on individuals and families along with the impact which they will have on students and broader school communities when experienced teachers, teacher aides and other school staff are not permitted to work in an education setting due to their vaccination status. Individuals like myself, have worked extremely hard to firstly obtain my degree, then purchase my own house to provide security for myself and my children, and now continue to further develop my skills to support some of the most vulnerable students.

Educator 143

My name is RT. I am a 67 year old female Teacher Aide working on the Sunshine Coast Queensland. I have been in education for most of my working life. Working with children is my passion. I am a lifelong learner and I recently updated my skills and received my Cert IV in Learning Support.

I was very excited to face the new year with my full time position. I love my school, my job and the wonderful culture of our school.

At our end of year Christmas Party celebration we received the news of vaccination mandates. There was shock all around and because nobody dares to air their views on such subjects least it cause division. There was an unspoken atmosphere of many mixed emotions.

In the following days I received letters from my principal passing on mandates to me. The correspondence was very sympathetic towards me and my expressed anguish, emotional sorrow and grief. The last email I received was to state emphatically that I refuse to comply. I replied by saying that he knows my heart and I am the furthest from a rebellious non-compliant person. I am merely not trusting a vaccine and I even stated that I would be prepared to take Covax-19. Made by an Australian company and that I had already registered to take that one.

My grandchild of 14 years old was approached at her workplace. She was alone and offered a vaccine with no parental consent. She was afraid but had the courage to say no. She was very traumatized by this event. I am very concerned that next these mandates will be put upon our precious children with no parental consent or being coerced as we have been, with consequences that affect us in diabolical ways.

I have also spoken to parents and children who are very distraught about what lies ahead for them next year with all these Draconian mandates.

I would not like to lose my job. In 4.6 years at my school I have only ever taken 1 day sick leave. I take responsibility for my body and health very seriously.

Thank you to those who are fighting to stop these terrible mandates.

Educator 144

My name is P I have been a primary school tuckshop convenor for the past 2 years at X State School. I enjoy providing great food for our school community. In the past few years of employment at the school I have improved the quality of the food and the service to students and staff. I have increased the orders in our tuckshop by 50% and we are making a profit for the first time in years. I want to continue in my role and expand food options for the staff and students at the school and continue to increase profits which in turn benefits the school community financially.

My employer although empathetic has not addressed any of the concerns I have raised or answered any of the questions I have asked concerning the mandates. They have advised me that unless I have complied with the mandate by the 23rd of January my employment will be terminated.

This job has not been an easy road for me and I stepped up and went full time when they were left without a convenor this year. I had not worked full time in 20 years so this was a big step for me. I have not had 1 sick day in all the time I have worked there and I have gone above and beyond to turn the business around, never [REDACTED] coming in to work when they needed me often doing work outside school hours. The Tuckshop now have a great team of staff and volunteers. I have just negotiated a 3 day a week contract, the job is close to home and I love what I do. To be now told that I can no longer attend my workplace due to making a medical decision is devastating. Not only do I love my role the it allows me to contribute to my family's income and gives me financial freedom. The loss of this job will put a l [REDACTED] al and financial stress on myself and my family. It will also impact the other staff and [REDACTED] will now have to work extra hours to keep our Tuckshop running.

It is a bitter pill to swallow when it is quite clear this has nothing to do with protecting our health or that of the school community. It is becoming very apparent that the vaccine does not stop the spread of the virus and that the vaccine is not giving people who have had it long term immunity, now being told we will need to have a boosters.

I think a much better solutions would be for all staff to provide a negative rapid antigen test before attending their workplace. This would be a safe and effective solutions and experienced and committed staff would not have to lose their jobs.

I feel these mandates are dividing our communities and our children are the ones that are going to suffer with schools already being short staffed this will put even more pressure on the system. Teachers are already working under stressful conditions. I am sure that we will lose years of experience to this mandate and many parents will choose to home school as an alternative. Our children will lose teachers and staff that they love and trust. These mandates need to be dropped they are unethical on so many levels.

Educator 145

My name is PLN. I work 4 days a week in a public high school in the Inclusive Education Unit. Throughout this year, I taught a mainstream maths class as well as program managing several students with disabilities. I am currently 49 years old, but in a couple of weeks will be turning the big one. I have served in education since 1995, which means more than half of my life has been in serving the public educating their children. My gift in teaching students has been in understanding those with disabilities and collaborating with their families to provide the very best standard of education that I can. I have seen many successes and rewards with the students I am responsible for in my time as a teacher. The joy of seeing their faces light up when they grasp concepts they have been struggling with is indescribable. In the field I am in, those rewards can be few and far between due to the nature of their disabilities.

While I have not discussed the issue of the vaccinations with my employer, I could see the stress he was under when he delivered the message to us and every other message that he had to in those last 2 weeks of the school year.

I am a single mother of 2 adult children with disabilities of their own. They still live at home as in their own way still require both emotional and financial support from me. All 3 of us are very health conscious and are very strict about what we eat and drink and we look after ourselves by taking various vitamins and supplements which has served us well with respiratory conditions, colds and flu's etc over the years. We rarely suffer these ailments [REDACTED] supplements we take. When covid first hit our shores, we learnt what the condition was about [REDACTED] [REDACTED] supplements that would protect us from this condition. We are extremely against the vaccinations as we do not know what is in them and more importantly what the long term impacts are. Since the mandates were introduced that required teachers to get this vaccination, I have been on a roller coaster of emotions. The worst of which is the depression and anxiety around having to choose to put something in my body which is toxic or lose my job, which places pressure on my children, risks losing my house and hence the place my children and I have made our home and risk being homeless. It has plagued me since the announcement was made. It was with a heavy heart and feeling extremely defeated and like I was betraying my own values and morals that I went and got the vaccination last Friday. I have felt extremely upset and angry that I was coerced into getting something that goes so far against my beliefs. I had no choice in doing this. This is something that I HAD to do in order to keep my job, my house, my family functioning so that we did not lose everything. My mental health over this is really suffering. I have lost friends and close family as it seems everyone is divided. My normal peace loving extended family has deteriorated because I have strong beliefs and tried to maintain what I strongly believed in.

I am strongly concerned where this is going to end up as I know so many people who are holding the line and just prepared to give their positions up as educators. Families are talking about removing their children from mainstream schools as they don't want to vaccinate their children with an experimental drug that they don't know the side effects of. I am also concerned for my students who do not react well to change and are expecting that the teachers they thought they were going to have will not be there. There will be immense pressure on those teachers who are there as there was already a shortage of teachers, contract and relief teachers to fill positions as it is.

I am asking that these mandates be removed so we can get back to doing the highly specialised jobs that we were trained to do - teaching our future adults. We live in a democratic society and have free will, free choice and freedom to make our own decisions. I am sure each and every one of us are capable of making the decision for ourselves. Those who want the vaccine had already gone out and got it. Those who didn't are now either being coerced into it or losing their jobs.

Where is the future of our country going?

Educator 146

N. Female. Teaching in Education Queensland Special Schools ~ Students with Disabilities, since 2001, currently working part-time in Brisbane's Moreton Bay region. I have a Bachelor of Ed (Primary) & a Master of Special Education. I am one of a very small number of teachers at my school to have formal post graduate qualifications in special education. I have incredible insight and knowledge of the autistic learner profile - Autistic learners succeeding.

My employer's response was disheartening, she did not understand my requests for completing an appropriate Covid 19 workplace risk assessment. There has been very little information provided to my principal directly, who was unable to answer my questions about the mandate. I have never seen my principal look so awful and stressed; she was clearly under immense pressure from the mandate announcements for the education sector. My poor principal has been the meat in the sandwich, asked to implement mandates without having the knowledge or information to conduct professional conversations with her staff. The last two weeks of school were like a pressure cooker for all staff involved. Working relationships were damaged, as education professionals acted way outside of their professional scope of practice.

QTU's response was inadequate, as the QTU failed to consult with ALL of their members. The QTU was very clear they did not support all teachers. I cancelled my long standing membership with the QTU immediately, as did a number of my colleagues.

The impact of the mandates on my family, should they be upheld, is my job will be lost. It has been an immensely stressful time. My university study, wiped out under these mandates. A job I love doing is being taken from me. My family needs to repair the damage this current government has done. As parents, we will not teach our children systems of segregation.

From a mental health perspective, the DoE has been continuously harassing me during my well-earned holidays with text messages and emails. This has negatively impacted our family time. The black dog sits outside our front gate, I can feel its presence waiting for me. Our children watch me cry, as I mourn the loss of my beloved job... my life's work gone. My husband's endless attempts to console me are futile. We both recognise these mandates are a colossal breach of human rights; of government gone too far.

One of my main concerns for my school community is, it is highly unlikely my principal will be able to find a replacement teacher with formal post graduate qualifications in special education. When you hire unqualified teachers to teach students with disabilities, the quality of programs and learning outcomes decline, and families and parents notice this. My school community will suffer from these mandates. Exclusion hurts everyone.

Another concern is schools under stress. The anticipated teacher shortages which will occur in 2022 if the mandates are upheld, will generate immense pressure on my teaching colleagues, making learning environments unworkable and unmanageable. There will be no adequate relief staff available for our special school, which already struggled to get quality TRS coverage in Winter 2021. Students will be placed in unsafe learning environments due to the teacher shortages. Schools will no longer be sustainable for the purpose of education.

I dream of inclusion for our whole community, I want everyone included. I want the right to make informed choices about what goes into my body. I want my medical history and vaccination status to remain private between myself and my GP. These are not conversations I should be having with my principal – currently my principal is forced into a position where she is being asked to act outside her professional scope of practice. I want everyone's professional scope of practice to be respected and maintained.

Finally, schools sustain education for our society. Schools are NOT places for medical procedures and health work discussions. Schools are not fit for the purpose of achieving Queensland Health outcomes, this is not the work of educators. Overseeing Queensland Health work in schools requires educators to operate outside their professional scope of practice. Schools are not medical health hubs. Schools exist in our community to uphold education, where students go to school to learn and teachers go to school to teach.

Educator 147

My name is L, I am 43 years old and I have been a Fulltime Secondary School Teacher with the Department of Education Qld for the past six years. There have always been two things that I wanted to achieve my entire life, so far, and that is to become an Accountant and a Teacher. I have now achieved this, I completed a Bachelor of Commerce, majoring in Accounting and then went on to complete a Graduate Diploma of Teaching and Learning, to enable me to teach Accounting and Business. With these two specialist areas, I have also been able to gain a range of additional teaching areas in such areas as, Junior and Senior Maths, Numeracy, Literacy, Science and a range of VET subjects.

When the Mandates for the Vaccinations with School Teachers etc. became public, my Employer, (the Principal at my current School), was very empathic and supportive. She offered me support if anyone showed bullying or discrimination. She advised me that it wasn't the 'School' mandating the vaccinations but the Department of Education Qld.

Due to the current Mandates coming into place, this will mean that I will have to possibly stand down without pay or terminate [REDACTED] ment. This will have a vital impact on my family, as we will only have one source of income coming into our household. I have three teenage children to support and care for, a mortgage that we will no longer be able to afford, due to only being one income. Therefore, will struggle with our general weekly living expenses to say the least. All of these things resulting from mandating the vaccines.

While trying to come to [REDACTED] pen with my career, due to mandating the vaccines, my Mental Health has been suffering. My overall health has deteriorated and anxiety has worsened over the last month and also weeks that are leading up to the return of school. Christmas this year has been the worst ever, not knowing what lies ahead for my career and not able to treat my children with the usual Christmas cheer and gifts that we have always had. My family and I have great concerns with their future and as well as my own. This in turn has caused extreme Mental Health concerns currently for everyone in my household.

I have great concerns for my students and school community, as I had a very successful year this year (2021) with taking on a Year Coordinator position and was able to utilise my skills to advantage the students with very successful tasks, that I worked with them to take on, that resulted in benefiting all students and the wider school community. I also have great concerns with my current Year 11 Students that I taught, they will not have me for Year 12, to continue their ATAR journey and will have to start again understanding someone else's knowledge and teaching style, when it is their crucial and final year of schooling.

I ask you to take into consideration the importance of losing such knowledge, skills and commitment to our students' education before going ahead with these vaccine mandates. Every day we are in the wider community with all kinds of people and need to move forward and be united instead of divided. Together we need to work as one and support our students, families and communities to have a better education for every one!

Educator 148

The thousands of children who have touched my life, refer to me as Mrs H, a trusted adult, at times the only one they can confide in, seek comfort, reassurance from in their unsafe world. As a Primary School Teacher Aide working Full Time, Mackay/Whitsundays Region, 25years working with vulnerable children in both Government and Non Government Organisations. For some I provide a wrap around safety blanket for others a consistent trusted familiar face. Daily check in's, from a thumbs up to a side ward glance, a simple what's for lunch can identify a hungry child.

My job is not just about education alone, I am in a privileged position as an educator to learn from my students about their community, health and well-being. I hold a wealth of experience and knowledge from a varied career working with children from diverse backgrounds. The coerced ruling of this mandate will take away a career I am passionate about, this mandate will take away qualified trained professionals from our children, our vulnerable children, who's looking out for the children? Term 4 week 9 and 10 were a manic as ever, end of term festivities were in full swing. Year 6 Graduation to Learning Journeys and Fun Wet and Play Day to mention a few.

Days were busy, school days always are, but unknown to me an email had entered my inbox that went unnoticed for a number of days! On a quick daily check I would open only known names such as Supervisor & Principal emails only. End of week 9, I was made aware of the mandate that lay waiting in my inbox! My mind could not process the information provided, I personally chose to address my number one priority and get on with the job I am employed to do and revisit the email in the holidays. Devastated I emailed my Principal during the first week of the break, she was agreeable for me to have some time to seek medical advice. Ultimately the decision will not be hers to make, how do I state my case to the Government my employer!

When it is the Government imposing the mandate! I'm broken and defeated with the knowledge of what is to come. Family is the one motivator in my life that I am so very grateful and blessed with. If it was not for the support I have within my family unit there is no saying where I would be now.

To date I have not succumbed to the lies and deceitful information this Government is spreading, the biggest battle of my life is weighing extremely heavily on my heart. If I take this deadly Injection I can keep my job, if I don't I will lose my job! I am still trying to comprehend that one, my health over my financial dependence!

The mandate has caused so much anxiety and depression that some days I struggle to see any positivity in my day. There have been so many adverse reactions and untimely deaths in young, fit and healthy members of our community that the media do not want to report on. I now know too much about the narrative, so why would I take this jab? It would be comparable to an act of suicide. This plays out in my mind over and over, does not go away! I am not sleeping well, I am not socialising like I normally would, I feel paranoid in social settings that I'm the only vax free person, I am withdrawing from my community from fear of being socially outcast. In my community I see so much hurt, Christmas left families fractured and isolated with vaccine differences. Financial burdens with hundreds losing employment due to a medical decision to safeguard their own health over a cold like virus. I am concerned for our children who are next in line, why?

We were assured the children were not spreaders, we stayed open for two years because as a school with children we were classed LOW RISK! Now we are High Risk? Vaccination or Vax free the same precautions are required if you come into contact with a positive case. MANDATES Have to STOP! STOP THIS NOW! STAND UP for Our Children, this is NOT OK! The biggest crime against humanity is playing out, this has to be the final chapter, close this book now with a happy ending for our children. A history lesson that can be taught for years to come where our children can be proud and look up to the adults that fought and protected their future freedom. I am pleading for change, our children are taught to Stand Up to Bullying, it's time we showed them how. Mrs H

Educator 149

When I was about 10 years old, I knew I was going to be a teacher - it's all I wanted to be and it is what I set my heart on. I studied hard to get into the best Teachers' College at the time and thoroughly enjoyed learning about how children learn. Upon graduation with my Diploma of Teaching, I undertook further study via Distance Education to gain my Bachelor of Teaching (Primary). Despite Mr K (in Victoria) cutting hundreds of teaching jobs and closing schools, I kept my dream of being a teacher alive and did 5 years of relief teaching until I began my family. When my children started their schooling journey I finally got my chance to have my own classroom and have been teaching ever since, for the past 6 years at an independent school in Nambour, Qld, as the only Primary teacher.

When this virus first raised its head, we teachers adapted to the situation - first working hard to maintain social distancing with young children, then with bouts of remote teaching - all the while endeavouring to minimise the interruption to the education of the children. We wore masks when required; we sanitised the daylighters out of everything; and we kept on smiling. Then came the 'mandates'. After 2 years of being able to teach during the pandemic, we were suddenly 'dangerous' if we didn't subject ourselves to this world-wide trial of a drug. Having had [REDACTED] (and teaching through my treatment) I take my health very seriously. I don't even take Panadol and yet suddenly I was expected to have a series of injections for a drug that has serious side-effects (my husband was forced to have it to keep his job. He suffered chest pains and thought he was having a heart attack after the first one and is still suffering dizziness and now loss of feeling in his toes, 9 weeks after having the second shot!) and won't stop me transmitting Covid in the unlikely case that I should get it. [REDACTED]

I lost the job I loved on Dec 17th, when my school was forced to sack me for non-compliance, despite me being willing to go on leave without pay until a suitable vaccine was available to me (I would definitely take Covax if it were available and was willing to have Novovax if it got approved) but they were threatened with losing their registration if they had any unvaccinated teachers on their books! So now I am an unemployed teacher who is unsure what the future holds. All I want to do is teach and that has been stripped away.

And my heart breaks for 'my kids'. As the only Primary teacher at my school, I taught the children for 4 years and in that time you build such a close rapport with them and their families and that has been destroyed. I had 2 students with autism, who I had worked so closely with to build their confidence and help them thrive and that has been torn down and they will need to start again with another teacher, who doesn't know them or understand their quirky ways. They won't know the signs that a meltdown is imminent and be able to avoid it, which will lead to more meltdowns. They won't know that the little one who is staring at the ceiling is not ignoring them, he is processing and will answer when he can. Instead of being able to hit the ground running at the beginning of the year and quickly getting back into routines they have known for a couple of years, they will have to learn new ones - adding to their already high anxiety.

What I would love to see happen, is for the Federal Government to take leadership in this situation and say that these mandates are illegal and that schools have to restore their teachers back to their positions, so that the sacked teachers can return to their jobs that they love, teaching the kids that they love teaching and so that you don't lose the wealth of experience that is being lost to an already crumbling system.

When asked what I do, I reply with, 'I'm a teacher.' That won't change because it is who I am. Unfortunately I now have to say 'Unemployed teacher.' Please do something to change that!

Educator 150

My name is J and I am a female relief teacher working for Education Queensland. My work is centred in primary schools in classes from prep to grade six. I have given 29 years of service to Education Queensland after 5 years of early childhood teaching in private educational settings. I have a Bachelor of Teaching in Early Childhood Education . My gift as an educator is to love all the students in my care and make learning exciting and enjoyable.

My employers response to the mandate has been reminders to fill out my vaccination status. This government mandate has impacted my family because I cannot take the Cov-19 injection so consequently am faced with losing my job. Our family income will be halved by this mandate. The impact of this is increased pressure on my husband to provide our basic needs.

Mentally , the loss of a job I love and losing the ability to help provide for the needs of our family has caused mental anguish and ongoing anxiety.

Each school has a preferred list of supply teachers and seven schools have my name on that list as one of their preferred teachers. Because I frequent a pool of schools I have developed trust and respect from their teachers, students and parents. If I am not permitted to return I know I will be missed for my experience and compassion in the school environment.

I have learnt skills that enable me to handle trauma children with serious behaviour issues. There is an increasing need for staff with these abilities. The Covid medical procedure does not stop people getting Covid or transferring Covid.

My request is that all teachers not be discriminated because of their vaccination status. I want this mandate to be revoked so that we may continue doing the job we are trained for and love to do , to educate our Queensland students in a democratic society where freedom of choice is maintained.

Educator 151

I am a teacher at Steiner school and work in kindergarten.

I am so upset about mandating all staff in Steiner school because of government order.

One of my kindergartens was ok to let me continuing in with my condition, so why Steiner school cannot support unvaxed teachers even vaccinated people can spread virus? I was banned from entering the school now.

Steiner education is particular education as you may know, and also they don't believe in vaccination.

So 2 weeks ago, the principal, teachers and parents had a meeting about this mandate problem.

Teachers felt that the Steiner schools are the one that need to support parents and staffs who are against mandate.

At least, 1/3 of students may be considering to stop going to school.

I hope that the Steiner schools are for people who can talk about truth and human rights.

Educator 152

Hi, my name is K. I'm a 50-year-old female, a wife and a mother of 4 children (2 Deaf, 2 Hearing). I work as an Educational Interpreter (EI) in the State High Schools in Brisbane/Ipswich for the last 6 years. At the start of this year (2021) I was given permanency, I was so excited for this opportunity as it hasn't been given to any EI's in our region before. During this time, I have achieved my qualifications as a NAATI interpreter (3 years ago). Most interpreters leave the schools after they become qualified, but I didn't.

The schools in Queensland are screaming for interpreters. Not just any interpreter, but interpreters that are fluent in Auslan. As a result of staying, I have built such a rapport and respect among the Deaf students (that is rare). As my skills have developed, I have been a mentor to other educational interpreters who are new on the job. Also in 2021, I have had a beautiful opportunity to work with a Teacher of Deaf (TOD) to help a school to set up a new Deaf & Hard of Hearing hub/dept. Working as an Educational Interpreter is such a joy and a heavy load all at the same time. To be able to interpret into another language simultaneously. To unpack concepts, sometimes to the simplest language for some of our students to understand the curriculum.

Teachers/ Hoses could count on me to put my hand up for assisting on excursions, interpreting school musicals, interpreting manual art classes (as other interpreters find them boring and too loud). Creating access/opportunities for inclusion at school. Making resources for teachers to help with teaching Deaf/Hard of Hearing students. Helping staff to make things "Deaf friendly" so everyone feels included (Teacher of Deaf students). To support our Hard of Hearing students we would set up "Interactive Streamer" in the classroom to record the teachers' lessons before I would have to run across the school yard to get to another class to interpret. Then sprint back to the classroom after and pick up the laptop before that teacher leaves the room and locks all the equipment inside.

Before the mandate was announced for teachers, my principal was already standing up in assembly and announcing his views on the vaccine. Him and his whole family has been vaccinated. At one of our assemblies, I just happened to be the only interpreter there that day. I normally like to interpret for our principal because he can be funny or quirky. But on this day, he was not. He got up and started talking about the vaccine and his family. He started to belittle the "conspiracy theory" people. He went on about that he had read all the facts and everything and there is nothing wrong with it. He even went to the extent of stating that if their parents are against the vaccine then they haven't read the right information and they have it all wrong. Then he proceeds with asking the students if they have gotten their Covid vaccine with a show of hands. He asked them if they have had one dose or two. His next statement was "Well, I can't ask my staff that question". Now, I had to stand in front of the junior assembly and interpret this. As a professional interpreter, you have to keep a straight face and match the speaker's enthusiasm. My inners were screaming! I wanted to run away, but I couldn't. Since that day I have avoided the principal and stayed quiet at lunch times. My co-workers are all vaccinated. I have not been bullied in the staffroom, but there has been a lot of tension as I haven't announced, "I got my first jab!"

This mandate has impacted our family really hard. Three of us work for the education department. We are all facing to possibly lose our jobs. My eldest daughter and I both suffer from panic attacks. We have had to uphold each other at different times during this mandate, also working out how to support ourselves. With the mandate impacting the younger generations, I am concerned how this is going to impact them physically. It's a shame how some people look down their noses at those who don't choose the vaccine and visa versa. It should be a choice! All the government is trying to do is destroy humanity! It should be a choice! Mandating the vaccine is just dividing people/ even harming them, mentally and physically! Will I continue work in the education? I would love to! The hard part will be, how will people treat me in the workplace?

Educator 153

My name is N, I live on the Sunshine Coast and am writing as a passionate and committed female secondary school teacher. I am currently employed as a Humanities teacher and High School coordinator. I am 45 years old and have 15 years of teaching experience. My education qualifications include a Bachelor of Arts and a Postgraduate Diploma in Education. I pride myself in bringing my subjects to life in the classroom. My staff describe me as approachable, honest and generous with my time and energy.

Following the announcement of the COVID-19 vaccination mandate, the principal emailed directions requiring that I must comply with the COVID-19 vaccination requirements and that I show evidence that I have received the prescribed number of doses of a COVID-19 vaccine by the 23rd of January 2022. Whilst the principal announced that the school would commit to do their utmost to support every staff member as the school transitions into the new year, it was clear that I would not be able to continue my employment without compliance of the mandate.

The announcement of the [REDACTED] has been nothing less than devastating for my family. Both my partner and I will be out of work and we face losing our house because we will be unable to pay our mortgage. I will only be able to take short term leave and the extent to which my leave will be paid is unclear. My partner who is a delivery driver, was given only two days' notice to receive the first dose of the COVID-19 vaccine, and when he refused he was stood down and is currently using the last of his sick leave. My partner is B [REDACTED] we are currently considering our options of leaving Australia so that we can continue to [REDACTED] without the restrictions of a vaccination mandate.

The impact of the mandate on my mental health is indescribable. I should be enjoying a well-deserved break over the summer. Instead, I am suffering from sleep loss, depression and anxiety. I am extremely stressed because I have a responsibility to support my family. Additionally, I am deeply committed to my job and my students are depending on my support and guidance in 2022. However, I believe the COVID-19 vaccination will permanently compromise my health and without my health I cannot support my family or work in a high pressure school environment. Hence, the COVID-19 vaccination mandate is a great dilemma for me. I feel that this is an unjust requirement, and I am angry that I am feeling coerced.

I am deeply concerned for the students and for the school community as there are several teachers who are facing losing their jobs in 2022. The school will be short staffed, and the students will not have the subject specialists required to support them as they commence/continue their senior studies. In addition, we have a strong community and many concerned parents have already indicated that they will be removing their children and commencing home schooling.

I want to see Queensland adopt a business as usual approach in 2022. This means that the mandate be removed and all teachers (and all workers currently impacted by the mandate) continue their employment in their respective positions in 2022, vaccinated or unvaccinated. Everyone in society must be given the freedom to make their own medical choices and this must not impact upon their right to be employed in their profession or workplace.

Education is and will continue to be the most important sector in guiding and supporting the next generation, the young people of today. Vaccination mandates are damaging for all concerned, the students, staff, parents and wider school community. We need to be working for the greater good of all, and therefore I trust that you will remove the vaccination mandates as a matter of urgency.

Educator 154

My name is E and I am a 37 year old female who teaches part-time as a primary classroom teacher. I work in Brisbane in a public state school and have been teaching for 13 years. In those years I have taught Grade 1,2,3,4 and 5. I have also worked in learning support and SEP (Special Education Program). I have worked full-time for most of my teaching career and part-time since having my two children. My qualifications are a double Bachelor degree from QUT (Primary Education and Arts), where I received Second Class Honours.

My employer (Education QLD) has emailed and sent SMS's multiple times over the last few months, asking for me to disclose my private medical information.

The vaccine mandates have impacted negatively on myself and my family. I have suffered from anxiety as the Department continues to contact me about my medical information. I do not want to be coerced into taking a vaccination without agreeing to the full risks and outcomes of taking this. I am in a constant state of uncertainty as to the future of my career as a primary teacher.

I have suffered many sleepless nights and dealt with anxiety day and night as my options are taken away from me and I am told I MUST take a vaccination, regardless of the risks, if I want to keep my job. As a result of this toll on my mental health, my children and husband are also being affected.

I am concerned students will be forced to suffer, as staff shortages and the stress of mandates trickle down to them. What are we going to do what someone says - even if you do not agree, even if you do not accept the risks, even if it is not 100% safe and effective. Do we want to divide our communities? Create segregation and division? Do we want to teach them that medical differences are wrong and we should disadvantage anyone who disagrees medically with us? I know I do not agree with this.

I would like the vaccination mandates stopped. Injections should be a personal choice, not something people are coerced into. All information should be taken in, weighed and a decision made by individuals for their own health. Have risk assessments been undertaken? What other options are available?

I am truly devastated that A JOB THAT I LOVE and ENJOY may be taken away from me because of a personal health choice. What a loss for the teaching community, my students and my school this will be! I am a passionate educator who spends so much time and energy (paid and unpaid) for my students and school. These mandates are forcing teachers to make a choice between their own health and beliefs and teaching.

I WILL NOT be coerced into this. Medical consent is not something that can be forced.

Yours Sincerely,

A dedicated, kind, skilled and heartbroken primary school teacher.

Educator 155

I am a mature aged, female teacher in a remote Indigenous Community in Far North Queensland. I have been the year 5/6 teacher at my school for 3 years. My plan has been to complete a minimum of 5 years here before moving to another Indigenous Community. That in itself, is somewhat unique for a classroom teacher in said remote areas. Most complete 2 years to gain permanency, then are gone. My students are from low socio-economic backgrounds, several are, or have been 'in-care' and the majority of their previous generations have experienced negative interactions during their own education – which for many has been minimal.

I build and enjoy great pride in the strong relationships I have with my students and their families, borne, I believe, from my commitment to consistency and high expectations, both academically and behaviourally. My students know that I believe they are as capable as those from 'leafy, green suburbs'. This has seen improvements in my student's engagement, scholastic outcomes, behavioural choices, self-worth/belief and has created positive experiences within the school system. In the last weeks of term 4, 2021, I had students happily telling me how many school days left until they moved up to my class. I cannot describe the empowerment I feel, knowing students and their families, including those who are 'labelled' disengaged/with behavioural issues, or who are 'in-care', KNOW I have faith in them and will do all I can for them to achieve.

My students must leave the security of their homeland, their Country, to attend high school on completion of year 6, as there is no secondary option here. I spend countless hours incorporating this concept into our lessons and discussions around the concept, to prepare them for the 'unknown' that is to become their reality. To me, this learning is vital as many travel to a regional coastal city once, maybe twice a year for a few days, so their new reality and homesickness is in addition to the social/emotional challenges of high school.

The responses I have received from my Principal regarding my requests about mandated vaccinations for teachers have been to direct my queries elsewhere within Education Qld. 'Elsewhere' does not know my input and value to my student's lives.

I am deeply concerned for my students reaction of I am not to return to our classroom. I believe the impact will see social/emotional/behavioural and academic decline, not to mention a group who experience long lasting negative experiences within education contexts.

When Covid-19 saw the lock down of Far North QLD in 2020, I did not leave my location during the Easter break, so did see my husband/family for 6 months in an effort to protect my Community. School was low-risk and I cannot understand what has altered to see us now a high risk environment, particularly for one so isolated. During the last 3 years, I have taken ZERO sick days. I have never had a flu shot, have not had a cold/flu in 28 years and have not required antibiotics in 32 years. I believe I have a strong immune system, as during this time, many around me have been ill. My Community has a high vaccination rate.

Should my students be denied the opportunities I have successfully provided previously? Should I be denied the opportunity to contribute, whole-heartedly, towards 'closing the gap'? I physically lose sleep over these matters. These little lives matter. I have worked hard to successfully create pathways for two-way trust between my students/families, and am ready, willing and able to continue to do so. I fear that mandated vaccination will see the return of broken trust for many. That is simply not fair, nor reinforces the government's call for reconciliation or closing the gap, quite the opposite. I am not alone. It is my right to implore a rethink of mandated vaccinations. It is your responsibility to rethink.

Educator 156

My name is P, a 57 year old female Teacher-Aide employee of Education Queensland for 29 years. I am so disheartened at the mandated vaccination requirements by the 23rd of January 2022 and fear that I will have to let my job go because of this. I currently have had one dose of the Moderna (only because of the mandate, not personal choice) but this resulted in heart related side effects, enough for me to not risk the next one.

Working with children has been my life, and to be forced to leave because I am choosing my health choices over the social, emotional and educational wellbeing of all of the students that I work with is heartbreaking.

I strongly believe that I am letting my whole community down by taking this action, and although my Principal is supportive, her hands are tied.

I have not stepped down as yet, as I am hopeful that a common sense approach to all of this will prevail, and that I don't have to leave the profession that I love, moulding and mentoring the adults of tomorrow.

Educator 157

My name is S, I am female and have been teaching in Education Queensland for 27 years. I have a diploma in teaching secondary German and English. I keep my qualifications up to date and add many skills to stay current and expand my expertise. I now have a Cert IV in training and assessment. This makes me a valuable asset to my school as more students in the senior part are choosing a vocational and practical pathway which I can deliver.

I have followed all mandates willingly and with diligence such as washing hands, wearing masks when required, despite this having a detrimental effect on students' educational outcomes when learning another language. We have survived lockdowns, switching to online platforms fast, still turning up to our workplaces and supervising students physically of families who are front-line workers. All this time it was okay to show up, to keep going and suddenly we are being forced to be vaccinated, regardless of our health status, to keep our job.

I asked my employer for a copy of your COVID-19 vaccination risk assessment for our school. The response that came back [REDACTED] ding me to government websites where I could inform myself. I can only assume that we do not have a risk assessment for this matter. I was asked whether I will be coming back to work next year or not. That conversation occurred in a hallway.

The feeling of not caring about my health in any way has left me shaken, depressed and very anxious. The absolute nonchoice I [REDACTED] ft with which states get vaccinated or lose your job is crippling. I have had to see my GP to [REDACTED] hights and feel drained. I have worked hard, with determination and passion to teach students in many subjects and seeing all this end when I have more to give is devastating. All for a mandate that expects too much and leaves many questions.

If I lose my job the community will lose a specialist teacher and I know that some students attend the school because of the subject availability. I love teaching and assist many students, even ones who do not necessarily enjoy school, to finish, to get over the line and receive a year 12 result.

There is only one thing that I ask for and that is choice. Let every individual choose their own health pathway. Just as we have done for the last two years, and we have done well because we care for the health and well-being of all our students and colleagues.

A possibility may be to be tested before going to work. This would give me a sense of greater peace and I would oversee my own health.

Educator 158

My name is A and I'm an administrator in the [X] school system on the Sunshine Coast in Queensland. I've worked in education in various roles since 2010 gaining a lot of experience and knowledge specifically using a database called TASS. I have solved many inefficiencies with my skill set and made teacher's lives a lot easier. I am truly passionate about education and how I can support teachers to do what they do best.

I have been currently suspended which will no doubt turn to termination once my principal and HR director are back from their holiday. My principal has said he can not adjust my role to a working from home arrangement. I was actually offered a new permanent role on 3 December which I've now seen advertised on my school website. Truly heartbreaking to go through an interview process and to be told I was the best candidate by far, only to have the job be re advertised.

This mandate, just before Christmas has been devastating both emotionally and financially. I have two children who attend my place of work but I can no longer afford to send them without my salary. I have withdrawn them and plan to enrol them in distance Ed. My oldest starts year 11 so the disruption to his schooling is huge. The ripple effect of removing someone's income is huge.

I have worked incredibly hard my whole life and to have a role that I love taken from me due to the mandating of experimental vaccines is very hard to comprehend. I have a complex health history but it's not deemed important or relevant even though my health is incredibly important to me!

I am very concerned about the long term impact mandating vaccines on some workers will have on children. We have focused on teaching students about consent only to have the government show, consent means nothing. To lose highly skilled teachers and administrators because of this mandate is highly destructive. The knowledge that left qld education on 17 December can not be replaced quickly.

If there is any logic and compassion left in the Qld government, I urge them to reverse this mandate immediately.

Educator 159

My name is J. I am a 37 year old teacher who has taught in multiple locations within Queensland as a primary, special needs and high school teacher. I have been a teacher for almost 15 years in Education Queensland schools, graduating in 2007 with a Bachelor of Primary and Middle Schooling and then went on to complete a Masters of Educational Studies majoring in Guidance Counselling and Career Development in 2012. The biggest gift I have given ALL of my students is my listening and problem solving. Many of my students have had traumatic backgrounds and they have entrusted me with their problems that I have been able to help and support.

My employer has done NOTHING to help with any of the decisions or problems that I have had to face since this mandate was spoken about. My employer is Education Queensland and even through these WELL EARNED school holidays I have constantly received not only emails to my school email address but now text messages and emails to my personal email address. It is constant harassment! Not ONCE has Education Queensland even considered those that are facing domestic violence or have faced domestic violence and are trying to navigate the life of trauma that exists after the relationship ends. The thing is, unbeknowns [REDACTED] already in another domestic (professional) violence relationship and it only made it completely apparent when these mandates came out. So did the coercion, the threats, the blackmail, the name calling, the belittling, the financial control and the relationship control.

When the mention of marriage [REDACTED] de during the last 2 weeks of school I lost all hope. I lost all respect. I lost all control. [REDACTED] Our body is our body and that is what I teach children. Yet now, we are being told what to do with our body. Do I give permission to be raped again? Do I give permission to allow my body to be used and abused just to keep somebody else happy? What about me? What about my happiness? I went through a time where I started to believe I am here to serve others and then with that mindset came the belief I had to have the vaccination. I walked into the first appointment and cried uncontrollably while I filled the paperwork in and then sat there for that needle! That was the day I was raped again, in a different way, but this time I allowed it to happen.

I thought I had to do it to keep food on the table and my child safe. But never again! I will lose my homes, and my family, and my income but I will never lose my dignity/self respect. So, as a result my students lose me. Their support person, their confidante, their carer and their teacher. I have taught ALL of my students to believe in themselves and trust themselves and without me showing that I practice what I preach I would be failing them. And me. So that is not an option for me.

These mandates are destroying our culture. Now I know how the Indigenous felt when they were robbed of their land and culture. Now I know how little the words of reconciliation meant and how shallow the people that run our country are. I have paid all of my taxes, supported decisions that were supposed to be in the best interests of this country, but now I have to support my daughter and myself. Mandates are not law yet they are still given as the best way to protect. If our country really valued its citizens it would be really easy to see how far away from this value the mandates are and they would be removed.

Educator 160

My name is S, I am a 47 year old female full time classroom teacher with a Bachelor Of Teaching and over 20 years experience in the classroom. At my current school I am the upper years coordinator, the softball coach, netball coach, year 6 camp coordinator, year 6 graduation coordinator, behaviour management team member and I am involved in all of the school events throughout each year.

I teach in a very low socioeconomic area and the quality I am most proud of is my ability to build positive, caring and supportive teacher-student relationships with my students. I genuinely care about their well-being and I put everything into being the person they can trust, rely on and turn to when life gets really tough. It is something that comes naturally to me.

When I told my principal that I needed more time to consider my options regarding the vaccination mandate due to some very concerning health conditions, he simply dismissed my concerns and emailed me back a generic response that I must comply with the government directive regardless of my concerns. He repeated this three times. Then when I requested to take the long service leave owing to me, which is over a term worth, so I could spend time consulting with my doctor, he said he was disappointed in me and would not approve it.

My doctor indicated that my concerns about the vaccine on my health are valid but that if he gave me an exemption he would lose his job. I have three major health conditions which are relevant to the side effects of the vaccine. Not being able to get an exemption, not being able to take the leave I am entitled to and facing losing the only job I have ever wanted to do, has taken a huge toll on me and my family. My husband and I have three children, all in high school next year. We are facing not being able to pay their school fees, and possibly losing our house as we cannot afford the repayments on one wage. Teaching is not just a job to me, I absolutely love it. It is what I was meant to do with my life and I cannot imagine doing anything else. I am beyond devastated.

As I am at a school full of very vulnerable children and families, I am very concerned about the impact the loss of great teachers is going to have on the community. I have taught at that school for 7 years and have developed close and supportive connections with the families. I have helped many of them through difficult times, paid for children to go on school camp so they don't miss out, paid for interschool sport for many children and this year I spent many weekends driving around several suburbs picking up dresses people were donating so that all of the girls in year 6 had something special to wear to graduation. I got 35 beautiful dresses! I am so sad that so much of this much needed support will now be taken from this community and from these wonderful children.

What I want most of all, is to be able to continue teaching the children I care so much for. It's as simple as that.

Educator 161

My name is Miss F and I have been a secondary drama and English teacher for the last four years. I completed my Bachelors Degree while raising 4 children predominantly on my own and most of that time just scraping to keep us above the poverty line. Teaching has never been just a job to me. I feel that my gift as an educator is being able to connect with teenagers at a core level and I am very much the teacher that students come to when they need advice or help. I teach at a school that has a very high percentage of Aboriginal and Torres Strait Islander students, a high percentage of students who live in low socio-economic households, and an alarming percentage of students who come from complex and/or chronic trauma backgrounds. These students need teachers like me who understand their complex needs and are able to see past their challenging behaviours and see the child within. Since the mandate came into effect, my employer at an onsite level has not communicated with staff the possible implications and consequences with the choice we were faces with. There has been no communication whatsoever from admin in terms of an open dialogue that facilitates communication and available options for staff. Instead this has been left to only receiving email at an all state level and having to interpret them on a broad scale.

[REDACTED]

The amount of undue stress this has caused not only myself but also my family is the amount of stress one feels when dealing with a life changing circumstance as well as being similar to a grieving process. I have been coerced into having to get the vaccination in order to keep my job as without my income, I am unable to put food in my children's mouths. I have also been coerced into getting the Covid19 vaccination in order to co [REDACTED] maintaining the solid relationship I have built with many students who, without me, may have [REDACTED] and I'm saddened that it has come to this. The toll this has taken on mine and my children's mental health is immense. I have been having nightmares, I have trouble sleeping, I am unsure who I can talk to and who I can't about my decision. I have tried to see a doctor about getting some help but there is no help available for someone struggling to deal with having to get the Covid19 vaccination as it is not yet acknowledged.

The concerns that I have for my students and my community for the near future centred around the loss of education as they know it. Whilst some of us are being coerced in order to return to school, others are not willing to and that will leave a gaping hole in an already overworked and understaffed education system. Those of us that have been coerced will now go back to work with a great distrust of our employer, of the system we work under as well as uncertainty of our job security. This may result in teachers and education staff leaving the profession in droves. What will happen to the students and their communities then?

I am also concerned about the effect a two-tiered society will have on student's mental health and wellbeing. Young people already have enough on their plates just being teenagers and navigating this is not something that a lot of them are able to add to their burden.

I would like to see the mandates reversed effective immediately. There are other ways we can keep our schools safe and by mandating vaccinations, I don't feel the education system will cope and will effectively crumble under the pressure. I don't want to see that happen to my students.

Let's rethink how we are putting our school needs at the forefront of the education system, as mandating vaccinations are not the answer.

Educator 162

My name is B. I am a 36 year old classroom teacher in the Ipswich area. I have a Bachelor of Behavioural Science and in 2017, I graduated with Distinction from a Masters of Teaching (Primary) at Monash University. I absolutely love spending my days planning for and creating learning opportunities for every single child in my class, shaping their futures regardless of barriers. After 4 years of teaching, I am on the path towards leadership at my school. I have 4 children of my own aged between 9 and 17.

On the 30th November, a vaccine mandate was announced that will change my life drastically. The response from my colleagues during this time has been of love and support for my choices. They are in disbelief that anyone would be put in a position where they have to choose between bodily autonomy and their employment. These are the views of people who have chosen to be vaccinated themselves but who disagree with vaccine mandates. I feel blessed to be surrounded by compassion in this situation, as I have heard some awful stories of bullying and disrespect that would never be tolerated if it was amongst our students.

These mandates will have a devastating impact on my family. Both myself and my partner have been mandated and therefore are [REDACTED] losing all of our income. We will not be able to afford the mortgage on our home (our first home) that we worked tirelessly to secure just 3 years ago. We are faced with having to move over an hour away to have a roof over our heads, taking our children from their schools and their friends. Our eldest daughter is about to commence Year 12 and this will cause immense disruption to her education. The prospect of these changes is causing worry and stress for our family, however the thought of being forced to undergo a [REDACTED] procedure against my will is causing even more of a strain on my mental health.

As a matter of public interest, I feel that it is imperative that the Queensland Government release the specific health advice, and supporting evidence, that led to the decision to implement these vaccine mandates. Additionally, with the acknowledgment of Rapid Antigen Testing as an acceptable test to cross the border into Queensland, it is concerning that these tests are not being offered as an alternative for staff in high-risk settings. If the purpose of vaccine mandates is to reduce transmission in high-risk settings, then surely a test that indicates absence of infection is acceptable. A person, vaccinated or not, cannot transmit a virus that they do not have.

I am imploring the Queensland Government to please consider the impact that these decisions will have on hardworking Australian families and defend our right to choose. No matter what your thoughts are of the vaccine and its safety and effectiveness, every human being should be able to choose what happens to their body without coercion and punishment, or under duress. In my experience, the vast majority of Australians, even those who have chosen to be vaccinated, wholeheartedly oppose vaccine mandates.

Educator 163

My name is A and I am a dedicated and hardworking employee of the department of education. I am a valued staff member at my school. I was first employed as a teacher aide in 2016 whilst studying my certificate III in education support at X State School. My time at the school allowed me to build many skills, especially in working with special needs children. I was also given the opportunity to facilitate a playgroup through the school. This was a great way to connect with parents and younger children within the community. In 2018 I moved to Cairns and completed my practical at X state school, allowing me to further build my skills and land a TA position. Throughout my time at X I have worked with students of high needs and challenging behaviours. I have worked with students from many different cultural backgrounds, and some who speak English as a second language. I am grateful for each and every learning experience.

My main role for the past two years has been students in out of home care and students with speech difficulties. I have achieved a certificate of achievement in understanding Complex Trauma, allowing me to provide social and emotional support for my students. I have also had the privilege of being trained by an amazing senior speech pathologist in order to work through speech and language programs with students. My role takes a lot of my energy and patience. I always put my whole heart into my work. I make sure that my students feel loved, heard, and that they belong. In April of 2020 I completed my diabetes training. I received my certificates for [REDACTED] level monitoring and administration of insulin. This qualification has allowed me to support two students with type one diabetes.

Being apart of the growth and development of a child is a wonderful experience. Watching each of my students ongoing progress fills my heart with so much joy. It gives me great satisfaction seeing a child strive to succeed and I am [REDACTED] apart of that. I always remind my students of how amazing they are and always encourage [REDACTED] support them with their weaknesses and help them to build themselves up with learning strategies that work for them. My most favourite part of learning and being a teacher aide would have to be my reading groups because I love reading and just books in general. It's so exciting listening to students pushing through their reading strategies and decoding words by themselves. I love the conversations and the questions during reading groups. I love hearing their perspectives and ideas. I love playing eye spy at the end of the story as apart of the comprehension.

I feel very strongly about my position at the school and I know that I have contributed so much in providing students with an education. I have raised seven children of my own, my youngest being of primary school age. I have a special connection with children. Working with children is my passion. This is why the Mandates have had a great affect on me.

Towards the end of term four the mandates came and rocked not just my world but so many other teachers and teacher aides as well. Instead of ending the year on a positive note, it ended with dreadful stress. I felt disheartened and anxious, especially when the vaccination survey came through via email. It took me days to respond. All staff had been informed through email by the Principal that we were required to inform him the following morning of our vaccination status and whether we were going to receive it or not. I wasn't able to approach my principal until the last week of school, the week following his request. I explained to my Principal that I wasn't going to be apart of an unsafe medical procedure. He was very understanding and discussed with me some options including LSL. Our conversation was positive, as he too is against the Mandates and believes that it should be up to the individual to have the ability to choose Whether or not he/she should be vaccinated.

I Will not be coerced or manipulated. I put my health first and I trust my intuition. I have made a conscious choice for myself that upholds my values, and always me to be true to myself. I don't trust the vaccine and I have seen many adverse reactions ruining lives. I trust my immune system. I believe in love, integrity and the freedom to choose freely without the coercing. There is nothing just in this situation. Threatening people with their whole lively hood...no vaccine means, no job, no travel. Basically saying that if we don't comply, we can't be apart of society. What values are being instilled in our children. What is this teaching them. This is unfair and discriminating. I don't like what is happening to Australia. It doesn't feel like Australia anyone. The land of the one and free is now the land of discrimination and segregation. All Australians have the right to Work.

I don't deserve to be stood down. I am good at my job. I love my job. I deserve my job. I am worthy.

Educator 164

My name is K I am employed by the State School Parents & Citizens Association as the School Tuckshop and Uniform Convenor in Far North QLD, a position I have held as a casual for the last 8 years. I love my job as a Convenor, I am always looking at new menu items and new ideas for the kids, teaching them Healthy Food options and working with money. I love interacting with the Children each day, including my own children who love that I work at their school.

My employer informed me of these new mandates "NO JAB NO JOB" on the last weeks of school and informed me that she DOES NOT agree with the mandates! They are a P&C and are volunteers, they have given me very little information on what to do because they don't know, they are volunteers. They have told me to get in contact with the School Principal who told me to do a survey, without a registered QLD Government Education Department employee number this survey cannot be done, I am employed by the P&C not the school. The principal's opinion is that "You can easily be replaced" she is retiring this year and I feel she does not care.

These mandates to be vaccinated are unjust and unlawful. These mandates have caused me and my family great stress as we will lose our jobs, jobs that we love!! How will we be able to pay our bills, put food on the table?? We will not get injected with an experimental gene therapy drug. A poison that is causing many people we know lifelong side effects. I suffer from lack of sleep due stress, possible loss of income. Our children question why they can't do everyday stuff with their friends, this upsets them, and they ask where are the mandates, I thought it is a choice. Why are they taking away our freedom unjustifiably from our health?

Introducing such ridiculous mandates means I could lose my job; I will also lose a lot of my volunteers who help with the running of the Tuckshop. I have built our Tuckshop up and we are making a good profit for our little school but without volunteers I will have to reduce our menu, our service or possibly close. Our P&C members are volunteers, they too could lose their position, without them we will not have the fundraiser events organised to raise money for our school. This will impact the students, school, parents, and our school community.

STOP THE MANDATES!!! STOP THE VACCINES!!! LEAVE MY CHILDREN ALONE!!! GIVE BACK OUR FREEDOMS AND OUR JOBS!! LET US REUNITE AS AUSTRALIANS!! We are NOT your slaves, you work for us, the people of Queensland and Australia. The mandates are causing segregation of people for no reason. The Jabs are causing fear in the people.

I believe these mandates and Jabs are NOT for the good of our health. You have created a divide between friends, co-workers, and families. This is not the Australian way! You have lied and lied and continue to lie to the people of Queensland and Australia. You have lost my trust and I will NOT vote for you again!!!! Let us have our freedoms, LET US HAVE OUR JOBS!!

Educator 165

My name is A and I am a full-time primary school teacher on the Gold Coast. I have taught primary for 12 + years in Canada, UK and Australia. I have my Master's Degree in Education, a Degree in Child Development, an Early Childhood Education Diploma, and a Degree in Sociology with a minor in Psychology. I am passionate and committed to education and continue to learn and grow within my role. I have recently received an award for inspirational teaching.

When the vaccination mandate was announced, I immediately had some questions and concerns. Schools had continued to remain open over the last two years with zero deaths from any virus, so I found it difficult to understand how schools had suddenly become a 'high risk setting.' I was seeking to be provided or presented with data that would support such a change and impending mandate in order to help me understand. Neither the department or my school provided staff with any such data. When I contacted my principal asking for a risk assessment, I was sent a generic email telling me that she was waiting to be told what to do. Upon sending a second email asking for a risk assessment, my principal instructed me to send my request to an alternate email. The school year ended and I had received nothing nor had [REDACTED] e to staff.

This mandate has impacted not only myself but my family. The thought of losing my job because I don't want to take part in vaccinating myself against something that poses very little to no risk, breaks my heart and scares me. I need to be able to earn a living to take care of my children. I have received text messages and emails [REDACTED] telling me to take the vaccine. I feel enormous amounts of pressure by my employer [REDACTED] nt to do.

Obviously, this has had a major impact on my mental well-being as both an individual and as a family. I am sad, angry and constantly thinking about what will happen as a result of my action or inaction. The impending decision consumes my thoughts and I am unable to be present as a mother and a wife. I have difficulty sleeping and am constantly worried about what will happen.

As a teacher I am concerned for students. Will they replace teachers who cannot return with trained, knowledgeable and experienced teachers? We already have schools with new teachers who are very poorly trained, and are unfamiliar with curriculum and developmental needs of students. These new teachers rely on experienced teachers to guide them and teach them how to teach the children. Who will replace them?

It is widely known that vaccination against Covid-19 does not eliminate the risk of being infected as vaccinated and unvaccinated can both be infected and transmit the Covid-19. It is not any safer to allow vaccinated teachers to work as they may be infected and therefore transmit the virus. It is obvious that the risk of spreading Covid-19 only arises with a person who has Covid-19. There is no risk associated with a person who is unvaccinated and doesn't have Covid-19. I am asking that Education Queensland to re-evaluate the risk and consider alternate 'solutions' such as rapid testing or reading research in order to keep our school safe.

Educator 166

My name is J, I am a 27-year-old female primary teacher who has been working for 6 years now in the public education system. I first decided I wanted to become a teacher when I was in Grade 10 and completed my work experience at the primary school I attended growing up. It was here, in the grade 2 classroom, that I was inspired to be a teacher. I saw the teacher making the kids laugh, instilling confidence in themselves and seeing them flourish in a kind, nurturing environment. I left each day feeling so happy and decided, this was the life I wanted for myself.

Once I graduated from high school, I went on to complete a Bachelor of Early Childhood Education at the University of the Sunshine Coast. I graduated in 2016, at the age of 21. These last 6 years of teaching have allowed me to feel just like I did when I was doing my work experience; happy at the end of each day.

I have worked at three different schools in my 6 years of teaching. I began at a school in Central Queensland for a year. It was then that I decided to follow my dreams and work in an Indigenous community. I moved to a [REDACTED] Voorabinda. Here, I spent 3 beautiful years immersing myself into the culture and making lifelong friends. I transferred back to the Sunshine Coast 2 years ago and I have been working at a beautiful school in Buderim.

My gift of an educator is to be able to spend a whole year with a group of students, watching their self-confidence grow, their self [REDACTED] themselves and others blossom, their ability to work through problems with a growth mindset [REDACTED] problems. I feel blessed to be in a role where I can play a big part in this development of students learning, emotional intelligence and wellbeing. My employer has been put in a difficult situation. I reached out to my employer to try to apply for leave due to my mental health. I was told I could take unpaid leave, but due to my worries about not being able to make house payments, I asked if I could take my sick leave. My employer emailed the department about this and the response was, "not complying" with the mandates is not a good enough excuse to take leave.

The mandates have taken a heavy toll on my mental health. I have seen my doctor multiple times, shaking, crying and having to get some medication to help calm my anxiety and help with my sleep. Nothing helps the unease feeling in my stomach and mind. I worry that if I don't take the vaccine to keep my health, I will lose my job, my house and everything that is good in my life. I feel I am not allowed to make a choice that is best for my body without getting unfair consequences.

My concern is for the students at schools who will lose valuable teachers to these mandates. The teachers who genuinely love the job, know how to deliver the curriculum in a fun and exciting way and put students' wellbeing before anything else. I am worried if there are workplace shortages, that principals will be forced to accept teachers from interstate who don't understand the QLD curriculum, or brand-new teachers who haven't done rural time to give them world knowledge to be an understanding, flexible and loving teacher.

I would like to see these mandates end and for each teacher to be able to choose what goes into their body. I believe rapid testing could be an alternative to the vaccine, as there is evidence that vaccinated people are still spreading the virus.

The world will be a much better place if we end the division between the vaccinated and unvaccinated, allow people to feel their rights aren't being stripped from them, and allow children to receive the best quality education they can from loving, genuine teachers. At the end of the day, we are a teacher for the **kids**. We need to think of them now.

Educator 167

My name is C and I am a full-time female primary school teacher at X State School. I am a healthy, active 47 year old and have been teaching since 2004. During that time I have had three children and have worked part-time and full-time. I went to University as a mature-age student (age 25) and completed my Bachelor of Education (Primary) in 2003. I had an "aha" moment when working as a legal secretary that I wanted to go to University and obtain my teaching degree and haven't looked back since until now. I am a dedicated, nurturing, supportive and professional educator who is held in high regard in my school and local community and absolutely love my job.

On Tuesday 30 November 2021, I received an email from the Director-General of Education Queensland advising of mandatory vaccinations for all school staff. My principal also forwarded this email to her staff as an FYI. From that night onwards, I have not slept very well. The last 10 days of the school year were marred by these mandates and it was a struggle for me to focus in the classroom. Apart from not sleeping well, I have also experienced higher levels of anxiety for which I have now received medication for. These mandates are consuming my thinking and I find it hard to focus on other things, especially things that I enjoy.

There has been some tension in my marriage due to me not wanting to get vaccinated and the financial issue it will create if I don't have a job. My husband believes I am over-reacting to the situation and finds it hard to understand that I don't want to receive the vaccination. Due to this rising tension at the possible loss of my job, I felt I had no choice but to receive the first vaccination to keep my job. I was coerced to take the injection or face losing my job. I was very upset when I received the first injection. I have never been coerced before to take something I didn't want to.

I have grave concerns about what the future looks like for the students in schools. The quality and experience of teachers will just not be there due to many losing their job due to not wanting to be vaccinated. My school will possibly lose 60 years of teaching experience due to these mandates. That is just one school. I am extremely concerned that mandatory vaccinations will extend to school children and that children won't be able to attend school or participate in extra-curricular or after-school activities if they don't receive the vaccination.

I am requesting that all vaccination mandates cease immediately. I request that children be left alone and not vaccinated if not wanting to. As I sit here writing this, there are record number of cases of coronavirus around the country. Many people are vaccinated. People should not be facing the prospect of losing their livelihood because of a virus that has a very very high rate of survival. The mandates we are currently experiencing are a disproportionate reaction to the virus. These mandates have been the cause of a large amount of stress on thousands and thousands of individuals and families.

To many I may just be a teacher, but to my students I am a hero. Nobody has the right to take that away!

Educator 168

My name is M. I work as an Inclusion and support teacher at a local primary school in Maryborough. I have worked for the Department of Education for approximately 15 years, initially as a teacher's aide, while I completed my 4 year degree, majoring in early childhood, over 5 years, and raised my 2 teenage children.

I am extremely proud of the effort I have put into my career and the dedication I commit to each and every day to ensuring the students, families and teachers I support have the best access to an inclusive education and an anti-discriminatory workplace. I am also very proud of the example I set for my children as the sole income earner for our family for the past 20 years since their father was diagnosed with mental health issues.

I believe my gift as an educator is the empathy I have for low socio-economic students and the inspiration for learning I endeavour to promote in my daily role. Growing up with a single mum and very little income I have a comprehensive understanding of the social and emotional impact of living in this situation as a child and I am fully aware of the potential future ramifications of these experiences.

Since news of the mandates was released, my family has experienced extreme anxiety and stress as a result of not knowing what the future holds. Not comfortable with the thought of having an injection of the Covid vaccine due to the limited availability of knowledge around the long-term side-effects of the vaccine, no knowledge of the ingredients of the vaccine as well as the ever growing reports of adverse reactions to the vaccines, I have struggled with coming to terms with how this medical procedure can be the deciding factor as to whether or not I have a career or income for my family. How can I make an informed choice on this vaccination without this information being made available? How can my employer enforce this procedure on my body when the trial phase is not complete and won't be until 2023? How can my employer claim that I am a risk to my workplace when the vaccination does not stop me from getting the virus or passing it on? If I were to do a risk assessment on Covid 19 at my school, the vaccination would not be classed as a suitable control measure to any risk identified! I will not be complying with this mandate. I cannot agree to a medical procedure I have such minimal information about, and therefore, I cannot give informed consent.

As a result of these stresses, my husband's mental health has suffered greatly which in turn has affected my mental health. He is constantly on social media and other websites every day trying to make sense of this craziness so he can help me in my situation. He knows how hard I have worked to achieve my degree and how much I care for my school community but he is also very concerned about the potential long-term health issues that may stem from this vaccination. I have seen my doctor and ended up in tears over everything I'm dealing with. She has referred me to a psychologist and started a mental health care plan to help me deal with things.

Finally, my concern is for the students and families I support in my role. Having just lost our Head of Special Needs at the end of 2020, I am the sole special needs/inclusion support person at our school. I have picked up the responsibilities of verifications, administration duties and supporting administration in our journey of transitioning to the new funding model using the Nationally Consistent Collection of Data (NCCD) for students with disabilities. My fear is that with limited understanding and skills in this area my school, the teachers who work there and the students we support will all suffer incredibly without my support.

In consideration of the above points, I ask that the Department of Education immediately withdraw it's compulsory mandate indefinitely for employees and volunteers to be fully vaccinated in order to continue to be employed or enter the grounds.

Educator 169

Hi my name is M and I am 51 year's old. I have been a school cleaner for 14 year's.

I have been at X state school for 4.5 of those year's.

My employer was very shocked and sad when I let her on the last day of school that I will not be getting the medical procedure for covid.

The mandates has impacted me immensely as I now have no job, no income! My mental health is suffering. When stressed I am prone to getting cold sores. Which I do have. Which makes it very difficult for me to go anywhere as my self esteem is very low because of how I look.

I would like to see these mandates disappear in the new year. I believe it should be pro choice. Then I can have my job back. And get on with life.

Educator 170

My name is C I am 46 years of age, mother of four, grandmother of three. I'm currently a full time female Primary school teacher at a public school within the Wide Bay Burnett Region. Once I received my Bachelor of Learning Management at Central Queensland University on the 11th of November 2013, I started teaching and haven't looked back. I am the first person in my immediate family to go to university and break the belief system of 'women are only good for breeding sons and being a wife'. I grew up in far north Queensland.

My childhood was male dominated and female subordinate. Fortunately, I inherited my dad's and grandmother's stubbornness, drive and work ethics, this allowed me to break the cycle so my daughter would have greater opportunities than I thought I ever could have, and, I wanted my sons to never repeat this cycle with their wives and daughters. I also inherited my mother's and grandmother's kindness and compassion towards those less fortunate and they have taught me patience on a variety of levels.

I was not a role model of a student in fact I spent more time finding creative ways to not attend than I did attending. Neither of my parents were education supportive in the ways of homework, reading etc, although they expected good results on each report card. When I didn't achieve above a C for example, mum would say 'girls aren't really made for maths, that's a boy thing' or 'some kids just aren't made for school'. Dad would compare me to his girlfriend's daughter who had two supporting parents (one a teacher) and say 'she's got [REDACTED] don't you? I grew up hearing how talented my cousin was at school and when she was naughty [REDACTED] keeping her home from school, I wished!

I left high school at 16 to have my first son at 17. Then aged 24 pregnant with my second son I put myself through years 11 and 12 and a diploma of Justice. I had my third son at 30 while studying Kinesiology, three years later I had my daughter and when she turned two I threw myself into university to be a primary school teacher. I can honestly say my whirlwind of learning and life experience's makes me adaptable, strong and emotionally safe for my students.

I have the ability to read children's emotions and know when they are giving up on learning or struggling with a problem, that's when I'm in my element. I'm able to sway them back on track, mostly without them even knowing. I have taught two of Queensland's 'pointy end' students and have been the first teacher to be able to get them to attend school full time and learn some of the Australian Curriculum. These students are violent at times, attendance is extremely poor, social skills are a myth, self-loathing and anxiety is at a high and academics is not a priority ... being and feeling safe at school is.

Reading all children's emotions and body language, understanding where they are at within themselves, and not putting any expectations on them academically, rather, giving them the rights to their autonomy and empowering each child to want better for themselves is my teaching talent. This empowerment comes in different forms and is unique like each of my students, and by allowing them to have their own autonomy and make choices, students start breaking down their individual barriers and growing emotionally and academically.

I have been lucky to have a supportive principal, right up to me taking leave when the mandates were emailed on the 30th November. I now feel unwelcome at the school I love, and pressured to be vaccinated against my wishes, so my principal doesn't get pressured from his boss. I have been made feel that there is segregation amongst staff, where once we were all a caring and supportive team. Our school community is falling apart and this is a huge devastation to us all. I submitted a letter of 'Request for the Law for Mandated Vaccinations in Employment' to my principal on the day of the mandate email. I have still to date not received any correspondence. On the 1st of December I received a text message from him to see if I had completed all assessments and if I was going to complete report cards. Which I had. I only received a welfare check from my principal on Friday the 3rd of December, after I emailed him my medical certificate. This was the same for other teachers. My principal has not checked in on any of his teaching staff's wellbeing over this matter to date. There was not any form of support offered at the staff meeting that was held on the 30th November around this mandate issue or thereafter.

The impact of the mandates and the coercion, threats and scare tactics of 'no jab no job' being put onto me has caused me to have anxiety and insomnia for the first time in my life. I feel completely heart broken and financially terrified over the potential loss of my career. I feel abandoned by all stake holders and left to hang. It has been made blatantly clear I am expendable and replaceable. I am nothing. My family are suffering their own battle with this mandate and this is causing greater stress and despair on each of us. I am worrying about how the others are holding up and what to do next, for us all to survive and not become destitute.

When I was 8 years old I was sexually abused, a sexual experiment. It never came to light for twenty years. Some family members knew, but it was explained to me by my grandmother that 'I should take it as a compliment because it only happens to pretty little girls'. Needless to say, for years, I internally recoiled when anyone complimented me. I had to work hard to release all the fear, hatred and anger and the biggest hurdle was to forgive my perpetrator, my family member, my kin, to truly be at peace. This mandate for me is like being raped all over again. I am being forced into injecting something I don't want in my body. The mandate is worse because not only am I expected to have an experimental vaccine penetrate me physically, I'm [REDACTED] financially, emotionally and mentally raped.

I have always considered myself as a mentally and emotionally strong woman, now I feel like a broken fragile, disregarded girl, with little purpose and no obvious future. The mental health system will be overburdened from something that is not a law, but rather a corrupt coercive and cruel mandate. My school community has [REDACTED] supportive of my stand. They have expressed themselves to the principal and media how [REDACTED] [REDACTED] teachers back in 2022. My students and their parents have said they intend removing their children from school and home schooling them if vaccination becomes mandatory. Some have already enrolled in Distant Education. This is a brave stand for these families, I support them in full, however, school is where my students should be.

Bringing up happy, healthy, socially and emotionally equipped and critical thinking kids takes a community, a school community. My concerns for all students and their families is unnecessary mental, physical and emotional trauma from this mandate. Most families are already under a lot of pressure and in a high stressed, some abusive, environment. I am sickened to think of the kids that now feel they do not have school as their safe place, their breathing space, their only place to confide with a teacher they trust, of all their hurts, pains and fears. I'm ashamed to be part of a system that fails children's lives. I have never aimed to be the best teacher, I aim to teach the best that I can, in a way that's best for each individual's best way of learning.

I believe that this pandemic has thrust our government into accepting vaccines made in an unacceptably short time. There is conflicting data, regarding long term effects. Australia has some very intelligent scientists and highly regarded laboratories. I believe our government should be aiding them to find the best and safest vaccines. There's a long history of Australian forward thinkers and their inventions going overseas, because of no help from any government of the time. Surely the last two years have shown, the Australian people need to trust their leaders, their medical authorities and facilities. They need the security of all basic goods being manufactured here. Australians should not be reliant on overseas manufacturing. This will put Australia in worldwide high esteem and more importantly gain the trust and support of the Australian people. The education, health, law, economic and government systems are crashing...for what?

Please listen and take note, open your hearts and see what devastation is really going on, do your own research and ask questions. A good learner listens and questions, a great leader hears, researches and responds with truths.

Educator 171

I, a female teacher, educator and mother in Early Childhood. I graduate from the University of Southern Queensland, Toowoomba with a Bachelor of Education (Primary/Middle) in 2009. I worked locally in the Toowoomba area in child care as a float and began studying my Bridging program to become a teacher in Early Childhood. But due to domestic violence, I put those studies on hold and it wasn't until 2012 to 2016, I completed my Certificate 3 and Diploma. I have worked in various early learning centres across North Brisbane as a Full time Early Childhood Teacher for almost 11 years. This has been one of the most rewarding careers because you start off with such tiny people and by the end of the year you see these little individuals grow with a thirst for learning before they begin their transition to 'big school.'

I had initially resigned from my current early learning service to start at a new centre on the 10th of January 2022. However on the 6th of December, they told me that it was my last day and that they would pay me out my 4 weeks. When I discovered that all educational settings would be mandated, I sent in requests to them about requiring a risk assessment around mandated vaccinations, which fell on deaf ears. The new employer failed to contact me straight away and after requesting risk assessments, I was told that "...do not have a risk assessment and do not carry [redacted] to provide compensation or damages to you regarding Covid." But it's ok, because they have policies regarding handwashing, health and hygiene and infectious diseases which is supposed to make me feel better about being coerced and mandated to keep my job, I guess?

These mandates have impacted me greatly because I've spent so long at University, I feel that my dad's hard earned cash to pay my fees [redacted] (I have no HECS debt) have been wasted. I worry greatly that children are not going to be allowed [redacted] will allow my 10 year old to have this injection because of the multiple side effects listed on the TGA website. I will not be having this injection to keep my job – this is just so wrong on so many levels as it should be personal choice. I really don't understand why we can't inject for hand foot and mouth disease, gastro, slap cheek, school sores and any other infectious virus that children are prone to? I am assuming that I will be losing my new job in 2022 but I have sourced a new job, working for a call centre at home and will be considering home schooling my daughter.

What impact has that had on your mental health or the mental health of your family?

- I am not sleeping very well because I worry about what is next?
- I have begun taking antidepressants again
- We have begun preparing soil and our existing gardens to grow our own food and have stocked up our pantry and freezer
- We have formed friendships with those who are like-minded

My concerns are that the vaccinated are no becoming the super spreaders of this 'virus' which is unfortunate. Students across the country are going to suffer because there was already a teacher and educator shortage across the country and with many of us facing the 'mandate' this will leave the education system with a lack of teachers.

We just want our jobs back, we want the option to choose and have body autonomy. Being told to have a needle to keep your job is coercion and illegal.

Educator 172

I am a teacher of 38 years. I have retired but do some supply and teacher support. I was a HOSES so my experience and expertise in the field of students with disabilities is a specialised area that I would want to continue to use.

Sadly this will end come January 23.

TG

Educator 173

My name is A, I am a male HPE teacher (full time permanent) in the private sector on the Gold Coast and have 10 years experience teaching and running multiple sports as a sport coordinator. I am passionate about teaching health to our future generation and love keeping students active and developing character through sport.

Since the Government mandate announcement my employer has enforced me to receive experimental COVID vaccines in order to keep my job. This has placed a great amount of stress on me and my family. My health choices have been taken away from me and I am forced to risk long term side-effects from a experimental medical procedure or a loss of income so that I cannot provide for my family.

There are 3 things that I value Health, God and Family. The Government is now coercing me into a medical procedure that jeopardises all 3 of these principles. I need to be a provider for my family. My wife has a stage 4 cancer diagnosis who relies on my income so she can pay for her therapy as well as relying on my 100% health. I will always be there for my 2 little girls (aged 9 and 5). The pressure that this has placed on me has given me so much stress, trauma and anxiety to the point of sleepless nights and constant daily chest pains.

I am very concerned for the safety of my school community with the vaccine rollout targeted at the children. For years I have encouraged children to take control of their own health by having a strong immune system through good habits. Now the Government is making a stance where children's immune systems count for nothing and that their health is not earned but injected. Please drop the mandates and give power back to the Doctors to advise and treat medical practice to each individual and their unique circumstance. Where there is risk there must be choice.

Immediately drop the mandates for Teachers and be on the right side of history. You are about to ruin my family and career by your abuse of power.

Educator 174

My name is K. I am a 47 year old Cert IV qualified Youth Worker. I was the Chaplain at one of our local state primary schools here in Maryborough Queensland during 2019 and 2020. After leaving Chaplaincy at the end of 2020, I was employed as the Youth Support Coordinator at this same school and have served in this position during Term 2,3,4 of 2021.

Additional to facilitating a weekly community playgroup for pre prep age children to experience 'learning through play' at our school setting, as the youth support coordinator, my room at school is like a drop in centre for kids who need a little extra care. I am there for students who need to feel valued and heard, who need a chat or to borrow a hat if they lost theirs. I hand out free fresh fruit and make toasties for kids who don't have lunch. Some children come in for positive attention, some call in for friendship advice and some come for craft, games and activities to feel included and supported when they are having a tough day. Some come for a talk and a cry, some come for encouragement and take some strategies away with them. I even help some students to make 'calm' bags to help with their anxiety. I speak regularly with parents and caregivers, offering a friendly listening ear and a supportive presence over a range of topics relating to their children, their needs and their life at school. I work individually with a large number of students each week and am passionate about helping children to feel happy in themselves with self esteem boosting activities and programs. I also run several social groups to enhance students social skills, grow healthy friendships, increase general wellbeing and build resilience.

The teachers are so busy with their educational curriculum with their classrooms full of students with different learning abilities, varying socio-economic backgrounds, each with individual needs, so the extra social and emotional well-being support from a youth worker within the school environment is so beneficial to our children today.

I am now writing as a Mum with a daughter who went through school suffering with emotional and social issues. If she did not have access to the school support workers, she may not have made it through that journey, to be the dedicated 20 year old that now works in her dream career.

After the vaccination mandates were emailed to Ed Qld employees, I verbally expressed my concerns to my Principal and she said that I had time to think about my options and advised me to fill out the department survey, which I did. I have since filled out another survey during the break after numerous reminders on my personal email and mobile phone.

I found my calling a little later in life, at 43 years old. After changing many aspects of my life, to secure a career supporting vulnerable children and families in a school environment, to now be faced with not being able to return in 2022 to my students, has had a very negative impact on my mental health. There is mental anguish for my livelihood, like most Australians I have a home loan and bills to pay and this is putting pressure on the rest of my family too.

I am concerned for all the students and caregivers who frequent my service at school, as my time was purely dedicated to providing extra support, referral information and just being 'available' for these children and families.

It is my own personal belief that only I, myself, could ever have power over the personal choices that I make with my own sovereign body. I have read and understood the directions from the department and am deeply troubled that they can dictate my job status provided on anything other than my performance in the role.

I would like to see this mandate abolished, so that the human beings that wish to remain vaccine free, can continue to provide for their families and service our communities through the important work we carry out at our schools.

Educator 175

I feel compelled to write to you regarding the Mandates all over Australia as they represent an attempt to limit our freedom. I recognise that Mandates are not law, but see that they are being used to coerce, bully and compromise people in Australia. This is immoral and unethical.

As a senior teacher of nearly 30 years, teaching entails teaching students to think and teaching students how to behave. Every society has a slightly different angle. As a Japanese teacher, also fluent in German and passable knowledge of French, I know that Japanese always consider other people before they consider themselves. This is also in line with the Mahatma's thinking.

The Mandates are in opposition to this compassionate approach to life. They are having an enormous mental, physical and emotional affect right across the spectrum. People can not travel, shop etc. Australia is not a free country anymore.

This morning I "slept in" until 4.30. I suffer from insomnia and anxiety. It started last year when the first mandates were introduced. As soon as I wake, waves of anxiety come over me like the stormy sea. I worry about my friends who are immunocompromised. They are worried about taking their boosters. One of them has a heart condition and can not get an exemption. She will be unable to practice unless she takes it.

Another friend of mine has a partner who has received two jabs. She does not want the jab and wants to wait for covax19. This is causing considerable tensions. Many more of my friends are struggling because of the mandates. They love the jab, but they have done their research, they have consulted with their doctors. Some have received the jab, but they are still in the government, as we face more and more restrictions and more Mandates!

I have another friend who worked in suicide prevention until the Mandates came into effect. She is strong, but I worry about her, as she can not forget her clients and imagines what they are now going through. As you know mental health is very difficult to access.

Our own daughter has been bullied to wear a mask by a staff member in the local Pharmacy. The staff member told her, she turned 14 last week and has an exemption, unless she wore a mask, the staff member would not show her where the antibacterial wash was located. The staff member then made her buy a \$5 mask. Between you and the fencepost, the Pharmacy staff member was fortunate that I was at home at the time.

Our daughter is very anxious about returning back to school. She will not be going if students are mandated to be vaccinated.

I have already had students come up to me and informing me that they will be home schooled next year. Not because of the threat of Covid19, but because of the mandates. As a specialist teacher, I visit 5 schools. I have about 600 students a year. Not one of them has had Covid19 as far as I know. The Mandates make no sense and protect nobody.

Now there is talk of vaccinating students. I have heard of teachers that have had to deal with students collapsing in the classroom. I am not ready for this.

Furthermore a study in the lancet has confirmed that the jab does not work and both unvaccinated and vaccinated people can get covid19 and pass it on. So the Mandates are a nonsense and a vast waste of money and resources. I do not know of one person that thinks the Mandates, which are not law, are beneficial to us. At best they are upsetting, at their worst they are literally destroying people's lives.

Please lift the mandates and prevent further social unrest, prevent the destruction of lives. We are better than this.

Educator 176

C, Female school chaplain on the Darling Downs 48 years old 5 years of service Diploma community service coordination, graduate certificate case management and client assessment, graduate certificate in indigenous trauma and recovery practise. My gift is loving people were they are at and hearing what they have to say without judgement or condemnation. I am a mother and grandmother. I have four adult children all have been coerced to have the vaccination to keep their jobs. I also have two children under the age of 18 aged 16 and 8 with two grandchildren a 6year old and 11 month old. I am a single parent one with no income come 14 January.

My employer has said we will be terminated in January 14th if we are not vaccinated no option of leave.

The impact of mandates has created division within my family and financial hardship.

The mental health impact on myself and my family has been significant and ongoing we are all under mental health care plans since this travesty.

My concerns are the segregation and division of community. Discrimination is rife.

Mandates need to be ceased immediately and no further Covid mandates for any man woman or child

This must stop NOW.

Educator 177

R, I am a 33 year old teacher aide with over 4 years service in Far North Queensland. I hold a Cert 4 education support qualification and Run the school based playgroup. I help bridge the gap between home life and school ready families with emotional and educational support while providing a safe and fun place for families and children to express themselves before transitioning to school.

Currently neither Education nor Playgroup Queensland have responded or been able to give me any indication of what these mandates will mean for families who attend playgroup. I have either had no response at all or the response of 'we don't know as we have not been told and the people above us have not told us anything we are waiting for answers.'

The new mandates have impacted myself and my family greatly as I essentially have no job next year. Trying to cope over our "holidays" that i will be unemployed is devastating. I love my job, I love my community I love working in education and it is heartbreaking. I suffer from severe anxiety and worry I cannot provide for my children. I have had adverse reactions to previous vaccinations and discussed in length with my doctor. I asked my doctor takes any responsibility if I were to have any adverse reaction, their response was no. Does the health department take any responsibility if I have an adverse reaction, their response was no. Does my employer Education department take any responsibility and their response was simply no. But the fear of me not being able to provide for my family and my mental health is so overwhelming that I feel so pressured and threatened I do not know what to do.

These mandates will severely impact our school based playgroup. Even the Early childhood department have expressed how significant the closure of our playgroup will be on the community. But even if we were to open but to openly discriminate against families because of medical choices is not just wrong and against everything playgroup and our community stands for but it is illegal to discriminate against anyone because of their medical status.

Educator 178

My name is S. I've been a teacher in a whole variety of capacities since I was a teenager. From refereeing football, to coaching, captain of the Surf Club, school holiday programs, youth training programs, tutoring and finally in schools. It adds up to about 35 years experience.

I've worked with students from 4 to 21 and am comfortable training teachers as well. I can easily teach literacy and numeracy from K to 12.

I currently live on the Gold Coast but have worked as an educator in Asia, Europe and NZ. I also run a small online tutoring business hosting students from around the world.

My current employer is guilty of the highest degree of coercion and has already banned me from campus. I expect some form of letting go early in 2022. They've passed all responsibility onto me and refuse to put together even a risk assessment, let alone provide me with the safety data I've requested. Never mind, I see where they stand now. It doesn't appear to be for the students.

Because of the mandates I haven't seen my daughter for 2 years, my brothers have been made homeless and I face an uncertain future regarding servicing my mortgage.

Fortunately I have been preparing for this for 18 months so I am mentally and emotionally ready to face what may. I am prepared to [REDACTED] if I need to - of course I don't want to do this.

My greatest fear in the future is that we'll all be forced into some type of social credits system and every one of our movements will be controlled. In fact I know people who are welcoming this.

All I want is to be able to offer my gift to the world and live in peace. That the medical tyranny will end and I can hold my child once more.

I think this process will birth something new and better. An education system with integrity and closer relationships between parents and educators with the best interests of the children in mind.

Educator 179

Hi, My name is T and I am 44 years old, I was a teacher aide in a primary school. I worked in the younger years as a teacher aide and also worked as a library assistant. I worked 5 days a week (24 hours a week) in a small private school in the Lockyer valley. I had worked at this school for 9 years and next year would have been my 10th year. I have a cert 111 in childcare and education. I really enjoyed my job as a teacher aide and really enjoyed seeing the progress each child made throughout the years I have worked there.. I spent 2 ½ days working in the library where I was able to use my creative skills and create eye catching display boards for the kids for book week and many other special occasions. I also enjoyed making lunch time activities fun and exciting. I was the only one who could use the school owned CRICUT so I was able to help the teachers with anything they needed cut out for art lessons and also give ideas to make things easier. I was learning so many new skills while working in the library and was so excited to learn so much more. I completed so many different things while working in the library from cataloguing, contacting and updating information for the library cards, reshelving books and being the book club representative for the school and much, much more.

[REDACTED]

In the last couple of weeks of the 2021 school year I received a few emails relating to the upcoming mandates about the covid vaccination requirement for school staff. This made my last couple of weeks at school quite stressful as I always had in the back of my mind that I may not be back in 2022. My employer was very nice about the whole mandate rules but really had no choice but to implement them when he really didn't. [REDACTED] my principal did send numerous emails and did give me the opportunity to say why I shouldn't. [REDACTED] knew whatever I said wouldn't make a difference but I think that was protocol. He did personally ring me before sending the final email which informed me that I no longer had a job at the school due to the current mandates imposed. These mandates have had a huge impact on me and my family in many different ways and has caused a lot of stress. The lead up to Christmas wasn't that enjoyable as I was constantly thinking about my financial situation which this is having a significant impact on. I am a single mother and being a teacher aide has been my main job for over 10 years now and I may never be able to work in this field again which is really upsetting to me. I really enjoyed my job and I am now not even able to say a proper goodbye to the students I have worked with over the years.

I think that there should be support to help those who have lost their jobs get back on their feet and find new work. Ultimately these mandates need to be reassessed so that things change and we can get our jobs back in the field we love so much.

It's very sad to think that I have had to leave this job I love under these circumstances. I love each and every one of the students I have worked with and will miss my job very much. Thankyou for taking the time to read my story.

Educator 180

C

Female

52 years

Emerald, Qld, 4720

Teacher Aide

7 years of service in Education Support/ Special Education Program.

Supporting students to become the best learners they can be is my passion. From quickly building trusted relationships with challenging students to understanding and supporting English Second Language students and their difficulties assimilating into a new cultural environment, to supporting the needs of students with disabilities, to being an understanding, supportive ear to a student who has a compromised home life and hasn't had breakfast, all in a day's work to help create an environment in which teachers can teach rather than mostly behaviour manage.

This is what I do, the most challenging yet fulfilling occupation I know. This is what I am forced to give up and this is what our students will lose because of the vaccine mandates introduced into Queensland Schools.

Since the mandates were introduced, departmental emails have been sent out to us. No explanation or discussion or plan to move forward with. After much emotional torment, I decided to request leave without pay for Term 1 2022, my only option other than termination. I was informed that I may still be terminated.

I will have no income from 14 January 2022, I have two children at university, both have been coerced into taking the Pfizer jab or they won't be allowed on campus or complete practical components of their studies. We have no idea what the long term outcome of taking this experimental drug will have on our young people.

I now know what depression feels like, I feel sad for my students, I feel angry, because my freedom of choice has been compromised, I feel helpless and without support from the department of Education Queensland, my government or my doctors. I am disappointed, that as an immigrant who believed that Australia was a "fair" country, I have been proven wrong and am back living in a corrupt Apartheid situation.

My concerns are:

- that the "vaccines" are experimental and we don't know what future damage it may cause in humans.
- Mandates are treated as law
- We have lost our medical freedom
- The Education system will suffer as many experienced educators are forced out of their positions
- Parents will homeschool their children as they have lost trust in the governments and the education system

I have been living in a regional town where we struggle to attract educators, for 14 years. I have no intention of leaving Emerald.

There is a condition within the mandates, for regional areas, short of skilled workers to employ vaccine free people on contact basis for up to 3 months at a time, I strongly believe that this should be introduced into the Education System in regional Qld. I would like to see RAT testing in the school system. This is the pro active, safe way forward. I would like to see people who test positive for Covid 19 to receive treatment for Covid 19 from day one of their positive test, rather having to take Panadol until one is really sick on day five, before treatment starts.

Most of all I would love to be allowed back at work at X school when the new school year starts in January 2022.

Educator 181

My Name is R, I'm a 38yr old Qualified Chef at an Early Learning Centre in Central Queensland.
I have been working in the hospitality industry for the past 22yrs and in the education sector for the past 5yrs.

I love my job and believe that all children deserve to learn and reach their full potential. We all know good nutrition positively affects a child's ability to learn, function and tackle everyday tasks.
I provide 3 nutritious healthy meals daily to these children and unfortunately some don't receive these at home.
I love teaching the children about foods and the positive impact it has on their little bodies with their healthy choices and the foods that they consume.

My employer the last month has been absolutely disgusting. The way myself and 7 other staff have been treated since the first upcoming mandate announcement back on the 1st December before the CHO was even released.
We have been treated like criminals for not being forced into these "experimental vaccines"
We have been denied risk assessments and any form of trying to come to a middle ground or other options available.
Basically just daily emails and firm words saying we will be terminated with disciplinary action. Don't come on the premises or police will be called. Very poor and actually heartbreaking from a company which I once was a proud employee and loved every aspect of my job. I have tears daily my anxiety is through the roof. My mental state is terrible, some days I look in the mirror and I don't even recognise my broken self.
But still I try to hold myself together for my kids.
On the 20th December 2021 I received the email that broke my heart into a million pieces.
I was being stood down for "Serious Misconduct".

(Serious misconduct is conduct that is **wilful or deliberate and that is inconsistent with the continuation of the employment contract**. It is also conduct that causes serious and imminent risk to the health and safety of a person or to the reputation, viability or profitability of the employer's business.)

How is my choice to be fully informed about my own body and the things I put into it serious misconduct.
I had my meeting the week of Christmas were stood down the week before Christmas!!! With no pay ...
How sad is that from the company I worked my butt off for year after year!!!!
The same day not even 1 hour after my meeting I received the email your employment has been terminated due to "serious misconduct"

When I was a baby I spent the first 3 months of my life in ICU from my baby vaccines my parents could not hold me until I was 3 months old I always remember my father re-telling these events over the years I can always hear the heartache in his voice everytime.
This plays a huge part in my decision to not rush into these forced Vaccines I want to know the long term affects and full medical data on these trials, not just rush out and risk my life.
I'm a Mother of small children I need to make the right informed choice for my family I need to be able to provide a stable home and be around to see my children grow up. I've tried doctor after doctor to get an exemption but just told no sorry no exemptions will be given.
There are so many people with terrible adverse reactions and even many deaths just in my small community can you imagine the numbers Australia wide let alone all over the world.

The education system is now broken I am aware of at least 30 plus teachers just in my small seaside town who have now lost their jobs. The numbers Queensland/Australia wide will be astronomical.
How will our schools survive who will be there to teach our children guide them, nurture them.
Give us our jobs back!!!
It's time to drop these ridiculous mandates .
Let people make their own choices.
Let's try and fix what's left of this broken Australia, the health system is now broken the education system is now broken come on guys when will the governments wake up.

Educator 182

I have been employed at X State High School for 11 years. Five years I worked as a tuckshop convenor for the school P&C Association then moving into teacher aiding which has been the last 6 years. Ask any of my friends and they will tell you, this was my passion.

I specialised in working in the Special Education Unit as well as Hospitality and English. I would tell anyone I met how I had the most rewarding job I have ever had. In the past I had worked mainly in business administration, but nothing compared to working closely with my students, watching them grow, gain confidences, become social and learn. Over the years I have had countless training in disability management, seizure management, first aid, mental health, working with students with trauma, peg feeding, behaviour management just to name a few. **I love my job.**

To receive the news that all workers in Queensland Schools need to have the covid-19 vaccination changed my life. Never have I had to agree to have a medical procedure to keep a job. Some people may say it is an easy decision but to me it is one I can not accept or come to terms with. My principal has approved leave for the [REDACTED] of 2022, however I will not change my mind and throw my beliefs out the door. I will not sign up for this long term, experimental medication. This whole process has left me feeling shattered and I consider myself to be a very strong person. I cannot believe this is the Australia that I grew up in!

I had many young teachers [REDACTED] their feelings to me on that terribly sad last day of term. They told me they did not want to have [REDACTED] children yet and worried about this affecting their health but they had a mortgage to pay. Teachers telling me they had tears streaming down their faces as they had the jab. **One hundred percent coercion.** One teacher in her 50s told me she felt **violated** because she had to get the jab to pay her mortgage and feed her children. I can tell you now, we sat together and cried. I did have some staff come up to me and thank me for making a stand, they wished they could do the same, but had to choose the job over their personal wishes.

My students were amazing and there were tears all around. I wanted to see them fulfill their dreams, be at their graduation but this has been taken away from me and others who will not accept these draconian mandates. **I want to see these mandates abolished**, after all the double or triple vaxed are spreading this virus (yes, the virus with well over 99% chance of surviving) just as much as the unvaccinated like myself.

I ask that you read my story, I am but one person from thousands that have lost their livelihoods these absurd mandates. Please, educate yourselves on the ever-changing science to do with this virus and the risks of the associated medication, as most of this has been suppressed to fit the narrative.

Educator 183

My name is S. I am a 37-year-old female who lives in Buderim on the Sunshine Coast, Queensland. This year I will be entering my third year as a primary school teacher. I have worked for Brisbane Catholic Education (BCE) schools for the entirety of my short teaching career and was due to start a new 12-month contract in January 2022. I completed a *Bachelor of Education (Early Childhood)* at the University of the Sunshine Coast and was awarded an *academic commendation* and *The Chancellor's Medal* upon graduating in 2019. The Chancellor's Medal is awarded in recognition of outstanding achievements made by a graduating student who has made a distinguished contribution to the local or wider community; and/or provided outstanding support and service to members of the University; and achieved a high level of academic performance throughout their program of study at USC.

In my short time as a teacher, I have demonstrated an ability to work effectively in high-demand, high-stress situations; particularly when supporting children with trauma-related issues and special learning needs. I have been regularly commended by senior staff and BCE executives for displaying a natural talent for this job [REDACTED] early stage of my career. I was over the moon at being offered the new contract for 2022 as it is a position that would have seen me working closer to home and at a sort-after school. With the vaccine mandate announcements coming out in December 2021, I experienced the most stressful and grief-stricken time of my life while trying to wrap up the final weeks of the school term. Not only was I saying goodbye to colleagues and children I had built strong bonds with over the last two years (due to [REDACTED] schools) I was also grieving the possibility of losing my career completely if I did not conform to [REDACTED] mandated vaccines.

The response from my direct supervisors (principals) has been respectful. However, my direct supervisors have not taken any steps to assist staff in saving their jobs if they are unable/unwilling to comply with these health directives. The same can be said for the executives of Brisbane Catholic Education. While access to a counselling service has been offered to all staff, this will NOT assist those without work to put food on the table and pay their bills.

The impact these mandates and directives have had on myself, and my family is significant. I can honestly say I have never experienced such chronic stress and anxiety in my life. Teaching is the hardest job I have ever had, but it is one of the most rewarding. For the Government to release the mandates during the most stressful time of the year for teachers, was a cruel and unusual torture that has divided and damaged our profession immensely. My husband and I have recently purchased a home and while we celebrate the settlement of this sale in January 2022, we also worry everyday about how we will cover the mortgage re-payments if I am dismissed from my position and then not able to find alternative employment.

I have chosen to delay taking any form of COVID vaccination due to the possible health risks to my person. I also have grave concerns about the way the Australian Government is restricting the rights and freedoms of Australian citizens. On the 23rd of December 2021, I was advised by the principal of my school *"If you are not compliant with the Heath Direction and Policy by 19 January 2022 (single dose of a Covid-19 vaccine) and 23 January 2022 (double dose of a Covid-19 vaccine), as I understand it, you will be stood down from your duties without pay. BCE will correspond with you after this time to understand your personal circumstances."* This is a direct quote from email correspondence.

This is a challenging time for teachers, and I have grave concerns for the flow-on effect this will have on students. A teacher cannot simply walk into a classroom and start teaching at the beginning of a term or school year. It takes many hours of **unpaid** work to adequately plan for our students' learning needs (the hours of unpaid work teachers do is a separate an ongoing issue I could write you a whole thesis on, but I don't have time). While teachers fight for their jobs, do you think they would have time to prepare lessons? What would they plan if they don't even know if they WILL have a job? How will they plan if they have been denied access to the school site or the rest of their team members. Then if unvaccinated teachers are allowed to continue working, will they be expected to walk into the

classroom on day 1 in 2022 and just carry on like nothing ever happened? Absolutely they will. I predict that many teachers will be suffering from some level of PTSD following the trauma inflicted on us over due to the COVID mandates and this does NOT make for a healthy happy classroom. We have not felt supported, valued, heard, or consulted at any stage of this process and this will have a flow-on effect in the school environment.

What I am asking for is simple. I want the Australian Government to confirm and adhere to the fact that medical procedures are and always should be a CHOICE OF THE INDIVIDUAL. I want the Australian Government to show they value teachers as educated professionals and allow us to work and live without these unreasonable restrictions (and apply the same privilege to all Australians). I want the Australian Government to acknowledge the fact that being vaccinated may protect or reduce symptoms for an individual, but it DOES NOT prevent the transmission of the COVID virus; therefore, it does not matter if someone chooses not to be vaccinated. Finally, I want the Australian Government and all the individual state governments, especially my home state of Queensland, to stop creating a culture of division and segregation in our country. If we have learnt anything from our history, we should know that this approach of segregation and discrimination against a group of people does not end well. Restricting the rights and freedoms of individuals is never the answer. We are losing the values and culture that previously made our country great and the world is laughing at us. I am so disappointed by the decisions and actions of our Government during these COVID times, and I just pray that I will have an opportunity to look back on this and say, "thank goodness the Government saw reason and corrected their mistakes before our country was destroyed". Now more than ever, we need to remember that these decisions/actions by the Government are seriously affecting the lives of individuals. What the Australian Government does now could either restore or shatter the teaching profession, which will then impact our entire society. Thank you for taking the time to read my story.

Educator 184

B
Male
Primary School Teacher
Gold Coast
16 years of teaching

As an educator I have been able to consistently provide students with academic benchmark and above results. While teaching a curriculum and getting results is important, the value of knowing and understanding each student I teach is far more important because in return they flourish both academically and socially.

Since the vaccine mandates, I have had no consultation nor have I been provided with a risk assessment as I have requested. I have asked a number of times about a risk assessment and been directed to the staffvaccinationstatus@qed.qld.gov.au through a generic staff email. This response does not suit my individual [REDACTED] about what else may be done to keep safe within my working space. There hasn't been any consolation about daily testing or other ways I may go about proving I am COVID free.

The vaccine mandates have impacted myself and my family greatly. My partner and I are both teachers and we were given [REDACTED] before the end of the year to find new employment or have no income. No income to pay [REDACTED] mortgage. No income to feed, clothe and house our 7-month-old. Our life was put on hold.

This caused a great amount of stress on both my partner and I. My partner has been deeply upset since the mandates were put in place and I have been unable to sleep or eat properly. I used time that should have been spent raising my child, searching for a job to provide for my family. I feel like all the years and hard work I placed into teaching have all been a waste. We finally gave in because the misery and stress were consuming our lives and we went and got our first vaccine against both our wishes. It was due to pressure of not being able to provide for our child or have an income.

My concerns for my students are that the Queensland Government will eventually mandate vaccines for all school students, which will then see a flow-on mandate to the rest of the community. I believe everyone should have a choice, especially when it comes to their own body. My entire adult life I have taken care of my own health by eating healthy and staying active and now all of a sudden, the Government are worried about my health.

I am asking for the vaccine mandates cease. I believe the use of daily testing, not only for unvaccinated people but vaccinated as well, will be more effective in keeping COVID out of my work place.

Educator 185

My name is C and for the last four years, since I moved to Australia from England, my country of birth, I have been a Groundsman at an Independent Christian School on the Gold Coast. For the last 3 and a half years this has been in a full time, permanent capacity. My wife, currently 32 weeks pregnant with our second child, and with 12 years of teaching experience in London (where she was Deputy Head at a small private school) and on the Gold Coast, also works at this lovely school. We were planning to send our firstborn here next year for his introduction to school.

Suddenly, on November 30th we heard the news that Vaccine mandates were to be introduced to all Queensland schools, for all employees, regardless of position or proximity to children. We are both committed to vaccination per se (we receive the flu shot each year and our young son had all the normal precautionary vaccines during his early life) but we have serious concerns (ethical and medical) about the vaccines currently on offer as protection against the worst excesses of the Covid virus.

Consequently we have decided to wait until more traditional protein based options are made available in Australia. The Queensland Government's arbitrary decision to mandate vaccination for all employees in the education sector has meant that, in the leadup to Christmas, we both find ourselves unemployed (my wife will have her maternity leave as a buffer).

The Government's decision [REDACTED] in exponential levels of stress and anger. Liberal democratic freedoms to make 'free and informed choices' about what is injected into our bodies (in accordance with the provisions of the Nuremburg Code) has been trampled and our school has made no effective attempts to introduce policies that would allow for unpaid leave until more 'acceptable' vaccine options (Novavax, Covax) became available to us.

We steadfastly refuse to be coerced into making a decision that conflicts with our conscience and this has placed us in an incredibly difficult financial situation at a time when job hunting is most daunting and when the medical costs of bringing a new child into the world are most expensive.

We sincerely hope that the Government might review its ill-conceived decision to 'punish' those who will not bend the knee to its current (probably unlawful) vaccine mandates and allow for the reinstatement of educational employees whose only crime is to act according to the dictates of conscience, reason and the freedom of choice.

Educator 186

My name is E, and I am a 21 year old Deaf woman with severe to profound hearing loss. I have been working as an Auslan Language Model (ALM) at an early childhood development program for Deaf and Hard of Hearing children and babies in the town of Y. I've been working part-time there for 3 years. I am also a pre-service teacher entering my 4th year of studying my Bachelor of Primary Education. My passion and dream is to become a Teacher of the Deaf for Deaf and Hard of Hearing children to help them access their learning and succeed. My skills as an Auslan Language Model is extensive: unpacking concepts in Auslan from English, translating from English to Auslan, working with teachers and educational interpreters to deliver the learning information that the Deaf and Hard of Hearing students need, filming and captioning Auslan resources/storybooks, providing Auslan translation on English or audio resources, consulting with parents and student on ways to best support them, and much more. My gift as an educator in Education Queensland is making a difference in the students and their parents' lives.

Regarding the mandate and [REDACTED] vaccination, I tried seeking for a risk assessment from my employer on multiple occasions and the response from my employer was very disappointing. She had no answers to what I was seeking and no guidance on who I could obtain answers from, she repeatedly said to me that it was not her fault or problem as it was according to the Department of Queensland Education. I felt ignored, unvalued, and abandoned in my service to the EQ system and at my work. My employer said [REDACTED] couldn't help me.

The mandate has impacted my immediate family immensely as we all work in the EQ and we've all been told to take the injection or risk losing all of our jobs, coercing us into something that we did and do not agree to.

My workplace has been very toxic towards me about me being unvaccinated, discussing in front of me how unvaccinated people are "stupid" and that they are "crazy." Some have outright asked me if I was vaccinated or not and demanding to me that I should be vaccinated as its "people like me" that are putting people into danger and preventing them from living their lives. The mandate has had a severe negative impact on my mental health as I've become depressed and anxious about myself and my future, unworthy and unvalued, confused and angry about why they are bullying me about being unvaccinated.

I am very concerned about my students as if I can't work then who going to be there to support them? Deaf and Hard of Hearing children need a lot of support and there is not enough staff supporting them.

What I am asking for is for the mandate to be removed entirely and to allow me to return to work without being forced to have the vaccination.

No job, no pay, that is coercion and that is against the law.

Educator 187

My name is M I am 49 years old. I live in Gympie Queensland. I have been an Electrical sub-contractor and served as a Avionics Technician in the Royal Australian Airforce. After leaving the Airforce I studied a Bachelor of Learning Management (p to 10), to be a classroom schoolteacher. I have work in a variety of roles from high school to primary, to prep classrooms. For the past 10 years I have been a supply/relief teacher for the local schools in the Gympie district and surroundings. These last ten years I have been on call as a teacher to fill any job description at a moment's notice. From high school maths to swim coach, to teaching special education or prep children. My Job as an educator is to fill the gaps at different schools each day when a teacher is sick or dealing with family or personal problems. I must show initiative and think on my feet without any help or any resources.

As a supply/relief teacher who visits many schools in a week, not one principal from any school has spoken to me about was happening with the governments vaccine mandates during the school term. After school had finished I started to receive constant text messages and emails supposedly from the Department of Education every three or four days asking me to fill out a survey on my vaccination status stating or I will not [REDACTED] school grounds unless I am vaccinated TWICE. This to me sounded like a scam, as I thought my personal health records are between me and my doctor, not for some survey.

In the last couple of weeks of school I have dealt with a life-threatening situation when a student punched a window cutting [REDACTED] ery in his arm. Another student had a serious broken arm. And the last week of school I w [REDACTED] at a large primary school with minimal staff. At that same time my wife and I were unsure if we were going to be allowed into the hospital due to the vaccine mandates. My wife needs monthly infusion due to her illness and the covid hotlines could not tell us the answers to these questions. Then to compound the stress of no medical treatment for my wife, was the threat of not being allowed to work or enter school grounds unless I have been vaccinated from an experimental drug, which Education Queensland my employer has not supplied a risk assessment showing me if it's safe or anything at all explaining the injection!

It has been very trying times the last month, I don't know how much longer my wife can work due to her illness. I am nearly fifty and have worked hard as a teacher for 15 years. I have severe hip arthritis in my hip which limits me getting another job, also we live in a regional Queensland town with low unemployment. I am casual employer for Education Queensland, so I have no sick leave barely any long service, no health care with doctors' surgeries refusing to see people who haven't had the vaccines. And we have a mortgage to pay. From my extensive research from doctors, scientist and specialist in the field of vaccines, medicines etc. I am finding it really hard to find any benefit in the decision other than the fact that the government and media are trying to coerce my family into an injection by making us an outcast in society just from making an informed choice on what goes into our bodies.

From working at many difference schools over the last year and half I am disgusted with the impact I have seen on children, parents and the school community. From some principals not allowing the national anthem being sung. To seeing students wearing masks playing sports and parents sitting outside on the street watching sports day. One school had signs spread around the school grounds saying no parents allowed. And the final straw was a six-year girl crying because she forgot to wash her hands thinking she was going to kill someone.

There must be some politicians out there that will stand up for what's right, someone that will look past this madness and look at what their policies are doing to the community, schools and our country. I would like them to do their own research and find a better way before our democracy and freedoms for our children are lost. Thank you

Educator 188

My name is K and I am a 34yr old female teacher aide at a special school. I have been working with children with disabilities for the last 10+ years, hold a cert. 4 in education support and am currently studying bachelor of inclusive and special education. I absolutely love my job within the school environment and my passion for caring for children with disabilities shines in my work everyday. I love getting to know the young people I work with and creating meaningful and strong bonds, in order to enhance their learning.

The vaccine mandates on the education sector and specifically my school, have created huge staffing issues. At the end of this year, there was a large portion of staff that left the school, and almost the equivalent amount of staff that have chosen to not return, due to refusing the mandate.

The announcement of the mandates to our sector, created great levels of anxiety and sadness through the school as well as in my personal life. The end of the year is generally a happy time, and a time to be celebrating the Christmas break with the children. The announcement of the mandates created fear and an overall darkness to the end of the year.

The mandates are personally affecting me, by putting me out of work. I refuse to be coerced into having the COVID-19 vaccine and thus, I face losing my job, and income.

This places me in a very dire situation. Being a single female, I am unable to fall back on a partners income and will be relying on any Centrelink funding I am eligible for, to support myself.

The mental health repercussions of the mandates on me personally, have been extensive. I was previously in a DV relationship and the mandates have brought up previous trauma from that time. The feeling of being trapped, having no control, being told that in order to earn a living, I would have to let another person do something to my body - this all is mentally and physically excruciating.

I have worked very hard over the last few years to gain back control over my own life and body, yet these mandates, presented by the government, make me feel as though I am not even safe out of a relationship.

I am greatly concerned that the amount of teachers and aides that will be leaving schools, with combined experience- will greatly impact the students.

Within the disability sector, especially working with children from trauma backgrounds, consistency and predictability are paramount. Having regular teachers and aides leave their positions, will be highly detrimental to the student's ability to regulate and be able to learn.

As a healthy person, all I would ask, if to be allowed to return to work, without a mandated vaccine. I would love to be allowed to complete my pracs, in order to qualify as a special needs teacher. This would not be possible if the mandates stay in place.

I request that the mandates on vaccinations for holding gainful employment, be removed.

Educator 189

Hi, my name is K-A. I'm a female Primary school teacher with almost 15 years experience. I have a Bachelor of Education and can teach from Prep to Year 8. I currently live in North Brisbane Queensland, but I have teaching experience working in Melbourne and Brisbane Australia, as well as London, England where I have worked doing contracts and relief teaching in both public and private schools. I have worked with children who have English as a second language, as well as children with special education needs. I also have a TESOL qualification and spent a year working in Japan on the JET Programme, helping to teach English in West Tokyo and promoted international exchange between Australia and Japan. With all this experience, I have shown that I'm a very adaptable teacher and have gained much insight into different sectors of teaching, where I've learned from other teachers, schools and cultures. This has helped me become a teacher who has an extensive amount of experience, that I share with my students and other educators. It has helped me to be a confident teacher who can easily gain the respect of others within the school environment. I love working with children and feel a special connection with them. As a relief teacher, it can be tough at times, but I love to take on the challenge of helping students to feel comfortable and adapt to different learning styles. I try to show kindness and fairness and feel that children learn from my example. I have other skills I also like to share with students at times, such as extensive (redacted) cultural) experience, photography skills, mindfulness and yoga skills.

As a relief teacher, since being mandated I received an email from Tracer saying my account will become inactive to prevent me from work bookings if I do not receive the vaccine. This of course have been very disappointing to hear and (redacted)ful, because as a single person I support myself and without my job, I cannot make any money (redacted)ly. I spent four years studying to become a teacher and for this to be taken away because I do not wish to receive an experimental vaccine is just beyond comprehension. I have investigated this situation greatly and feel that I have made the right decision for myself. We do not know the long-term effects of this vaccine on our health or fertility. As a female, I still wish to have children and I do not wish to have a vaccine that could limit this possibility. As such, I have chosen to listen to my own instinct and not be forced into making a decision that could be detrimental to my own health, or my future children. I'm so disappointed that our government has allowed this to happen, as I feel they have taken away people's rights to choose for themselves what happens to their own bodies. I will therefore seek to find other employment (or even create my own business, which is a very daunting prospect) but feel very stressed by the idea that it may be hard for me to find such work with this ever-increasing demand on industries to mandate their employees. I face the prospect of no income and therefore becoming homeless. All of this has created some sleepless nights and daily stress, when I should be enjoying a well-earned break, but instead I'm unsure what the future holds.

I am also concerned about what this will do for our students. They face going back to school and finding that many teachers have not come back. They will likely face hardships because there will be a severe lack of teaching staff, in an already stressed, underfunded and short-staffed workforce. They are also learning that our government and many people, including the media, think segregation is okay. These are not lessons our children should be learning.

What I would like to see happen is that teachers, as well as everyone else, not be mandated to have an experimental vaccine with no long-term data to prove its safety. We should be given all the relevant and truthful data, without being coerced in any way, as our laws state, to make a decision that is right for ourselves and our families, without fear of losing our jobs or our freedoms. Our bodies are our sanctuaries and belong to no one else, therefore what we do to them should be up to us and no one else. So please consider fighting with us to protect our jobs and remove these mandates.

My story is just one amongst many thousands and I have been much more fortunate than some. I try my best to look on the bright side, but this whole situation has been saddening. To be removed from our jobs and our livelihoods taken away should never be a situation any of us should be put in. Please look inside your own hearts and ask yourself, 'Is this fair? Is this just? Is your conscience clear?'

Educator 190

My name is B and I have been a Qualified Teacher in Brisbane for almost five years now. I work as a Supply Teacher, covering sick leave, long service leave and busy periods within schools, as well as helping to prepare and supervise the Year 12 QCAA examinations at multiple schools across the region. I chose to become an educator, as I believe we have the ability to make connections in our community and help to shape the future of our country. It is not a job to take lightly, and from my work, I know that there are many teachers who are very passionate about what they do.

Given that I am a Supply Teacher, I am not employed by one sole employer, and have worked at Independent, Catholic Education and State Government Schools. The current mandates for school staff to be vaccinated has impacted my family significantly. My husband is also a teacher, fulltime. Both of us have been impacted. We made the difficult decision that he was to be vaccinated, so we can provide food for our family, provide support for those around us and be able to pay our bills. This decision was hard, done under a forcing hand and most definitely not by choice. His employers didn't wish to impose these mandates on their school staff but feel there is no other option. For me, we decided that it is best for my health for [REDACTED] get vaccinated. This means I must leave the education sector, which is ironic, as it is likely that relief staff will be in high demand with schools left with such a shy barrel of staff to choose from, and increasing sick leave due to isolation and quarantine demands. I have strong concerns for how this will impact children's education and their development. I am worried as to how this will impact on the existing teaching staff, and the demands placed on them to counteract the loss of staff [REDACTED] areas of the school. I don't see how this is manageable. The affect this has had on [REDACTED] health is of far more concern to me, than the virus threat. We have had to reevaluate our finances, have difficult discussions as to what we will go without (which includes medical care), and look at other avenues to which income can be made, all with the overhanging health concerns which were my driver for not wishing to be vaccinated in the first place. Individual concerns seem to not be of concern to the Government, and this saddens me the most. Educations staff were considered heroes during the lockdown phase of this pandemic, but now we are considered replaceable.

I feel as though there are other options that should be made available to all people who are placed under these coercive mandates, regardless of industry. Rapid Antigen Testing could be one of those avenues used, instead of making people uncomfortable with disclosing private health information with their bosses and also parents at the school (I am not at all comfortable with receiving emails from parents asking for my vaccination status). Putting faith in education staff that they will get tested should they feel unwell should of course be considered also.

There must come a time where we must move on from this. End the mandates, ease mental health, and allow us to get back to doing what we love – educating children. Allow perfectly healthy, passionate teachers and school staff to return to work. Currently, I feel as though more harm is being done by these cruel expectations, than good. We are one country, and medical segregation is never okay.

Educator 191

K, Female caring kind passionate Primary school Teacher aide who works with students in Prep to year 2. Also in learning support and SEP

My employer response to this mandate was. This is very serious the government is not going to back down. Everyone needs to do this. They are serious or you can't return to work. We all need to just go get the vaccination by the 23rd.

Myself and my family are impacted by this mandate and are in so much distress and pain. It's been so heart breaking. This is so hard for us knowing our lives are all going to change because I won't be vaccinated. I cannot return to the job I love and support my family. I don't want to be coerced to take the injection to keep my job. This is my human right to choose what's right for me. There should be no coercion to make you feel you want your job you can have it but only if you give up your rights and get injected first.

The impact on my family and my mental health is.

I am anxious of what happening all the time.

Mentally exhausted.

Suffering depression which I never had in my life.

Emotional on a daily basis.

Haven't slept well since this has all started.

I am fearful of what's happening and will happen to our family. Feel ostracised from community family and friends. I feel like people think I am a alking disease because I don't want to give in. Feeling coerced.

Bullied. My family is stressed. My children don't know how to make mum happy again. I am trying so hard to be brave and emotionally strong for them but it's so hard.

I am so worried for my students and the community. I love all my students and breaks my heart I won't get to be with them. I watched so many kids grow through the years. From prep to year 6. Now I won't have that. It's so hard knowing I can't be there. They need teacher aids the education system is already so stretched. Teachers need support, kids need it, I need it.

I fear kids learning will be heavily impacted as already is so very much prior to this mandate. I worry for my kids on learning support, SEP. I worry for those families who are worried they'll not have me there. I worry about the kids who are already in foster care who rely on people like me to educate them help them and encourage them be there emotionally for them as they have there own personal struggles. I worry about parents who need us. Who depend on us to help the children who need to talk to me and feel supported.

I always go above and beyond my role and spend countless hours outside of my job to give to my school.

This is what I'd like to happen. I would like to keep my job that I love. No mandates. Freedom to choose what right for me. Freedom to teach the kids. Let me be with my students. Don't let this mandate happen. Let our kids feel secure that we look out for them guide them. That because I didn't get vaccination they won't see me again until this stops. Show my family I can support them and no coercion happened. I get to do what I love and this horrible cloud is lifted and I can walk into my school be with all teachers, staff and students I so very much enjoy bring with.

My final message is. Please, please don't do this. Please stop this help us. I want my family to feel secure. I want to be able to choose. I want to do the job I love and be with all the beautiful children I've taught and continue to be valued and feel I make a difference. To not have this division to happen in our community and family and friends. We are one and I would love to see us as a whole again. I want my children to know I fought for them.

Educator 192

My name is JF. I am a 54 year old teacher on the Sunshine Coast, QLD. I started my life-long career in 1988- 33 years ago. In this time I have been lucky enough to teach, educate, love, care for and appreciate nearly 900 students. I have enjoyed and shared this journey with possibly 1600 parents and carers. I have taken my love of teaching from the coast, to the outback and further to London, U.K. I have provided an inclusive, safe and caring environment for all children, regardless of their background, home life or beliefs. I had always felt that Education QLD was also providing me with an inclusive, safe and caring environment, regardless of my background, home life or beliefs. I believed that they cared about my wellbeing, just as I cared about my students' wellbeing. That's how I felt until Tuesday, 30 November, 2021. This was the day that the Palaszczuk Government mandated COVID-19 vaccinations for workers in education and early childhood settings. I remember hearing the news. My body went cold and I developed an immediate headache. Could they do this? I remember seeing teachers and staff members crying and I cried too. Some staff were so distraught that they went home and didn't come back.

You see, my husband and I had decided that the vaccine was not for us. Unfortunately, as my husband works in an aged care setting, he had to get vaccinated. We understood this measure as vaccinations had always been a condition of his work in the health industry. We joked that we were a multi-vax family and, more seriously, if he was to have an adverse reaction then one of us would still be o.k. I never thought that I would need a Covid vaccination as studies had found that the overall risk of death or severe disease from COVID-19 was very low in kids and, after all, I had worked in a school throughout the pandemic in 2020 and 2021. Our Prime Minister had also said **"The health advice has been consistent that for children, schools are a safe space."** The sudden mandate, just before holidays, did not make sense especially in a state that had no cases and [REDACTED] for my profession where vaccinations were not a condition of my employment.

The mandate has coerced me into being vaccinated against my will, as the QLD Education department has sent several emails stating that if I have not received at least one COVID-19 vaccination dose by 17 December 2021, and be fully vaccinated by 11:59 pm on 23 January 2022., I will not be permitted to enter a school, therefore my 30+ career will no longer exist. It seems that nobody cares about me or the type of teacher I am, it's all come down to whether or not I have taken the injection. It doesn't matter how many little lives I have impacted positively, it's all come down to whether or not I have taken the injection. It doesn't matter how many students have thrived under my care, it has all come down to whether or not I have taken the injection.

The mandate just before holidays took a toll on my mental health. I couldn't sleep and I couldn't eat. I felt sad, disappointed, defeated and let down by a department and government that I have worked for most of my life. **Now, I am questioning what to do with my career as I no longer feel the same. It's like a light has gone off and I just don't feel like switching it on again.** I also fear for the mental health of my teacher friends. One recently broke down crying in our local supermarket because she does not want to get the vaccine. She has 3 young boys (her husband died of cancer) and is worried about their future if she is unable to care for them due to an adverse reaction to the injection. She has to sell her house! Another teacher friend ended up in the emergency department due to a panic attack after her first shot and she has been extremely upset ever since.

I am also worried about what the school landscape will look like in 2022. How many students will leave? How many colleagues will be gone? Will we have enough volunteers to help in classrooms; run the tuckshop....the list is endless. I worry that fantastic and inspiring teachers may be lost and replaced by 'O.K.' teachers that 'passed the test' because they were injected. How many future teachers will be gone now because they choose not to be coerced or don't want to work in a system that forces people against their will?

I am asking for an end to the mandates for vaccinations for workers in education and early childhood settings. I am asking that we are treated with courtesy and respect for our choices without the fear of losing our jobs.

The Universal Declaration of Human Rights states that education shall be directed to the full development of the human personality and to the strengthening of respect for human rights and fundamental freedoms. Where is the government's respect, understanding and tolerance towards teachers? It reminds us that everyone has the right to work, to free choice of employment, to just and favourable conditions of work and to protection against unemployment. Where are the protections against teachers' unemployment? Is this

mandate just? These mandates have taken away people's rights to work and be paid. These mandates have taken away teachers' ability to provide for their families if they are not permitted to enter their place of work. Everyone has the right to a standard of living adequate for the health and well-being of themselves and of their family, including food, clothing, and housing and medical care and necessary social services, and the right to security in the event of unemployment in circumstances beyond their control. The pandemic has always been beyond people's control. How can the government take away teachers rights to security in such an unprecedented time?

[REDACTED]

[REDACTED]

Educator 193

At 60 years of age I can truthfully say that I have dedicated my life to public education. With 37 years teaching experience in everything from early childhood, special education, learning support and reading recovery to teaching foundational skills to juvenile offenders at the Townsville corrections centre, I have had a full and varied career. I have dedicated a great portion of my career to the explicit teaching of reading and as an experienced senior teacher consistently offer collegial support and guidance to teacher aides and teachers alike. I love what I do and enjoy the challenge of re-engaging disengaged students and offering them hope for a brighter future.

My principal was very supportive and sympathetic to my decision to decline vaccination as his wife finds herself in the same situation: however, some members of staff have been extremely unprofessional and discriminatory, going as far as to say that anyone not vaccinated 'Does not deserve to be allowed to teach'. I have sent a letter to both the premier of Queensland and the department that employs me, asking for certain aspects of this mandate to be clarified with regard to legal process and how this relates to the Commonwealth of Australia Constitution Act Section 109 and to date have had no response other than to [REDACTED] letters have been received.

I suffer from an autoimmune disease and was diagnosed with ovarian cancer late last year. I currently see a biochemist and a practitioner of Chinese medicine for my treatment. Both have indicated that having this vaccination at this time would interfere with my treatment plan. Not to mention that at this stage the vaccination [REDACTED] is in the three trial phase and not officially approved. However, I have been unable to get an exemption [REDACTED] doctors. I have been told that I must be vaccinated or risk losing my livelihood. I am constantly bombarded with email and text messages from the department asserting the mandate and need for vaccination. My private life has been in turmoil for many months and my stress levels are at breaking point. The coercion is tearing my family apart because my husband is vaccinated and my inability to travel to our pre-booked, pre-paid destination, has total ruined our Christmas holiday plans and my 60th birthday celebrations.

Before the education vaccination mandate was announced, I was consulting with an EQ counsellor in regards to work related stress and the cancer diagnosis, not to mention the 2019 floods and my husband's 22-month suspension over an unsubstantiated charge. This mandate is just the icing on the cake. I'm not sure I will be able to recover from this final straw. My GP is talking about PTSD as a possible diagnosis. My marriage is also under incredible strain due to the financial burden this job loss will place on our mortgage and day to day living expenses. I married late in life and need to work for a number of years yet to have any hope of paying our mortgage.

The current teacher's shortage will only be compounded by these forced vaccination mandates and schools and their communities will be under even more strain than they were before. Students need good teachers and experience takes time and dedication.

I taught through the pandemic, as did most teachers all over Australia. Our students were never at risk. They are no more at risk now from someone unvaccinated than they are from the vaccinated. We all know that the virus is not curtailed by vaccination. My biggest concern with Mandated vaccination is the undermining of the Australian constitution, the erosion of human rights, which will affect us all in the long term.

I want to be able to go to work and do my job without being coerced into taking part in an experimental vaccination. I want bodily autonomy and the right to make a living in the profession of my choosing without stipulations, that go against my human rights, being imposed on me. The Nuremberg trials determined once and for all no one would ever again be forced into an experiment against their will. I want my human right acknowledged and respected, without consequence. Australia was once an envied nation, a place that I was proud to call home. Australia needs all its leaders to make sure that they are on the right side of history. Decisions against human rights will have far reaching consequences.

Educator 194

My name is S and I am a classroom teacher on Year 2 at X State School. I have a Medical Science degree (Nutrition major) and a Graduate Diploma in Education. I have been teaching for 11 years. My gift as an educator is Explicit Teaching and a strong background in teaching indigenous children. I have taught in Cape York where I had the Northern Territory Minister for Education in my classroom and visit our school because we made such a difference to the lives of Indigenous children. We had a lot of movement in reading levels, spelling and maths data and we were not a direct instruction school, so our school was often investigated due to our great results. I have also taught in the Torres Straits where I was asked to return immediately after my contract because I had made such a difference in a very short time. I am also advanced trained in THRASS which is a phonological program that teaches students the correct pronunciation of Standard Australian English. Due to my background in Science and nutrition I use this knowledge to impart onto the students' through discussions in the classroom about healthy food choices.

The response from my employer has been only the generic email from HR and no risk assessment has been completed for me as [REDACTED] requested it twice.

The mandates have impacted me incredibly because I am a single mother and my daughters father pays no child support. I now have to join the food swaps and go to the churches for food hampers. I have been coerced into making a decision that I have not properly had time to prepare for. I need to look at the safety data of [REDACTED] believe, with risk there must be a choice.

When I started teaching I was so taken aback with the respect I had from the government and that my job was family friendly. I was always under the impression that the education department instilled in me that family and health should always come first. Now I have been told that if I don't take this medicine without any safety data and something may happen to me. Who will care for my daughter? Coercion is disrespectful and morally wrong. I am very stressed out about how I am going to look after my daughter which I chose to have later in life because I would be financially independent. How am I going to pay my mortgage?

The impact on my mental health has been great. I am back on addictive anti anxiety medication because of the lack of uncertainty about my future. I am having trouble sleeping and eating. My daughter has become extremely clingy and is regressing in her development due to my stress. This has split my family up and I have no support from them now. I have a few friends but a lot of them are unemployed now, too.

I am concerned about the school community as I have developed and fostered close knit ties and relationships with the families from my school. Many parents have commented on how my teaching has helped their child/ren over the last 4 years I have been at X school. I do not want to let the school down or the families that I have formed strong relationships with. This decision has been very stressful and traumatic. I have had to return to therapy again after many years of staying mentally fit and healthy and not needing support.

I would like this coercion to stop and the mandate to be flipped so that I can continue on being an amazing teacher to my students' and changing their lives. I love my job more than anything. It is everything to me and I am so proud to be a teacher.

PLEASE STOP THE MANDATE.

Educator 195

My name is J, and I am a 42 year old female educator on the Sunshine Coast. I have dedicated 20 wonderful years to being a full time primary school teacher in the public sector, utilising my Bachelor of Education (Primary) degree to influence the lives of hundreds of students.

When the vaccination mandate for all education employees came into effect, my line manager was quite defensive when emailed for information about the directive. He passed my request for a risk assessment to the department's legal team, which made me feel I was doing the wrong thing by seeking the information I need to make an informed choice. Further requests were met with short, impersonal responses directing any inquiries to a vaccination email survey address and I was curtly informed that I would not even be allowed on school premises if I wasn't fully vaccinated. Furthermore, receiving repeated email and mobile phone messages from the department to complete the vaccination status survey weeks before it was due and during my vacation time felt pressured. My principal was overheard asking someone whether I was an 'antivaxxer' on the day mandates were announced when he saw me visibly distressed. No member of the administration team approached me at any time to check on my well-being.

As a mother and the main income earner in our family, the prospect of financial hardship for failing to comply with the mandate is real. My husband stays home to manage the demands of having a child with special needs and two younger siblings. If I were to lose my job, our main source of income, my husband would be forced to try to support us on the meagre income he makes from the small handyman business he recently started. We would face the prospect of losing our home, an inability to afford future medical care for our children (such as braces) and having to forego some allied health supports for our eldest.

I have previously suffered with post natal depression so I was able to recognise the psychological effects of the (impending) mandate and seek support. However, I was shocked when my psychologist diagnosed me with severe depression, anxiety and stress related to the mandate. In addition, I have also been diagnosed with PTSD from past medical treatment that has been exacerbated by the mandate. Since the mandates were announced, I struggle to eat, sleep, have lost weight and am suffering hair loss and a flare up of skin issues. I am short-tempered, teary and have had recurring panic attacks. My husband has also had his physical and emotional health impacted by the additional burden of caring for me as well as the worry of impending financial hardship.

I worry about the effect of these mandates on schools and students. I have seen first hand the disruption to students in classrooms caused by unforeseen staff changes and foresee this happening on a much larger scale next year. The existing teacher staff crisis will be magnified. The wealth of knowledge the education system is set to lose is irreplaceable; teacher mentors for practicum students and newly graduated teachers will be lost; staff shortages will be rife; collegial support networks will be disrupted; the onus on teachers who remain to take up the slack will be greater than it is already (in one of the most stressful jobs on the planet); increased distrust of those in authority by teachers who have been coerced into taking the vaccination to support their families...these consequences cannot simply be overlooked. I fear the department will be inundated with mental health claims caused by the stress this situation has created.

There are several viable alternatives to a blanket vaccine mandate and CHO's directive that would enable the education department to retain teachers, slow the spread of the virus and respect everyone's right to make their own informed choices. The overwhelming majority of educators are already vaccinated. The difference between this and a 100% vaccination rate is negligible at best. Many risk minimisation measures are already in place in schools, including thorough cleaning, maintaining good hygiene practices, social distancing and managing outbreaks swiftly. However, RA testing of staff during outbreaks, regardless of vaccination status, could also be considered. Providing scientific advice about risk minimisation would enable all students and employees to make informed decisions about how to best protect their health and the health of those around them rather than implement a 'one size fits all' approach that is not a good fit for some.

I implore you to scrap the education mandate and allow me to return to the job I love in a system that truly needs me, without being coerced into a medical procedure I don't want.

Educator 196

My name is S, and I am a female teacher in X. I am 38 years old, and I have been teaching for 17 years in primary schools in both Brisbane and X. For the past 15 years, my role has been in the Special Education field. Last year I also completed Masters studies in Guidance and Counselling in the hopes to pursue this area in the future. Supporting students with disabilities is my passion, along with enhancing relationships between school and home environments. For the past 8 years I have been involved in my school's P&C and have been the President for 3 years.

Not only have these mandates potentially taken my job, but also my ability to volunteer and support my school community. As P&C President, I have huge concerns with our ability to engage and maintain consistent volunteers in both our tuckshop and other fundraising events. We regularly struggle to fulfill these roles and these extra restrictions can only exasperate this.

My principal has been supportive and empathetic during this whole process. He has checked in on me and provided any support needed. He, however, has also been very honest in stating that he feels these mandates are beyond his control. I sent two emails requesting risk assessments for my setting and was told that these had been forwarded on but that I shouldn't expect a response as he didn't believe these documents existed. I find this unbelievable as we should be provided with this simple documentation when such a huge medical mandate has been imposed on the staff.

I have very personal and emotional reasons for wanting further information about these vaccines. Due to health issues this year, I feel that the vaccines currently on offer do not personally suit me. I have registered for a vaccine trial that more suits my personal beliefs and medical needs but feedback from teachers and other states indicates that this trial may not be accepted by the Department of Education in Queensland. This uncertainty has been very stressful and consuming. The restrictive timelines meant that the last two weeks of school, which are typically extremely busy, became stressful and overwhelming. In week 9 of term 4 when the mandates were announced I made a telephone counselling appointment with Lifeworks through the Employer Assistance Program. I found this appointment provided very little support for my mental health and provided no practical solutions other than to focus on my self-care.

In my school I am the only special education support teacher for the Prep-1 cohort. I link families with the school community, especially the new families beginning their school journey in Prep. Not being able to begin the 2022 school year will have huge impacts on our school's ability to support our new families and our new students, particularly those with special needs.

I believe these mandates do not take any consideration of personal circumstances or the medical needs of individuals. The Department have not replied to any of the requests for further information and have provided no support to staff members needing special consideration. My role in schools is to differentiate for my students based on their individual needs and I struggle to see how the Department is following these guidelines for their staff. I don't believe my medical needs have been addressed and instead I am being coerced into a medical procedure that I do not need to fulfill the requirements of my job. I am willing and able to work in 2022 and if given the chance would continue to serve the Department in the passionate and professional manner that I have for the past 17 years.

Educator 197

My name is C and I am a 49-year-old female primary school teacher. In my past 27 years of teaching I have transitioned between part time and full time while taking care of my young family of three children. I am currently full time at X State School in Gladstone, QLD and have been at this school full time for the past 4 years. Prior to that I was at X State School for 20 years. I have had a broad spectrum of teaching in a variety of specialist areas. These included Special Education Development Unit for hearing impaired, Distance Education, Environmental Education Centres, Support Teacher: Literacy and Numeracy, Visiting Mentor teacher for Learning Difficulties, Prep Teacher and Physical Education Teacher. I have loved each role and developed a passion for age-appropriate pedagogy and using movement and the environment in all learning opportunities. I have a Bachelor of Teaching and a Masters of Special Education. I enjoy self-education and spend many hours reading texts and researching teaching and learning approaches. I endeavour always to be the best version of myself as a teacher of integrity and compassion for children to enable them to experience learning in a natural and intentional way.

The current mandate from [REDACTED] Queensland to share my medical vaccination status in December has been quite confronting. The lack of complying to the mandates and threat to my ability to teach is upsetting. My principal has been sympathetic to my position but feels that her hands are tied as she also has to comply. The continued harassment of emails and texts around the Christmas period is inexcusable.

From Monday 10 January [REDACTED] asked to show-cause why they should not be suspended without pay. This has impacted considerably on my family circumstances. We have had to prepare to reduce a double income to one. Reduction of our house payments have now been reduced to the minimum. This will mean we will not own our home for a very long time. I still have three dependent children to care for as well. Considerable budget cuts are being made in the family and I am selling off most of my possessions to ensure we are able to manage home loan payments and house hold expenses.

Teaching is an extremely stressful job and this historically has taken a toll on my body with multiple care plans, recent back issues, stomach issues and undiagnosed skin rashes and itching despite skin biopsies. After specialist consults and dietary changes, I have been able to manage this until recently. The stress of loss of income and teaching career has reignited many health issues. In addition, the stress for my husband is also an unacceptable outcome of these mandates.

Teacher replacement in our area has always been in great demand and with the predicted staffing fallout it is anticipated that many classes will begin the year with no teacher. I understand that in my area alone there are multiple positions required for Physical Education teachers. Children need continuity and stability with familiar staff. Specialist lessons should not be sacrificed.

I would like Education Queensland to remove the mandates and implement a risk assessment analysis that takes into consideration the logistics of teaching students. I demand an end to all coercive measures by the government and Education Queensland that force people to take a COVID-19 vaccine or else be denied services, rights or employment. We need to end this invasion of our medical privacy and end the discrimination.

Since I was 8 years old I knew I wanted to be a teacher. I was born to teach and believe it has been my true calling. I have always been proud to be a teacher and never believed that I would be suspended without pay not because of inadequate teaching qualifications, skills or inappropriate actions but because I refuse to disclose my medical status and accept a medical intervention that is only in trial form. I love teaching but I love my freedom over my body more!

Educator 198

My name is A and I am a female primary teacher on the Sunshine Coast. I am 34 years old and have been teaching since I was 22. I received my Bachelor of Early Childhood, although I realised very quickly that the upper primary years was where my passion lay. 2021 was my 11th year teaching and I really hope it won't be my last!

After receiving the news firstly via the media, then shortly after an email from the Department of Education stating that I needed to be fully vaccinated before the return to work in 2022, my mental health has been severely impacted. My brain is in chaos, I am crying all the time, I am fighting with my family, I am so anxious and terrified for what the future holds. I am emotionally exhausted. I felt denial – surely this couldn't be correct. Children are the least vulnerable to COVID and surely we wouldn't be fired for not choosing to take a trial drug? I felt confused – I didn't understand why, I had lots of questions and no answers as the emails were unclear and no one else, including my principal, had any further information for me. I felt fear and isolation – I had no idea who in my school was pro vaccine and who wasn't. I knew it was a very contentious topic and was unsure what to do and who to talk to. I felt angry – how could someone tell me to take a trial drug and fire me for not complying? As the date of the first mandated shot loomed closer, I cried nearly every day. I was so confused and unsure. I was either coerced to have the vaccine against my will to save my job yet risk adverse reactions or I was forced to lose the job I've worked so hard for and love and become unemployed. No one should be bullied into a lose-lose situation! I am a single woman with two mortgages. I can't afford to lose my job! The decision not to receive the vaccine was an extremely difficult one to make, however, I have been backed into a corner and I will have to deal with the fallout it will cause in my life.

I am extremely concerned for the effect this mandate is going to have on schools and families. Beloved, experienced teachers are being forced to take leave or retire early. Schools are already hard to staff without teachers being refused entry to work. Supply and contract teachers often don't want the responsibility of full-time work and are often not as competent at the craft of teaching. Teacher aides are to teachers as sidekicks are to superheroes. Schools wouldn't function well without them. Teacher aides already don't get replaced when they are absent for a day or two. I am concerned that when teacher aides walk out the door due to the mandate, the government will not replace them. This would be a shame for not only teachers but mostly for the students who will miss out on one-on-one support and conversations to grow socially and academically. I am concerned for the schools and families if the vaccine is forced upon children. The number of children being pulled out and home-schooled will be unprecedented. As fantastic as parents are, they aren't teachers the majority of our children will not receive the well-rounded education they need and deserve.

All I want and would ask for is to keep my job! If I am not vaccinated, this affects no one. The point of a vaccine is to protect the person who takes it, therefore, I pose no threat to a vaccinated person as they are protected. Besides this, research has shown that children are the least affected demographic in the effects of COVID. I would be more than happy to complete a PCR test at the beginning of each week, like interstate travellers are currently having to do, to continue working. Ultimately, all that I ask is to be able to continue doing what I love and that is teaching the future generation so that they may become successful contributors to our society in the future.

Educator 199

My name is J, and I am a primary teacher with 32 years of experience. I worked full time in a private school in Gladstone. I am a qualified primary teacher (Dip Teach Prim) with a Graduate Diploma of Music (Prim) and am a qualified Kindy teacher (Diploma of Children's Services). I hold a Nominated Supervisors Certificate and am qualified to run a Kindergarten Service. I have taught in Victoria and in Queensland in the public and private sectors in a range of roles over the years.

I have taught as a classroom teacher and music specialist in a Special School and as a shared music specialist in both states. I have taught a range of grade levels in Primary, but my passion has been in early childhood, where I have worked for 20 years. I have also taught and directed the kindergarten in the private school where I currently work. For the past four years, I have taught Year 2 students, and my passion has been in working with children with special needs and seeing them regain their self-confidence and help them to feel loved, valued and successful. I have helped students close the gaps in their learning, to be "on fire" for learning and to make significant progress, surpassing expectations. I am a skilled and experienced teacher who loves my students and works tirelessly to see them flourish.

When my school was notified about the mandated vaccinations for all employees in Education the Principal, at my school, lobbied significantly to alert the public to the effects that this mandate will have on the school, staff and students as well as the wider school community. He is doing everything that he can to support his staff over the holiday break and encouraged unity and sensitivity within our [REDACTED] event division from occurring, as is the norm in society today.

The vaccine mandates have affected my husband and I greatly. The timing couldn't have been worse. When the initial memorandum came, it was the busiest time of the school year. Report card writing, Christmas and end of year events at school were all consuming and the advice to take the vaccine made the pressure overwhelming. It was extremely difficult to keep my composure at work as the emotional load of losing the relationships I had formed and losing the job that I loved was devastating. My husband [REDACTED] the injury and must compete for work in a largely contract-based sector. After his recovery he will also have to [REDACTED] jobs in our area. This will make it even more difficult for him to acquire work in an already very competitive contract-based industry.

The roll out of the vaccine mandates have had a significant effect on my husband's and my mental health. The pressure of an uncertain future has caused many heated arguments in our household and the coercion and negative comments from some work colleagues and well-meaning family and friends have also added to the stress. We still have a mortgage to pay and do not want to lose the home that we love and have worked so hard for. On some days, the pressure has been overwhelming. Also, in the week before the mandate deadline of 17th December, my husband and I lost a loved one who was very dear to us. Between the death and funeral, I was required to go to my classroom and clear out my belongings during this difficult time. I stood in my room and cried. The loss was utterly devastating. I am now struggling with depression.

I am deeply concerned about the impact that the forced vaccination mandate will have on remaining teachers, students, their families and the wider school community. My vaccinated colleagues, who will remain at school, will be overworked, under resourced and highly stressed due to staff deficits. There are many experienced and highly qualified teachers leaving whose skill, talent and passion for teaching will be impossible to replace. Our school will also lose administration staff, teacher aides and bus drivers. As the mandates for vaccinations were released near Christmas, it made it impossible for potential gaps in staffing to be identified and filled, putting the school community under great duress. Our principal's mental health is suffering as there is no rest in sight for him while he supports staff through his holiday break, scrambles to fulfil his governmental responsibilities and trying to access staff for 2022. After the compulsory vaccines were announced, a significant number of staff were in tears and struggled to stay composed as they soldiered on in their classrooms and other roles, knowing that they would probably not be back next year. Some felt great mental anguish as they were forced to put aside their concerns about the safety of the vaccinations to put food on their families' tables as theirs was the only source of family income. A pregnant teacher, expressed her apprehension about the potential effects for her baby, but felt she needed to take the job to "do the right thing". A staff member, with a young family, felt great fear before taking the vaccine but did so because she felt she had no other option.

The mental health of all staff is seriously at risk and these very real resourcing and mental issues will have a deep impact on the students and parents as well. The quality of staff and their years of experience and expertise lost because of the vaccine mandates will not easily be replaced and the resourcing for 2022 will be unmanageable. In Central Queensland, it is already difficult to attract high quality teachers and, whilst University students have been previously accessed in Queensland to fill staffing gaps, they will never replace the years of knowledge and skill that will be gone.

The cost of the vaccination mandate in terms of mental health and educational outcomes for students, will be devastating. I beseech you to retract this mandate and to restore teacher's jobs before it is too late.

Educator 200

My name is A. I am a female Teacher Aide of X, under term time contract. I am aged 36 and have been working in the Catholic system (Y and X) for 7 years. I am a university degree holder and a previous secondary school teacher specialising in Business and Economics from Hong Kong. As my aspiration in helping the special needs students, I have become a learning support teacher aide and started my career in this field seven years ago at a Y school.

I have first received an email informing the COVID vaccine mandate for all the school staff around early December 2021. The school required me to fill out a form and return by 17th December 2021 about our vaccine status and intention to get vaccinated.

However, I have just learnt that I fell pregnant on the 13th December, which on the 17th I returned the form and indicated that I would like to seek for medical advice first before deciding to take the vaccines. Shortly after, I received a phone call from the HR Office of X regarding this. To which, I explained to her that I would like to ask my Gynaecologist first before I make the decision; yet, my gynaecologist was already on holidays by then and would be back in early Jan 2022. Then, she said to me that even if I am going [REDACTED] vaccine by early Jan, I will not have enough time for the second one, as the school term will commence on the 23rd Jan 2022. She said (in her cold, harsh and intimidating tone) that in that case my work will be suspended. She also said that according to some sort of health guideline she got, pregnancy is not an exemption of vaccination. She then suggested me to see a GP. I just politely responded 'okay' to her.

Afterwards, I went to consult [REDACTED] 21, which she said to me that due to my early pregnancy being only 5 to 6 weeks, it was not advisable to get the COVID vaccines or any other kinds of medication. To which she gave me a medical certificate advising an exemption to the vaccines. After that, I emailed my medical certificate to the HR, but they quickly replied that the medical certificate is not sufficient to get an exemption, but I will need to request someone as a 'medical professional' to fill out an Australian Immunisation Register immunisation medical exemptions form. Basically, I see this as no way out. I am going to consult the GP again in early Jan as soon as she comes back from holidays.

This matter leads to substantial mental strain to me and my husband. As I am aged 36, which my husband and I have been having fertility issue for years that we were trying to conceive by IVF, we do not want to risk taking the vaccine causing potentially harm and miscarriage to our first baby, especially my late pregnancy. On 22nd December, I had experienced some vaginal bleeding so I went to another GP, where I did the blood test and ultra-sound. It shows a bit of perigestational hemorrhage. All these made me extremely anxious, which if I am to take the vaccines if it will worsen the situation. Or I suspected my condition can be caused by the stress I received by the matter of vaccine mandate.

Being a yearly-contractual school officer, my biggest fear is that the school will not renew my contract and perhaps will make up some excuses for that. I do not want to lose my job particularly I am expecting to start a family soon, where my husband and I will face financial hardship as to mortgage repayment, bills and all that.

I live in Q, a remote area in Northern Queensland. There has never been any Covid case in our greater region. I have no way seeing this as high risk for me and my students or anyone in the community as to contract the disease if everyone just wears a mask particularly if they have travelled to hotspots. On the contrary, cases have been increasing in other areas in Southern Queensland ever since the border is open even though they said only those who are double-vaccinated can enter the border. I highly doubt the effectiveness of the vaccine to prevent the disease. However, I will see this as a big concern as such mandatory policy to be implemented for school workers as many staff might choose to walk off their jobs, where the immediate effect is losing a lot of valuable good educators and support workers in our community. This is unfair for both the students and all the parties concerned in the community.

I am asking for the school staff mandatory requirement to be removed, as there is no proof that schools in Northern Queensland as high-risk area for the outbreak. Based on this situation, choosing for vaccination should be a voluntary decision.

I am no anti-vaxxer where I took the flu-shot and the hepatitis-shot to protect myself, my family, and the larger community. However, under my current circumstance, I am against the Covid-vaccine mandate. My biggest fear is losing my job due to my great passion in the education sector. I have started to engage in education sector for almost ten years. I will be really hard for me to look for another job in other industry. With the situation that I am going to have a family, I will be very difficult if I lose my job financially.

[REDACTED]

[REDACTED]

Educator 201

I would like to introduce myself as Mrs S. I am a 50 year old female and mum who has worked for the Department of Education for over 31 years. I have enjoyed the position of Business Manager at a school in X for the past 8 years. I have completed several courses during my working career some of which are: Certificate III, Asbestos Management Training, Corporate Card Training, Finance Training, Mandatory Training for the Department, First Aid, CPR, Anaphylaxis, Asthma, and various other professional development workshops. I have absolutely loved working for Education since I left school and had planned to stay in Education until I retire. I enjoy working in a school experiencing the amazing interactions daily with the principal, teachers, teacher aides, cleaners, schools officer, students and parents. I have a great rapport with my students and parents and have a very strong networking base with other schools, local businesses and within the department.

I was very disappointed when I contacted my Principal and asked for a risk assessment in relation to my position at the school and my ability to continue in that position in 2022 unvaccinated. I was advised to contact the vaccination email with any of my concerns and that the department would I'm sure be able to easily replace me. [REDACTED] chose not to get the COVID-19 vaccine. I was asked by some if I was anti-vaccine, which I explained I was not and that myself, husband, and children are up to date with all of our required immunisations. At this point, I am not agreeing to receive the COVID-19 vaccine and refuse to be told when and where I should be vaccinated by my employer.

My family relies on my income [REDACTED] the sole income earner as my husband is on a pension and I have three children. I am extremely [REDACTED] home and how I would continue to pay my mortgage and living expenses for my entire family. I never expected that 30 something years ago when I was encouraged to do the public service exam and get a job in government that it would all one day rely on me choosing not to be vaccinated in my private life.

My community and school rely on me heavily in my position as Business Manager and am often told by parents and staff that I am the glue that holds the school together. I have absolutely loved being the glue and developing amazing relationships and even friendships with the staff, parents, and students. The most amazing thing I love more than anything, is to run in to current or past students and their families around town and hear my name called out across the shop and a great big hello and how are you Mrs S.

Schools are amazing places and take all manner of people and systems to make work from very small to very large schools. As a Business Manager I believe that my work can be done within the confines of my office, with limited contact with the students. Students can be seen by Teacher Aides for any first aid issues and go directly to classrooms for signing in late and leaving early. I am still able to meet and greet parents and handle any issues as there is no mandate around parents coming onto the school grounds needing to be vaccinated. There could also be an option to work at home a few days a week with the support of the school community and school staff. All I was asking for is just an open line of communication and options for all members of staff.

During my time with Education, I have worked in Central Office, Regional Office, District Office, and Schools. I have loved every position and the managers and staff I have been fortunate enough to work with over the years. My positions in X have been the most rewarding as working in a small community is like no other. The love and compassion from community, staff, parents and especially students, is worth more than words could ever explain. If I have to leave my school forever it will be the saddest end to a part of my life, I was not quite ready to give up.

Educator 202

S, female, primary school teacher aid, Sunshine Coast, 53, 4 years casual, Bachelor of Arts degree and Cert 3 Certificate. My gift as an educator comes firstly from being a mum to two beautiful girls, who are both now in early high school, and having the experience of helping them through their primary school years, seeing where they struggled and excelled, and using that personal experience to in turn , help the primary school students at my school, achieve their best learning , knowing what works and what doesn't , how to make learning exciting and interesting, and communicating with the kids on their level and gaining their trust , making learning fun.

As far as I know, my employer does not know at this stage; after 3 years of working casually in the school, I was finally offered permanent hours next year, which I was so excited about and they were also, extremely pleased they could offer them to me. I had my meeting with them a couple of weeks before the mandate was announced and have had no further communication from the school with regards to my hours next year. The atmosphere at school was quite tense, as there were some teachers who were very vocal about being vaccinated and I found myself not wanting to be in the staff room at break times so as to avoid any uncomfortable discussions.

When the mandates were announced, I felt sick to my stomach, as I knew it meant the end of the job I love. My husband has been vaccinated, he works in aged care, and felt he had no choice as he would lose his job and we have a family of 4 to provide for. He is angry that I am not doing the same, and it has caused huge problems within our marriage, to the point where I don't know if our marriage will survive. Our daughters hear us argue every day about me losing my job, if I do not get the vaccination, and I have to explain to them, how important it is, that I don't feel coerced to do something to keep my job, I should have freedom of choice, to stand by my principles and fight for what I believe is right. We will struggle financially and I will have to try and find another job to help contribute towards our bills.

This has had a huge impact on my mental health and my family; I cry myself to sleep most nights and try and put on a brave face for my daughters, as I don't want them to be impacted by the stress and anxiety I feel every day. I can see they are worried about our family crumbling, and they have said to me, like my husband , why don't you just get the vaccination so we can get back to normal ? But in my gut, it just feels so wrong, and I need to honour my gut feeling and stand up for my own personal freedom and choice. I have had suicidal thoughts, and have confided in close friends. I am trying to remain positive but it is getting harder and harder every day.

I am concerned that the students and local community, are losing some amazing teachers, who have so much to give, and genuinely love their jobs and the children they teach. Some have been teaching for 20+ years, some have only just started, but all the teachers I know, who are now at risk of losing their jobs, have such integrity and a real sense of what is right and just , and this shows in their teaching methods . The children will lose these special people and will not have the opportunity to learn from their wisdom, it is just so sad for everyone, there are no winners in this situation, just losers.

I want the freedom to choose whether I get the covid vaccination or not. I do not want to be coerced or bullied into getting it to keep my job that I love. Most parents I speak to, are also against the mandating of teachers, and see little to no risk of their children being taught by unvaccinated teachers. Most of all I want to continue doing the job I love. 7) My final message is, let people choose and make decisions for their own health . These vaccinations should not be mandated and the government needs to take a step back. As Scott Morrison recently said, let people take control of their own lives, free of coercion and over reach from the state governments. Australia is a democracy, so let us be free.

Educator 203

L -Female, aged 62 yrs.

Self Employed with Family day care as Educator and Business owner/mentor- Enhance Queensland Plus Educator with G8 Education X in Town G, previous employment with Department of Community Services Challenging behaviour Disability Services, Youth Work and Child Protection.

I have 23 years exp. Advanced Diploma, 2x Diploma, 3 x Certificate 3.

Some of My GIFTS are that I am positive, outgoing, loving, caring, very experience in assisting children with positive self Identity, guiding all forms of behaviour in a positive way. Recite own songs and extremely creative in setting up aesthetically beautiful social emotive scenes for children to engage & interact with, thus

Response from both G8 Employer- is that I have been stood down without pay\Family Day care-Cant trade under their banner, thus parents no longer receive CCR, Childcare Rebate.

The mandates have affected me greatly, bringing to the forefront PTSD which I unfortunately have from an incident in my Teenage years. At times I feel unsafe in the world, and find it stressful to go shopping etc, with all the new rules and regulations. I am stressed about being able to pay my mortgage with in which I have sole responsibility. I am losing sleep, forced to rent rooms out to try to cover some of the many of [REDACTED] have lost many friends, as feel less communicative. The Mandates have greatly impacted my [REDACTED] family. Especially my sons whom are finding the situation difficult, thus wont talk about it, adding more pressure and I am worried about how they are managing their Mental Health.

My mental health has vastly suffered, triggering PTSD. I worry it will trigger the Auto Immune Disease I have (Lymphocytic Colitis..which in turn will have grave effects on my already ailing health). Feeling on many occasions, segregated, discriminated against, helpless and like an outsider in a country I love. I have much concerns for this great country..as see the Mandates affect so many people in various ways.

I am concerned for my students especially the stress my work situation has caused their families, thus impaction their own relationships with them, and their sense of safety & wellbeing. I am concerned that they have much less community support in a time in which this is greatly required.

I am asking that the Mandates STOP so many more are not forced to close their businesses, loose their livelihoods over bodily Autonomy, so that many can be saved before they too are a casualty.

That the segregation and Discrimination stops..and all unite. I want that the drug companies produce the documentation the courts have asked for in January 2022. I ask that the media publicise more reports with an open honest view.

I wish for Australia to be great again..and that love, trust, unity can be restored.

Educator 204

My name is K. I am a 36 year old Kiwi born in New Zealand who migrated to Australia in 2008. I am a single mother to my son K (16) and daughter T (11). I have worked full time since 2003 when I left high school in the Early childhood sector in New Zealand and Australia. Studying my qualifications while working full time and raising a family. I live in Brisbane and have worked in areas such as Bray Park and north as Woodford.

I started my career in New Zealand where I grew up. I was bilingual by the time I moved to Australia in 2008. Then I completed my Diploma in Early Childhood Education (ECE) and Bachelor of ECE. I have not only taught children in Australia for the last 14 years, I have also supported families through traumatic times, support families through domestic violence, advocated for children who needed specialised help and diagnoses, built children's resilience and ability to emotionally connect with others as well as get children ready for the school system which their families alone are not able to do. In my career I ran services, mentored other educators in day to day running as well as through the governments rating and assessment system. I have supported others into the industry and through their studies in their cert [REDACTED] Bachelor of ECE.

When the mandate came in for ECE to have their first vaccine by 17th December, everyone in the service went quiet. We were given a post on Microsoft teams (the way our service communicates in house), with a nine news link to Anastasia demanding us to be jabbed if we wanted to keep working in our current jobs. One of our [REDACTED] commented on the post asking us all to send our vaccine proof to the Centre Director before [REDACTED] could be rostered on the following roster. I commented on this post saying I would like to see what happens after the 17th if we weren't vaccinated. The owner acknowledged my post and wrote back that he was happy to discuss further if I wanted to with his phone number. This must have alerted others that I wasn't vaccinated, so other staff started approaching me. Three of us, Me, Early Childhood Teacher (ECT), the chef and a float staff collaborated on a letter that we signed and handed to our Centre Director who handed it onto the owners. One owner tried to call all three of us while we were all at work that day to discuss matters. We never got a reply to our letter which asked why we needed to be vaccinated when the reason Anastasia gave didn't make any sense, and if we were to get a reaction from the medical trial, would they financially support us if we couldn't return to work as they were making us get it to keep hours. The silence continued for another few weeks until the Centre Director came around asking us one by one if we would be able to work past the 17th December as she needed to roster. I said I was happy to work, but wouldn't have my first shot by then. I then later that day received shifts leading right up until 24th December. Again silence. Our 2IC who was very pro the vaccine stopped talking to me and became very short and nasty if she had to speak to me. On Thursday 16th December I started work with a busy morning of gossip saying we may not be able to work on Friday 17th as I thought was assumed as the mandate started at 5am 17th. The Centre Director came around at lunchtime nearly in tears saying she might not be able to let me work on Friday 17th as the mandate starts at 5am. The educational leader later spoke to me on my lunch break and said I would be able to work Friday 17th and they would "play dumb" if anyone checked as they couldn't staff the service without the 4 of us no vaccinated being on the roster. We all finished our shift on Friday with not even a thank you. I left my room with \$1000 worth of my own money in resources left in the room for the children. No one has told me I will "lose my job", I am just on leave without pay. As previously said, I wasn't spoken to much. This has massively impacted my family as I am currently going through citizenship in Australia. I need a clean bill of health to get citizenship for me and my children which is one reason why I can't afford to participate in a clinical trial. I also am a single mother with no security if I lose my job, so I need to find new employment to keep a roof over our heads and food in my children's tummies.

This mandate has caused many sleepless nights. I actually booked in to get the first jab on 10th December and that night I didn't sleep and went to work crying at nothing. I was a mess, I stopped eating. The thought of going into that hospital made me physically sick. I cancelled the appointment and felt a lot better, but still stressed about what this meant for my future and my children. My

parents back in New Zealand couldn't understand my point of view. They stopped talking to me as I wouldn't take the vaccine.

I told the children in my class that I wouldn't see the year out with them. They all cried. They couldn't understand at 4 and 5 years old why their teacher they had had all year couldn't stay and play anymore.

I want people to have a choice. The mass hysteria has to stop! The children are the ones suffering here! Their teachers have disappeared, their parents are losing their jobs, some children have lost their parents to adverse reactions. Why can't we choose to take an experimental drug? In childcare we aren't forced to take the flu shot every year, that's not a trial vaccine. We're not forced to take the whooping cough needle, and unlike Covid, whooping cough is fatal in children. This country has really lost its way, and with an education sector that is already failing our children and struggling to keep passionate teachers who definitely don't work for the money, this vaccine has destroyed the sector. It's not noticeable right now as most are on holidays, but once the school year starts and children return to early childhood, [REDACTED] school hours care and school, it will really show the damage that has been done by forcing an experimental drug onto people who for whatever reason are willing to walk away from their passion.

[REDACTED]

Educator 205

I'm B, 45-year-old mother and I work fulltime in the Independent School sector in the Central Queensland region. I am a Teaching Assistant in our Secondary School and Special Needs Unit as well as facilitating extracurricular programs for Primary students. I am also a faculty advisor for a community-based school club, part time bus driver and WHS rep. I hold a Certificate 3 in Education Support, first aid and other relevant certificates to my role. I have been employed for 4 years and in this time, I have worked from Prep- Year 12. For 4 years prior I was an active volunteer and P&C member. For the past 8 years I have been making valuable contributions to my school community. My gift as an educator is my ability to connect with my students. To be available to them for support and guidance or just to listen. My adaptability and strength is seen by them in a positive light building them up. This is what I do.

The initial response from my employer was one of compliance. Limited understanding for individuals and hesitancy in relation to discussing alternatives to the mandates. Survey to fill in, emails and now no response. Concerns for legal implications from not complying with the Health Directive mandates is their main concern.

I have chosen not to receive [REDACTED] and therefore face the reality of losing the job I love. The impact from these mandates on myself and my family has been immense. Uncertainty for our financial future, my children's education, general life stability are all real problems I am facing. As a single income family, I am constantly worried and waiting for the new year to learn my employment fate is horrible.

The mandates have put immense pressure on my family unit. Anxiety is at an all-time high for myself and my children. Tears are [REDACTED] what our future will look like. For my children the uncertainty of if they will have a school to return to and what it will look like have profound effects on their mental health. Can I trust the system with my children, are they worthy of them? What do I do now? Questions are always on my mind. We are all trying to manage insomnia, anxiety and fear. Our collective strength is drawn on daily to cope with and to maintain our mental health through this period. It is exhausting.

In rural Queensland education staff turnover is high and replacements are difficult to find. Many positions remain unfilled for long periods of time and this puts extra pressure on staff. Workloads are ever increasing and education workers are exhausted.

Due to the current vaccination mandates the losses we are seeing in education settings within our region will impact the students and the wider community. From childcare to year 12 the impacts will be devastating. I am concerned that the schools will not be able to cope with the demands imposed by the introduction of these mandates. They barely managed before. Students will suffer, communities will suffer.

Education is so much more than a classroom. I am a support person for students throughout the year and relationships are forged through highs and lows. These relationships are vital for the wellbeing of students as they grow into life. I am concerned for the students as they lose the support they require. What happens to the student that feels suicidal today? What happens to the student who feels sad and alone, the student that struggles with social interaction? When the support system is no longer available, who do they turn to? I will no longer be there to support them. It truly scares me.

I would like for the government to understand the impacts of these vaccination mandates on a system already at breaking point. Children are watching, they see and they feel the world around them and we need them to see a positive and fair future.

I would ask that these health directive vaccination mandates are offered without coercion and freely to those who decide to take them with no punishments for those that choose not to. No Australian should have to have a medical procedure to maintain their employment. I want to keep my job and continue the work I love, to make a difference in the lives of our young people. I want to live my purpose, free to choose, Australian.

Be the reason the community chose you. Live your truth.

Educator 206

My name is J and I have been working in the primary school sector for 21 years since completing a Bachelor of Education. In this time, I have been working in Brisbane areas. I stepped out of the classroom and into Special Education about 9 years ago when my HOSES and Principal at the time recognised how I was able to cater for every student and their needs holistically in my classroom. I had been working in Yr 1 and 2 for the majority of my career and differentiated across reading, writing, handwriting and maths in small groups or individually.

I feel that I have a couple of gifts when it comes to teaching. My first gift has been the ability to get into each student's head and understand their explicit needs and abilities in order to create their own individual learning journey. I also am gifted with patience and the ability to intuitively know what makes students tick. I have helped kids catch up to peers when they were a year or more behind. I found my passion working in SEP and have thrived ever since my transition to this role. I think outside the box and am able to truly understand these kids and their needs. I particularly have loved working with the most challenging students helping them to understand their needs and identify and develop strategies to cope [REDACTED] themselves. I am particularly skilled at working with teachers to help them see outside the box and shift their mindsets and classroom management to cater for all students in their care.

I am concerned about the response from Education Queensland. I have not received information or answers from the Department [REDACTED] questions despite repeatedly requesting this. I have, however, spoken with my principal [REDACTED] around my concerns and questions and provided some assistance and suggestions.

These mandates have caused high anxiety in both myself and my family with the intense pressure of being required to take these vaccinations within a shortened timeframe to be able to keep my job. We were not given sufficient time to properly research and find information regarding its safety and efficacy. As a family, we had decided to look into the long-term data and information before making a decision, particularly seeing as though Education and schools have been a "low-risk" environment since January 2020. My anxiety around this began when I was unable to wear a mask and had been given exemption. My upline repeatedly requested meetings to discuss this and that I "wear a yellow star to show everyone that I cannot wear a mask". This prior experience had caused me to feel overwhelmed and panicked each time I was asked to attend another "meeting" or when I was approached by an admin person. I have had high blood pressure for some time, and have not felt supported by my administration team. When I found out about the mandate via that DG email recently it caused an extreme health incident. The Dr took my reading as 230 over 125. My family have been extremely concerned about my health as a result and the pressure to comply with taking this vaccination in order to keep my job. My children worry we will lose our home as we are seeing more frequently over this last year.

I am concerned about how the loss of so many skilled and experienced teachers will impact students and school communities. Schools already struggle to find relief staff to cover classes when a teacher is away. It will likely result in larger class sizes and less time for students to receive some individual time to focus on learning and specific needs. The loss of familiar key staff in student's lives will have a massive impact. I have worked hard to get to know students with high needs across years levels to support in a variety of in school contexts as well as to specifically support students on my case load in 2022. I have insights into some SEP students and understand how they need to be best supported moving forward. For example, who needs assistance in self-regulation or how to implement a specific strategy as a coping mechanism for being overwhelmed. I have spent time working on identifying triggers or early warning signs for an imminent meltdown with some students. It takes time for people to develop these skills and to have the patience to work through these things with heightened students in the correct or most productive way.

Over the last 2 years we have seen education and school settings classified as “low risk” settings. We worked through this time with minimal to no impact on our community and students. I am asking that every person’s individual choice around their health and medical status left up to them to decide. It is not up to anybody else if we are vaccinated or not. Vaccinations should not be mandated. I do not care if someone is vaccinated or not and nobody should be penalised or ousted from society for their personal informed choice on a medical procedure, treatment or vaccination.

[REDACTED]

[REDACTED]

Educator 207

I began teaching in 1993 (B Ed) - 28 years. *full time Primary school teacher Gold Coast *a specialist LOTE Japanese language teacher. *specialist Science teacher. *Experienced Senior Teacher EST2. In 2021 I turned 64. At the age of 29, I was a single mother at university with 3 very young children. I wrote assignments by hand or by electronic typewriter! BC - before computers. It was not easy. Even with my young children, when I began teaching, I gave my heart and soul to my job. My children saw my dedication. They have all got successful careers and my grandchildren see me as a role model. I am proud of my career. I have upheld high standards, rigour, loyalty and dedication. When I felt burned out by the demands of the job, I personally took on the cost of a move to Brisbane to see if a change would help. Could I go back to being a legal secretary? Instead, I registered for relief teaching and got non-stop work. I was reinvigorated. Short return back north (Townsville), then a permanent transfer to Brisbane. My husband and I then relocated to the Gold Coast and we both planned to be relief teachers when we retired. We are fit, healthy and not ready to retire. Even these mandates will not stop us finding some kind of employment as we still have much to contribute. I have spent hours of my own (unpaid) time: reading, planning, shopping for resources, making resources at home, purchasing subscriptions [REDACTED] ources, printing, laminating, cutting out name labels, small group activities, visual resources for the classroom, buying prizes. My job has consumed my identity. I am a helper, people person, peacemaker, dedicated, love learning, and extremely empathetic. I treat everyone as I would like to be treated. That is difficult at times as children are so unfair when they misbehave, often acting out of their inability to process problems in their lives. They need our help to regulate their emotions or [REDACTED] points of view. I am trained and experienced in delivering problem-solving and regu [REDACTED] is one of my gifts, from my caring nature and my wealth of experience.

My last day at school this year was one of the worst of my life! I finally broke on this day! I was distraught, angry and deeply grieved, aware that this could be the last day of my career! Education Queensland had sent an email on that last day, Friday, that all teachers who were not double-vaccinated had to remove all of their personal property out of the school, as we would not be allowed on the school grounds again in the new year, unless we get double-vaccinated. I had a significant amount of personal property to move. My husband came with a trailer. The email was so insulting! So ungrateful! So illogical: the teachers who are vaccinated can still catch and spread Sars Covi-2! My health choice is personal. I take very effective precautions for my immune system, and this makes me no extra threat to anyone. My request for a Risk Assessment from my Principal that relates to my current role at my school was not forthcoming. -standard response that looked like it was from HR of Education Qld. -no special school-based risk assessment. My Principal shared verbally that we were "both pawns" (her words) in the system and this mandate thing was simply political. I felt a strong feeling of coercion for getting vaccinated and I felt that I was letting the school down. The mandates are impacting my mental health and my time. Instead of having a much deserved holiday after a very busy year, I have been consumed with how to respond to these mandates. What can I do to influence a more reasonable outcome? We still have a mortgage. I am looking at other ways to earn an income, by retraining or starting a business. My husband has a work contract at an independent school next year, but we do not expect that will still be available due to his vaccination status. I recently gifted my daughter a significant lump sum out of my superannuation to help her get into the property market in Melbourne. She is single. I need to keep working to replenish our Superannuation (mortgage also) plus provide for our needs. My husband does not sleep well.

I am deeply concerned for Qld schools next year. There will not be enough teachers who are sufficiently qualified to deal with the many challenges of the job (nor enough teaching specialists!) Will my school find another Japanese language teacher for 2022? If the government cared about the best outcomes for students, they would not be doing this. One size does not fit all, in health or in education. I am appalled at the message that we are giving the children. We teach that discrimination is not acceptable. And here we have a model of discrimination that is acceptable for the government, although it makes no sense. If the vaccinations provided immunity, then possibly the mandates could have some merit. However, they lead to discrimination, which is unacceptable. We either want a free

society or we lose our freedoms (our body, our choice) and hand them over. Freedoms once lost are very difficult to retrieve.

The Prime Minister said many times that there would be no mandates. I want no mandates. We need to learn to live with Sars Covi-2. Omicron is the dominant weak variant currently spreading. Reports of recovery from Omicron are that it is a 2-3 day cold-like illness. This is very encouraging that this Covid-19 "crisis" will soon be over. But the effects of the discrimination that has been mandated will remain, unless mandates stop.

I want doctors to be allowed to treat patients without fear of reprisal. Censorship of scientific debate needs to end. Nurses, doctors, police, paramedics, fire workers, teachers; all front-line workers need to be reinstated.

[REDACTED]

[REDACTED]

Educator 208

Hi my name is S, I am a male special education teacher and have been for 16 years on the Sunshine Coast. I have a bachelor of social science, post graduate in education and graduate certificate in special education. I have been working in the primary school setting most of my career as a special needs teacher. My gift I can offer to the kids and other teachers I work with is my compassion, patience and understanding. As an educator I bring in my desire for well being into how children relate to the world and I use these principles to ensure kids are feeling safe and well to then be able to learn.

The correspondence I have received has been very much sincere from my own principal however it was then just a directive from the department of education where the humanism was quickly not existent. I instantly felt like a number and it did seem to matter what I sent them.

The mandates have impacted me greatly I am a single parent and still live with my own parents and my plans to have my own place again feel like a long way away. My sense of job and financial freedom feels taken away. I have definitely been coerced to take the vaccine or lose my job which is where I feel it doesn't matter what you done and how long you have been an educator to the eyes of the department your replaceable.

The impact mental this has had on myself and my family has not been great, not knowing what is going to happen has stressful and not to mention the idea of being unemployed. My family have seen me have to keep some sense of normality but my kids are older and I know that they sense I am struggling I am also very honest about what is happening too.

My concerns for my students is that I know longer get to work with them again, my relationship and connection with students with disabilities requires a lot of my presence and for me to earn there trust not just as there teacher but friend and I have worked with some of these students for years and continue to as the relationship is established. My concern for the community is that the parents are leaving because of the mandates and that it's also creating tension in the community itself people are being wronged for the medical decisions.

I am asking for the government to base there decisions on the individual circumstances and choice not on a greater good principle because government say that what they are, but we all know it usually to push an agenda. What I would like to see happen is that the education department realises that un vaxxed are not unsafe around children and we pose no risk what so ever. I want school leadership realise we have been working in schools with freedom of choice for last 2 years without any issues. I want to see the mandates end for ever not just for my self but my children and all the children out there.

My final message is to have hope and faith, hope that we as human beings we will see through the agenda and rise above and stay strong in what we believe and feel is the truth and we lead with our hearts. I have faith that what I am doing with collective is creating a future for ourselves and the children.

Educator 209

My name is K, I am a 21 year old female who has been working as a sales assistant in a High School tuck-shop in Wide Bay, Queensland on a casual basis for the past 9 months. Where I served students and staff and assisted with prep work and cleaning in the tuck-shop.

When the mandates were announced for education, I had a meeting with my immediate bosses. They informed me of the Queensland Government Education mandate and even though they appreciated my position on not wanting to take the covid vaccine, they have to follow the directions of the Queensland Government meaning that as of the 17th January 2022, I am unable to go to work unless I am fully vaccinated.

The mandates have negatively impacted my family as in addition to my not being able to work due to not taking the covid vaccine, my younger brother is also unable to continue in his job as a pharmacy sales assistant due to the healthcare worker mandates. It has been a stressful time for our family as my parents are helping my brother and I to meet our financial commitments.

I have Autism, a Speech and Language Impairment, Anxiety and Depression. I had struggled to find work since graduating from High School in 2018. This job boosted my self-esteem and my sense of self worth. Since the mandate was announced, I have struggled to sleep, I am more anxious and my autistic traits are more pronounced and more frequent.

My main concern with the [REDACTED] education, but in all front line jobs is that passionate and dedicated educators and other essential workers who have dedicated many, many years to study and professional development are unable to work in their chosen fields. This is placing students and our wider community at a major disadvantage and serious risk of harm.

I am asking that the vaccine mandates across all sectors in order for people to go to work be repealed. I am also asking for those who have been put off work to be fully compensated for their loss of wages and be able to resume their jobs.

Educator 210

My name is E. I am 37 years old and have been a teacher for the last 16 years and am currently working relief in M Qld. My entire childhood/ young adult years all I ever wanted to do was become a teacher. I studied my bachelor of learning management and since 2006 have been employed since as a teacher to some degree. I am now at a loss of what I will do.

As the mandate has stated that as of the 23/01/2022 I will no longer have a position in relief due to my personal choices not to take the vaccination. As a single mother of 4 children my job is both my livelihood and the sole income to support my children who are 11, 9, 8 and 5. As a casual relief teacher you may think that a "casual position" is not a stable income but I can assure you that as I am very good at what I do and have a passion for it I work every day which is a great source of income... until now. I now have no capacity to keep my family afloat, as I have no desire to get vaccinated, which is still supposed to be my choice.

I am extremely stressed and worried about how I am going to educate, feed, clothe and look after my kids and myself. Since I have found out that I no longer have a job coming into the new year I have suffered from, anxiety, severe panic attacks, vertigo, weight loss, heart palpitations, and severe emotional anguish as I realise that if something doesn't change I will be in real financial trouble.

As a very sought after relief teacher I worry that there will be minimal replacement for teachers that are sick. All I am asking for is my choice to be vaccination free and have my job back. I don't care if I have to have an antigen test and wear a mask, I will do it every single day if it means having my job back and providing for my family. I personally know that I am a very healthy, strong, woman with an extremely strong immune system. I work for the sick because I NEVER get sick.

Please don't ask me to take a vaccination in order to keep a job that I worked very hard to get, paid a lot of money get myself through the degree, sacrificed work and money for the years it took me to complete, and something that I pride myself on being very good at. Like I said all I ever wanted was to be a teacher and now because of my right to make choices for myself that are neither illegal nor detrimental to anyone else, I cannot continue to do what I know is my calling in life.

Please help us do the right thing and change this mandate.

Educator 211

I graduated in 1991 with a Diploma of Teaching (Primary). I have taught in both the state and private sector throughout Queensland and for a few months in Victoria. I have worked as a Primary School Classroom Teacher, specialist Physical Education teacher from Prep to Year 10, Head of Primary Physical Education, After School Sport Coordinator, Primary Teacher Non-Contact Release for a number of subjects, Relief Teacher for Prep to Year 12 and Primary Distance Education Teacher and Curriculum Writer.

I have been with my current private sector employer since 2009. It is a Day and Distance Education School located in M, Queensland. Most recently I worked full time as the Year 2 Distance Education Teacher and Health and Physical Education Curriculum Writer for Prep to Year 6.

I have confirmed repeatedly with my employer that I am ready, willing and able to complete my teaching and curriculum writing role in 2022. I strongly believe that despite the mandate that as a Distance Education Teacher and Curriculum Writer that I could have continued my work effectively from a remote location.

I have a strong work ethic and am dedicated to my students and families, particularly those that live remotely and have limited education options. I worked most nights and every weekend to give my best to them. My real gift though, I think is in my development and encouragement of other staff. I am known for always being available to answer questions, demonstrate, moderate, investigate and give any assistance needed.

I have spent a lot of time in prayer, research, thought and discussion. I have decided to not be vaccinated with the current vaccines. Financially, my family rely heavily on my income. My husband and son suffer from mental health issues that have been made a lot worse by our uncertain financial future. It caused me a great deal of stress worrying about letting down the other teachers in my team who rely on me as the more experienced teacher. I also found it hard to watch so many colleagues go through similar struggles and hold them as they cried before going to get a vaccine that they didn't want so that they could keep their job. I have had sleepless nights, anxiety, chest pain and racing heart, felt completely overwhelmed leaving me shaking and in tears. I have sort medical advice and been diagnosed as 'stressed' but am unable to get an appointment with a psychologist for at least six months. I have been advised to seek support by going online to Beyond Blue. I requested to take my owed Long Service Leave and been granted 2 weeks of it.

On the 30/11, we received an email from our school asking us to advise the Principal immediately if not planning to be vaccinated. On the 6/12, we were advised by email that we were required to complete a form advising our status by 9am, December 8th. On the 13/12, we were sent a copy of the vaccination Staff Directions Policy and told that we were required to provide Certificate Evidence, by the first work day on or after December 17th, and if not vaccinated then to make a final confirmation to the College by 17 December. No one who has sent their final confirmation has received any response. We don't know whether we have already been fired as of December 17, are on unpaid leave and for how long (stopping us from taking up other employment) or what is going on. The premise for all contact has been that they need to know so that they can organise staff to replace us for the start of 2022. We feel completely uncared for.

I have grave concerns for the long-term health of vaccinated colleagues and friends. I am particularly worried about children being vaccinated. I have already heard of friend's children being bullied and segregated for not wanting to be vaccinated. It worries me how this will escalate when students are all back at school together. Two colleagues were abused by another staff member who overheard their conversation about not getting vaccinated. It also concerns me that vaccinated people will not take basic health precautions because they are 'safe' and that their immune systems will not be able to handle other infections they come in contact with.

My greatest wish would be to go back in time and for the mandate to not have been introduced. I'm not sure where we go from here as the way it has been done has made it an extremely divisive issue and has turned people against each other. There is so much conflicting information available that makes it hard for people to make informed decisions. I think that the mandate should be repealed, that people should be able to return to work and that all levels of Government and Health Departments should give consistent, accurate, unsensationalised information.

[REDACTED]

[REDACTED]

Educator 212

My name is A. I am a 51 year old female working as a Teacher's Aide at a school in Gladstone Region, Queensland. I started there as a volunteer in my youngest child's class to assist with those who struggled with reading and was fortunate to gain a position on a part time basis after filling in as a casual replacement when other staff were on longer breaks. I have a Certificate III in Children's Services and I am looking at further education to gain a higher qualification to potentially expand my role.

At the beginning of 2022 I shall be commencing my 7th year as a Teacher's Aide. This is not just a job to me, I have worked in many fields but this is a field in which I believe I have excelled. I have managed over the years of working with primary school students to build a fantastic rapport with many of the tricky kids. On many occasions I have managed to divert a difficult situation into one where all parties can move on from potential anger to a calm outcome. Coming from a large family and watching my mum work her magic is where I have gained this skill and it is a skill that I have witnessed the kids that I teach use as well.

During the final weeks of the 2021 school year, I found it very hard to be positive when the vaccination mandate was announced, and my mental health has suffered since. I did not have a conversation with my principal regarding the mandate as I find him quite unapproachable. I understand that he is only enforcing the rule, but he has made his point of view quite clear in emails sent out to the staff.

I have done everything I can to ensure that my own immune system is up to scratch to combat the virus should I encounter it. I am fit, healthy and taking the required supplements to boost my defences as suggested by my medical practitioner.

In my immediate family, being my partner and 2 adult children, we have had many discussions regarding the injection but unfortunately, my only option was to have it. I have been given not a choice, I have been given an ultimatum - No jab, no job. My partner and I have always done things together, a one in all in approach. He has not yet been mandated but chose to support me by also having it. I am saddened that I have been coerced into this and the knock-on effect it has had with my family members. I feel less safe than if I had not had it at all. I am also saddened that my daughter, who is 19 years old, had the vaccination (not yet mandated in her industry) also in support of me. I wonder about her future, the unknown effects it will have on her especially with not longitudinal or intergenerational data to consult.

I have concerns also for the students that will feel the impact of these mandates particularly if a large proportion of staff are stood down due to holding the line and not being coerced. I worry about the mental health of teachers and teacher's aides that felt that there was no other option but to surrender their bodily autonomy. We all need to pay bills, we all need to put food on the table, but this is not the only reason we have conceded to this. Many have done it so they can continue to educate as best they can even if they are feeling unsupported by those around them. This is how I feel. Unsupported. How can I give my best every day to the little people that need it when I feel so let down?

I can't change what already is, but I can hope that changes are made for the betterment of future outcomes. I want to see broad, open and transparent discussions regarding these vaccinations, and I want to see fair treatment of all staff in education, something that is currently not there. It seems to be US vs THEM not only in life outside of school but also inside the school grounds and this needs to change. You can make that happen.

Educator 212

I am a teacher... Or I was. I am 33 years old and this year has been an intense year of extreme highs and devastating lows. I am a teacher on the Gold Coast and I love my job - I love the kids and watching them succeed. I have studied for over 10 years to hone my knowledge and hold 3, almost 4, degrees - Bachelor of Business, Grad Dip in Teaching and Learning, Master in Education (Leadership and Management) and almost a Master in Education (Guidance and Counselling) where I have one subject to complete to achieve this. I have completed my rural service for the Department spending my time in Mount Isa... doing my part and was able to transfer home to the Gold Coast just two years ago. My partner, is also a teacher... unfortunately....

When we returned to the Gold Coast in 2019, we decided to start our family. My partner and I did 2 rounds of IVF, four transfers and finally in 2021 we welcomed our first born - a son. We are currently on maternity leave and I was meant to return to work at the start of 2022 to pay for the IVF bills that we have accumulated (over \$50,000) as well as the mortgage that we have just signed up to. That was until a mandate from Ms. Palaszczuk was released just as my timetable was released for 2022. I was devastated. I cried and cried. We had so many problems getting pregnant, I do not want to get anything in my body until I have had my next baby. Even though they say that it has been investigated and it is safe for me and my child, I still want control over my body, beliefs and what I want to put into it. My partner is supportive and included in this notion.

I suffer from Anxiety and Depression. I was in a good place mentally until the mandate for teacher vaccination was released. I am now in a position where my anxiety has never ever been higher and my moods are dark and emotional. My partner has also decided to be free from vaccine until our second child is born and we can reassess. It has been an incredibly stressful time trying to figure out what we are going to after being pushed into a corner and losing our jobs over having no option but to get a vaccine that neither of us want. While we were meant to be enjoying our time with our beautiful new son, we were worried about where we were going to be accessing a paycheque to feed him in 2022.

I want to be able to have a choice. I know 10 or more teachers at my school who hate their job, and the kids know it. I love my job so much but I am being forced out due to a decision I made and a choice that is not approved by the Government. My employer cannot produce a risk assessment to let me know the risk I pose to other people because I don't pose a risk to others- only to myself by being unvaccinated. They simply ignore the actual risk and follow a mandate that was not appropriately thought out and unfortunately, renders my family with nil income in 2022. I want to be able to work, to provide for my family and to succeed at something that I love. I am 33 and potentially have another 30 years of teaching remaining however, today I am forced to change my career path and income for my family. My partner is 35 and potentially has the same amount of teaching remaining in their career.

In 2022 we will be looking for alternative work. What I want to see is an appropriate risk assessment released, the ability to take a Rapid Antigen Test to go to work and provide for my family, the ability to decide what I put in my body and for it to be accepted in society as a choice. For now... we feel as though we are pariahs in our own community. We have lost friends, had disagreements with family and stopped earning money, stopped paying taxes and stopped spending money in our community. We want to work! You have taken our ability to contribute and provide for our son without giving alternative options such as taking a RAT before work and wearing PPE. We have a mortgage we cant afford now, and we have IVF bills we are in debt for...

I love my job... I want to work... I will take a RAT before my shift... I will wear PPE. Please change the mandate and make it more flexible for people who want to be able to choose.

Educator 213

My name is K and I have been a Teachers Aide for 20 years within the public sector, preschool through to high schools. Previously a Childcare worker from leaving high school. I love working with students and have dedicated my life, from children with disabilities, EALD, students in care, low academic students as well as general students. I have a Certificate 3 in Children's Services, Certificate 4 in Education Support plus many other personal development courses eg sign language.

I've worked hard over the years eventually working my way up to organising my own staff and programs within our High School. I was someone Teachers, Deputy's and Students relied on. Some of my duties was to test new students to see what programs would best suit them and provide detailed feedback, care for students unable to cope within a classroom setting, provide knowledge of reading and Literacy programs which I coordinated.

I loved every minute of my employment and was devastated when I received an email from Education Queensland stating I would no longer be able to work in the career I love due to the vaccine mandates. I spoke to the union and our [REDACTED] manager regarding this mandate and they were unable to offer any guidance. Due to my health concerns, my employer knew I was unable to comply to this mandate and was told to use my Long Service Leave, which I did.

This Mandate has caused undue stress to me and my family. My mental health has deteriorated due to unknowing what my future [REDACTED] knowing I am unable to undergo the vaccination I am facing losing a career I love. Not [REDACTED] employed, I also worry about our students and not being able to provide the support they deserve. Many students rely on certain staff they feel comfortable and have a rapport with. My students were shattered when I said goodbye. It broke my heart to see them and other staff members so upset.

I would like you to consider all involved, students, employees and the community and how these mandates affect them and their mental health. No one wants to feel coerced to take the injection, especially when the long-term side effects are unknown. We were advised by Doctors and Government members Covid-19 did not have a devastating effect on children however, these mandates are having a detrimental effect on students' mental health.

I would like you to reconsider the vaccine mandates, which are causing undue stress to all involved, and allow every school employee to continue working in a profession they love.

Educator 214

Hello. My name is M and I am a 63 years-young-man who is the Operations Co-ordinator at a Kindy to 12, Private Christian School in X Queensland. The year 2021 saw me celebrate 15 years of Faithful Service to this School.

My role started out as a groundsman, looking after the 14 acres of school and church land and doing maintenance jobs around the grounds, as well as a Bus Driver, driving one of the three school buses that collected students for school. Over the years the school has seen an increase in students and staff which has resulted in many major building projects, additions of ovals and sporting structures and the addition of buses. Due to this increase my role changed to Operations Co-Ordinator. These changes to my role meant I now oversee the cleaning staff, groundsman, bus drivers, maintenance and repair of 10 buses as well as general grounds and maintenance work and relief bus driving and liaising with contract workers who come onto the school grounds. This is a very unique role within the school which often has me working 12 hour days and interacting with many staff, students and contractors. When the mandates on Education were announced my employer contacted two 4th year medical students to help explain how the vaccines work and answer any questions of staff and once the Health Order was released they emailed out a document of requirements for staff to comply with the new directives in order to remain employed.

Since the introduction of mandates in health care and education all four adult members of my family that I live with can no longer work as we are refusing to be coerced into taking this particular vaccine. We are not anti-vaccines and have had the other vaccines you get as a child and tetanus when needed, but we are choosing not to have this particular vaccine. My wife is currently undergoing Cancer treatment and these mandates have meant she now has to go to her appointments and treatment alone. The introduction of mandates has caused stress, uncertainty about finances and career, grief of losing a job I enjoy and no longer working with staff that are not just colleagues but friends.

My concerns for schools and students is the loss of their much loved and dedicated, quality, highly trained and experienced long term staff. Losing these staff will leave schools short staffed and students not getting the education they deserve from these passionate, highly trained staff and therefore increasing the demand and pressure of the remaining staff who chose to have the vaccine. Schools in regional areas are the hubs of the community and these mandates will also impact volunteers and parents who choose to help in their children's classroom, participate in the support-a-reader program, at the pool, in the tuckshop or P & C fundraising events. All these roles volunteers and parents play within the school are vital to keep smaller schools running and educating their students. For some students school can be a safe place, a home away from home and a second family. The loss of any much loved staff member, whether that be their teacher, bus driver, teacher aide or school nurse will be greatly felt by the students, their families and remaining staff.

I would like to see Mandates being dropped completely and giving the individual back the choice to choose for themselves without coercion or risk of losing their job, if they want to take the vaccine or not. I would also like to see the opportunity for discussion of alternate risk management strategies eg. Rapid Antigen Tests instead of the PCR test.

Educator 215

My name is J and I am a cleaner at a beautiful semi-rural primary school. I recently turned 70 years old and I have not retired because I absolutely love my job. I love the staff, the students and parents. I love the whole community that I work in and have been a part of for over 20 years.

My principal has been very supportive of my choice to stay vaccine free, however he has to follow directions from the Education Department. My family are also supportive of my decision as we believe in natural health therapies and have lived by this philosophy for many years. Several of my workmates are supportive however many have asked me why I don't simply get the vaccine and stay working. My response is that I do not want to risk my health, however I do not want to lose my job either. I have suffered many sleepless nights with anxiety about my future.

In my role as a cleaner, I usually work alone. There are no students or teachers in the classrooms when I clean them. I have had to wear a mask whilst doing strenuous physical activity and have found it difficult to breathe. My risk at work is very low as I am not mixing with other people.

My job is important to me. I take great pride in my work and the appearance of my school. Whilst I say that I work alone, I also stay after I have finished my shift, to talk to the teachers and students because relationships and student wellbeing are very close to my heart. I always go the extra mile when cleaning, often being praised by the teachers that I do an excellent job. I take pride in this and know that the extra effort I take is valued. Unfortunately the mandates have not made me feel valued by the department that I have worked for, for decades. I feel disappointed that my school will be cleaned by a replacement. The relationships taken over the 20 plus years will all be for nothing.

I do not want to take the covid vaccine because I believe that the natural health measures that I am already taking, with vitamin supplements and ongoing care under a naturopath are keeping me healthy. I have a natural immune system and do not believe that I work in a high risk area any more than I did this time last year. Nothing has changed, however the department has classified schools as high risk with no consultation. I would really love to keep my job if the mandates were lifted or if a risk assessment could prove that I am a low risk. I am happy to take a daily covid test to prove that I am not a risk to others.

I may be a cleaner, but I am a valued part of my school community and I cannot understand how the government mandates have made it so that I will be unable to work in 2022. My school has told me that they are supporting my decision, so all I need is for the department to allow me to work.

Educator 216

My name is L. I am a female cleaner at X State School. I am almost 63 years of age and have been employed in that position for 8 years. I have been at X State School in one employment form or another for 21 years. In the position as cleaner as in any position of employment I have held I put my best efforts into delivering the best outcome; currently the cleaning and maintaining of a safe and healthy learning environment for students and teachers. This is what has given me much satisfaction.

With the current mandate for all employees in educational facilities my employer has implied that it will be difficult to replace me due to the standard of cleaning I uphold. I face losing my position of employment and at my age that has caused me much anguish. I have other skills but, like I know to be true, who is going to employ someone who has only a few years of service to offer?

This mandate has put so much pressure and sadness on me at both an emotional and mental level that recently I attended my local doctor who said he will be sending me to see a psychologist in the new year for fear of me having depression. My children have been very concerned about my mental health as well.

As the eldest of 7 siblings I have been a pillar of strength and guidance throughout my years, especially in my youth when both parents had to work. I feel so deflated and humiliated by what has been delivered to people like myself.

All I am asking for is that the mandates be recalled and people have the freedom of choice returned to them. It is so wrong what has been put upon us, the people of Australia, the people of this Earth.

I pray and ask that you see it within your rights as a fellow Australia, a fellow human being to cancel all mandates for the safety of human life at all levels.

Educator 217

My Name is J. I am a 57 year old female who has been employed by Education Queensland for 7 years as a Teacher Aide. I have worked in the high school for 3 years and am now with primary school. I am employed as a permanent TA in our small and very community minded town in Far North Queensland. I love my role and take great pleasure in going to work every day. Yes I am a mature women but I am also a nurturer and enjoy being part of these little humans life and education.

When this whole debacle (Covid-19) started I was never going to get vaccinated and I felt very strongly about that. I wasn't being a rebel or anything like that, it just wasn't what I wanted to do. Freedom of choice or so I thought.

Then the mandates stated that to work in the education department you must be fully vaccinated. What choice did I have? To stay employed in a job that I loved, I had to do something that I didn't want to do. You must understand that in a small town there are not a lot of job opportunities either.

I felt coerced into getting these vaccinations or I would no longer be an employee of Education Queensland. I must admit I was pretty stressed about this but had no other options. I still worry that I have done the wrong thing. I was quite unwell for three days after second injection which the pharmacist said would be normal side effects.

Not normal to me to have a temperature, chills and very lethargic, no energy. I understand the enormity of this virus and how it has taken so many lives and will continue to do so. I just hope they have this vaccine right.

My concern now is that I will have to keep getting boosters to stay employed. I do not want to do this. I will not do this because I am concerned about the side effects the vaccine will have on my health. I vaccinated because we were told we needed two and now we are told we need to have boosters.

Please help us keep our jobs and have a choice in our decisions.

Educator 218

Hi my name is T.

I am a 54 year old female. I am a cleaner at a primary school in the Wide Bay area. I have worked as a fulltime cleaner for nearly 7 years and love my job immensely. I have also done some relief work as a teachers aid and found it very rewarding. I am also a local Artist and over the years I have also become involved in the students art activities, and encouraged them in the arts by holding annual art exhibitions at the school. This is something I am going to miss and the students will miss as well.

My Principal notified all the staff in a face to face meeting before school finished about the vaccination mandates and it left us all deflated knowing that we are about to lose half our staff not wanting to be vaccinated.

I have received many text messages, emails as well as a phone call from QED about my vaccination status, and have felt I am being bullied and coerced to take the vaccination or face losing my job.

This has played a big impact on my mental health as well as my family. It has caused me a great deal of stress and anxiety. I am the primary wage earner and am quite concerned how we are going to manage when I have no job. Have felt quiet depressed and have trouble sleeping. I am suppose to be enjoying my holidays not worrying about not having a job to go to in 2022.

I am worried about what impact this will have on the school as they will be short staffed, and it is really hard to get relief cleaners at the best of times. This has been an issue since covid began and has put a large strain on all cleaners not just myself.

I am willing to work and love my job. I just wish we were given some other options for example wear masks when at school around students, or in my case start work earlier in the morning and later in the afternoon so that I am not around the students at all during school time.

I feel like our freedom of choice has been taken away.

Educator 219

I thought the world would always need teachers and chefs, but now due to the Queensland Government's vaccination mandate, I have lost two careers.

At the age of 50, I started my dream job as a high school teacher. Between 2017 - 2020, I worked thirty hours a week as a chef while studying full time for four years to transition from a kitchen to a classroom, so I could find more meaning in my employment. This mandate has put an end to all of that.

My name is P and I'm an early career Secondary teacher. I live in a rental property in Brisbane. In 2021 I completed my first year of teaching and loved it. I found great joy and purpose in building relationship with the eclectic students at my inner-city Catholic school. Most students are from refugee, trauma or special needs backgrounds and they thrive in an inclusive environment where pastoral care and wellbeing stand alongside academic and sporting achievement. As clichéd as it sounds, I genuinely could make a difference in these young people's lives. Being a mature- aged male teacher, I could offer life e guidance, and perspective to young people in these already challenging times. Now, I am no longer welcome in this role simply because of my decision to not comply with the vaccination mandate.

Due to my informed refusal of the COVID19 injection, my livelihood, living situation, and future are greatly jeopardised. Just beginning to find my feet and purpose, I feel as if the rug has been pulled out from under

This mandate has changed everything. I would be lying if I claimed this did not affect my mental wellbeing and my relationships with those people around me. It has fractured my family, friendships, and distressed work colleagues. However, I think what has shaken me to the core is the erosion of my sense of society, justice, and optimism. I am fortunate that I have a small circle who understand my decision and am eternally grateful for the full support of my wife, but we are both shaken and heart broken by events that are unfolding.

My employer has been polite but unwavering. The school administration are saying they are just following rules, but I am in a confusing and emotionally draining situation where I have not resigned but am being told I will not have employment in January 2022. When I explained my stance to the Principal, it was misconstrued as a resignation and now I find myself in an uncertain and precarious future. I could also add stress, anger and frustration to these feelings as well. Sadly, I am not sure that students will ever understand the position their teachers have been put in by the mandate.

Personally, I am disheartened that I will not have the opportunity to say goodbye to my students or to explain the reasoning behind my decisions as I am no longer permitted to enter school property. Since when has being coerced into an invasive medical procedure become so normalised, that I now can no longer earn a living as an educator? Where is our critical thinking? What sort of teacher would I be if I did not lead by example and be a role model by standing up for what I believe in? With a student debt and meagre savings, I could easily descend into panic and depression, but I am holding hope in my heart that democracy and freedom of choice will prevail. I am bolstered by realising the overwhelming power of collective voice.

Of all labels that my apply to my personal situation, my essential stance is pro-choice. Overall, I am hopeful that common sense will return. Hopefully a time will come soon when the mandates are repealed, and I can get back into the classroom and continue to make a positive contribution.

Educator 220

My name is C and I have 3 children of my own who love going to school. I am 43 years old and have been an employee of Education Qld since 2000. I graduated in 1999 with a Bachelor of Education and have amassed almost 20 years of teaching experience. I have vast experience having worked in classrooms, supporting roles, as an itinerant teacher, as an acting principal and in advisory roles. Most of my service has been in regional and rural areas, spending many years away from my family. In my current part time role of Students with Disabilities Teacher, I support teachers in providing inclusive education for students who are unable to access the curriculum as most children can. I love my job, I love the children I work with, and I love X School, the school at which I am currently permanently employed.

Recently, I have received the devastating news that I will be unable to continue in the job I love so much. This came with no warning or consultation from Education Qld. My employer/ principal has ignored requests for risk assessments and there has been no personal communication from my principal in regard to the mandates. I have received 5 text messages and 6 emails (most of which were over the Christmas holidays) mandating I complete a survey, with no option to speak to anyone personally about the matter. In a year where staff wellbeing has been a focus, it is incomprehensible how this can be dumped on us, with no support or consultation.

These mandates have had a significant, negative impact on me and my family. To be given the impossible decision to either get vaccinated (only provisionally approved) or lose my job, has caused immeasurable stress to my family. The coercion placed on me to go against my personal values and beliefs, has contributed to the most challenging time in my life. I have been anxious, withdrawn, angry, panicked, cried myself to sleep, argued with my husband, lost friends, fallen into depression, and to be honest, some days not wanted to be here. I have burst into tears at my local Woolworths, I have considered driving my car off the road, I have stayed in bed all day, not able to face it anymore. It has been traumatic for my children seeing me upset, worried, and stressed, and also the uncertainty of what school will be like if their teachers don't return. Time spent defending my position, has been time spent away from them. The financial aspect of this decision has created additional pressure for my husband who already works in an industry where income can be made or lost based on the weather or other factors outside of his control. These mandates have gone close to tearing our marriage apart.

I am very concerned impact these mandates will have on all schools, but especially regional and remote schools. My current school already has difficulty filling positions, and the students are already disadvantaged due to their rural location. How is a dramatic decrease of staff going to be best for the safety and education of our children? How is this best for the already interrupted education of our children? Where will QUALITY teachers come from if the pool is already limited? Our children and the future need passionate, experienced, caring teachers – where will these come from? They need reasonable class sizes, stability, routine, all of which will be lost with these mandates. Taking the best away, is not okay.

Parent volunteers are essential in small schools such as ours. How will our P&C survive when unvaccinated parents aren't allowed to volunteer? Who will help raise money for new playgrounds, updated resources, excursion and incursion opportunities for our children? Who will man the tuckshop? How will our children feel when their parents aren't allowed to come and watch them on parade? Who will mow the lawns and come to working bees?

My greatest concern is that this will lead to mandatory vaccinations for children and this will be rolled out in schools. Data shows our children are at minute risk from Covid. I am not prepared to support a system where our children become guinea pigs or part of an experiment.

What I'm asking for is simple. Lift the current vaccine mandates for people working in schools. Let us go back to work, doing what we love, giving the children, Australia's future, the best education we can.

Educator 221

My name is S. and I am a Female teacher working in D. I am 28 years of age with 5-years teaching experience. I am qualified with a Bachelor of Biomedical Science and a Graduate Diploma in Secondary Education; my gift is I help students keep questioning.

The Department of Education has sent emails throughout the COVID-19 period to keep us informed. I have worked at four schools in two years and each school has handled it similarly; get as much information out, in as timely a manner as possible, and ensure the school environment is 'COVID-safe'. I have seen various levels of compliance to the directives with all staff doing 'the best they can.' At the end of Term 4 a survey was sent out via email seeking confirmation of staff vaccination status. There has been little other communication than what has filtered down from the Education Minister. The Principal and Deputy/Administration staff have made themselves available to answer questions but have not been shy in admitting they are all only responding to directives and 'do not have all the answers.'

The Mandates have impacted [REDACTED] and I in a variety of ways. My Father, Brother, Sister and two young Nephews live in Victoria; I have not seen them since before the Pandemic started. My partner (B) too has family interstate; his Father, Aunties and Grandparents are in B town. As we are very close to our families, the inability to freely travel/visit impacts greatly on my mental health. Since the Mandate preventing unvaccinated people 'going out' came in on the 17th Dec, we have cancelled plans over the holiday period and [REDACTED] we failed to understand. In general, I have experienced a great sense of existential sadness [REDACTED]

Regarding the impact on my mental health, I have a Generalised Anxiety Disorder. Living with anxiety makes everyday activities difficult, let alone having to cope with the overarching pressure of the Pandemic. The Mandate to get vaccinated has put a great deal of mental pressure on my own life and my family. I have researched the COVID-19 situation and risks of vaccination in depth. My anxiety peaks when I am forced to make decisions that I do not agree with. I have had panic attacks, depression and since the beginning of the Pandemic a 'benign tremor'. My doctor cannot determine the cause of this but has put it to stress. In 2020 B was out of work for 12-months due to the Pandemic and despite the stress, I was very grateful to have my job as a teacher to support us.

I build strong relationships with my students and have worked hard to become a valuable member of my school community. My passion is to teach, I enjoy going to work each day and inspiring young people to be the best version of themselves. I have concern I will be replaced early next year due to my desire not to get vaccinated. The follow-on effect for my classes of students may mean they have a less-skilled teacher and they may resent me not being there. I have concern that there will be many families against the Mandate and know this will result in poor attendance of our students. My concern is that there will be a greater divide than there already is between school and home, impacting on attendance and the engagement of parents in the school community.

Moving forward, I would like to see the end of mandatory restrictions and forced vaccination to retain employment in schools. I would like to see the use of less invasive methods of COVID-19 testing like Rapid Antigen Tests being used in the community/schools, in order to prevent those infected with COVID-19 being able to enter. I want to be able to teach in a community that is accepting of all people, their beliefs, and tolerant of people's differences. I want to see a pro-choice attitude to the Pandemic and more communication between impacted parties before decisions are made. Especially in workplaces that have so many different kinds of knowledgeable workers, such as schools.

Vaccinated and unvaccinated individuals can both transmit COVID-19, therefore it makes no sense to exclude either one of those groups. Both could be infected, both could bring the virus into the school. Teaching is not just a job to me, it is my passion and it is my livelihood. If I have to stop teaching at my current school, I will be heartbroken but I will never stop teaching.

Educator 222

In a busy Prep classroom in North Queensland I'm known as Miss R. I am a full-time Teacher Aide and this will be my 11th year of employment with Education Queensland. I have a certificate III in Children Services and certificate IV in Education Support. I work with all students in the classroom including children with special needs.

On the last day of term 4, 10th December 2021 the principal of the school I am employed at verbally told myself and others that we will be stood down without pay and possibly our employment terminated if we don't comply with mandates. I had applied to take long service leave for term one of 2022 as I had accumulated 226 hours. I felt I needed a bit more time to weigh up my options as a concerned mother of three with an autoimmune disease. The principal then told me I was denied my long service leave and an emailed followed on Monday confirming this.

Community is everything in our small town and the proof is in the support I have been shown by parents/carers of students and staff. On the last day of school I had never experienced more tears, hugs and conversations relating to the [REDACTED] of the future. I was inundated with questions and concerns and not only did I not have the answers, I was also fearful myself.

On the 24th January 2022, 30 Prep students will start their education journey in the classroom. I want to be there to comfort them and wipe away their tears when their parents or carers leave on their first day. I want to see them achieve their ve [REDACTED] nt to support them in their learning adventures. I want to help them create and imagine. [REDACTED]

I have spent the first 2 weeks of my holidays sending emails, joining a union and making phone calls, fighting to keep my job. Why??? Because I truly love my job!

Educator 223

My name is C. I am a female teacher in the primary sector, and I have been teaching at a private school on the Gold Coast for 10 years. Prior to teaching, I was in the health industry but my love for educating children continued to call me, so I completed a Graduate Diploma in Education in 2011 and was extremely blessed to acquire a teaching role at a reputable private school in 2012 where I attained a permanent position. I have the ability to really connect with my students and cater to their individual needs. I am passionate about educating our future adults of this world and tend to go above and beyond to support, guide and nurture the students and their unique gifts and talents. In 2021, I was asked to take on the role of Team Leader for my year level. This was an invaluable experience as I was given the opportunity to also partake in a leadership development course along side our senior leadership team to advance my professional skills. I was looking forward to being Team Leader in 2022 as we are welcoming a high influx of new teachers and I was excited to be leading and supporting my new colleagues.

In response to the recent mandate that requires a teacher to be vaccinated for them to enter and work in their workplace, I have unfortunately been stood down from my role at this stage due to the directives placed on schools as I have chosen not to disclose my personal medical information with regards to the vaccine. This is an extremely personal choice based on my own concerns but also based on freedom of choice and sovereignty over my own health.

My employers are extremely disappointed that I will not be returning to the College in 2022 to fulfill my role. My HR manager and fellow senior colleagues have been supportive, empathic and respectful of my choice. They have had the difficult role of trying to make sense of the haste decision to impose the vaccine mandates. This has certainly had a negative impact on the college community and caused unruly stress and mental burn out for leadership as these directives were implemented from school holidays.

The vaccine mandate has had a devastating impact on my family. We will now be relying on one income to support a family of six. With a mortgage, 3 children in private schooling and living expenses, it terrifies me to think where we will end up in 2022. I am still in shock by the harsh mandates that have been directed and this has affected my mental and emotional wellbeing. This is not a great place to be in when you have a husband and four children relying on you to keep it together for the everyday needs and survival of your family. I have worked since I was eligible at 14 years and 9 months. Over 27 years, I have contributed to the community, paid taxes and upheld an upstanding reputation but I am now faced with not being able to work for an income to provide for my family and doing something that I absolutely love and am good at.

I am extremely concerned for my students who are under the impression that I will be their teacher in 2022. At the end of each year, our primary campus has a session where the teacher and their new students meet and get acquainted to alleviate any anxiety or uncertainty for the students over the long holiday period. These students will now be returning to a different teacher because of the vaccine mandates. What will happen to the quality of our teachers if they are forced to step down because they refuse to be coerced into doing something that they should have a choice in? My whole year level will be impacted also because I was the only continuing teacher in this cohort. I know the ins and outs of this year level and now it will be left to four new teachers trying to navigate their way.

I ask that you strongly reconsider the decision to impose vaccine mandates on educators. The negative impact that this directive is having on education in Queensland, on schools, on the teaching community and the devastation that it is causing to individuals and their families is far too great. This is only going to get worse as the year unfolds with rising covid cases. I do not believe that mandating vaccines for educators is viable. If you choose to uphold this directive, I can't begin to imagine what our schooling system will look like over the course of 2022. Quality, responsible, ethical and experienced teachers are such an asset to our community. Their impact on students, parents, their colleagues and the wider community should not be underestimated. Teaching is both a challenging and rewarding profession. It is not a 9 to 3 job, but rather endless nights of planning, critiquing, preparing, reflecting and this all takes place outside of normal direct teaching hours. Teachers give their heart and soul to the job. You are allowing thousands of dedicated and experienced teachers to lose their jobs. How will we recover and come back from this? What happened to building systems rather than taking them down? I thought Queensland was meant to be known as the smart state.

Educator 224

My name is K, and I am 43-year-old female high school Teacher Aide in N town, Far North Queensland. I have been working as the leading First Aid Officer – Teacher Aide for 5 years. I hold a Certificate IV in Health Care, Certificate IV in Emergency Medical Response, Certificate III in Non-Emergency Client transport, along with over 15 years of hands-on experience. As a highly experienced medic with advanced level qualifications in Emergency Medical Technician and Pre-Hospital Emergency Resuscitation and Trauma, I am uniquely positioned to assess and provide all First aid services to achieve the best outcomes for all staff and students. While providing best practice first aid to individuals of all ages, in a range of environments including in schools and during special sporting events. The greatest gift of being the leading role officer in First aid is being able to provide *exceptional care* for students and staff every day. During all emergency situations, including conducting CPR. With my extensive first aid knowledge and experience to provide responsive care to students presenting with a wide array of injuries and ailments.

The response from my employer, [REDACTED] Education Queensland, has been very disappointing given my dedication to this organization. When news of the mandatory vaccinations came, I immediately contacted Red Union for advice on how to respectfully manage the current situation. During this process it has involved seeking to engage in a risk assessment process with my employer to determine the impact of the mandatory vaccinations. I have attempted to undertake these tasks in a timely manner, before end of term, to give both myself and [REDACTED] time to negotiate an agreement. These requests were not met, unfortunately simply referred to [REDACTED] I have been continuously harassed over the holidays, via emails, text messages to complete a survey stating my vaccination status.

This mandate has had major impacts on my both my mental health and my family. Given my dedication to my job, it is devastating to think that I may potentially lose my job because of a personal medical decision. I have had increased anxiety, sleep disturbance and continual worry. I was continually harassed/bullied at work, over the last few weeks to reveal my vaccination status to friends work colleagues. I requested from my principle (several times) an email, be sent to all staff reminding them not to talk about staff vaccination status. I had increased anxiety walking into work every day, which was making me feel physically sick. I was crying myself to sleep at night and going to work with puffy eyes in the morning, not the way to be spending the last few weeks of work leading into the Christmas school holidays. These effects have not only been felt by myself but my family also. I have a husband (who often works away) two daughters aged 7 and 9 and a mortgage to pay. I have been on the computer a lot more trying to meet impending deadlines, with no communication or negotiation from my employer.

I am genuinely concerned for the staff and students within the community, X State High School. With over 700 staff and students combine, last year alone I assisted in over 4,000 first aid incidents. As leading first aid officer I provide responsive care to all staff and students presenting with a wide range of ailments and injuries. Establish guidelines regarding the safe administration of medications including best practice procedures, associated forms, and training. Including first aid documentation, comprehensive patient assessment, ambulance transport, WH&S meetings, assisting students with daily medication some which include diabetes, epilepsy, asthma, allergies, anaphylaxis, youth mental health, complex medical conditions, restocking with up-to-date medical equipment and organizing up to date training with external agencies. I am very worried that this continual care will not be delivered to the staff and students which to me is genuinely concerning.

I hope that the mandatory vaccinations will be lifted/abolished. Schools across Queensland rely on every single one of their valued staff members to support and educated the children of tomorrow. It will be devastating to see people being stood down from their jobs, livelihoods because of a vaccine mandate of one's personal choice. I am hopeful that in 2022 and beyond that the younger generation will continue to be educated and supported by **ALL** education workers, regardless of their vaccination status.

Educator 225

My name is S, female, have been employed full time at a public Secondary High School on the Gold Coast for the past 17 years. I am employed as a permanent teacher aide in a Special Education Unit. My qualifications are a Certificate IV in Education Support and as well have undertaken further studies in Disability.

I love working with young people, especially with special needs and learning support since every student is unique. My job is building trust and to find the best way to work and support the student to achieve their individual goals. This trust can only be achieved with great patience, consistency, experience, good insight and understanding each student's unique way of learning.

The only response from my employer was on the last day of school the support staff were called up to the office for a meeting. During the meeting we were informed that it was mandatory to answer your vaccination status survey and if you were not vaccinated by the 23 of January 2022 you were not allowed to set foot on the school premises, otherwise this would be unlawful and the police could be called in to remove you! This and bullying tactic of being forced and not giving me any choice in the matter has certainly made my last day of 2021 feeling totally disappointed, angry, disrespected and disillusioned about my future with Qld Education. It made me feel totally unappreciated and certainly did not make me look forward to my Christmas break.

The mandates have certainly [REDACTED] everyone in the family since every single family member has been given the ultimatum [REDACTED] otherwise employment will be terminated. It has certainly put a lot of stress onto the family unit.

My mental health has suffered and I have a mental health care plan to see a Psychologist to cope with the stress and anxiety from this whole coercion and bullying tactics this whole situation has caused. I receive from work on a weekly basis a text message and an e-mail to answer the mandatory vaccination survey. This causes a great deal of stress due to pressure. As well I am stressed due to the uncertainty of my job and potentially loss of income.

The concern for the students and the community is the impact this will have with creating uncertainty for the future. The consistency of staff working with the students is essential since it takes time to build a trust/relationship between support staff, parents and students with disabilities and learning difficulties. The parents have the right to be able to expect and demand that their children are being cared for by experienced and professional staff that have built over time a strong and trustworthy relationship with their child/ren.

I am asking my employer to give me a choice and if vaccinated a vaccine that is safe. I would like to see my privacy, my medical history and my freedom of choice to be respected by my employer and especially the government. I believe we still live in a democratic country where I can choose to make my own decisions especially what is best for my body and my health.

Educator 226

Let me start by saying thank you for reading my story, thank you for giving my voice a chance to be heard. My name is T and I am a teacher. I have been teaching for in total for close to 10 years. I have taught in a number of settings from city to rural to remote and I have taught students from Prep all the way to year 10. I had a different path to become a teacher. You see, I am severely dyslexic. When I was a child at school nothing came easy, every day was a struggle. My parents helped me with many tears, school related anxiety and a deep-down fear that can come with facing an invisible disability that I would never be good enough. It took me years to learn to read and write, but I did. It was later in my life when I decided to become a teacher. It was after time spent traveling and working in other areas. It was a decision that changed my life. I knew the second that I walked into a classroom as a teacher this is where I am meant to be.

I have been teaching in the early years for all of the later part of my career, teaching children the start of reading and writing, the building blocks of math how to inquire in science, how to be kind to others, how to respect others' ideas, how to be a good friend and how to respectfully have a voice of their own. This is I guess the sum of what we do each day as teachers, or how some people like to box up what we do. However, it is never these things that children or families say in the countless cards, letters, or artworks or even what they say in passing. Parents say 'thank you for understanding my child, thank you for listening, thank you for caning, thank you for noticing when no one else has, thank you for giving my child the best start to school, thank you for teaching my child. Students say I love you. And I love all of them too, because every day they make me smile and laugh. My students help me to remember, although as a child I struggled and felt misunderstood; I can support other children to make life a little easier.

So, you might be wondering why I am writing this today, why today is it important to tell my story. On the 30.11.21 when the Queensland Government made the decision that people entering the school needed to be double vaccinated by the 17.12.21, without any other option such as R.A.T, I felt I was being physically ripped away from something, something that is more than a job, something that is a calling. I felt sick to my stomach, I cried for three hours, I was shaking and I probably should have taken time off work, but I didn't, because on the 1.12.21 I was already booked to meet my class and their parents for 2022. I felt heartbroken that day and could only smile as parents told me they were so excited to have me as their child's teacher, that they had put a request in to have me as the teacher. I cannot explain the way a heart breaks in such a situation. The last 2 weeks of the 2021 school year were full of sleepless nights, appetite loss and general heart break. When I said goodbye to my class of 2021 I didn't know if I was being forced to say good bye to teaching forever. It is a situation I would never wish upon anyone. The 17.12.21 has now come to pass and I am no longer welcome on school grounds. No longer welcome to the place where I have spent countless hours after school for school events, participated in all the school activities, stayed over in the school hall for camps year after year and let's not forget was always there to support my colleagues. I am no longer welcome.

I do hope and pray that there will be a bright outcome from all this heartbreak.

Educator 227

I am Ms C, a 60 year old female teacher who has been of service to the students of Queensland for more than 25 years. I am currently employed at a school in M. I have pride in being a teacher. Teaching is my passion. Seeing the smile on students' face after they have learnt something they had given up is the most rewarding thing. I am a dedicated teacher who also carries out the role of a mother, counsellor, friend as well as a mentor to most of my students. Well until 2022.

My employer has now mandated a vaccine for me to enter the school grounds from next year. The mandated vaccine is creating a lot of stress on my family, my students and most of all myself. Our PM ~~has said that~~ the vaccine cannot be mandated and that it is our choice. I have taken the advice and am seeking informed consent but as per my employer if I haven't had the mandated vaccine for Covid 19, I cannot enter the school grounds from 17th December. This ~~has a huge impact on my mental health~~ which was already been impacted from mask mandates and lockdowns plus extra work to be done during lockdowns. And now due to me losing my job, there will be extra mental stress on my family income, our mortgage and day to day living.

I have great concerns about the mandates put in place. My students are going to lose a dedicated teacher who they love and will cause them more grief than help with their mental stability. Small businesses are losing customers. Parents are afraid of losing teachers they know and love.

All I am asking for is that the CHO and our Premier consider the lives of individuals; listen to their cries, and lift the mandates that is being forced onto people without being provided informed consent.

To our state premier, we chose you for a reason; listen to the people, listen to their cries. You may not have a child of your own but you have many children to look after, their livelihood is in your hands

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Educator 228

I have been doing supply teaching work for almost 13 years now. I love this teaching role of being able to support teachers this way, as well as support school children from across all ages, Prep to Yr 6 (and Yr 7 before).

My work as a teacher is my life. Together with my husband, my teaching job means life to my family sustaining us in more ways than one all these years.

To cut off our lifeline this way because I was supposed to have 'made a choice' by not getting vaccinated, is wrong however you look at it. I have come from the Philippines and migrated here to Australia in 1994. Back then PM John Howard was the Prime Minister and things were great for all Australians and I felt so privileged to be able to participate and enjoy this great country's freedoms and prosperity. I was blessed.

Fast forward to 2021, and all of a sudden, I no longer feel so 'free' and there's no hope ahead for me and my family, just because I have exercised my inalienable right to say "NO" to a medical procedure. I will not and will not knowingly be reckless. I am a teacher who follows by example. I could be trusted to do the right thing, and I'd like to be able to trust my government as well to lead by example. This is not leading by example. Imposing a mandate on school staff, including teachers and not giving them a choice is wrong at all counts.

The ripple effect of your mandate across all professions and business and will be felt for a very long time.

Surely, you cannot forever hide the fact that so many have questioned and are still questioning your decision. Isn't it worth stopping at least to consider that the government may be wrong?

Good senators, it is never too late to turn around and get back to us being "one and free". You can do something about it. It just takes one person to step out. You can do it for us and for your own children and children's children.

Please help give us back our hope, our country, our freedom.

My own daughter who's worked ALL her young life, doing her best - from primary to her honours degree, and actually landed a probationary job as a clinical psychologist here in our town of T to start in December, was also affected by this so-called health mandate. She shed a lot of tears and was very depressed about it. She's made a decision, and decided to turn in her resignation letter. She told me, she has only one body, one life. And she is still young. Good senators, a lot of people have taken the jab, but we have seen healthy young people come back with debilitating illnesses. And the healthy ones? Who knows what will happen to them 5 or 10 years down the track? The risks are just too great, you see. So when my daughter said 'NO' to the vaccine, I completely understood her decision to do so.

Please wake up to our collective call. We are not 'anti vaxxers'. We are pro choice, and pro common sense and anti segregation. Segregating all australians between "vaxxed and unvaxxed" is totally wrong. Surely, this will all unravel in the end. It is never too late for you to turn around and do the right thing.

Your children and children's children will remember you as a principled person worth emulating if you do the right thing and help put a stop to this mandates. It's time to listen to the people whom you represent.

Educator 229

I am E, an Art Facilitator currently employed as a Team Leader of nine other artists with an external art company . An SME, local visual arts service that offers art workshops as an incursion to both private and state Primary Schools, Kindergartens and OSHC's across SEQ. Prior to that, I owned and operated a similar service out west based in the Isaac Region of Central Queensland. We provided similar art incursions to schools such as X SS, X SS and X SS to name a few. I have been an Art facilitator for the past seven years, having studied Diploma in Graphic Design, Associate Diploma in Fashion Design, Cert 4 in training and facilitation and BBUS over the last 25 years.

My career has supported me as a 47-year-old mother of three children. As it stands, although I work part-time hours as a contractor - my income from my employer provides for my two older children, to attend private high schools by paying for their education fees. The vaccination mandate that has been stipulated to work in primary schools across SEQ means that I can no longer hold my position of employment and provide for my children.

My employer whilst being [REDACTED]ing of this detriment, requests all team members give over our personal health details in order to share our vaccination status to all the schools that we service - which clearly is coercion and a breach of the Privacy Act (1988). As per this protection, the citations in this act clearly state that this is a direct breach of my employers right to request personal health information and the fact that this experimental vaccine is currently under trial until 2023, and only provisionally approved by [REDACTED]euthic Goods Administration. This means that I will lose my job, simply because I object to [REDACTED]mation with my employer and by default, to all the schools that we provide a service to.

This vaccine mandate has already negatively impacted my family's general welfare and mental health, as I haven't been able to work, we have had no income for this period. This has put a financial strain and anxiety on us enjoying Christmas, to freely participate in holiday activities in the past month, and unfortunately, we've been segregated against dining in a restaurant, unable to use the library, swimming facilities, art galleries or even the cinemas due to this vaccine status mandate.

I am concerned both as someone in the education sector and a mother for the detrimental impact this mandate will have on students in all the schools that I attend. What will the outcome be to their long-term physical and mental health and that of their families, the community at large? This kind of medical apartheid is unsustainable, inhumane and costing our local economy. My choice will be to contribute to my family, engage with students to encourage them and connect with, to remain employed; we should have been consulted prior to any mandates. However, I now face losing my job because some ineffective, lawless mandate from the previous Chief Health Officer tells me I need to be vaccinated to continue my employment.

I am an Artist facilitator and it's the a vocation I love, I want the option of that continuing to engage with my student's creativity via all the schools that I attend and facilitate in. This has not been easy for any employee in the education sector that has chosen to take a stand against these illegal mandates, lest of all me. As an Artist facilitator I'm witnessing how these mandates have had a negative effect to a plethora of volunteers, administrators' maintenance, school chaplains across Queensland and Australia. We face a time of uncertainty - yet if we comply, we will be reeling from this negative impact for an uncertain outcome to our health and our children's health. I do not accept this mandate.

Educator 230

My name is L and from a young child I role played daily being a teacher on my set up blackboard in my playroom. A life goal was accomplished the day I graduated with my Bachelor of Education. Over the past twenty-six years I have been fortunate and blessed to have taught full time at a wide range of schools within the private sector in Brisbane and on the Sunshine Coast. Throughout my teaching career I have enjoyed working with many young children in a variety of different primary settings predominately teaching Prep to Year 3. I have always been motivated by young children's enthusiasm, curiosity and desire to learn. I believe that each child is unique, with their own personality, interests, learning style, growth timetable and culture. When given the time, support and space to interact in a meaningful environment that supports their learning, a child can joyfully construct new ideas and link them to their existing knowledge. I believe as an early childhood educator I nurture each child as a lifelong learner and equip them with the tools that will enhance their learning journey. I value children's conversations, interests and I plan programmes that develop children's yearn to learn. I find it a great honour to be able to work with children to help them grow and develop in so many exciting ways.

Unfortunately due to health directives of our state government mandating teachers to get vaccinated I feel my chosen career choice has been taken away from me. Once the mandate had been issued, my principal emailed the staff stating we were required to provide evidence of vaccination to our business manager prior to going on holidays. Earlier in the week before my deputy principal went on holidays (17th December) she contacted staff via a phone call informing all that as she had not received our vaccine status she was just ringing to tell us if we wanted to come onto the school property to collect any personal things from our classrooms after the 17th December we would need to organise a time with the business manager to accompany us after hours and wear a mask. Based on this my partner and I arranged a teams meeting on Tuesday 14th December with the principal explaining our situation and requesting the possibility of paid or unpaid leave for Term 1. Two days later an email was sent where she informed us that we were not illegible for any leave however, we had to the 3rd December to get our first dose and the 23rd December to get our second vaccine.

This issued teacher's vaccine mandate has impacted my family on so many levels. We are a family of four where both parents are teachers and believe in freedom of choice and bodily sovereignty. We have also witnessed close family members and friends who have had adverse effects after receiving the vaccine. Such has resulted in increased stressed in our personal relationship due to working out future plans...how can we pay the bills? Where will our income come from? What does this mean for our children's schooling? After many discussions where we considered numerous options my partner was coerced to take the injection so to keep his job and provide for his family. This is something that has left him very angry as such a vaccine is still an experiment, does not stop him from getting the virus or prevent him from spreading covid.

This mandate has impacted my mental health enormously! Sleepless nights, anxiety, racing heart, breathlessness, nervousness, a constant tummy upset have all come to play since hearing such news and having to make a decision. Excessive fear, worry, catastrophizing and obsessive thinking about how I can earn money and so depressed about not being able to do what I love...teach children! I have had two doctor's appointments to try and talk through all my concerns and have even booked into a psychologist in the new year. My doctor has recognised a mental health concern and issued a medical certificate for Term 1. It was heartbreaking to read the following note that my 10 year old child wrote to the Elf on a Shelf...*"Dear Elves and Santa, I know that this isn't really a list full of presents and toys but there is a bit of a Christmas miracle that I want to come true. Do you mind granting my Mum and Dad some way around the covid mandatory teacher's jab? Or even just a new opportunity. I am grateful for everything. Thank you, From Paris Serendipity."* This made me so upset and helpless as such a situation has so deeply saddened everyone in my family.

Further concerns I have are for my precious students who thought I would be teaching them and now will return to school greeted by a stranger. I feel like I have completely abandoned them and I can only imagine the disappointment and confusion of the parents, especially those who I had already taught a previous sibling of. Loosing respected, passionate educators with years of experience and knowledge will effect student outcomes as many new teachers need time get to know and understand their new students and grasp the school philosophy and implement curriculum programs. I also have concerns for my school community such as, cultural changes within the school, routines, faces and social changes. Such a mandate also causes segregation in the community and gives a negative connotation to my administration and fellow educators as I am not following protocol as I have a different belief. A huge concern for my students is that they too will be made to get the vaccine which does not help their health in any way.

In conclusion, I am asking for the freedom to choose to accept or decline the covid 19 vaccine and that teacher's are not mandated to have it in order to teach. Never in the history of mankind, except in the most heinous of war crime eras, have people been so coerced to have something injected into their person, whether

they consent or not. The fact that we are using financial dependency to 'encourage' people to do what the government is deeming appropriate, is appalling. If I were sick from cancer but declined to have treatment that is my right. However, today, we are being told, even though you are not sick and do not consent to having a 'trial drug' in your system, we will find every avenue to convince you...that is to remove your livelihood, so that you feel compelled to comply. It is so devastating that such tyranny and force, has made so many talented teachers take leave of their jobs and livelihoods in an effort to protect, what we as educators stand for, "the right to free thinking", "the right to have opposing viewpoints" and the "right to our own bodies!"

Educator 231

My name is J and I am a Primary Aide who works at X P-12 State school, I have been in this position for 14 years. I have achieved a Certificate 3 and 4 in Education. I enjoy my role as an Aide working with primary age children. Forming positive relationships with children and their families I consider important and encouraging students to achieve success in reaching their education goals. Also working along side teachers supporting them and being of an assistance to them in areas of sharing local knowledge and background history on the families and students where and when needed.

X is a small remote community of 1200. Our school has roughly 140 students and majority are indigenous as I am also. Over the last 4 years the Aide staff has decreased with Aides moving away or retiring, and our Teaching staff turnover is 2 to 3 years which makes it tough on the new teachers coming through, so the constants in the school are the Aides who are there to help new teachers re adjust to a new and foreign environment and being the familiar face to the students.

I am writing in objection to the mandatory vaccination for all Education Employees. I have received a positive response from m [REDACTED] my decision not to be jabbed as this is a personal decision I have made and it goes against my moral compass, I am sticking with my decision and I know I will face a great battle of trying to survive (keeping a roof over my head and food on the table). This is what it has come to for many of us, How are we going to survive? Forget about having goals in life and living I am now in survival mode (counting how many pay's I have left). Now I don't have family who live here or anyone I can [REDACTED] n things turn bad for me, thankfully my son is an adult but I am still supporting him as he [REDACTED] ges. So therefore I am the soul bread winner in my household.

Thankfully I have Long service leave that I have had to use at half pay in 2022, unfortunately it will run out in July. I cannot just go get another job as my community does not have job opportunities like bigger towns and cities do. This is wrong that the Government is making Australia a 2 tier society. I struggle with the fact many business and the health services are making it mandatory to enter their doors in my community, we as society have gone backwards. I do have some strength in myself due to having a Faith in God and if I did not have that well I would feel like I would have nothing to live for and just give up and give in.

I have concerns for the school as we are very short staffed with lack of trying to find any Aides to fill positions as there has been a lack of interest or suitable people to fill these roles. I am aware there will be 2 Aide roles needing to be filled in January 2022.

I always thought that taking the job should be a personal choice and not be made mandatory, I do not have answers to how we should get around this, only take the necessary precautions, being tested before entering the grounds and wearing a mask if needed when working in close contact with anyone.

Educator 232

I am a 62 yr old relief primary school teacher and this is how the mandates have affected me. The fact that I will lose the job I have worked in for the last 20 years after returning to teaching, has been devastating. I love my job with a passion and my ability to work in all areas of the school environment has been an asset. I have extensive experience in Special Education which has greatly assisted my ability to work in any classroom. This will now be gone and it's the children who will miss out. They will miss out on having relief teachers who are familiar to them, who know their history, their abilities, who have helped nurture them through the years. Working in a small community means relief teachers are part of that community and as such have built relationships with parents/carers as well as students.

I don't think the Government realise the emotional and mental trauma this snap mandate is having on people and their families. We were blindsided. There was no warning, no risk assessment, no discussion and no time for teachers to seek medical or other advice. The QED has inundated us with emails and texts to complete a vaccination survey which doesn't give any option for people seeking medical or other advice. Although this isn't due until Jan 7, 2022, I personally have received 6 emails and 5 text messages hounding me.

I am mentally and emotionally exhausted. This mandate has had devastating consequences on my relationship with my husband. The evening of the mandate announcement developed into terrible arguments between my husband and myself over the consequences of my decision not to get vaccinated. That first week was so bad [REDACTED] one night and stay at a hotel for my own safety until things diffused. The daily arguments continue as my husband, who at 67 was to retire this year can see no way forward. He's so stressed about the situation that a childhood speech impediment has returned, adding to his fury and anxiety. He fears we will lose everything we have worked for and that there will be no end to his working life, as it seems the opportunity for me to get another job is lessening by the day as ordinary businesses impose vaccine mandates on their staff and his job may not last either. Our marriage teeters on the abyss, all in the space of a couple of weeks. I am to blame for everything that is happening now and in the future. We have even had friends who have apologised but said that I am not welcome because I am unvaccinated and they have health issues, further isolating my husband and making me feel like I'm a leper. I haven't slept properly since the announcement and I'm exhausted. I go to sleep thinking about it and I wake up thinking about it. It never goes away. I am tearful and suffering anxiety, which is affecting my health.

I spoke to my doctor as I have severe allergies and there is a history of blood clotting in the females of my family. He informed me that there are no exemptions allowed. He said that he could not guarantee my safety taking these shots, and he was so sorry that I was in this situation.

The consequences of my decision are huge; I can take the shots and play Russian roulette with my health or don't take them and look at the prospect of a broken marriage, no job, no home. This is the trauma the Government mandates have caused me but they don't seem to care.

I would like the government to take a step back. Think about the individual and their situation and realise there can be dire consequences of making blanket decisions for all. A person's health decision should be between the individual and their doctor, not politicians.

Educator 233

Please consider the following, I am S, a Head of Department at a High School in C, I am a full-time employee with Education Queensland and have taught at my school for 38 years across a range of areas including Information Technology, VET, Science and Maths. I am female, 61, and my qualifications include a Bachelor of Science, Graduate Diploma of Education, Certificate IV in Training and Assessment, Diploma of Digital Media Technologies, Adobe Trainer and am an Orange Card Holder and School Administrator. It has obviously taken me a lifetime of training to achieve the level of qualifications that I now hold. I have worked at my school for several decades, a school which would be regarded as a challenging school, however I have chosen to remain at this school because I believe that the students in this demographic need to have people teaching them who believe in them and their future. My school is typical of a school in a low-socio economic region and the students here need stability so they can build trusting relationships with their teachers. I have taught the parents of some of my students, and they believe in me and the work that I do with their children.

As a teacher in the public system, my employer is Education Queensland, I am bitterly disappointed with my employer and the [REDACTED] consultation with staff regarding the mandate they are implementing, we have been told that we need to be vaccinated or lose our job –there was no discussion about how we felt or the impacts on our health. My school administration has been supportive of me in the face of the mandate, they do not want to lose me as a staff member and part of their leadership team, they have advocated on my behalf; however, their requests have fallen on deaf ears. [REDACTED]

The mandates have also impacted me and my family as I now face the prospect of being unable to return to work if I do not meet the requirements of Education Queensland by the beginning of Term 1 2022. I find this unbelievable when I consider that I have worked constantly throughout the pandemic, without any hesitation or request for consideration. I have not asked for time off and did not work from home, even when offered as it was necessary for me to be at school to set up the online education processes for our students. I am now finding that the impact on my mental health since the mandate has been enormous – I have never been prescribed anti-depressants before but find I cannot accept the situation where I will be unable to return to my school.

I feel a burden and a sadness at not being able to support the students who chose my subjects because I would be the teacher. I feel that I will be letting down both the students, my staff and my school. There is no-one else at the school who can teach the Certificate III that was being offered and I do not know the impact that this will have.

I would be willing to use rapid antigen testing to ensure that community members feel safe, if that is necessary, but have been advised against the currently offered vaccines. A report recently on Channel 7 news regarding 79 000 adverse reactions to the vaccines and also the rapid spread of the Omicron variant amongst the double vaccinated leads me to question the effectiveness of the vaccine and therefore the requirement mandated by Education Queensland.

Surely our schools and our students are more important than the political grandstanding that has been occurring. Our students deserve to have experienced teachers who want to be in the classroom with them, regardless of vaccination status.

Educator 234

I am J, a female, Speech Language Pathologist (SLP). I am working part time (4 days a week) for the Department of Education across primary and secondary schools in Brisbane. I have also previously worked in Special Schools. I am 47 years old and have been working with the Queensland Education Department as a Speech Language Pathologist (SLP) for over 8 years. I have 23 years experience as a Speech Pathologist having graduated with honours from the University of Queensland.

As a SLP I support teachers to adjust the curriculum for students with communication and literacy difficulties in their classroom. I also work individually with students to diagnose communication disorders and provide intervention to develop their communication skills. I love being a part of the school team working together so that students can talk, read, and write with confidence. I love seeing students blossom as they gain confidence in using their voice. I love seeing students start advocating for themselves and telling teachers the strategies which help them to learn.

The Education Department [REDACTED] the vaccine from December 17th. The Department reports that an email address was set up to support staff with their decision making by answering any questions about the vaccine. I sent in my questions on 9th December. However, there has still been no response to my questions and we are now in 2022. Due to health concerns, I am not yet vaccinated. I am now unable to return to my school over the holidays to work and I will face dismissal in a couple of weeks [REDACTED]

I am a single parent of two teenage sons wondering how I will pay the rent and put food on the table without a job. Where will I live if I have no income? How will we eat? This situation has caused extreme mental stress. I am seeing a psychologist for counselling to help me function but that is only monthly. I am crying constantly, have headaches, have a sleep disorder, and feel nauseous so am struggling to eat. This is also causing a lot of strain with my family relationships. My partner has been feeling suicidal from the stress of it all.

I love my job as a SLP in schools. My heart is breaking knowing that I can't continue. It has taken several years to build relationships with other staff in my schools to best meet the needs of the students. When you work well with the dynamics of a particular team environment, another person can't just fill in the gap that you leave. I've built relationships with my students and I know that they enjoy working with me as much as I enjoy working with them. I love seeing my students with communication difficulties have success in the classroom due to my pre-teaching of classroom content and helping teachers adjust assessment so they can achieve. I will miss them all so much! Please stop the mandates so I can continue to work to help all of my students and provide for my own family. I don't want to be unemployed. I want to work.

Educator 235

My name is B and I'm a teacher Aide at the Special school in C. I have been here for the past year and I love it. I have previously worked in Primary state schools and did the last 2 years at a state high school. I work 3 days a week and have worked hard at my job to get where I am today. I really love my job at the special school, it's my favourite place to work. I love the staff and the kids are amazing!

My employee doesn't know yet but I'm thinking they aren't going to like the fact that I do not want to get the vaccine. These mandates are ridiculous, how can you tell people that they have to have a vaccine to keep their job that's just not fair.

After I found out at the start of December that they would be mandated for education I cried for a week. Not just sooking but I was so upset and I was depressed, I could carry out proper conversations with people as i just kept crying. It was so hard. Hubby and I are so stressed about these new rules. I feel like we are going back in time, how can this be right?? [REDACTED]

Because I will not have the injection I will probably lose my job, I LOVE my job its the happiest I've been in years at work I finally found a place where I fit in and now its being taken away from me. [REDACTED]

My mental health is bad!

I see a psychologist every fortnight and have tried the education QLD Telehealth service but it wasn't good so I stopped. I speak to councillors weekly and seek help buy speaking to others who also don't want to get the injection.

We will be loosing so much money me not working and we still have to pay our mortgage and buy food, which always seems to be going up in price, we still have bills to pay and kids to look after. And we also have their health to think about and their mental health as well. AS we are struggling as parents with the mandates we are trying to be positive for the kids but how can you explain what is going on when as kids they cant see it as fair and weight do we???

Please stop the mandates and let people choose if they want to get vaccinated or not.

Stop the division of people and stop telling everyone what to do. Its quite clear that even the vaccinated are getting Covid so what's the point of asking everyone to get vaccinated and wear masks when they are still getting it??

This last year and the year before felt like we were living in a really bad dream and it still feels like it. WE need people to stand up and fight the people that are making rules that are totally unfair and unjust and against our constitutional rights. Please stop the loss of peoples jobs and stop the divide of communities.

Educator 236

Hi my name is N and I work as an Senior Educator at a Long Day Care centre located at C. I am 47 years of age and have been working in the childcare industry for 26 years. I have been at my current centre for 9 years. I held a Diploma of Child Care and am also qualified as a Nanny. During my time at the centre I was nominated as an Educator of the year, through the early child care centre awards and made it into the top 100. I love my job as an Early Child Care Educator where I enjoy working with Families and the children. I enjoy teaching children and being a fantastic role model to them. I have accumulated 1000 hours' worth of leave at the centre and believe that this shows my dedication and reliability.

When I heard that the mandate was coming into effect in QLD and that we would be required to have a vaccine to work at the centre. To be honest I was absolutely shattered, and we were not supported at all. I had already expressed my concerns about the vaccines and the mandates if they were to come into place. I was harassed and pressured every day about my decision and was sent constant emails and text messages. To the extent where I had to take sick leave to stop the harassment and even on sick leave, I was still sent [REDACTED] emails and text messages.

At this stage I have chosen not to take the current vaccine and to be honest it has affected my family in many ways. Myself chosen not to have the vaccine has caused me great stress and anxiety. To know I have always worked and now I may no longer have a job and an income. But also, I don't have the opportunity to work in a [REDACTED] enjoy. It also has had a short-term effect where I was banned from Christmas at my Bro [REDACTED] being my nephews and nieces broke my heart. On the same token my brother suffered bowel cancer 1 year ago and this would have been the first Christmas that I could celebrate with him. It was a big choice not to have this current vaccine, but in saying that I feel that this vaccine isn't a safe vaccine and to be honest it isn't stopping the spread at this stage.

I am concerned about the vaccines and the mandates and what it will do to children if they must have several boosters over time. I am also concerned about the community and the effects that the mandates have on them. A lot of people are isolated and they can't go out. As mentioned above segregation and what it is doing to families is having a massive impact on people's mental health and also mine.

I would like to see people have their life back and to see the effects that this current vaccine is having on people's health. I would like to see more choices available for people to choose which vaccine would they like and is there a preventative measure that we can use at home. I would like to see the mandates lifted and I would like people to have their jobs back. To be honest I am very concerned for the future of peoples health and mental health if this continues to go on.

Thank you for taking the time to read this and I hope that we can look forward to a more positive year in 2022.

Educator 237

My name is S, I am 55 years old and a Year 5 teacher at X State School in the Logan area of South East Queensland. I have served Queensland Education for the past 13 years and my role within the school is as an Experienced Senior Teacher. I love working as a classroom teacher as it is so diverse. The bonds you build with your student's gives the class the "feeling of family"! I also coach the Rugby League teams in the school and come Friday's I am as keen as the students to get on the bus to the venues so we can get the games underway. However, due to the mandate, I leave my school as the last male class teacher and wonder who will fill my position as a male role model to these children.

Early in term 4 2021, my Deputy Principal inquired regarding my standing on the Covid mRNA vaccinations and I told him I was not in favour of this type of vaccination. I spoke to my Principal and she did show care and concern about the direction I was taking however, she reinforced that it is the Education Department who are in control of this situation.

The Mandate has impacted my family financially as we have a mortgage and the usual bills to pay. I tried to apply for Long Service Leave for term 1 2022 at half pay, however my Principal indicated it was unlikely she would approve it, citing a policy Directive. I forwarded a reply which noted why the policy directive was not applicable to the circumstances and included my leave application but it was rejected. The short notice of the mandate given by the department meant it was not possible to apply for leave a term in advance and therefore special consideration provisions in the Directive should apply. Although staff at my school have been sympathetic and understanding, the position of our State Premier, Anastacia Palaszczuk, has been one of threats and coercion. It is clear that senior [REDACTED] giving directions/coercion from above.

The impact on my mental health has been negligible as I am a positive person and will not let the bullying and intimidation make me bend the knee to this injustice. Although, I am concerned about the impact on the school community of having no male classroom teachers in the school. It is also important for the fathers of students to have a male to talk to about their child's education.

My request is that you withdraw [REDACTED] and get on with our jobs! We are being asked to do something that has already proven to be ineffective and therefore our careers and livelihoods should not be impacted by transient attempts at resolving non-educational issues.

Educator 238

My name is T I am a female who has worked as a Teacher in Queensland schools, Director of Childcare Centres and as an Education Consultant, I have run my own Child Care Service Provider - Family Day Care organisation. I have worked with children in one (paid) capacity or another since I was 14 years old. I hold three Degrees including Bachelor of Learning Management Early Childhood, Graduate Diploma of Special Education and a Masters Degree in Special Education. I have completed most of the units in a Psychological Sciences degree. I also hold other certificates of study and incalculable hours of research in teaching, learning and brain-based education. I left Ed Qld for about five years to gain further experience in Special Education and the impact on their families through private practice. Since returning to Education Queensland I have been a casual employee working my way to Permanency. On the last day of the 2021 school year, I was offered my career goal position of Head of Special Education for a cluster of 8 small schools in the Wide Bay area. Through the Department selection process, incorporating professional merit my gaining the role of HoSE saw the culmination of my career work and the recognition that I have been working toward over my 35-year career. In a time, I should be celebrating with pride, I am facing the real potential that this mandate will take all this away.

Being a Teacher who works under contract, and now taking on a new Role in 2022, I have no direct human to speak to at this time. I have [REDACTED] the Status email. As a professional person, I have maintained a professional relationship with my colleagues. My responsibility when I am at school is to engage competently in my role as a teacher. I spend my time at school either with students or planning for their needs.

Financially my husband works on our land, so I am the only income we have. Without me working we will lose our home. As the centre [REDACTED], we will have no gathering place for our children and grandchildren. Our friends [REDACTED] My husband works hard on our small farm daily. We were bought up to work hard, you are the one who provides for your future, work toward your goals, we have been good people, our children good, positive people in society and we (and they) will be punished and penalised from this mandate. I am currently in the desperate hope that I will be able to continue into my new Role in 2022. Having it confirmed to you by an interview panel, that you are the preferred application and possess all the skill and knowledge to take on a specific role should be worth it's value particularly at the level of responsibility it holds, and the level of the roles held by the panel members. These mandates have exacerbated my fear that without support the kids (and families) I work with will fall apart in ways I don't feel you have an interest in. I don't wish to talk about my mental health, because we are talking about my role to support children's mental health. But I can promise you that the reason I am so good at my job is because I understand and have experienced my own range of mental health challenges. Ones, that given my impending removal from my work will return.

I have worked with students who would not be alive today if I didn't take the time to support and believe in them and their family. To give them the worth that they needed to get through their personal events. Especially, in Special Education my role has direct impact on all the families and children I have worked with over the years. ♥ who was on suicide watch, ♥ who constantly lives in fear that 'dad' is around and will find her, ♥ who was locked in a cage and thrown food to survive, ♥ goes home to the abused of his older sibling, ♥ who is separated from all of her siblings and feels completely lost. Each of these kids are real and have so much more to their story. It takes rapport and time to develop relationships with our traumatised and challenged kids, and I have come to realise that a) not everyone cares and b) not everyone can do it. BUT I CAN!

I am pro-choice and my choice is to be able consider the Novavax vaccine or Covax-19 vaccine. I would like to see the role of the teacher/educator/school staff be valued by their ability to uphold their role not measured by the vaccine taken into their body.

Educator 239

My name is A and I am a Teacher's Aide at a private school in C. I transitioned to this occupation in 2020 during the Covid lockdowns after re-evaluating what job would be more meaningful to me in my life. I completed my Certificate 3 in Education Support while homeschooling my two children and was able to complete my hours of placement towards the end of 2020. At the start of 2021, I obtained my dream job! I was to be a TA in middle primary. Throughout this year I have worked hard, been stretched, but ultimately have done what I love, which is getting alongside young people to build them up, help them in their learning and encourage them to be the best they can be!

Towards the end of the year, I received an email stating that I need to provide my vaccination status to retain my employment. This was a kick in the guts after pouring my heart and soul into the school throughout the year and giving many, many unpaid hours. To me, being a TA was not an occupation; it was a calling. To tell me that all I had given was nothing unless I have a medical procedure that has no long-term safety data for a virus that is not statistically a danger to me or to the students I work with was heartbreaking. I felt that I was faced with giving up my bodily autonomy to keep a dream job that I love.

Both my children attend this school and my husband is also a teacher there. To say this government mandate has affected our family is an understatement. It has almost broken us. Our children are faced with having to leave a school and teachers that they [REDACTED] their parents are now unable to pay their school fees if they lose their employment.

Over the past few months, my husband and I have had to bear the burdens of tough decisions for our health and for our family's future. This has, to date, been the toughest hardship both of us have faced in our marriage, where we feel we either have to give up our personal convictions and morals or face being unable to provide for our family and continue to work in our calling [REDACTED] has affected not only our mental health but our children also pick up on the stresses and emotions du [REDACTED]

Throughout this Christmas season, we are still in limbo, knowing we both have no leave to take and unaware if our jobs will indeed be terminated, although it looks most likely. The impact of these mandates on our school will be massive. We understand there is a significant percentage of staff that will not be back in the New Year. This will affect the operations of the school to be sure, but we foresee an even bigger impact on the community and our students. Teaching is very much a relational role and the trust and relationship that is built with students cannot be underestimated. We find that many of the staff being forced to leave are the ones who are positive role models and have helped to create a positive culture throughout the school.

We would like to see these government mandates repealed, much like we've been seeing other Covid pandemic requirements be repealed over the new year as we see the Covid-19 virus spread throughout Queensland with few ICU admissions. If this cannot be done, then we would like to see the proper Risk Assessments conducted showing the risk to education staff being forced to have a vaccine and also a Risk Assessment done for the risk to students having unvaccinated staff on the premises.

Terminating the employment of individuals whose only crime is to follow their conscience regarding their personal health choices is clearly an injustice. Australia is all about giving people a fair go, about freedom, and coming together as a community. These impacts of these mandates should be constantly re-assessed and re-evaluated to avoid massive costs to everyday Australians, to Australian communities, and to the freedoms that we all enjoy which came at a great cost.

Educator 240

Name: A	Gender: Male	Sector: Special Education Teacher
Location: Logan	Age: 29	Years of Service: 4 in QLD (7 in total)

I graduated from university in 2012 with a Bachelor of Education. I have worked in special education for the past 3 years working with some of the most vulnerable students from E Town. I have developed rapport with students and parents which can't be achieved overnight, especially with those from a low-socio economic area. To say that the students and parents are gutted that I won't be allowed back in 2022 because of my vaccination status is an understatement. Many parents have reported that they'd prefer good educators like myself (even unvaccinated) if it meant they had staff who believed in their kids and are respected by the community.

Educators have many differing gifts. If you asked any of my colleagues, students or school community what my gifts are I'd suspect they'd say "He is always patient with the children", "He treats each kid like they are his own", "He is transparent", "He cares about the students he works with", and most "the children see Alex as a positive male role model" (which a lot of the students I work with unfortunately do not have).

The Department of Education [REDACTED] me all holidays with texts and emails to confirm my vaccination status. In these messages from the Department, they continually inform me that I will be asked to show-cause why they should not suspend me without pay for refusing the vaccination (a vaccine still in its experimental phase). Historically, and lawfully, a medical procedure has never been used to question or used to sack an employee, with the only reasonable exception being health workers. My principal has distanced herself from managing my situation by re [REDACTED] concerns and issues to Central Office. She sees herself as only the messenger and has made it c [REDACTED] human rights or not that if you are not fully vaccinated by the 23rd January you cannot enter the school grounds and you will be dismissed.

The mandate has impacted not only me with losing my job but my young family (my wife and three boys under 4). My wife has not worked since having children as we both felt that it was important that their she cared for them at home until they went to school. We will likely be home-schooling them with the current situation happening in schools. Currently, my wife and I are both looking for a job to provide for our family now that my stable income is likely to disappear very soon. We have withstood all of the coercion led by the QLD Premier, her colleagues and the constant fear-mongering from the media to take this experimental jab. Unfortunately, for many of my colleagues who were against getting vaccinated against COVID-19, have had to against their will to provide for their family. Speaking with them now, many continue to be upset over this.

The mandate has caused a high level of unnecessary stress especially when you add the fact that I am unable to visit family in NSW, don't know what impact this will have on my children and that I have to leave a school that I invested a large amount of my time into. Telling my eldest child that I won't be working next year in a school that he has also become fond of is heartbreaking.

I feel for the community that I work in. They are losing great educators and positive role models. The vulnerable students I cared for would often come to school undressed, not fed, dealing with trauma from their morning at home. They needed a safe environment to come to and for many, I was their safety net who could meet many of their needs. Now that I will be no longer available to meet their personal needs that wasn't available to them from their own families, I worry for their safety, wellbeing and growth as lifelong learners. The start of term will be difficult for many of them as they struggle to enter their teacher's classroom, remain in school grounds, and build rapport with new adults (something students with Autism struggle with more than most students).

I'm asking for the government to reverse their decision to mandate education staff from getting the vaccination to work in education settings before the 17th of January (1st Pupil Free Day). Students are just as likely to get COVID or be given COVID by others in the school setting. Unvaccinated staff are no more or no less risk to others than the vaccinated and should not suffer or be looked down upon or be treated as a leper in society over their decision made of their own free will to not be coerced in getting an experimental vaccine which has showed little improvement on slowing the spread of COVID-19 or keeping the vaccinated population out of hospitals. At the end of the day, I'd like to be treated like I was before COVID began, a human being with the freedom to work and go where I please without being discrimination or judged. I look forward and hope for a government that represents all people in 2022.

Educator 241

I am currently 48 years old and have a Bachelor of Arts in Liberal and Asian studies with a major in Japanese. I also have a Diploma of Education. I worked in Japan for 3 years on the JET (Japanese Exchange Teaching) Program where I completed further studies to pass the Japanese Language Proficiency Test (Level 2).

Although teaching is a tiring job, which often requires I put in a lot of additional hours at home, I have absolutely loved working as a Japanese teacher for the past 27 years. But, due to the government's vaccine mandate for people working in schools, unfortunately, it seems that I will no longer be able to do what I love, and what I believe I have been called to do.

My first 2 years teaching in QLD, I taught in rural schools west of Rockhampton, and for the last 25 years, I have worked in R, working in both primary and secondary schools teaching the Japanese language. For the last 10 years I have been teaching senior Japanese to students at my local high school. Working in senior has been highly rewarding, as I have been able to see the influence I have had on the students I currently have taught. I am distraught that I may no longer be able to share my passion for Japan and its people, and the Japanese language where I can encourage my students to learn about the Japanese culture, customs and Japanese language.

While teaching in R, I have taken 8 groups of students to Japan for 2-week study tours. Our last planned trip was cancelled due to COVID and the 22 students and I were terribly disappointed. Most had been in Japan for years and many of the students had worked part time jobs while studying to be able to attend. I have also facilitated many study tours with Japanese Junior and Senior High Schools to visit our R Schools. I have been passionate about teaching my students the importance of being a global citizen, accepting of any person regardless of one's belief, culture and/or background.

Over the past 27 years, I have had 3 of my students' study to become Japanese teachers, as they loved the experiences they had in my classes and in Japan. One who I taught 25 years ago recently sent me a message saying "Having you as my first Japanese teacher in primary school hands down shaped my life. Thank you for being you and being inspirational to your students to this day. I reckon you will inspire even more kids to become Japanese teachers like you".

Another 3 of my past students received scholarships to study at a Japanese University while immersing themselves in the culture and language. One of these students is currently finishing her 4th year in Japan and is looking to study a Master's Degree in Tokyo after graduating. I keep in contact with her and her mother, and recently received a lovely message from the mother stating "Your legacy for inspiring students to love the Japanese language will live on...I know S will always cherish you as her teacher and language guide, and I thank you dearly as well for encouraging her to reach her goals. She is doing amazingly in Japan, and it's thanks to you".

I believe that I have a knack for engaging students and teaching them to be life long learners. I am passionate about what I teach, and so the students enjoy being in my class. Not all students love learning the Japanese language, as it is a difficult language to master, but even if they don't love the language, I often have parents tell me that regardless of the content or their ability, the students love my classes and look forward to it each week as the class is interesting and fun and students feel valued and cared for.

At the end of this school year (2021), I received a number of beautiful letters from my students. One of my recently graduated year 12 boys said "You have been an amazing mentor and friend and I will always cherish the laughs and good times in the classroom, and I will miss it dearly". This student has chosen to study Japanese in University in 2022.

Another year 12 student wrote "Thank you so much for being an awesome teacher. I am so lucky and appreciative to have been taught by you and have loved learning Japanese because of you. I always have so much fun in your class, and will miss being in it 3 times a week!".

And another year 12 student wrote "Thank you for everything you have done for me since year 7. You have pushed me to achieve my best and I am grateful for that. Thank you for all the hard work you have poured into our class. We are very appreciative of all that you have done to help improve our Japanese. Along with making us better people than we were before year 7. Thank you for letting us go off on tangents and have bit of a laugh during class. Thank you for making Japanese one of my favourite classes. Thank you for putting up with all my tears from stress and worry about the speaking test. Thank you for believing in me. Thank you for pushing us to stay focused and helping us prepare for externals so we can do our best. Thanks for being my birthday twin buddy and making me want to travel and explore Japan and their culture. Thank you so very much for everything. I'm so grateful I was a part of your class."

I also received a number of [REDACTED] letters this year from my grade 10 students that have selected to study Japanese in grades 11 and 12 and my currently grade 11 students continuing Japanese into grade 12.

These messages mean so much to me, as I have worked very hard to build a rapport with my students and their parents, and to [REDACTED] centred around respect for one another. I have worked tirelessly to increase the numbers of [REDACTED] Japanese into senior, and to ensure the content I teach is interesting and motivates students to continue their study. I spend a lot of time creating resources to engage the students and to make a difficult subject easier for students to learn. With the recent change to the ATAR system, I spent over 300 hours in my own time creating the unit plans and suitable resources to ensure my students have the tools to be successful.

I believe I am a great Japanese teacher. I would love to be able to continue inspiring our future teachers, business people, leaders, etc, but due to the vaccine mandates I may not be able to continue doing what I love. I am incredibly concerned for my senior students, as there is a shortage of Japanese teachers, and without a teacher, the students will be disadvantaged and cannot follow their dreams for the future. These mandates do not only affect the teachers and their families, but they affect the other teachers at the school, the admin team and most of all the students who love their teachers and choose the subjects they want to study not only based on the subject and their own ability, but also on the rapport they have with their teacher.

When I first heard about the vaccine mandate, I spoke with the Business Services Manager at school. She expressed to me that she thought that people should have the right to choose their own medical procedures and that she was incredibly concerned as to how they would staff the school. She told me that they already could not acquire enough teachers for 2022, and this would make it even more difficult. She also advised me that they had not received forward warning as to the decision to mandate the vaccine for workers, or any information as to how to deal with the situation. When I tried to address the matter with my Principal, the response was that my medical information was not his business. He went on to tell me that he had been told not to discuss this matter with his staff but to ask them to respond to the survey which had been sent to all teaching staff. This mandate has not been made by the principals, but has been left to them to enforce and deal with the repercussions. This is not fair and is a cowardly action taken by the government.

Teaching senior, I often do not sleep well, as I often wake during the night stressing about marking, writing exam papers (as they must be re-written each year) and thinking about ways I can help my students further to achieve their best. But, since the announcement of the mandates, my sleep pattern has worsened. I had to see my doctor to receive a script for medication to help me sleep. I have some health issues which I have not had seen to during the year, due to myself feeling that I could not take time off due to my senior workload, and not wanting to disadvantage my students by me not being at

school as relief Japanese teachers are difficult to acquire. News of these mandates has only exasperated my health problems. I do not want to have the vaccine as I am concerned about having an adverse reaction, and furthermore, do not believe I should be coerced or forced to have it in order to keep my job. Therefore, I will most likely lose the job that I believe I am great at, and that I have loved for 27 years, unless the mandate is revoked. Many excellent teachers and staff will be lost, and the children will be the worse off for it. Unfortunately, the people making these decisions are not in the schools, and do not see first-hand the effect that these vaccine mandates will really have.

Losing my job will have a massive impact on my family. We have loans which we will not be able to pay and I am very concerned about this. On top of my health issues, this has also added an enormous amount of stress to our lives. We choose to send our child to a local private school. With only one income, we will have to reassess her schooling. Our daughter is a gifted dancer, but dance tuition fees are very expensive, so we will also need to reassess her dance tuition and this may have a flow on affect to her future career choice.

My parents are elderly and [REDACTED] (age 86) requires 24/7 care. Currently my mother (age 80) is the sole carer. I requested to decrease my teaching load for 2022 to .8 so I could help my mother care for my father. If I lose my job, I will need to find another job, and may not be able to change my workload to .8 as it will depend on our financial obligations and ability to meet these with a different job. These decisions were all made prior to the vaccine mandate being announced. This has added additional stress for not only [REDACTED] my mother and father. My mother has been discussing options for care for my father in the [REDACTED] to help and support them in caring for my father. They cannot afford to pay for help, and were relying on me to assist where possible. I believe people should be able to make their own choices in relation to their health. I am not at all anti-vaccines, as we have ensured our daughter has had her regular vaccines since birth. But as this COVID vaccine is still in the trial phase and there have been a large number of reported adverse reactions to the COVID vaccine, I believe that people should be able to make an informed choice as to whether they want to take the vaccine or not. I believe that people have not been informed about the side effects, and that thousands of people have been coerced into taking it at risk of losing their livelihood. I have seen first-hand the adverse reactions from the trial COVID vaccine in friends and family members. I have had a number of students in my classes have reactions to the vaccine. A number of my senior students took the vaccine in the weeks prior to their external exams. Two of the students were absent for about one week due to a reaction to the vaccine and could not attend class for external examination preparation for their final Japanese exam.

Teachers and students wearing masks in class also had a negative effect. I often had a headache at the end of the day from wearing the mask, and often experienced a sore throat at the end of each day. Students in class complained of headaches, reactions to their skin, sore throats and an inability to think straight and focus in class when wearing the mask. In my year 10 class while completing an exam, one of the students passed out, falling backwards and banging his head on the bag rack and splitting the skin on the bridge of his nose. The student was taken to hospital and required stitches on his nose. He was absent from school for 4 days, and on his return, a report from the doctor stated that he had passed out from wearing the cloth mask, and that he was not to wear the mask in class. Despite this incident and the letter from the doctor, the student continued to wear a mask as he was embarrassed that he was the only student in the class not wearing one. It is so disappointing that people feel they will be judged if they do not follow the mandates laid out before us by the government regardless of personal circumstances.

During 2020 and 2021, despite a lot of the South East Brisbane Region being in lockdown for a number of weeks, teachers were required to attend school, as schools were considered a 'low-risk' environment. Now with the new Omicron Variant, which is reported to be weaker and symptoms milder, schools are considered a 'high-risk' environment and teachers that worked tirelessly, usually to the detriment of their own health, to provide continuity of education to all students during the lockdowns, are required to be vaccinated in order to still be able to provide this same level of

education and care for students. During the lockdowns I worked tirelessly, usually sleeping only 4-5 hours per night to ensure I produced easy to engage and learn lessons that provided continuity of the curriculum and continued to prepare students for their assessment. I contacted numerous parents and students to check work was being completed and to see if parents and students required assistance to complete the set work. I fail to understand how the situation has now changed and teachers that are not vaccinated now pose a risk to the students. As the government has reported through the media, vaccinated people can still catch and spread COVID, and the vaccine only lessens the symptoms for the person who catches COVID. According to statistics released by the government, the adverse reactions are greater than the risk (99.7%) of contracting COVID and this ending in a tragic outcome.

I would like to see the vaccine mandate being revoked and all workers across Queensland not be coerced into receiving this trial vaccine or threatened with lose of their livelihood due to not being a part of this vaccine trial. I would like the government to respect people's decision and to recognise that the people choosing not to take the vaccine have done research for themselves and made an informed decision for the [REDACTED] their family's health. With the number of adverse reactions reported, we will need healthy teachers to teach our children in the future, as we still do not know the long term affects this vaccine will have on the people that have taken the vaccine voluntarily or have been coerced into taking it.

Abolish this vaccine mand [REDACTED] people make their own informed health choices and to live their lives as they please. I wou [REDACTED] hing my students and the subject that I love and continue making a difference in the lives of young people.

Educator 242

My name is G. I am a primary teacher at a school in southern Queensland where I have taught for the past 10 years.

In this school the teacher travels with the same class from grades 1 to 7. This allows for a very close and valuable relationship to develop between students, their families and the class teacher across the years. It requires deep trust and great commitment from all parties. It also requires teachers who have diverse skills, knowledge, talent, creativity and great versatility. This makes Steiner teachers like myself very valuable and irreplaceable to their schools, their parent bodies and the children they teach.

Being an educator is not a job. It is a vocation. I am deeply committed to my work and to the children entrusted in my care, however, I now find myself in a terrifying and extremely unfair position: forced to make a choice between my vocation and my own personal health and wellbeing, due to this mandate forcing teachers to take an experimental vaccine in order to keep their positions.

The staff in my school, as in many others, is still in shock. This mandate, rolled out only a couple of days before the end of the school year, has caused some staff to resign, while others have chosen to take the vaccines against their will, or like me, have found themselves on very shaky ground by choosing not to vaccinate with the deep hope that justice will prevail and these horrific mandates will be dropped before they are forced to resign.

This mandate has also caused great animosity and division to arise between teaching staff and the school management which are being directed to enforce the mandate against their better judgement.

I am deeply stressed by this situation. I am a sole parent and cannot afford to lose either my job or my health. I feel that this mandate is forcing me to make an unfair and impossible choice which will be to my detriment either way. This is causing me to feel literally sick with fear and stress, which in turn is negatively impacting upon my child and my family and friends.

As it stands today, we are on the brink of losing our beautiful school which has taken 25 years to build, because of this senseless, cruel, and unjust mandate. Some staff have left already and others will continue to resign because they cannot abide by the inhumane demands made by this mandate. These teachers are impossible to replace in an education context. In addition to this many parents will remove their children from the school should this mandate not be dropped. Parents want their children educated by the teachers chosen for each class, not relief teachers or teachers without a background in this type of education. Others fear the children will be the next to be mandated, which will mean the last straw for our school's survival.

Every individual deserves the right to make their own decisions about their health and about what they will or will not inject into their own bodies free from fear, stress, bullying and coercion.

Every child deserves the right to an education in a context that is free from fear, stress, bullying and coercion.

Every teacher deserves the right to educate children in a context that is free from fear, stress, bullying and coercion.

This mandate needs to be dropped immediately before any more irreversible damage is done to individuals, families and schools. It is inhumane, heinous and criminal.

Educator 243

My initial is G. I am a teacher of 16 years experience, 10 of them on the Sunshine Coast. My son also attends my school. I couldn't wait until my son was old enough to attend school to go to the same as where I worked. I am always involved in many activities at my school and I love allowing the students that attend to get the best possible school experience. I have raised over \$100,000 through fundraising ventures.

My wife had recently lost her business due to government restrictions, which took a toll on us. Being able to go to a place where I loved working helped me each day even though I was dealing with mental health issues. Then, just before Christmas, the mandates that were brought in were crushing.

My mental health has taken a big hit with a mandate requiring me to take an experimental vaccine that has proven does not stop you from contracting or passing on the virus. I am worried that my son will be next in line for mandates, even though children are least susceptible to virus' and most susceptible to vaccine side effects.

I am asking that common sense [REDACTED] That compromises like RAT tests be brought in to ensure all staff, vaccinated and vaccine free are not covid positive before entering school grounds. I am asking that as tax paying adults, we are giving the opportunity to decide what is best for our health and not being blackmailed by a vaccine that has proven to not work like traditional vaccines, that protect for a decade and almost always stop you from contracting that disease.

I hope there is a reasonable [REDACTED].

Educator 244

My name is MH, I'm 40 years old but young at heart. My small school is near B town where I'm the second teacher in a two-teacher school. I've just completed my third year at this school; my favourite of all my placements since graduating in 2001.

Since it's the two of us with a handful of our support staff, we're all very close. I think that's what is one of the hardest things about what this mandate means – losing close working relationships with my students and co-workers. I have four grades in my class, 3 to 6, and although early childhood trained, I prefer the older students. I love being able to share a joke with them and that they're able to understand sarcasm. I feel blessed that I have the same groups of students over several years, allowing me to develop strong relationships with them. We talk, I know their lives and their families and they know about mine. I know I'm good at my job. I get along well with my colleagues; my kids love me and they learn a lot while having fun. In saying this, I have never felt more like "just a number" than right now.

I recently sent my principal an email saying that I would be suspended sooner rather than later. I honestly couldn't bear to have that face-to-face conversation and cry in front of him again while he looks at me hopelessly.

I'm tired! So tired. Tired of crying, tired of thinking about who will have my class because I can't, tired of losing sleep, tired of physically aching, tired of worrying about my family and living on one income because I didn't give into coercion to take a vaccine in its experimental stages and tired of receiving pressuring texts and emails from Education Queensland demanding a response to my vaccination status that isn't changing.

My three boys and husband have been so supportive, but I see the worry on their faces. I'm usually the strong one, not the member of our household who [REDACTED] starts at seemingly random times. I feel no matter which decision I made: to be coerced into taking the vaccine [REDACTED] (which is a very broad word that doesn't begin to describe my loss) my mental health is suffering. I can't remember the last time I went a whole day without thinking about it, without grieving or feeling resentment or pressure and it's been so hard. The timing of the mandate announcement couldn't have come at a worse time; the busiest time of the year: finishing assessment, marking, reporting, school concert preparation then heading home pretending to be excited about Christmas and school holidays. Once again, THE. WORST. TIME.

Probably one of the biggest worries – who am I kidding, everything is a big worry – is that my students and their families will think I have abandoned them and that I don't care. That my colleagues will think I don't care, that I'm selfish and that I am disrupting our well-oiled machine. I know there are a lot of good teachers out there that I could be replaced with but they're not me. Taking four grades is a huge job and one I'm good at, something I would go as far as saying I can specialise in. It's almost unique and it's gone. I'm not selfish and I shouldn't have to choose between my job and taking a medication that has unknown long-term side effects. I feel forced to make this choice and forced to let down my school and community.

Obviously, I would love to be able to keep my job but even more so I would appreciate my work valued by Education Queensland and the Queensland Government. I AM MORE than a number! I am cherished within my school community. To receive end-of-year emails from our premier saying our work is respected was hurtful, when it's clearly not. My work isn't appreciated but it's clear my vaccine status is. Staff mental health was definitely not thought of with the announcement of the mandate despite Education Queensland maintaining a stance that they value mental health. I'm not seeing it. I'm not seeing respect and value of how hard their teachers work to make a difference. So yes, I would love to be able to keep my job without taking a vaccination; it would be simply amazing, but it's also becoming clearer that I mean nothing to this system and it's not right imbuing people with despair.

I am more! We are more! My class is worth more! I'm tired. So tired. I don't even think this is written very well. My mind is a mess, I'm just a mess. The feeling of helplessness is overwhelming and all consuming. I thought my job was secure. I thought wrong.

Educator 245

My name is J, I am 48 years old and a mother to 3 teenagers. I have been enjoying contract work as the Garden Specialist in an independent school in South East Queensland. I am a Teacher Aide. I have been doing work of this kind for 5 years at 2 schools in my area. I help children grow food and eat seasonally. I help children understand ecosystem thinking and ways which all things are connected together.

My employer has not renewed my contract for 2022 based on my objection to the mandates.

I am facing an uncertain employment future, mainly I am hoping to sit tight, stay home and wait till the madness subsides and change is enacted by my elected leaders. I fervently oppose medical mandates.

My concerns for my community are the creation of a split society of the compliant and the non compliant regarding this mandate.

I wish to be allowed to enter school grounds to continue this valuable education with students.

My stance against mandates also impacts my other work where I am a face to face carer with a yellow card, and my volunteer help with my Rural Fire Service.

I am a valuable contributor to my community and I wish my voice to be heard so I may continue to share in these valuable ways.

Educator 246

My name is N,

I'm a women and I am a part time diploma educator at a childcare centre on the Goldcoast, I work with children aged from 6 weeks to 2 years old, I have worked in childcare for 19 years, I am gifted in supporting room leaders and I love to work with the younger age group and Im a great childcare worker and Im very passionate about my work.

My 2 director and leading educator have been amazing I went into their office one morning and cried my heart out that I love my job so much, but I don't believe we should be forced to take this jab and what the government are doing is so wrong, and they totally agreed and felt my heart, they told me to go and take my time in making my decision.

My husband and children have seen the pain and heart ache I went through I have not taken this lightly, my husband and I have prayed so much about this situation.

This Mandate has really effected my mental health, I believe it should be a choice if you want to take it or not, I was crying for days and even before the mandate I had bad panic attacks about the thought of having to take this jab.

I am very concerned about how the age group of 5-11 years have now been approved these kids are so innocent and you people want to vaccinate them now when are you going to stop.

I want to see that we as human being have a choice of if we take it or not as Australia has changed so much and we are not free to have our say anymore these politician are not letting this country have our say they are dictating what we have to do when it comes to our body that's not right God gives us a free will why can't the government do the same.

Scott Morrison doesn't agree with these Mandates why can't he step in and help as he is the Federal leader of this country he should have the final say what happens.

Educator 247

In 1998 I became one of the first behaviour management support aides in our region. I had worked with teenagers at risk for a few years and had a natural ability to build rapport with young people. This was recognised by a local high school on the Sunshine Coast and I was offered a part time position working as a behaviour management teacher aide on staff. Fast forward 24 years and I am now a fully qualified teacher at that same school and have worked with students with disabilities and high needs behaviour students for the past 10 years. My position is currently as a case manager for students on the primary campus of our college.

My gift is the ability to connect with students and families of all backgrounds and instill in them value and purpose. This is also the reward I take from the long days spent supporting the mental health needs of not only the students but the classroom teachers as well. Walking away from this has been the hardest thing I've done in my career. The constant focus on vaccines and the mandates has made it nearly impossible to get through the day untouched by the cloud of intimidation that is pervading the education system today and it has changed us at our core. After 24 years, the staff I [REDACTED] have become family so when I see them complying to this mandate under duress, it breaks my heart. My principal has not supported my decision but has in fact reminded me that I will not "be safe from disciplinary action" should I try to resist the directive. These amazing people who I call family are now judging my choice and have turned away leaving me with little support. They fear for themselves and the threat of having no income has been a stronger threat than contracting [REDACTED] virus itself. This division has left its mark on us all, including the students. [REDACTED]

I know I leave so many students without an advocate, without the safety net I provided for them and their family. The parents who I have developed a relationship of trust and support over the past few years will now be left wondering who will advocate for their child? Now I wonder, who will advocate for me?? I will be without an income in a society that puts vaccinated people above others. It is my mental health that is at risk – my inability to eat properly, to find strength to care for my elderly mother, the anxiety of being harassed into answering personal questions about my medical status... I face losing my job but the cost is greater than just my pay check.

I have spent my working life advocating for equal opportunity, and providing an inclusive environment regardless of disability, trauma, or family background. I also believed Education Qld stood for this. Now I am a victim of a system that has betrayed me by excluding me on the basis of a life choice that is MINE to make and I should not be punished or harassed for doing so. These mandates are unjust and unsupported by Federal law, so it is under your authority alone that these directives can be withdrawn and you can be responsible for uniting us once again. Remove the division and show courage to UNIFY.

Educator 248

I'm K, I am a female who works in the C region as a full time Teacher aide with 6 years' experience in Speech and Language as well as coordinating and facilitating our Play Group for the last 6 years.

My passion is speech and language as I have 18 years with my own child who has Verbal Apraxia, so this is where my passion stems from. I work along side the Speech therapist that comes into the school to achieve the results for the child and then onset for the school. Speech is all purpose to communicate with peers, teachers and family and friends. When a child can't do this, it impacts their world in so many ways and if I can help that child to communicate and build relationships it improves their world. As a facilitator of the Play Group this is a great resource for our wider community, those who come build relationships with each other as parents and children. I can also flag those who are speech delayed and recommend the steps to the parents to take before they get to school.

When I was called into the office to be told what could happen if I am not vaccinated and how and when the mandate will commence, it was done with respect from my leadership, but as the week went on, I was asked the same question every day and my answer was the same in return "That I will let them know once I have spoken to my doctor". By Friday the last day of term when I was asked again, I was in tears, I was taken by surprised been asked to come into the office again, I felt betrayed by other work collages and trying ever so hard to compose myself. This is my body, my choice, and the pressure to give an answer on something that is a medical treatment without consulting with my doctor is wrong. I noticed a change with work colleagues who once [REDACTED]ng, now treating me differently. Earlier in 2021 I was diagnosed with Severe PTSD, I have gone and received help for. But with PTSD you never know when it will be trigger you or how your body will react.

The mandate has put a lot of pressure onto my family, from my 16-year-old to not getting any more shifts at her job to then losing her independence, to our family not being able to go out to dinner and a movie which we love to do. The constant text messages and emails both [REDACTED]rk have become a little too much, it feels more like coercion and a condition to a job that I have successfully [REDACTED]t a vaccination.

At this point of the year with my youngest heading off to high school and my daughter going into her final year I hold grave fears that all my children with not get the same quality of education as they have done in the past, with so many teacher and teacher aids that will not be returning. It breaks my heart that ALL children will be greatly affected in this way. I hold grave concerns for the families in our wider community if this mandate is to stay in place. DV will go up, child abuse and neglect will soar. I have no doubt that this will have catastrophic affects on our community. Please think about what this will look like from every aspect.

So, what would I like to see? – That these mandates are reversed, to build a community not divided one, to educate not dictate, to support and not neglect, to encourage not discourage, to show a way for ALL of us including those who are not in education to earn a living and do what we are so ever passionate about. To bring back the community together.

Educator 249

A, I am a business manager within a school in central Western Queensland. I am 35 yrs of age, and have been with the department for 13yrs now, I absolutely love my job, and co workers.

As we know the department has told me that I have to be vaccinated or i am not allowed to return to the grounds. They are telling me that I can not work from home, even though I have in past. My new principal(first time ever as a principal) is showing how support for Staff and is bullying staff for their information, she is power hungry and does not want to hear staff out or help us with our questions. She believe we are being dramatic with not being vaccinated as per mandate and won't hear to why we don't want to be forced. We're not against the vaccination but against the mandate to do it or lose your job. I was told if no evidence of vaccination by 7th January I will be suspend without pay and to be pay for. Investigation and to be prepared to be let go. This was told to me by my local HR branch.

I have not slept probably since this had all come out, as I am a mum of 3 and find that I need my income to survive today's times to raise my family. I have being so stressed I'm not eating probably or sleeping and my Dr has told me to take set medications to help ease my anxiety over not knowing if I will have a job, as I won't be bullied into it. My family is feeling this too as I am stressed and wind tight that I am snapping at my kids and my husband as I don't know what is going to happen. The thought of being sacked because you won't be bullied is cruel. It's not like if it was a performance matter. It is really affecting my mentally being so unsure and scared, of what will happen.

I think in this rural town, that this mandate is going to cause a few people to leave department, we already struggle to fill position our here and are always understaffed, so less staff is going to affect how kids are taught what access they will have to resources and support in classrooms, education levels will drop, as behaviour will rise as kids will feel the effects of the staff who are on site struggling to fill on shoes and the workload and mentally of them will carry through all. Kids are not silly they can see when diversity is there and when unhappiness runs through.

I understand there is a vaccination out there to protect us, and that it's is every individual rights to say whether they want it or not as per our human rights, to bully someone into it is showing society and kids that this is ok, I'm just asking the department provide us with alternative choices, is it doing a test each day and showing it to management? Is it if your sick you can't come to school at all not matter what it is to reduce the risk. Is is providing us with alternative arrangements at school. We are in an environment where we can be there and not need vaccination, to run smoothly, it is common sense to not go need people if sick and to use sanitisation regularly.

I just feel overwhelm about being forced to do something against my will to hold a job to be able to provide for my family. It's not right to enforce mental stress or loss on someone.

Educator 250

My name is ST. I am a 55 year old female itinerant primary music teacher, working on the southern Sunshine Coast. I have been teaching since 1989, beginning as a primary classroom teacher, and changing to music in 1995. I have had the good fortune of teaching in various locations around our beautiful state: Deception Bay, Innisfail, Cairns, Gympie, and now the Sunshine Coast. Apart from the gift of sharing and making music, I have a deep connection with our disengaged and marginalised students, and I feel blessed that several of these students have reached out over the years to contact me as adults, sharing the impact I have had on their lives with friends and family. I am deeply touched and humbled by these stories, and they are a constant reminder to me that **I make a difference.**

My employer (base school principal) has been very supportive of my reluctance to comply with the vaccine mandate. One of his sons had ended up in hospital after the vaccine, with repeated vomiting. He has been very professional at all times, contacting the Department for advice when I had emailed about Risk Assessments, and sending on their inadequate responses to me. He believes the Department should be writing up the risk assessment for employees, rather than expecting individual administrations to deal with this difficult matter. [REDACTED]

The vaccine mandates have caused immense stress on our family. My partner remains supportive of the decision I am forced to make in order to keep my job (I am the major breadwinner in the family, and we have just purchased a house [REDACTED] no choice but to keep working). I feel angry that my employer now decides what I should do with [REDACTED] personal decision. I do not feel the vaccines have been through enough rigorous testing. I was prepared to wait for Novavax, as, according to my research, it seemed an alternative with fewer side effects and higher success rate, but that choice was taken away from me when the government decided not to release Novavax this year. Regardless of my vaccination status, I will continue to oppose the mandate and the forced segregation occurring in our society. I also hold grave concerns for the 'booster shots'. I was always prepared to have the flu shot, every year, but lining up every few months to be protected against a constantly mutating virus which could still land me in ICU appears futile.

This 'forcing of my hand' has had me speak with both my GP and a psychologist about my mental health. I am currently on a Mental Health Plan. I have also been taking natural remedies to try and relieve my stress. I cry often, and without warning, and can remain depressed for days on end. I experience feelings of hopelessness, and am always fatigued. Although a spiritual person, I don't know what to pray any more. We have turned off the news in our household, and I spend limited time on social media as I am sick of hearing the same narrative. I no longer trust our government, my employer, or the Queensland Teachers' Union who is supposed to work in their members' best interests. I find myself short tempered, and frequently arguing with family members. Today I have been to a dentist because I have started clenching my teeth at night and experiencing jaw pain.

After receiving my first injection (Pfizer), I got violently sick several times, and then slept for 24 hours. I had lost my appetite, was in a 'brain fog', and felt very lethargic, unable to do the simplest of household tasks. The last thing I want to do is have the followup injection in two weeks - I am very anxious about further side effects.

I am concerned for my colleagues and friends, who will not take the vaccine and are in danger of losing their jobs - excellent educators, volunteers and chaplains. I am worried as to how Education Queensland expects to fill these positions, as there will be many. I am concerned for the students I teach - being marched off to get vaccines, despite the fact that there have been many side effects in adults. How many boosters are our children going to have to line up for during their lifetime? How much longer do I have to teach behind a mask? Singing is exhausting. The students who have hearing impairments have been doubly disadvantaged. I personally teach students who are going to be home schooled in 2022 because they suffer anxiety when their teachers teach behind a mask. When I teach across the whole school it is

difficult to learn students' names. Will that be compounded by students eventually having to wear masks, obscuring half their face? If we go back to 'learning-at-home', music gets lower priority because it is not one of the 'key learning areas', and I find myself supervising the children of essential workers, rather than teaching in my subject area.

My hope in writing this letter is that vaccination mandates are lifted immediately, before I compromise my immune system further by being forced to have the second vaccine. The expectation was that 'herd immunity' would be achieved by an 80% vaccination rate. We have achieved this target, so what are we waiting for?

[REDACTED]

[REDACTED]

Educator 251

My name is A. I am a 22-year-old sad and disheartened instrumental music teacher in Cape York. My career in education started as soon as I completed high school, undertaking a three-year long bachelor of music degree, followed by fast-tracked 18-month masters of secondary education degree in classroom music and instrumental music. I completed this degree six months ago and have been teaching ever since in a remote P-12 school across two campuses. When I began this journey, I knew there was a real lack of quality teachers due to the high turnover rate in these schools. I had first hand experience with this, having grown up in rural and remote communities I understood this lack more than many of my peers. By the time I had completed high school I knew that all I wanted to do was be an instrumental music teacher. I wanted to be somebody who was able to help mould and shape the minds of the next generation in a positive way. I wanted to be the teacher I wished I had had in school. Time after time I was provided teachers that were inadequate or who did not care about me. I was told to go sit in the corner and do my own thing. I was made to feel like I could not ask for help when I needed it. I was put down and told that I could not do things when all I needed was some guidance and support. The impact that these comments and actions had on me was immense. I overcame so many of these by taking a [REDACTED] degree and later a masters degree. Yet, when I was faced with practicums on my master's degree I was faced with the same comments, I was not up to scratch with a number of my supervisors but I was also made to feel like I was never going to succeed in this career pathway. I overcame these early supervisors and my final supervisor was amazing, he reminded me of why I love my job and why I wanted to come into this career.

I started as a full-time ins [REDACTED] York, Far North Queensland, in July this year. In my short time there I have honestly struggled and hit road block after road block to get the program up and running. When I finally gained traction, I was so excited. I was seeing firsthand the growth and the enjoyment that my students were getting out of learning a musical instrument for the first time. I realized that I did in fact love my job again. Yes, there were hard days and there were days that I wanted to throw the towel in but there were so many amazing days when my students would pick me up and make me smile or laugh. The dedication I saw in these students to get in and get the job done kept me going.

When these mandates were announced I remember sitting at my computer having just finished testing one of my students, and my blood literally ran cold and I could not stop scratching. For me this is the start of a panic attack. Since then I have had a number of panic attacks about what I am going to do in 2022 for work. At 22 years of age I honestly did not think this was something I would have to worry about. I wish that all I had to worry about was not being late to school or remembering to pack something decent for lunch, but alas this is not all I have to think about.

In the lead up to holidays no mention was made in regards to this mandate coming out by my employer. They were simply more concerned with making sure that if we were required to move to remote learning we would be ready. A few weeks after this mandate came out, I did reach out to one of my principals asking if there were any options for me in regards to not getting vaccinated. His email was very short and sharp and basically stated that my email had been forwarded to HR as that was where all COVID vaccination queries needed to go. I felt extremely shunned by this reply. This was a man that I had come to respect and appreciate and to receive an email like that hurt.

With this new mandate coming in I do not see myself returning to my job until this mandate is thrown away. I am not someone who likes to feel coerced or likes to be pressured. I have enough problems with anxiety and depression and this mandate has certainly upped my anxiety level. I now have at least three panic attacks a week and spend many hours in the day stressing over what I will be doing in 2022 for an income. This has an extremely negative impact on my life and does not allow me to fully enjoy my well-earned school holidays or the time with my family. I have no plans to get vaccinated by anything currently available as I do not feel these are a safe option for me. I will get vaccinated if and when something safer and more reliable becomes available.

There are so many teachers not only in Queensland but in Australia as a whole who feel the same way I do. There are teachers with more experience than me who are not returning to work in 2022. There are just as many preservice teachers that we are going to be losing out of our system because they cannot work or finish a four-year degree because they do not want to get vaccinated. How many small regional, rural and remote schools are we going to lose because there aren't enough vaccinated staff, and soon enough, how many schools are going to be shut down because parents do not want to vaccinate their kids? How has it become that Australia was once considered one of the freest countries to live in as we did not have as many rules and regulations in place, but overnight so many of us have lost all our rights and our income? How can we continue on like this? Why do we have to continue on like this? How much is our government willing to lose before they open their eyes and see what is going on in their own backyard and just how many lives they are destroying? I am honestly so tired and as much as I want to give in, I cannot let someone else rule my life like this. I have no choice but to fight.

Thank you for taking the time to read my letter and in turn try to understand how I feel about this mandate. I am ready and [REDACTED]rk in 2022 and am so excited to get back into the classroom.

[REDACTED]

Educator 252

K. Female. 49 years old. I've been employed on a part time administrative basis in the university sector in Brisbane for the last 4 years. Prior to that I dedicated 10 years of service on a full time basis. Love my job, love going to work each day. Helping and encouraging students to achieve their goals is my daily motivation and I'm constantly amazed by their diligence and continued commitment, especially during the pandemic. I've worked in a number of fields - biological sciences, neuroscience and law. I have 30 years of executive level administrative experience in the university/government sectors and corporates providing key support to students, general counsel, partners, professors, heads of schools and departments. I've been nominated for and received individual/team awards for the contributions made. And I'm now suddenly faced with the termination of my employment because I disagree with the mandate of a provisional vaccine that is still under experimental trial until May 2023.

My employer's 'consultation' process consisted of two 'anonymous' short questionnaires (one character limited) over a few weeks to gauge the 'feelings' of staff and students at a proposed covid-19 vaccine mandate. The approach was flawed in that 'feelings' are not always based on accurate scientific data and can be manipulated by unnecessary fear caused by misleading mainstream media hype as we have seen during this pandemic. I responded to the consultation (along with many other staff members and students) and provided an additional three separate submissions opposing the proposed vaccine mandate and included references to key peer reviewed scientific data and expert opinions that showed the vaccine does not prevent virus transmissibility, nor does it offer significantly long protection. These facts alone should eliminate the need for any mandate. Regardless, the university announced the mandate will take effect on 14th February.

I cannot underestimate how much anxiety, stress and frustration this has caused me and my family. My partner is also facing the termination of his employment due to the vaccine mandate and he has effectively been locked out of his place of employment and forced to work from home until he uploads his vaccine certificate. We have both experienced coercion and pressure from our employers in the form of financial incentives, a barrage of communications pushing covid-19 on boosters and subjected to ridicule from some colleagues when voicing dissenting views to vaccine mandates. I have had to seek independent risk assessments from our employer as is our right and if necessary, will consult with our respective union representatives in order to fight to keep our jobs. Why? The Fair Work Ombudsman has stated: *'In the current circumstances, the overwhelming majority of employers should assume that they can't require their employees to be vaccinated against coronavirus'*. Safe Work Australia's guidance says: *'most employers will not need to make vaccination mandatory to meet their workplace, health and safety obligations'*.

The last 18 months have been an emotional roller coaster. It has rocked us all to our core and taken away time we would have otherwise spent with our family. We have participated in many protest/freedom rallies, written countless letters to politicians, set up meetings with our son's school principal, joined and formed action groups, done countless hours of research into peer-reviewed scientific articles and expert opinions, desperate for a return to normalcy. Fighting for our right to earn a living and in constant fear that we will also have to soon fight for our son's right to a classroom-based education, I won't deny that it is beginning to take its toll. We are healthy individuals, ready, willing, and able to work. Why are we being denied our basic human rights? With a young child, as well as an elderly parent to care for and a mortgage, we have no idea what we will do if we lose our jobs. And then the anger sets in when I put things in perspective and realise that we're all being given an unethical ultimatum for a virus that 99.9% of the population survive – probably not much different to seasonal flu! My young son has witnessed first hand the stress - he's had two years of his childhood exposed to unnecessary fear and angst and this is completely unacceptable. He asks me often 'why is the world being so mean Mum'?

There are many students within my school who have voiced their concerns at being given an ultimatum to continue with their studies – I have received many calls from their concerned parents desperate to know what to do. They know they belong to a low risk group in terms of the severity of covid-19 illness yet they feel powerless against a university that is putting politics above democracy and science. Staff share these same serious concerns. The university and many other organisations will lose many talented, hard working staff and students if it continues with this unethical mandate.

I would like to see the university sector embrace a pro-choice response, as it does for the yearly influenza vaccination. I would like to see universities consider individual circumstances and risk assessments for staff and students, acknowledge the waning efficacy of the provisional vaccine, its inability to stop the spread of Covid-19 and the risk of serious adverse reactions that are now well documented (albeit under-reported as the TGA acknowledges), and accept the use of rapid antigen testing as an alternative, very effective and reasonable way to meet its health and safety objectives to manage the risk for Covid-19.

Based on what we now know about the epidemiological effects of the covid-19 vaccines over the last year, the mandates have no scientific justification. If the university sector truly values its students and staff it will acknowledge the current scientific data and respect legal frameworks in line with a democracy to ensure staff and students are not unfairly discriminated against by taking a pro-choice stance.

Educator 253

I am writing this letter in sheer disbelief to the detriment of suspension of my Senior teaching position in M town due to the QLD mandates. I have been a dedicated teacher of 12 years in regional remote Queensland and have offered multiple opportunities not only professionally but personally to our community. I strive in building relationships with students and peers and working as a collaborative team across two additional sister schools. I love my role and where I am located.

The department of education in my personal options has let teachers down in regional and remote areas due to the mandates, my principle is trying her utmost best to reassure staff. The blanket rules do not fit all circumstances, for example, I work on distance education- I can teach from any location with internet. We have been advised by the ARD that working from home is not an option. However, this was no issue 12 months ago when the pandemic was taking more traction. The shoe doesn't fit all circumstances! Our school is unique in multiple ways.... However it is becoming more apparent that as a community obtaining staff in all areas is very difficult and becoming even more detrimental to current staff. I have witnessed my job being advertised on social media and through other employment agencies- I have been 'written off' at this stage however my success as a Northern remote teacher of 12 years seems to count for nothing.

Furthering this, not one applicant has applied for any of our teaching roles for the past 6 months. The coercion (removing pro choice to be vaccinated) and mandates is and will dramatically taking a toll on my financial status. I do not reside in education housing I reside in my own home (purchased in this great community for the long haul not a 3 year contract) to which I have employed tradesmen over the years to renovate my home and investments significantly. I have supported the community time and time again financially in an array of aspects, I am a one income home. For the first time in my career, I am heavily contemplating to sell my home as I simply can't afford to be here. The community won't only be loosing a long standing teacher, they will be loosing a dedicated community member.

My mental health is at a all time low. I cry and become sick regularly due to the consistent harassment by the department to fill in the survey, the text messages and the fact I feel pressured into checking my work emails to see if any changes have occurred positively for my employment. I don't feel I can take my problems to others as we all have things going on. How much can one person take- EVERYONES plate is full... how much is piled on that plate is each individual capacity. My plate is overflowing and very overwhelming to say the least. I can understand why people take matters into their own hands when backed into a corner!

The impact on the community and my students will be felt. There will be no positive consistency, fractured relationships both students and parents, and loose yet another teacher from this remote area. The stability of shopping locally and supporting our great community both professionally and personally is utterly detrimental.

IF the mandate continues, there needs to be a in-depth understanding of what people and individual schools need. Blanket overview is not viable. There is no choice as to seeking Nova vax in the pressure of the harassing surveys let alone not able to make comments when taking the inundated information. Unfair dismissals due to mandates are inhumane for the individual. Please! I beg you to review the mandates and to understand the severity this decisions has on individuals, community and economy.

Educator 254

My name is I. I am 62 years old and I have been volunteering at my children's school since they were young. I have worked in a paid role at the after school care for 17 years.

Our school is on the Sunshine Coast. Previous to working at the after school care I was a farmer. Working with children is a joy for me. I love building relationships with the children and their families, and having the privilege of watching them grow throughout their schooling years.

My boss called a meeting with the staff to inform us all of the new mandates. We all were shocked and cried. At my workplace, there are 6 out of 8 of us who choose not to take the experimental vaccine. I am devastated to be losing my job. When I told the children that I would not be coming back to school next year, they all cried and their parents were furious with these mandates. I have known these families for many years, and they are angry that I am being forced to not return.

I no longer have an income. I have not been sleeping well since the mandates have been announced. I am surrounded with friends and family who these mandates have also affected. My daughter is a teacher with three children, and she now no longer has a job.

As her mother, I am also stressing about her livelihood. How are we all going to financially survive? The mandates for people in educational settings to be vaccinated is ludicrous. When vaccinated people can still spread Covid, why are unvaccinated people being punished? It is discrimination. Whole school communities will suffer. There will be no staff to open our after school care service.

Educator 255

My Name is N I'm a female Teacher Aide (TA04) currently working for Queensland Education. I'm permanent part-time (24 hours per week) at a state primary school on the Gold Coast. I'm 47 and have been working at the school for just over 10 years. During this time I have undertaken many roles. I have worked across a variety of year levels including 3 years in prep. I have spent the majority of my years working within the Inclusion/Special Ed Department across all year levels. Supporting students one on one, within small groups or within the classroom. I currently am an Admin Assistant to the HOSE/HOI as well as running Speech and Language intervention programs for those students needing support in that area. I have a current First Aid Certificate and a Certificate 3 in Education Support. I have also completed hundreds of hours of staff training and professional development. I bring a wealth of knowledge, experience and life skills to the table. Previous to my years in education I worked for 10 years plus in the early childhood sector where I gained an Associate Diploma of Education. I have the ability to remain calm in very intense situations with very heightened students thus supporting them back to a space where they are ready to learn. I'm a hard worker who puts 110% in to my job everyday.

To be honest I'm unsure of the response from my employer. Due to the mandate I was in a very fragile emotional state. I did not approach my employer and they did not approach me. A colleague told me they were understanding but ins [REDACTED] directive needed to be followed. As a Teacher Aide we tend to fly under the radar somewhat and the Administration at my school don't seem to value or respect TA's. I got the impression they were more concerned with trying to find out which Teachers they may need to replace.

The mandates have greatly [REDACTED] and my family. I have not taken the vaccination and face losing my job that I have worked hard [REDACTED] very uncertain future.

This situation has deeply affected my mental health and the mental health of my family. I have been anxious, depressed, angry and frustrated. I have been crying a lot, losing sleep and worried sick of what the future holds for me and my family. My husband has a terminal brain tumour and the stress of these mandates and my possible job loss are adding to his stress, which then in turn affects his health. It also affects my ability to be the parent I want to be to my own children.

I have many concerns for the many students and communities. These mandates are forcing thousands of education staff either out of a job or to have a vaccination that they don't want or have doubts about as there is limited safety data on them. Some of these staff have years of knowledge, experience, life skills and expertise in the education industry. I fear that with the amount of Teachers/staff being forced out of their jobs this will create a shortage that the Education department will be desperate to fill. Perhaps then employing staff that simply aren't qualified or experienced enough. It may also lead to larger class sizes which presents a whole range of other issues. This will then directly affect the quality of education and care the students receive. Anyone who has worked in the education industry knows it's not a job that you do for very long unless you love it and have a passion for supporting and molding young minds to grow and learn. These kids are our future.

I'm asking that we be given the freedom to choose. We have spent the last 2 years working with this virus and it has been admitted that the vaccine doesn't stop you from getting or spreading the virus.

I believe we have the right to choose what goes into our body.

My Body My Choice

Educator 256

My name is E and I am 42 years of age. I have been a Teacher in the areas of Learning Support & Special Needs, for the past 21 years. My qualifications include: Bachelor of Education; Bachelor of Music; Grad Cert in Autism Studies. I am also a fully qualified Sounds-Write Practitioner and Early Years Literacy Intervention Coach.

My passion as an Educator, is for children who don't "fit the box". Those children diagnosed with learning difficulties/ disabilities, who require intervention and additional support, to achieve a basic education. My heart's desire is to help all children to discover that they are a unique creation, highly valued and greatly loved.

In December 2021, I was shocked when I was told by my Principal, that unless I was vaccinated for Covid19, I would no longer be employed as a teacher. His response was one of "we must follow these government rules" and "we need to do this to protect the children at our school". What added to my confusion, is the fact that I am a parent of children at this same school. I can enter the school grounds and interact with my children in their classrooms – but I am no longer allowed to enter the school property as a "staff member". To me, this made absolutely no sense. Another layer to these mandates for our family, is the fact that our small business also services the air-conditioning and does all the electrical work at this same school. Because my husband, and the tradesmen we employ, are also not vaccinated for Covid19 – we have now lost all business at this school, and others. My husband was not even allowed on site during the Christmas holidays, when no-one would be at the school. My wage as a teacher, pays our mortgage, and our children's school fees. At this point, we have enough savings to cover these payments until March 2022. After that, we don't know how we can afford to keep our children in school, or meet our mortgage repayments. All because we won't have a vaccination for Covid19? Rather than Christmas being a fun, relaxing time of year, when I finally get to stop and rest, and enjoy time with my young children – it has been a time of trying to keep it together in front of family and doing my best to keep anxiety at bay. We did our best to stay positive and to focus on the true meaning of Christmas, but anger, grief, confusion, and frustration are not emotions that you can easily push away.

I know my special needs students will be looking for me on day one this year. I know that the school does not have anyone with the experience and expertise, to transition the students with ASD, or to put in place all the additional supports required for a smooth start to the school year. The families of the students I case manage, are already trying to contact me privately to find out where I stand, because they are anxious too. These students and their families have already been through enough over the past two years, and now these mandates are knocking them to the floor again.

How does a fit and healthy 42-year-old teacher who is not vaccinated for Covid19, pose any risk what-so-ever, to the people around them in a school setting? Where is the scientific data or the medical reason, for sacking me and taking away the job I am good at, and the profession I love?

How do I explain to my 6 and 8-year-old, exactly why Mummy can't be a teacher at their school anymore?

Educator 257

I am a female working as a School Chaplain and have been for 3 and a half years in M QLD , I am 41years of age. I have a Bachelor of Arts with a double major in psychology obtained at UQ and also obtained first class honours in Biomedical Science also at UQ. I have also updated my studies over the years to include in-depth training in community development and Counselling and love working with students, staff and families to help them thrive and be connected within their Community.

To date my employer X has not provided me with a risk assessment, which I have requested three times in writing for the COVID-19 vaccination. They have replied that they have not been provided with one from Education QLD. Without adequately being able to assess the risk to myself and my family I am unable to afford this unknown risk to receive a vaccination without a proper risk assessment of which I would welcome being a part of the consultation process. I have let my employer know I am fit, well and able to do my job into 2022 . They have sent an email detailing the process of being stood down on the 17th of January regardless.

The Financial and mental stress on myself and my family has been significant due to hard deadlines to comply with such dates without a risk assessment. We will sadly not be making such a forced decision for our health without the proper due process of a risk assessment process for the vaccine. Our family income will suffer further as a result.

I have concerns for my School Community without having a School Chaplain available. There is already a large quantity of vacancies for Chaplains in Schools and during an ongoing pandemic both being without a Chaplain and starting a new Chaplain in a school during this time would cause a huge amount of added stress and work for already overworked and time poor staff as it takes years to build relationships within communities.

I usually run the first day back tea and coffee welcome morning for new and existing families with our Chaplaincy Team of volunteers - none of whom will be allowed onsite. I also spend a great deal of time settling in new students in the playground during break times offering lego club and other Social, emotional and spiritual programs that support the students , families and staff which will not be able to run . Breakfast club which is the heartbeat of our community time every week with skipping , singing , joy and free breakfast for everyone and tea/ coffee for families will no longer run. Parents , children and staff will not have the support of their school chaplain to journey with them through some very challenging times. I have seen an increase in family breakdown, loss of income and job security leading to poor mental health including suicidal thoughts needing support amongst my school community during the pandemic. People generally only talk to people they have built up a trusting relationship with about these things.

I would like to see a risk assessment consultation process be opened up to staff and volunteers who do not wish to receive the Covid-19 vaccination as yet. I would like to see medical and religious exemptions be accepted and alternatives such as social distancing and PPE , and rapid antigen testing be offered as part of the risk assessment process.

I urge you to do something to change this and provide a proper risk assessment process with real consultation and options for working with staff and volunteers before you loose the front line workers and volunteers who you need in schools supporting students, staff and families for day 1 of School Term.

Educator 258

I am a male teacher on the Sunshine Coast. I am an early childhood specialist and have been teaching in excess of 15 years. My particular teaching style is enjoyed by my students and families alike as I receive constant positive feedback from all stakeholders. I go the extra mile to make each student feel special and I run four extra circular activities at my school ranging from sports to arts productions.

I am deeply saddened to leave my profession as I feel it is a way that I can contribute positively to society now and into the future. To my employer, Education Queensland, it seems I am just a number on a page but to my local school and community I will be dearly missed, as I know no other teachers will continue on with what I do extra in my school to create community.

The Mandates have impacted me and my family in such a negative way. I have never felt such stress and anxiety in my life because I feel I have so much more to give and am not ready to retire as I am only forty and have a young family that attend the school I teach at.

I have grave concerns for my local school community as I know that many of the teachers that go the extra mile will be leaving because [REDACTED] dates, and a big piece of the heart of the school will simply be missing.

Let's just drop the mandates, despite our stress, we forgive you. Our families and communities will thank you if you do this.

[REDACTED]

Educator 259

I am a 26 year old sovereign woman, and an active participant and contributor in our community, by way of my profession and personal qualities of enthusiasm, kindness and creativity.

I have acquired a bachelor's degree in Early Childhood Education, at the University of Queensland in 2017, thus at present, equipping me with four years of teaching experience. I have been employed in a Brisbane, University based Kindergarten for my four years of teaching consecutively, with my immediate community demonstrating a keen value in early childhood education. I am attached to a long hours day care centre, and even though I am solely employed in the kindergarten room, I have spent many additional hours with the children in the Nursery, Toddler, and Pre-Kindy rooms.

This is a gift of mine that I have begun to realise over the years, with co-workers highlighting the significant impacts of my simple morning greetings, being extended to the youngest of babies. Regardless of my qualification, I view all of the children in the entirety of the service, as children within my care, as they in time will grow and enter my Kindergarten classroom. This has moved mountains for the children as they transition into my room, as many of them have formed attachments with me, from Nursery age.

This specifically pertains to the anticipated 2022 cohort, who have developed bonds with me essentially from birth, and who now have positive connotations with their very first teacher, and experiences towards schooling in general. However, due to this mandatory vaccination mandate, the children who were supposed to enter my care in 2022, will likely have an unfamiliar educator, with the potential of a new face every day entering their environment. My understanding of child development comes into play. Attachments, consistency, predictability and routine are crucial to the holistic development of a child, especially during the crucial formative years of birth to five years of age, which is the age where it is well known that crucial brain development and behavioral patterns are formed.

My employers have been extremely one sided with this mandate narrative, simply encouraging all staff to get vaccinated without proper consultation around the known side effects and risks of the mandatory vaccinations. I have immediate family members who have experienced these adverse reactions due to being coerced under duress to take the vaccine, as a result of a similar mandate. Due to my personal experiences on the matter, I have made the decision to forgo the vaccination, and as a result, my employer is conveying that my choice not to do so constitutes a misdemeanour and is considered misconduct therefore gives them grounds to terminate my employment contract.

As a result of this, I stare down the barrel of homelessness, as I am a young, financially independent woman, renting in "I" town. My landlords have expressed a desire to return to my current rental address (place of residence) in March 2022, I will be unable to provide new rental properties with long term employment records and payslips, to secure appropriate rental properties for myself going forward. Due to all of this, I have felt extremely coerced to receive the vaccination, as I am at risk of losing not only my beloved career, but my housing. I have attempted to assess the current job market to find an alternative career solution to my living arrangements, and realised that many employers are now hiring exclusively vaccinated staff, in order to limit the risks of staff losses, due to future vaccination mandates.

As a result of this, I have experienced extreme duress as I am not only losing the children that I have grown to love like my own, but potentially will need to now sell all of my beloved possessions, part with dependent pets, and attempt to secure any form of appropriate housing going forward. I have found myself struggling to sleep and have to fight daily, with negative thoughts of being overwhelmed with the reality of financial hardships going into 2022, and often consider simply giving up on my rights and morals to comply with mandates, labelled under the guise of a 'choice'. My immediate family has equally experienced this duress, and have since taken the vaccination under the same duress and coercion, and struggles of financial hardship. They themselves are under even more duress, as they wish to support me and my decisions, however are unable to simply financially provide for themselves during these uncertain times, and I am unable to rely on them for support.

Upon reflecting on my own physiological duress, I have begun to develop serious concerns of the long term psychological impacts of the next generation who are experiencing the impacts of these mandates first hand. It

is well known that children feel the energies of their carers, and if educators are inconsistent in presence, or emotionally unstable due to coercion and duress, this translates into the children in their care. I have had both children and parents cry to me, upon learning of my potential absence, due to this vaccination mandate. As many are aware, not only competent and passionate teachers are already lacking, but overall qualified educators in the early years sector of education are desperately needed. I have personally witnessed how short staffed the education sector as a whole is, prior to the mandates, and the negative physiological impacts of inconsistent attachments during children's formative years can have. Now with these mandates, I fear things for the children's mental wellbeing will worsen. These mandates are under the guise of ensuring the children's physical wellbeing, but I ask, who is considering their psychological wellbeing?

I ask that you respect the teachers and educators, the same way we teach the children to respect themselves and their bodies, that no, means no. We teach agency and autonomy, however in practice, the children are witnessing these fundamental human rights being stripped from their beloved teachers, right before their eyes. I ask that you respect your educators, as crucial carers for the next generation, who encourage critical thinking and problem solving in the next generation of Australian citizens, and value their right to refuse this vaccination mandate, without the threat of having their jobs removed or held hostage for compliance. I would like to see this same choice given to the children, as they are digesting a world where words such as 'choice' 'rights' 'agency' and 'autonomy' are being challenged and words such as 'mandatory' 'compulsory' and 'regulations' are the new norm.

I leave you with this final message, from the words of a kindergarten teacher. We teach the children that they have one body, and that they have to take care of it. We ask for the same respect as competent individuals, to make these informed choices, regarding our own singular bodies for ourselves, without external threats of coercion towards our livelihoods.

Educator 260

Hi, my name is A and I live in the small regional town of regional Queensland. I have been part of my community for over 20 years now. I am a qualified, experienced teacher and my husband and I are business owners in town. Besides this, we have both volunteered in many community organisations over the years and continue to do so (Apex, sporting groups, the local Community Centre etc). I taught in small schools in Central Queensland and Logan area before starting a family and recently, after homeschooling for 13 years I have been back in the classroom as a casual relief teacher.

The recent 'no jab, no job' mandates regarding covid19 vaccinations made by the Queensland Government are having a huge effect on myself and our family. While my employer hasn't been nasty, if I don't receive two doses of the vaccine, I will be unable to teach again, once school starts. Personally, this sees a significant reduction in our family income and the loss of a job which I love.

Beyond myself, our entire family is affected. My oldest daughter, a Bachelor qualified school employee, who works daily with at-risk, struggling students, who have little stability apart from her, will soon be without her job. [REDACTED] he has weighed up the risks and benefits to her health and chooses not to take the covid19 vaccine. My youngest daughter has received university offers to study physiotherapy and is devastated that she is not likely to be able to study as she also believes that, given the significant number of adverse reactions, there is more risk than benefit to these vaccines. My son still has his job currently but now feels 'stuck', unable to apply for other jobs that he would like to, as the covid19 vaccine is a [REDACTED] of employment, for a job that is largely outdoors in remote locations and in a small town. [REDACTED] my children are facing great coercion to take this experimental medical procedure. It is coercion and manipulation at best, certainly undemocratic and I wonder if it is even legal.

It is a huge mental struggle for us as a family with 2 of us facing job losses in the next 3 weeks, one unable to begin study for a career and one stuck in his job. My husband faces additional pressure as his income will soon need to potentially support all of us.

The school I teach in has such a small number of relief teachers available to them at the best of times. I feel concerned for the children in the school as staff shortages places additional stresses on staff and as a result, the teaching outcomes can not be what they should be. I feel concerned for our community groups, who generally rely on volunteers, when many volunteers (myself included) are segregated and not allowed to volunteer anymore, based on the lack of a medical procedure. I feel concerned for the future of my children who won't be able to help and serve people in their chosen careers because of a government imposed medical procedure. I feel concerned for the businesses in our small town who are being forced to reject a portion of the community from accessing their services and watch what should be their money go out of town.

You are able to be a voice and to stop this. That is what you were elected to do. Please, the forced, coercive, manipulating mandates need to stop now! People need to be free to make medical choices for themselves without fear of punishment and discrimination.

Educator 261

I am writing in both protest and to disclose the negative effects that your government's arbitrary and socially divisive policies under the current 'Health Order' pursuant to COVID 19 pandemic is having on my personal and family life.

I am a teacher who has worked tirelessly in the pursuit of developing others potentials for the last 26 yrs. I have expertise and experience in teaching students from what is now prep level to teaching adults in English and Accounting ESL at University entrance level, through the University systems.

The stress that your callous policy and the unfair and unreasonable time frames around your mandate has caused my family has been immense. My wife is hyper stressed and fixated over the dangers that the supposed vaccinations may have for both herself and me, and the effects that a reaction could have on our children's lives and this has premeditated in all aspects of our lives. Your narrow and arbitrary time frames along with a complete lack of care and diligence pursuant lack of organisation to ensure availability of appropriate drugs levels have intensified the stress around this unnecessary decision. I have medical conditions outside your explicitly targeted and very narrow range of medical exclusions. On consultation from my doctor, I was provided that I am a high risk to reaction to the vaccinations, however would not be provided medical support pursuant to your political governance on this matter. On attempting to receive the [REDACTED] vaccination as prescribed by my doctor as none were available at the Doctors, nor could they inform me of when they would receive the drug to administer, I was instructed by my GP to attend the public vaccination center where all I was provided was the choice of Pfizer. It appears my medical history was irrelevant, and that I do not even hold the right to a choice of drug, even where medical grounds exist- This does sound very old style USSR or modern day China!- line up and we will give you what we want to give you! I am now in real fear of the second jab, where most reactions occur. This has caused me insomnia, elevated blood pressure, constant feeling of [REDACTED] of loss of control over my future, and a real fear for my children.

In addition to the above anxiety caused by your worthless mandate, I am very aware of my need to be employed in order to provide security for my family as we hold firsthand experience of what it means and feels like to be homeless due to the housing crisis in our town. Earlier this year pursuant to our crisis around being homeless, I suffered a minor stroke! Hence your excessive and highly coercive methods of no jab = no job; no job = no house / food for family, rings hard and unfriendly in my ears! Your government has placed me and my family in a corner! The stress in sundry is both intentional on your part and immense.

Additionally, I persistently receive passive aggressive emails from my employer at both middle and upper levels of management regarding my obligations to complete 'the survey'. The fact that you care not for my personal health and safety- which is a legal obligation that you have, and that the only purpose of this survey is to make management in staffing easier, is also very clear not just me, but many- vaccinated and unvaccinated alike! There is no concern for its real targeted audience- the unvaccinated. At all stages your government has intentionally dehumanised and marginalised, and intentionally coerced to gain compliance.

Whilst, "I do not trust to hope", I ask that you read the above with open eyes and ears, and provide logic, sense and compassion in your governance around this nonsensical mandatory intervention. The easiest path is not always the right one, short term gain is only that! I ask that you and the government reconsider the meaningless mandatory vaccinations of teachers, and that you save thousands of faithful workers from the unnecessary and callous hurt you will inflict- these are not numbers but real people!

Educator 262

My name is J, male. I am a high school Teacher in C. I have just moved onto being an experienced teacher after 10+ years of service. I have a 4-year Bachelor of Education – Secondary (HPE and IT) as my first degree and then participated in STEMS Upskilling to teach Senior Mathematics and Junior Science. I have a Cert IV in Training and Assessing and Cert III & IV in fitness. In 2022 I am enrolled to complete further training to be a manual arts teacher. I am the Capricornia School Sport and Rockhampton District School Sport coach for U15/16 girl's rugby 7's. I am also the only Coach for Rugby 7's at my school. Before and after school, most days of the year I am a Sports Trainer and Strength & Conditioning coach for my school's Rugby League, Rugby Union and Netball Programs. I am the First Aid officer at all school athletic, cross country and swimming carnivals.

To date, I have received no support about my pro-choice stance and my employer has neglected to respond to emails regarding the mandate and requests for the Departments Risk Assessment in a timely manner. I feel like, do I even matter in this big machine? It doesn't seem like anyone cares, not my colleagues, and not my school leadership team.

My wife is also employed by the education department. She is currently on maternity leave with our 5 month old son. Neither of us wanted to get vaccinated, but because the education department is coercing us into getting the vaccine the current choice we have is to get paid or have our employment terminated. I have to get vaccinated so that I can put food on the table for my wife and newborn son. This has caused significant stress on myself. I am unable to sleep at night, and when I do get to sleep, I wake up a few hours later and am not able to get back to sleep. As the "holidays" progress, this is getting worse. I am feeling like an unmotivated zombie. I definitely don't feel like going back to work in a few weeks. Because of this my health is declining. My mood is negative most of the time – it is destroying my mental health and having a negative impact on my family and friends. My physical and mental health is something I was extremely proud of over the last few years. I had made positive choices with my exercise and what I ate, enough so that I was able to lose 30 kilograms and achieve triple digit personal records in all major lifts in the gym. I have been told by both students and other teachers that they wish they had the same amount of motivation and level of health I have. The only sick leave that I have taken in the last 12 months was when our son was born, he had some issues at birth and my wife needed my help in the first few weeks.

Unfortunately, our pro-choice stance has caused friction within my extended family and her extended family. Government restrictions have also meant that only my parents were able to meet their grandson before Christmas, he was born in July. Most interactions have only been able to occur online. Not an ideal way for a child to grow up interacting with their family.

My wife and I sat down a few weeks back to discuss our options. Do I get the injections to support my family, allow us to continue to pay back our mortgage and rates, put food on the table, keep the power on? Or hold the line and hope that everything works out before we run out of money? This brought my wife to tears. Not a pleasant experience in the slightest.

My belief was that I would never get the jab. Simply because I have already experience major health obstacles in my life. I had a stroke at 15 years of age. Which meant all my hobbies and favourite things to do were no longer possible for me. I had to learn to walk again. I couldn't even sit up in bed without assistance and had to be fed and toileted by a nurse. The scar tissue in my brain grew in size after my surgery and constricted a nerve, and caused me to have an epileptic seizure at 18. I am terrified that having the vaccine could cause me to have to start from the beginning again. This is not grounds for an exemption.

I had seen what the injection was doing to people around the world, and I believed my immune system was strong enough to help me survive, even if I did get covid. I am and have never been scared of getting covid. Now I am faced with an ultimatum that I was never expecting I would have to face. Would I go against my lifelong values that I would never put my health at risk again and get a vaccine that has killed more people in the last year than all vaccines in history? Or would I stand strong in the face of adversity and keep my values in check and face that once my wife's maternity leave was over we would only have our savings to keep us going in which case would only be for a few months. What to do? We really had no option. This is the definition of a rock and a hard place. Coercion. My hand had been forced. I still have not had my first dose, but am waiting for the very last moment possible, in case things change. I am still hopeful. If not, next week is when I betray my personal values, for the greater good of my family. Not because I believe the vaccine is going to save me. But because I have no other choice.

Even though I will be a sacrificial lamb being forced into the slaughter house, I am almost at peace with it. I am, however, terrified for the children I teach and others around me. I get that vaccinations are required for life threatening diseases and viruses. I am up to date on all vaccinations, my wife is, and so is my newborn son. I don't want polio, nor do I want hepatitis B, diphtheria, tetanus or any of the other preventable diseases and viruses. I don't want this for my son, my wife or anyone else for that matter. I am definitely not an anti-vaxxer. I refuse to be painted with that brush. But these vaccinations have been in use for decades. None of them have caused major issues, nothing in comparison to the covid vaccine.

I teach a unit called "Sustainable Health" in junior HPE. This is to teach 12 and 13 year old's to be aware of their habits and choices so they don't get sick in the first place through diet and exercise. Instead of giving each and every child a vaccination that is proving to be ineffective, why not focus more on mandating more in-depth education on proactive health and habits and setting them up for a happy, healthy and long life? It makes no sense to give them a bandaid solution that will need to be repeated for the rest of their lives.

Before any physical activity is able to be conducted outside of the classroom; athletics carnival, sports days, excursions etc. a comprehensive risk assessment must be completed, documented and signed off on. How can a control measure that has a risk of "possible death" (even if it is only a small percentage) even be considered when PPE and handwashing can be used as a control measure that has no possible side effects? There is no way of eliminating the risk, I get that. But it is wild to believe that mass compulsory vaccination is the best way forward.

Staff in the Health department and Education department have already been mandated...fine. But please don't do this to our kids. They deserve a bright future.

Educator 263

My name is J, I am a 42 yr old female who has worked in education in Qld for 18yrs. I have worked 4yrs as an Early Childhood teacher, 4yrs as a Special Education teacher/Head of Special Education and 10yrs as a Guidance Officer in Central Qld. I have a Masters Degree in Guidance and Counselling, a Masters Degree in Special Education, a Graduate Certificate in career counselling and a Bachelor of Learning Management Early Childhood. I have specialist training in multiple counselling therapies, qualified to implement multiple cognitive assessments, facilitator of multiple group intervention support programs and experience working across both Primary and Secondary schools.

As an educator I have always been good at forming trusting positive relationships with students. I can identify their individual support needs; be that educational, social/emotional or other. I have the ability to influence other teachers to go that extra mile, to try alternative strategies, to think outside the box to assist not only all students, but the ones who are struggling. My gift is to advocate for the students; the one that does not want to come to school, the one who struggles with peer relationships, the one from a broken home, the one with a trauma background, the one who is self-harming in the toilets. [REDACTED]

When the vaccination mandates were announced for Education staff in Qld one of my Principals did not want to discuss it, stating that he did not know what was going on or what was going to happen, he had not received any information from the department. Emails requesting more information were just not responded to. [REDACTED]

My other Principal was very open with what he thought the mandates meant for his school. He was concerned about staffing and losing staff that were long serving and very respected within the community. He reported that he was already having difficulties staffing the school, one staff member had a recent stroke and another a heart attack, and the mandate would further exacerbate this. The timing of the mandate announcement made the end of year a very stressful time for all staff, however the Principal was very supportive of staff and their concerns. He expressed that he had not received any information from the department on how schools would operate with regards to staffing in 2022, hence was not able to answer staff questions.

I have been impacted personally by the stress of having to choose between losing the job I love, or what I believe would be risking my health by having one of the current vaccinations. The limited time in which to gather information was also worrisome. The pressure was such that I could not sleep, eat or think straight, I just felt sick. My family has also been impacted due to the stress that I have been under, moods are low, relationships are strained, and money is a concern. My family and I had planned on me working in my current job until retirement, I always told people how lucky I was as I loved going to work and doing my job. This period has been one of the hardest I have been through in my life, just writing this upsets me.

I am concerned for the ongoing wellbeing of the students at my schools, some of these students I have supported for up to 6yrs. The relationships I have developed and the knowledge I have of these vulnerable students and their families is not acquired overnight. For some students I am the only adult they feel they can trust.

I would like the risks of catching and spreading COVID 19 in my schools identified through a risk assessment, taking into account individual circumstances and medical conditions of staff on site through consultation. I would like other options to be considered as effective risk management strategies, that have the backing of research, and will not impact on the health of staff. I would like to keep my job and have options available to manage risk besides the vaccination. Please consider the ongoing impact on lives this is having.

Educator 264

My name is R and I am a male state high school teacher on the Gold Coast. I am a Dean of Wellness. My position is extremely complicated, but my main role essentially involves the welfare of students ie: depression, anxiety, and behavioural disorders that sadly are becoming the major cause of illness and disability in teenagers today. My skills to cope with the stress of this position were developed through my four (4) year commitment to be a Team Leader in a Positive Learning Centre, specifically designed to cater for students expelled from main steam learning. The role of the centre was to help these students learn how to interact positively and productively in society. As you can appreciate, this sort of experience is not something that just appears. It takes years of learning, but, most importantly, it takes a strong commitment to help these kids survive.

When I asked my principal if I could have leave Without Pay for a year in order to maintain my position at the school should these mandates be reconsidered, his reply what an outright NO. He said that he had been directed by Education Qld not to give any leave and that he was bound by the Code of Conduct to follow orders. I was absolutely flabbergasted by his response, as I had worked my butt off for him and the school. I left his office in tears! Yes, that it right in tears! A 39 year old man crying because I could see my whole career just drifting away with not even - "I am sorry Ross."

To make matters worse, my wife, R is also a teacher and was treated in a similar manner. We will be down \$4,500 a fortnight so the financial stress is weighing heavily on both of us. We rely on our incomes to feed our three children and to pay the mortgage for our 3 bedroom home.

The toll this is taking on my health is evident in the fact that my Graves Disease, which was in remission, has now come out of remission and I have been told by my specialist that nothing more can be done. I now have to undertake chemical radiation to mute the thyroid. I can't sleep and I am constantly on edge. My doctor has given me a medical certificate for stress, which is based on the questionnaire that GP's perform to decipher the level of mental illness. My symptoms confirmed a high level of anxiety and depression.

Anxiety has been running high for both of us since the mandates were announced for teachers in the other states. We knew they were inevitable but didn't expect them as a Christmas present. The timing of these mandates have also added to our stress. Doctors are on holidays, principals are on leave – you just can't get anyone to help you or listen to your concerns. I am currently on a waiting list with my doctor, which has added more stress as the survey has to be answered by the 7th January.

My greatest concern for the school community is the loss of incredibly experienced teachers. How can the Government replace so many experienced educators. Some teachers are stepping away with 30-40 years expertise to be replaced with graduates. This greatly concerns me, not only from an academic level, but also when I consider the average day of a teacher in today's society. The behavioural issues are through the roof. Mandates are not only not fair for the teachers losing their jobs, but also for the poor inexperienced teachers who are going to find it very challenging. Many of these teachers will be burnt out in 12 months. The negative impact this will have, I feel, will be generational.

These mandates need to be overturned so we can get back to the job we love and for our financial security. Unfortunately, this has left a very sour taste in my mouth. I feel undervalued and extremely sad that the profession I love and one I know I am good at, has all ended because I have chosen to research, question and analyse the efficacy and safety of these vaccines. The overwhelming evidence that is now available that these vaccines do not stop transmission, nor do they stop you from getting the virus, surely should makes governments seriously reconsider these mandates.

Educator 265

My name is J and I have a Bachelor's Degree of Education (Secondary) – majoring in Health and Physical Education and minoring in English. I have also taught a variety of other subjects outside of my specialised areas, including: Geography, History, Civics and Citizenship, Special Education and both general Primary teaching and Primary Physical Education teaching. I am currently teaching in a Brisbane school; however, I live in Ipswich and have taught in many Ipswich schools over my eight-year career. My wife and I have even spent a couple of years in a remote area of North Queensland to do our country service. My gift as an educator is my ability to make connections. I love getting to know my students and connecting with them as people, more so than students.

My school has been very 'matter of fact' when it comes to implementing these mandates. They have denied my request for a risk assessment on 3 occasions and made no attempt to provide me with consultation on the mandate and what ramifications it will have on my job; including leave entitlements. My head of department however has treated me horrifically. He first of all asked me for my vaccination status in front of my colleagues, then followed it up in email by calling me "selfish" because I won't get a free vaccination yet are comfortable endangering the lives of my family". This is extremely unfair to put this back on me like I am somehow responsible for the wellbeing of his family. I have had to undergo counselling sessions because of the way I was treated and even been to my GP to get a referral for a psychologist – based on the recommendation of the [REDACTED]

The impact the mandates have had on my family has been drastic; particularly the relationship between my wife and I. It has created an extreme amount of tension between us, as she just wants it to be over. We have been denied by our own family members to see them over Christmas because of our status. This was especially hard when my wife's 86 year old nanna told us that we couldn't see her for Christmas, until she had received her booster shot. This may have been the last Christmas we would ever get to spend with nanna. My wife's dad did not talk to her for 2 weeks when he found out that we were still unvaccinated. On top of all of this, the financial burden that this is going to cause my wife and I is unimaginable. We just finished building our dream home in November of 2020 and now risk losing it all because we are both teachers and will be out of work.

I am concerned about the further disruptions my termination is going to cause on my students. These last 2 years have already been tumultuous enough without throwing in that their teacher will be gone. I am also greatly concerned by the push to vaccinate healthy young people against a virus we know largely does not affect them. This is extremely unnecessary and immoral in my opinion. It is not the governments role to determine what medical procedures we should be taking, nor is it their job to tell a parent what their child should be taking either.

I am asking you to stop the attack on my family's privacy, sovereignty and bodily autonomy. The mandates are unlawful and will eventually be proven to be so – if you want to be on the right side of history, end the vaccine mandates and give power back to the people to decide what is best for themselves and their families.

Educator 266

My name is A. I am a female teacher in the primary school sector, working full-time in the Gympie Region. I am 26 years old and I have been a teacher for four years (I have worked in a transfer 5 rated rural school for 3 of those 4 years). I have a Bachelor of Primary Education. I am very skilled in the area of Mathematics and I have found new and innovative ways to teach this inclusively, such as using technology to differentiate for a variety of ability levels. As well as this, I am an empathetic listener for students who have horrendous home lives and I am able to provide words of comfort and hope, so that school can be their one safe place in this world.

Since the covid-19 vaccine mandate came into place, I have been treated completely differently by my employer. When I requested leave without pay, my principal refused, stating that there wasn't someone to replace me. My principal has texted, called and emailed me repeatedly asking for my vaccination status. I had advised my principal that I have completed the covid survey sent out by EQ. My principal emailed me resignation forms multiple times and made follow up calls and texts to encourage me to complete them, even after I stated that I would not be resigning from my position. I have been treated like a complete outcast.

The covid-19 vaccination mandate has affected me immensely because my principal has denied me leave without pay. If I was able to receive leave without pay, it would allow more time for me to discuss the safety and effectiveness of vaccines with my doctor. However, I have been denied leave without pay, meaning I have the choice to either resign or be terminated. Either option will have an extremely negative impact on my life. I will lose my permanency (which I earned by completing rural service in a remote school), long service leave, sick leave and maternity leave (which I was planning on taking very shortly as my husband and I are planning on having a baby). If I am terminated, I will have no way to pay for food, clothing, my mortgage or to support the family we wish to have.

This mandate has severely affected my mental health. I have cried nearly every day of the school holiday period, anxious about whether I will have a job to go back to next year or not. I am worried and scared about how we will be able to survive on just one income and if the bank will have to repossess our house. Having studied teaching straight out of school, I have no other job experience and I am too old to be employed by most places and I have no other qualifications, which are needed by other jobs. So securing another job will prove to be difficult and stressful. I am so disappointed because I have spent 4 years at uni, and another 4 years in the classroom to be told that I am no longer worthy, even though I have many years experience and expertise. It is heartbreaking.

To say I am deeply concerned about the students as they start the 2022 school year would be an understatement. I am terrified for them. They have already been through so many lockdowns and online learning, only to return to the 2022 school year without their favourite teachers. I have students in my class who will simply not function effectively without me in the classroom. Why? Because I have spent years building strong relationships with them and they know that they can trust me. These are students from trauma backgrounds. When you take away that one teacher who was their sole support in life, their whole world crumbles. Mental health statistics show that 70% of students rated their mental health as poor or fair (Headspace, 2017). Just imagine the impact of terminating thousands of favourite teachers due to this vaccination mandate. Mental health issues will increase exponentially, along with suicide rates. I am extremely worried about the children and how they will cope with such an emotional, disruptive start to the 2022 school year due to imposed vaccination mandates.

I am simply asking for the vaccination mandates to be dropped for all schools and daycare facilities. I would willingly undergo rapid antigen testing and I would happily wear a mask everyday if it meant that I could keep my job as a teacher. I care about the safety and wellbeing of the children. All teachers do.

Educator 267

My name is B. I am a Secondary Teacher in South Brisbane, Queensland. I am 48 years old and I have taught in my school for 22 years. I have a Bachelor of Education and teach in the areas of Senior Geography and Junior Social Science. I am a Year 8 Co-ordinator and I love my subject areas and the pastoral aspects of my job the most.

My employer has shown some empathy though I have not been told too much yet, except that the school will be following the Health Orders. Once the Health Directive was made, I spent time reading through the long email sent by the principal and I made a definitive decision not to have the Covid vaccine. I was told a contingency plan was required as to place a teacher in front of the students at the start of the 2022 school year and a replacement for me was organised. I am hoping to get more information about how long my job will be held for me in the new year. I am hopeful that the mandates will end very soon.

I am facing a tough period as my husband lost his job due to Covid last year and with an ill child, he needed to stay home to facilitate Distance Education for my son. As I will not be coerced into taking this vaccine, we face losing our home and our livelihood. I am willing to hold the line and for alternative ways to generate income but this is not ideal long-term.

My mental health has been impacted greatly. There was already financial and emotional strain due to the impacts of Covid in the past 18 months. When the announcement was made about mandates for educational staff, I felt disappointed, somewhat rejected by others around me and alone in my decision. It seemed that everyone knew my decision which was not well-supported by my colleagues. I am still processing the fact that everyone knows my medical decision which should be a private matter. It is not easy to feel judgement by your peers. This has been difficult to process as I have worked in my school for 22 years and I had hoped to work for at least another 22 years in the school and career I love so much.

My concerns are mainly for my family and my College community. Families have also been impacted by the mandates as have other staff members. Some have been coerced to accept the mandate, despite feelings of remorse. Many parents are unlikely to want their young children vaccinated if this becomes a requirement to attend school. Parents may choose alternative schooling as the fees will be burdensome if they too lose their incomes.

I would like to see problem-solving and alternatives to the vaccine mandates. I do not want my job to be jeopardised by requirements to have a vaccine that cause risk to my health and that evidently does not prevent others from contracting Covid. I wish to be responsible for my own health decisions. I have made this known to my GP, with no question. I would be happy to work with my employer to ensure that my students, school community and I are working together in a safe environment, without having to accept this mandate.

Educator 268

My name is J and I am a male teacher with 24 years experience in both primary and secondary classrooms. I have predominately worked in the Cairns region but also in London. Teaching has been my passion. I love my job; I remain committed and enthusiastic about the impact I can have on the next generation.

At the time of the announcement of the mandates on teachers, I made contact with my Principal. He was considerate and listened to my concerns and allowed me access to leave without the required 6 months notice. Having said that, I am disappointed that there has been a lack of noticeable fight from Principals and Cairns education system that I'm in about the impact these mandates are having on staff, schools and of course the students.

These mandates will have a major impact on my family. My wife, a teacher herself for 24 years, and I have decided to take leave from our teaching careers as we refuse to be a part of the vaccine experiment. We have not made this decision lightly. We are potentially walking away from our dream jobs. We didn't ask to be in the minority of people being prochoice. Our life journey brought us here. At 29 years old with our first-born child in the Royal Children's Hospital in Brisbane, we stood outside a hospital theatre waiting for a doctor to tell me whether my daughter would live or die. Her disease was caused by an adverse reaction to the chickenpox vaccine, not that Queensland Health acknowledge this on record. We were only ever told this information off record by the country's leading researcher on the disease in exchange for consenting to her being part of their research. I challenge anyone to be in the situation we were in and to not have questions or be sceptical about the truth behind vaccines.

I hold grave fears for my daughter's long-term health if she were to be vaccinated. Her genetics come from my wife and I so there is some hesitancy on our part but more importantly we stand in solidarity with her. She is now 18 and following her parents down the education pathway. However, she is on the brink of losing two jobs in education (vacation care support officer and a part time support officer which was due to commence in Term 1, 2022). Furthermore, she is facing a potential career change – all to protect her health.

As you can probably imagine, this Christmas has not been that merry. The three of us have constantly been thinking about our decision and the flow on effect that it will have on us financially but also with our mental health. It is not right that the Government has the power to hold my career to ransom by stating that I must inject an experimental drug into my body where there is no research on its long term effects.

Furthermore, I am concerned that the students who would have been in my classroom for the start of 2022 are going to be taught by a less experienced teacher and perhaps by a teacher with no appropriate specialisation. Finding enough teachers to fill classrooms when teachers were sick was difficult enough prior to Covid, it can only be assumed that these mandates are going to make it impossible for quality teaching.

I would like the Government to remove the mandates for teachers based on the information I have presented above. I would be willing to take a rapid antigen test upon entering the school grounds each morning. Surely, based on the continual spread of Covid in the vaccinated community, providing a negative test is even more reassuring to the school and community than being double vaccinated.

Educator 269

My name is I. I am a 56 year old female teacher and librarian in Brisbane with 33 years of full time and permanent experience both overseas and in Queensland. Initially I gained a Bachelor of Arts Degree at Griffith University and then studied primary school teaching at the Brisbane College of Advanced Education (1987). In 2010 I acquired my Masters of Education in Teacher Librarianship and worked as a teacher librarian for 5 years before being sent back into classrooms locally as a Senior Experienced District Relief Teacher. Teaching has been my vocation. I relished working with primary school aged children and nurturing their individual talents. I have mentored many student teachers, organised lunch time programs, taught research, cyber safety and literacy skills. I was part of a librarian network that published activities for Book Week and often sourced free authors to visit the school that I was working in. I raised funds with book fairs, fetes, social events, entertainment shows and was on several school committees.

Once the mandatory vaccination mandate was emailed to my personal email and phone number on a number of occasions, I began to feel stress and anxiety and I withdrew myself from social interactions with staff as there was pressure from the mandate. Once I had indicated that I felt coerced into taking a medicine that is not suitable to my body, I received generic Education Qld form letters that stated that it was mandatory and that I would not be able to attend school in 2022. 2 dates were stated that would be for a first and a second injection.

The mandatory vaccination [REDACTED] are threatening my livelihood and the constant texts and emails from Education Qld even [REDACTED] are intimidating.

I am scared of the vaccines and did my research on an Australian vaccine by Professor Nikolai Petrovsky. I would like to take his protein based vaccine but it is not available at the time of the deadlines. Taking a drug that could endanger my health is nightmarish.

My partner feels the same and his livelihood as a tradesman is also under threat. We have a mortgage to pay off and with both of us not having employment, it will lead to poverty. I was intending to retire in 2025 but am that scared of the vaccines as some of my friends had adverse reactions including blood clots on the spleen and another with heart palpitations and one colleague at work's mother dying from an Astro Zeneca shot 4 hours after the second dose was given.

My partner and I feel strongly against coercion and we are risking our home and a comfortable retirement. I am seeking medical advice and ongoing treatment for my respiratory ailment and elevated levels of anxiety and depression.

I am concerned that my partner and I are now excluded from social events. Being excluded and not being able to participate with the rest of society contributes to our isolation and feelings of lack of self worth. Some friends, colleagues and our parents are very aggressive and angry towards us because they are pro-vaccine. We are not anti-vaccine at all, in fact when Coronavirus first came in 2020 I attempted to sign up but the process was difficult. I searched for information about Astro Zeneca and found it to be dangerous in younger age groups and banned in Denmark. This was proven to be true. From then on I did more research and asked people from overseas about their experiences and I came to my decision. I am concerned at the censorship and the vitriol in society against democratic processes and I am concerned for the children and what kind of future they will live in.

Educator 270

My name is R, and I am a full-time permanent Special Education Teacher with the Queensland Education Department. I have only recently been awarded permanency. I work at X Primary School. I have taught since the Year 2000 after I attended University after I completed High School. I have taught mostly part time and I have over 9 years experience. I am good at relating to students of all intellectual abilities and special needs.

The response from my employer was disappointment that she wasn't able to give me employment in 2022 until I was vaccinated. My Principal was supportive of my decision but made it clear I would not be able to go into the school grounds until I was vaccinated due to the mandate.

The mandate is affecting my family because I will no longer have an income once school commences. My family of four children will be living on one income and our income security is reduced since my husband's job is only a contract.

My mental health has suffered [REDACTED] the extra stress of an income more than halved. I have to now find another job although all my work experience is in a school setting.

I am concerned for my students that I am responsible for since I am the only full-time Special Education Teacher and I have a good relationship with all the verified students with Autism and Learning Disabilities involved in [REDACTED] Special Education program.

I would like the mandate to be removed so that I have a choice to be vaccinated and take responsibility for my own health. I do not pose a larger threat to the students in my school since vaccination does not stop the threat of transmission between the students and myself.

I am a good teacher and I would like the opportunity to continue the vocation in which I completed a University Degree and I have considerable experience in. I would like the mandate to be rolled back and I would like to continue my employment in my school where I have spent the past year investing in the lives of students and teachers.

Educator 271

I am R, a 62 year old full time teacher aide employed in the Sunshine Coast. I have been employed by Ed Qld for 22 years but have had a connection with my community for over 35 years being involved in many volunteer organisations and operating OSHC where I have gained the respect and friendship of many families. Flexibility ensures I can and have worked in all areas of my school with my skills and care for our community being particularly useful in the Special Needs and Prep areas where I have formed many trusting, calming bonds with children on the Autism Spectrum and our youngest students with separation or behavior issues. Second generation families and those whose other children I have cared for often request that their children are placed where I can work with them. Continuous professional development keeps me abreast of pedagogy which along with my experience and love of teaching has made for many academic and personal gains in the children I work with. I also do the admin for the SEP being adept at navigating changing disability support requirements and the One School system much to the relief of teaching staff who would rather give their time to our students.

My line manager, HOSES, teachers I work with and Principal expressed extreme disappointment when I asked for leave for Term 1 while I had time to consider the emerging vaccination options, the ever changing COVID virus and the mandate developments. They were supportive of my decision but of course my employer is Ed Qld and the people who know me best have no option but to follow the Qld Government Mandates.

When this mandate was introduced I was initially physically ill. Seeing my fellow workers struggle with the mandate and left with no choice because of financial and study considerations has been really hard for me. I have become disenchanted and depressed by feeling unvalued and disposable despite the devotion I have shown to a job that I love. I am sickened by feeling like a traitor, abandoning students and teachers at a time of the year where crucial connections are formed. The contradictions of the pandemic have left me confused. Was I a sacrificial lamb while one of the skeleton face to face staff at the beginning, with no protections, when now the school setting is deemed high risk? Why are children previously deemed to be unaffected by this virus now so vulnerable? I have seen the severe mental toll mandates have taken on some close to me and wish mental and physical health were both considered when these mandates are created.

As a single woman I rely solely on my Ed Qld income. As I near retirement I have been forced to reconsider my financial options at a time I envisaged building my superannuation so that it could give me a small but decent buffer at 67. My choice is no choice, either be coerced into vaccination or lose my job and eke out my current meagre superannuation amount to live on until the pension. At my age I have very little chance of finding another job. The loss of income would also have significant impact on my daughter and granddaughter, who I support financially due to impact of domestic violence.

Ideally I would like the government to repeal this mandate. If not I would like alternative work and safety options given to unvaccinated staff. Dismissal is unacceptable and unfair for the dedicated, talented humans who do not wish to be vaccinated. As we have heard and seen multiple times, especially in recent days, vaccination does not prevent infection and transmission. With break through rates at an all-time high it is clear that this is not only a pandemic of the unvaccinated. We might be at higher risk of illness but this does not equate to being any more dangerous to others than the vaccinated are. I trust my healthy immune system and the protective measures I take to keep myself and others safe from this virus.

Educator 272

My name is T. I am a primary school teacher that lives in Brisbane south area. I am 49 years old and I have 9 years of teaching experience. I have always taken pride in the way I build positive and trusting relationships with my students, while developing engaging lessons that strengthens students' confidence. I have always catered for each of my students taking into consideration their strengths and areas to work on. I truly love my job. I cannot think of anything else I would rather do.

When I received the email stating Department of Education staff were required to be vaccinated before returning to work in 2022, I found the email was "out of the blue" and there was no prior conversations, discussions or meetings beforehand. My Principal was very blunt when addressing this. WE were told (in a meeting situation) that if we were not vaccinated our employment would be terminated.

From that time to now, I have had trouble sleeping. I have been so worried and stressed with how I will provide for my family. I have a daughter who has special needs that relies on me for income as she is not able to work at [REDACTED] y inability to sleep has impacted me. Three years ago I was diagnosed with a panic disorder and I am now suffering more panic attacks since that email.

I have concerns with this directive that there will be a teacher shortage which will affect students. Our school had many problems finding relief teachers and contract teachers so I am concerned how 2022 will look. [REDACTED]

I feel that teachers should have the right to choose to have or not have the vaccination without being forced or threatened with their jobs. There are other alternatives, such as wearing masks. I ask that other options be made available so that I can return to a job that I love.

Educator 273

My name is S. I have been a Queensland Secondary Maths teacher for 27 years and currently teaching in the private sector on the Gold Coast. I hold a Bachelor of Teaching.

One year ago I lost my husband (of 20 years) to cancer, consequently I am a widow, raising three grieving teenagers, working full time, trying to pay a mortgage and function adequately on one income.

After one difficult year, I was just finding my feet emotionally when the Qld government announced that I would lose my job due to the vaccine mandates. I choose not to take the vaccine as my children could not cope seeing another parent unwell due to adverse effects.

So it is with a heavy heart that I am let go from a job I love, and I might say, I am good at. My workplace has been a place of refuge and a huge support through the most challenging season of my life. The government has not just robbed me of my right to provide for my family but has removed the very network that has helped me and supported me.

My Head of Department was visibly emotional when having to let me go. The school has their hands tied and have kept lines of communication open and clear. My school leadership wishes that there was a way to keep me employed however this is seemly not to be.

This is an extremely stressful cause further unsettlement for my children? Do I remove my children from private education, their safe place for the past 8+ years, when they need support the most? Do I retrain, as teaching is all I know?

My concerns extend beyond my family and look at the stress on the, already stretched, education system. Where does the Qld government expect to find addition teachers with similar expertise and experience? I guess there will be Language teachers teaching Maths subjects and vice versa, there will be larger class sizes, none of which will be beneficial in raising education standards in Queensland.

I would like to see some common sense prevail. If the unvaccinated are happy to work, knowing the risks, they should be able to. Those who are concerned about catching covid-19 can choose to vaccinate. So the unvaccinated should not be a threat to the vaccinated. Please afford me the human right, to provide for my own family.

Educator 274

My name is S. I have been an employee of Education Queensland for 30+ years. I have spent most of those years as a full-time primary school teacher, sometimes in very challenging schools along the Eastern seaboard from North to Townsville and South to the Gold Coast. In the last 4 years however, I have found myself working with disengaged young people and those experiencing complex mental health issues. These were high school students who never quite fitted in to mainstream schooling. My expertise has been the ability to connect with young people and help them to reinvest in their education, to rediscover self-belief and self-worth and to reinstate belief in a system they had lost faith in, in the past.

The mandates imposed on the education sector saw me removed from my position in a hospital school during the September school holidays and given 24 hrs to be vaccinated or not return to my job ready to start Term 4. This was a job which I had won at the end of 2019 from 120 applicants. It was a job I was passionate about and one I was proud of. This was where I would stay until retirement, or so I thought. The response from my employer was a knee jerk reaction linked to the Health Department with no real support given [REDACTED] who opposed these mandates. We literally packed up our personal belongings and walked away. We were then asked repeatedly to supply work and support for the people bought in to take our jobs, all of which had no expertise in the area. I was redeployed to a new school to fill non-Contact time for others, therefore wasting any expert knowledge and whittling away my self-worth as an educator. When the mandates for the Education Department were brought in, we were not a [REDACTED] our principal, our queries were unanswered and all they could do was redirect us. Every [REDACTED] m meaningfully, they continued to direct us to email the staff vaccination enquiries along with all Queensland employees.

I have now been faced with a decision to risk my future health with no long-term studies or data connected to the 'vaccine' or risk losing my home and being unable to feed my family as I have been threatened with termination for 'misconduct' if I refuse the medical treatment. This has created much anxiety and uneasiness in my family alongside my husband and my two teenage daughters. As my expert teaching is in Mental health, my concern for the young people in my own house now is heightened as they too face uncertain futures.

As I was part of a new program in my teaching role, I have already seen the impact on students when you remove expert teaching teams that have been hired for a purpose. To think that expert teachers with decades of experience are being sacrificed so readily, makes me hold grave concerns for our at-risk youth; our children who come to school and feel safe and worthwhile because they have staff who are passionate about their education and well-being. These are the ones who have already been overlooked and deemed too difficult, yet like the committed staff who work with them, they are being ignored.

I am asking that this blanket requirement of the 'vaccination' to be able to do our jobs be overturned. I am asking that we be given bodily autonomy. I am a teacher, a wife, a mum, a creative, a breast cancer survivor. I have fought hard to be here, to continue to work and to make at-risk youth's lives a little better. I have given 31 years to the Department of Education. My experience and expertise should not be taken lightly nor should other Education Queensland staff. I, like so many others have spent years honing our skills, perfecting our craft and constantly changing with the latest educational research. It has never been an easy job. We know our worth. I just hope the Department recognises our worth before it is too late.

Educator 275

My name is Y, female, teacher of Distance Education School in Charters Towers. I am 56 years old and have been teaching since 1997 for 24 years. I have a Bachelor of Education and Teaching in Primary school and Secondary school. My specialty is teaching Japanese in Primary school and Secondary Schools. I could provide cultural experiences and took Year 5 and 6 to trip to Japan three times. One of these trips students stayed at the host families and had amazing experiences. I also took a group of teachers to Japan to learn about Japanese culture firsthand. Any schools I teach at I connect with communities and created fun learning environment with culture and language combined.

I have sent an email to my new principal for 2022 to express my concerns of needing to have time to research on the mandated vaccination. I received an automated email that he can return my email after 19th January. I would not know what will happen until I receive an email from him.

The mandated vaccination choice put myself into difficult situation that if I take time to decide to get the vaccination or not cost me a teaching job. I am single and do not have family, but I still need to support myself. This will [REDACTED] and a job somewhere else after working as a teacher in public system for 24 years. This is not an easy decision to make and wish I do not have to make.

Since November 30th announcement, I have been feeling unstable and worried about what I need to do and what decision I can make. My mental state has been affected by this decision making I never dreamed will happen. [REDACTED]

I am very concerned about students whom I was going to teach will not get support from me. I have not met them yet, but I feel like I cannot serve them unless I can be healthy physically and mentally. It is a great concern that as a teacher who enjoy teaching and supporting students' welfare is not met. My wish is that the Department of Education and Training will allow teachers to give a choice of either vaccinated or not and allow us to continue the job that we are passionate about. I am sure the government and politicians whom we voted will support voters and common people's concerns to continue the profession which we are proud of and enjoy.

I thank you for reading and understanding where I am at as a teacher and a person who is proud of being Australia and having a government to respect of people's freedom of choices.

Educator 276

My name is A, I am 40 years old, and I am a Level 3 Teacher Aide who works casual/contracts in rural small school communities on the Darling Downs.

I was inspired to become a Teacher Aide over 4 years ago by my son who has Down Syndrome and Autism. After 14 years of being a mother of a child with multiply complex disabilities, and being involved with countless hours of Speech Therapy, Occupational Therapy, Physiotherapy, Music Therapy and Exercise Physiology sessions, I felt I had obtained priceless experience and knowledge not only to help my son but also to help other children with similar challenges in a school-based setting.

When Education Queensland announced the mandates for anyone who works or volunteers in a school-based setting on the 30 November, the negative impact this created was extremely overwhelming. These mandates have created a huge negative impact on my family's and my own mental health. The thought of being threatened of losing my job over not participating in an Irreversible Invasive Medical Procedure, that does not stop me from contracting the Covid Sars 2 virus or passing the virus onto my family, or to my students, has caused a great amount of confusion, stress and anxiety. My children are now in a situation of uncertainty about their future, and this causes a lot of tears and anguish.

The impact of these mandates will be significant. They will destroy small school environments, to which will destroy small communities. These are schools that are already in a low-risk area. The impact on the students who will no longer be able to receive the experienced support they need because of staff shortages, will have an unimaginable effect on their future and on their family's future.

It has already been a struggle to find staff and volunteers who live in the community to help and support the school and school functions and fundraisers, and it is harder to find committed staff who take pride in living and want to be a part of a small school community. These mandates have just made it considerably harder, with no thought of the long-term impact it will have on the staff, students or the local community.

I believe this mandate should be abolished immediately. I believe we all have a right to choose. The right to choose if we participate in such a large scaled Irreversible Invasive Medical Procedure. A procedure that at this point is causing more pain and suffering than the virus itself has caused.

Please I ask you to consider the long-term effects that this mandate is going to cause. Please stop all mandates now and allow schools to continue without disruption and without cohesion and allow our children to receive the supportive education that they deserve.

Educator 277

My name is S, and I am a female specialty teacher aide in Brisbane, I'm a 65 year old who has spent the last 17 years helping develop my working department into a successful subject for students whether it be for a food and nutrition career or for those choosing a certificate 3 in hospitality. I have poured many extra hours to make the students and teachers lives as seamless as possible.

My employers have informed the whole school employed community of the Queensland government mandates to be vaccinated or have no job. There would be no exceptions and that they had no choice but to follow the mandates.

This sudden new mandate has taken a toll on my career and how I played out how I finished the year. I am devastated that I have had no time for closure with either the students I aide or the teachers I have supported for many years.

This information of comply or lose your job has left me devastated and given me much anxiety and sleepless nights trying to decide whether to override very personal medical reasons to not be vaccinated or comply and keep my job to help my students and teachers.

My absence now leave [REDACTED] I coordinate each class with ingredients to be ordered over 13 classes and preparation for those classes. The background work involved that only I can do has caused me much anxiety as to how all involved will manage to continue to provide the students with the ability to do what they need to do. So much of what I did was to provide a positive and streamless learning environment for everyone.

All I want is to be able to do the job I was trained for; I want to be able to continue to help my department which was perfectly ok to do over the previous two years and was classed as an essential worker keeping things working for school and community in large. I desperately want to do the job I have loved for 17 years and am passionate about.

Educator 278

I'm L, an Experienced Senior Teacher at a local primary school near the Gold Coast, Queensland, with 15 years of teaching experience have fought so hard over the past 8 years to provide for my 2 children aged 10 and 8.5 years of age as a single-mum. I am a survivor of emotional, psychological & economic abuse from my ex-husband which has led to a number of mental health and physical health battles which I have endured to continue to maintain a safe, stable and secure home for my children through it all. I have learnt the value of putting my health first in order to be able to continue to provide this for them.

Through my pain, I have learnt many valuable lessons about how to support our mental health which I was fortunate enough to pass on to my whole school as a specialist Health, Wellbeing & Inclusive Practices teacher. Parents have reported that their children in 1 year have gone from being anxious to being settled at home and school and that they have greater self-awareness & self-acceptance of their emotions than ever before. "[I] am worth my weight in gold!" is a recent report that my Principal received about me. I am passionate about teaching the 'whole child' to cater to their social-emotional needs in order to support their behaviour and academic success. The resources that I create to facilitate this are of such a high standard that I am often encouraged to publish them for sale.

Not only am I gifted in sharing my knowledge, I possess teaching and leadership qualities that were recognised in roles as a literacy coach, Acting Deputy Principal and Acting Principal from only 4 years of experience. I create positive change.

I am grateful that my decision to put my health first now has been respected by my current Principal who understands how a sole-provider for 2 young children cannot be rushed into a decision which could leave her children potentially back in [REDACTED] abusive father who doesn't work and has told them that he cannot see them anymore because [REDACTED] were fully vaccinated previously, however the retellings of healthy loved ones who are being hospitalised/killed in response to the vaccine is a massive risk for me. My children's Uncle Keith was killed by the second dose of the vaccination due to myocarditis which the doctors originally said that he shouldn't get after his reaction to the first. These are factors that weigh heavily on me with a higher level of responsibility resting solely on my shoulders. My Principal has had to accommodate for my indecision by planning for an A, B & C scenario should I choose to get the vaccination out of duress or have to take leave/be dismissed. Stress he doesn't need on his holidays either.

Stress, anxiety and PTSD related to my abuse recently led to an immune-response of psoriasis which spread all over my body. I had to cover up from head to toe daily at work just so that the students didn't get frightened by it. (But I didn't take a day off because I value my job so highly). I have also had stress-induced weight issues which I tried prescription medication for, but it wasn't effective. I am still in a state of stress and now I am spending my school holidays (when I should be relaxing to recover with my children) contemplating new job options. In addition to this, the marketing campaign and mandates are triggering my anxiety all over again and now my psoriasis is returning.

The coercion and threats, mind-games, humiliation, isolation, segregation, misuse of information and now the loss of the job that supports my children (economic abuse) are all the things that I have had ongoing therapy to get through for the past 2 years. My family are divided. My father has been my rock through all of my abuse and I can't even call on him now to support me through all of this (and support is key to managing stress).

I am concerned that this mandate has divided not only our schools, but families and communities. Teachers like me who were there to support the wellbeing of students will not be there to support them when they need it most. Principals are stressed and their mental health is impacted. So many families are pulling their children out of school to do home-schooling which will impact their education and everyone's mental health (especially if parents have lost their jobs themselves). I study constantly and consider myself a well-educated individual who is highly respected for my advice and perspective. I should be allowed to make an informed decision about something that effects my body and my health permanently, and potentially the future of my children who depend on me.

My medical decisions should not impact my job. That is discrimination. We have used PPE and other precautions effectively for periods through the past 2 years. This should be adequate enough to maintain the ability for me to continue doing the job that I love, my job as a Health, Wellbeing & Inclusive Practices teacher where I support our next generation's mental health & wellbeing and ultimately improve their academic performance.

Give us our jobs back! Our students need us!!

Educator 279

From the time I started secondary teaching, 22 years ago, I have loved my profession. No two days have ever been the same and daily I have looked forward to the interaction with my students and my school community, awaiting new challenges and the rewards for the day. From inspiring my students to achieve their very best, to my pastoral care role as Year 8 Co-ordinator, I cannot fathom leaving my profession as a result of mandates that do not allow me ‘freedom of choice’.

As a Geography teacher, I have been passionate about humanitarianism and have spent countless hours discussing the United Nation’s Sustainable Development Goals, for all humans on earth. And now, in this time, I am facing my own battle for personal freedoms and human rights. I will not give in to these mandates and I hope my students can understand that I am standing firm in my convictions and standing for human freedom so that one day they will not have to face this battle in their own careers. The easy option is to give in, but this would go against everything I stand for and believe in. I will stay in the fight until these mandates are overturned, so I can go back to the career I love.

[REDACTED]

[REDACTED]

Educator 280

My name is S. I am female and have been a primary school teacher for the last 23 years. I was a full-time Experienced Senior Teacher at a state high school in B. Most of my years were teaching infants in Years 1 and 2 for which I had a passion and devotion to the importance of building firm foundations for their future learning. As an Experienced Senior Teacher and Year Level Leader: I supported and supervised many beginning teachers; produced and implemented many programs for children with learning difficulties; guided and supported teachers with behavioural issues in the classroom; promoted the importance of strong bonds with parents and guardians; and encouraged community involvement in the school setting (eg: inviting Aboriginal Elders, local historians, community leaders and people who had overcome extreme hardships - all to tell their stories in the building of Australia). In 2016, I retired from Education Queensland and shortly afterwards was approached by my current school to help design and implement programs to help 'at risk' students bridge the gap in their learning to enable them to reach their full potential.

My present employer has expressed their disappointment and frustration that I will be no longer able to support their students in 2022, as I have chosen, for personal health concerns, not to have the Covid vaccination. As the Deputy Principal conveyed to me, the experience and dedication I have shown to their students has been greatly appreciated both by staff and parents, many of whom have contacted me personally to express their appreciation.

The Queensland Premier has made it perfectly clear that without the vaccination I can no longer teach. This personally has broken my heart and left me with a great deal of anxiety. So much so that I had to see a Psychologist who gave me a script for antidepressant medication, plus strategies to help me cope. My depression and worry have been escalated by the fact that both my son and daughter-in-law, (also teachers) are questioning the safety of this experimental vaccine. Consequently, they have been told they will no longer be allowed to teach next year unless they are double vaccinated. Teaching is their soul income. They have a house mortgage to pay and three beautiful children to feed, educate and clothe.

The teachers, like me, who will not take this experimental medication, are all experienced and loyal teachers, who have been part of the education system for many years. The knowledge and wealth of experience that will be lost to the children of Queensland is just mind-boggling. A further concern I feel The Qld Government has not considered, is the growing behavioural issues that are now just part and parcel of the school environment. Students are now self-harming, attempting suicide and suffering from depression and anxiety, let alone the growing number of students diagnosed with ADHD, ODD and ASD. My son, who is a Dean of Wellness at a high school on the Gold Coast, deals with these issues every day. Ross has spent four years in a Positive Learning Centre for students expelled from main stream learning to help these students learn how to interact positively and productively in society. This sort of experience is not something that just appears. It takes years of learning, but, most importantly, it takes a strong commitment to help these kids survive.

I am pleading with the Queensland Government to acknowledge that what they are doing – mandating an experimental medication that has already caused many deaths and thousands of severe adverse reactions – is not in the interests of the children of Queensland. It is also not fair to people who are merely exercising their democratic and personal right- to choose what is best for their body and their health. This medication is not preventing the transfer of Covid, nor is it preventing those who have received the vaccine from getting it. I am praying that the Premier of Queensland can see the damage that will result if unvaccinated teachers are not allowed to do what they have been trained for and want to do - teach.

Educator 281

My name is K. I have been teaching for 30 years, starting at Rockhampton X School with a group of unruly teenagers (where I was mistaken for one of my students by the visiting inspector). Most recently I worked at X State School. A school of wonderful but high maintenance students where the day starts by providing breakfast and continues with tending to emotions as much as intellect.

I love teaching. It is a demanding, often unrewarding, unappreciated, criticised and misunderstood job that has (had) a tenacious hold on me. I spend (spent) holidays finishing off the last term and preparing for the next one. School is my charity, much of my identity, my social life, my social standing and my place. My husband often had to "hold the fort" at home while I worked long hours; in fact for years in Biloela when I was a HOSES he came back to school with me at night and studied while I worked. No matter what we were doing my thoughts always strayed back to schoolwork and the students.

This year, during planning for next year, I got an email. I could not believe that as an unvaccinated person I was to no longer [REDACTED] panicked: I have a mortgage and a car lease, a farm with animals that rely on me to feed them, I still cannot believe this has happened. I am a fully vaccinated (except for the covid vaccine) healthy individual, I am most likely immune to covid as I had swine flu years ago, I rarely get sick even surrounded by clinging children from all walks of life.

My Principal helped me p [REDACTED] service leave and approved it straight away. I don't know that he knew what to do either [REDACTED] sn't anything to say; my Principal is not a health expert, he couldn't give me any assurance regarding support in the event of a reaction. I felt so abandoned by the state and department and school that I have served well for so many years.

No one said goodbye to me. When everyone else who was leaving and retiring got flowers and kind words, I got nothing. No acknowledgement at all. No one knew what to do about me. Most people were polite but unsympathetic because they think that I can just go and get vaccinated for covid and it will all be over.

I am told I will be suspended. I don't know what that means exactly. I don't know how to pay off my car lease or meet my mortgage payments. I worry about my students for whom school is their stability, the people who they rely on to be there and be the same and to care for them.

My husband and I try to look on the bright side; there is plenty for me to do at home, we have a small farm, I can grow food but I still have to feed animals and pay bills. He can only work part time. In the middle of the night we both wake up and just hold hands and try not to worry, but that is impossible. It is surreal. I think of all the hardships of people groups throughout the ages and the injustices done around the world and I can't believe I am living one of them.

Please, please look at all the information, have the debate, have the discussion with all sides with the people who know what they are talking about. Look at all the evidence and please, I respectfully ask that you be ready to explain your decision making to me so that it makes sense. Because right now, it doesn't.

Educator 282

My name is H. I've worked as a Secondary English teacher for eight years and have enjoyed instilling a love of learning and literature in all my students. I've dedicated myself to this career full-time, always working above and beyond to meet the needs of my students no matter the hour or the day. On top of the classroom duties, I coached netball for most of those eight years and aimed to show teenage girls that their body is not just for looks – it is for function! I trained them to develop strong, healthy bodies that enabled them to compete. I have been described by my superiors as a “bloody good teacher” and the epitome of what kind of staff member our school desires to employ. I took on a leadership role and played a major part in handling discipline and student wellbeing in recent years and helped a lot of students make good choices and learn how to cope with life as an adolescent.

When the mandate came out, I was devastated and heartbroken. I am employed in the private sector and I had hoped that we would remain untouched. Unfortunately, that has not been the case and I was put in the difficult position by my employer to make a decision in a matter of mere days. My employer was initially understanding and respectful of my position but as the quantity of unvaccinated staff made itself more apparent (approximately 20%) he became more pushy that staff should get vaccinated. A number of unvaccinated staff were hurt by these comments and even those who had chosen to get vaccinated felt that those comments were unwarranted and minimized the turmoil that many were going through. This was especially painful as he is in the last few months of his extremely long principalship, and the issue of mandates arose at the end of the year, typically a celebratory season. The whole end-of-year turned into a painful and confusing time and ruined the end of his career.

I am unvaccinated and will remain as I possibly can. Thankfully, my parents and husband are very supportive. I was extremely anxious about making a decision, and it is horrible watching friends and family go through the anguish of making a hard decision, too. I felt physically sick for about two weeks while I adjusted to the concept that I would no longer be permitted to do the job I love. It made me desperately sad to consider that I, a faithful worker, who studied hard to get into university and excelled in my studies, would face termination so unnecessarily and from an employer whom I deeply respect and a school community that I love.

I am concerned that the school and its students will suffer due to the loss of absolutely brilliant teachers who are aligned with the school's rationale and purpose. I feel awful that the last thing my students heard from me in 2021 is “I will be here next year”. The mandate has made a liar out of me and I didn't even get a chance to say goodbye to them (their final day of school was in November). There are students who view me as a mentor. That is not something I take lightly.

I see that my job is a sober calling to speak into young peoples' lives every day and be a good role model for them. I didn't get the privilege of a farewell that honoured my contributions to the school. I watched on as members of the school staff retired on their own terms and were farewelled with dignity and respect, and felt robbed of that for myself. There was some suspicion and division on that last day instead of joy and celebration. What a terrible thing to do to those in a profession so selfless and critical as teaching!

For the sake of the students whose education has already been interrupted enough, please overturn these mandates. Allow valuable teachers like me to return to our places of work without discrimination. All I want to do is wait a bit longer before taking the vaccine. I want to wait and see if my husband and I can fall pregnant. I want to wait to see if there is new research and ways to handle this pandemic. I want to do these things on my terms and without coercion or being rushed. I understand that COVID is real and that the vaccine might have some merit to it. But I also understand that the vaccine is not the cure and that it should be the individual's choice to receive it or not. Please overturn the mandates for the greater good of uninterrupted learning for students. You can not turn back time and take away that utterly devastating impact that the mandates have already had on teachers' mental health. Teachers like me have wrestled with the decision and tried to balance their vocation with their conscience. But you can allow us to work in our vaccine-free status. We have done it faithfully for two years – two years of uncertainty and instability and “new normals” and online teaching - because we love our students and care about their education. We have been a source of normalcy and stability for them and we want to keep it up. Let us go back to work!

Educator 283

I have been a fulltime teacher employed with Education Queensland since 1998 (23 years). For the past 16 years I have had the great pleasure of being a Teaching Principal, both teaching children from the age of 5 through to 12 years and, at the same time being responsible and accountable for the administration, governance and safety of our school community which includes our children, staff, parents, volunteers, wider community members, visitors, Regional and Qld Dept officers, contractors and anyone else who contributes to the learning, welfare and wellbeing of our students.

My employer, Education Qld, has implemented mandates, directing all EQ staff to be vaccinated by 23rd January or they will not be able to go onto school grounds to do their work. Consequently, EQ has now severely cut off the efforts and passions of many, many people who deliver its service. In my school, this mandate takes away choice for 37% of my staff who will not be attending their work for the start of 2022 school year. Remaining staff are angered by the erosion of choice and freedoms and particularly frustrated to be left to "pick up the pieces" to keep the school operating.

From informal conversations with parents regarding the start of the 2022 year, over half our families have advised me that they will be withdrawing their children from any school if EQ persists with mandates or, in particular, vaccinations for children from 5 years of age. They have indicated that they will be home schooling their children. What does this do for EVERY DAY COUNTS? That's a lot of empty desks in schools if you extrapolate that across all our Queensland schools. So, the start of school in my community is predicted to be with significant diminished enrolments, uncertainty, mental stress for all and a very frightening context (rather than safety) for our children and parents. How can this be optimal for childrens' learning?

There is an abundance of evidence within Australia that these mandates are not lawful, nor do they comply with Queensland's Workplace Health and Safety Act, Protocols and Rules. There is also now a large quantity of DATA and evidence that vaccines do not protect one from catching COVID nor spreading it. So what is the purpose of such a mandate?

Departmental Policy insists every school and teacher does Risk Assessments for any activity, excursion or learning action that may cause harm. There is a plethora of evidence across the world, from eminent experts, to show that this vaccination is causing harm to people. Surely Departmental leaders have COLLABORATED to gather and review EVIDENCE BASED research to inform their choice to mandate vaccines for employees, volunteers, contractors etc.....on school sites. Where is Education Queensland's RISK ASSESSMENT for this mandated vaccine?

By implementing this mandate, Education Queensland is eliminating thousands of years of teaching experience and masses of educational support personnel. The disruption to student learning and teaching, and the smooth running of Education Queensland, through Regional offices to each and every School will be severely disrupted. Thousands upon thousands of employees and their families' health, wellbeing and livelihood will be severely diminished and for some, irreversibly harmed. What responsibility is the Department taking to mitigate risk and for the impact of its actions?

How can teachers, Principals, School support staff, Regional employees uphold Departmental Policies for the education and wellbeing of our children when their employer contradicts its own Policies and implements INEQUITABLE mandates which discriminate. Blind Freddy can see that EQ is contradicting its own Policies which it espouses! Education Queensland needs to show LEADERSHIP and bring back sanity and good governance. Reverse these illegal mandates! Let all our dedicated educators get on with their jobs that they love doing and to provide the fundamental rights and services for our children to learn.

As a mother, grandmother and long time educator, I have never seen such deliberate sabotage on a grand scale of our childrens' future. I am deeply distressed and disturbed that our Educational leaders are failing our children. It has to stop! Mandates need to be reversed before it's too late.

Educator 284

W, Female, Guidance Officer, Cairns, Age 52, 2 years as GO, 21 years as a teacher, M.Ed (G&C), Grad Dip Education, B.Sc (HONS).

I bring trauma-informed education to students and through the application of neuroscience in terms of attachment and regulation, counsel traumatised students, conduct staff education, am principal advisor and liaison between the school and external agencies and conduct psychoeducational assessment to advise on Intellectual Disability.

To date I have received multiple emails reminding me to complete a survey and my Principal has stated a risk assessment on the nature of the vaccine will not be conducted as the order is from the Chief Health Officer.

The mandates have impacted me and my family significantly. As the main bread-winner I feel coerced into taking the vaccine against my better judgment to enable my family to continue survival. My husband is a teacher-aide and equally opposed to the mandate. We have a daughter about to commence High School in January 2022.

The impact of these mandates upon my own and my families mental health has been enormous. I have been unable to sleep, suffered constant anxiety and at odds with my personal beliefs to take this vaccine. I have engaged the Employee Assistance Program and feel let down and deserted by my employer. I am seeking medical help with my current presentation.

I am most concerned for my students - the most vulnerable children at my school were crying when they left as they wouldn't see me for the holiday break. The relationships, confidence and trust I have built through working with them as with the staff will be significantly detrimentally impacted if I do not take this vaccine and this adds to my mental burden. My entire vacation has been tangled in this debate and research and I am not at all refreshed.

I wish to see the vaccine mandate upon education staff rescinded immediately.

Please respect us, it is our body, it needs to be a consensual not coerced decision simply taken to enable me to place food on the table. For the first time since becoming an Australian citizen in 2009, I wish I was not living in this country. This is extremely heart-breaking.

Educator 285

I'm a keen school teacher, not a sage on a stage, but a guide on the side.

Hello! I'm A. I'm a 59-year-old male primary school teacher on the Gold Coast. I've been in education for 28 years, teaching in Queensland and New South Wales as well as in America. I've earned a Bachelor of Arts, and being of a multi-cultural background and having travelled to places, nationally and internationally, I take pride in sharing multi-cultural understanding with my students as well as expanding their appreciation of the spirit of global citizenship.

Unfortunately, at the moment of writing, the federal and state governments' vaccination mandates, which Education Queensland validate, are taking away from me, and my students, my invaluable position as a school teacher. Why is this?

After much personal research and reflection, I have come to the decision that the mRNA vaccine is NOT the best solution. There exist other much less intrusive options. It is clear that Education Queensland fails to recognise my freedom to NOT participate in the governments' vaccine program, and has coerced me to consent to it, due to its "NO Jab, NO Job" approach. Losing my job is unacceptable! An unacceptable procedure that is costing my family and myself our livelihood!

My teaching job is NOT [REDACTED] budget, but my role in the school education system also ensures that the youth is provided with quality academic education and sound social skills development at school, which benefits the community.

Please take a moment to see through my eyes how it feels to lose one's livelihood... Stress, anxiety, uncertainty, loss, mistrust, anger, despair... And as I feel these emotions throughout the day, I try to hide them from my family... I am not always successful...

Are you concerned about the huge chaos to parents and children in the community will be caused by the lack of thousands of teachers like myself NOT being able to show up at schools in 2022? A monumental social, political and economic catastrophe is highly likely to unfold and severely impact the community starting at the end of January 2022... Unless the federal and state governments reverse their decisions and abolish the vaccination mandates.

Please let vaccine-free teachers go back to work in 2022!!!

Support vaccine-free teachers and vaccinated teachers to work together, for the benefit of EVERY family in the community!!!

Educator 286

My name is C and I am a 29 year old female teacher in the North Coast Region of Queensland. I completed my Bachelor of Primary Education (Graduate Entry) three years ago and have since been employed as a casual/temporary teacher at a state school. I have worked as a classroom teacher and learning support teacher and loved both roles equally. Just recently, I obtained a 0.4 permanent position. I am a passionate and motivated young teacher and I strive to assist students, of all abilities, to see themselves as successful learners.

In response to the mandates for all workers in a school to be fully vaccinated by 23 January 2022, I asked for unpaid leave for Term 1 so that I could give myself time to make a decision without the stress of a 'date'. The Acting Principal at my school explained to me that my leave would not be approved as the Department of Education had advised Principals that no request for leave from 23 January will be approved. I broke down in tears in front of the Acting Principal. He was sympathetic to my situation and offered his support in a professional manner.

The vaccination mandates [REDACTED] teachers have impacted my personal life greatly. After the announcement, I spent every evening of the next few weeks in discussions with my partner about what we were to do if I didn't take the vaccine and the impact that this would have on our ability to buy food and pay rent/bills, etc. I reduced my spendings, started riding my bike to the grocery store, and cancelled appointments I had booked to ensure money wasn't spent unnecessarily in case I was unable to return to my work [REDACTED] 2022.

This mandate has had a significant impact on my emotional health and wellbeing. The announcement of the mandate for teachers, on Tuesday 30 November 2021, was already a highly stressful time, as I was managing report writing, interviews with parents, data entry and other end of year processes to ensure a smooth start to the 2022 school year. I was confronted by staff members about my position and what my decision would be - an extremely uncomfortable conversation to have. I have never been asked about my personal medical information from colleagues and to have this occurring on a daily basis was very confronting. I felt extremely emotional, anxious, overwhelmed and at times, helpless and hopeless, living in fear of what my future held. Since finishing school, I have received 16 emails and 4 text messages about vaccination mandates from the Department of Education, further adding to the level of stress and overwhelm I was experiencing.

It is concerning to think about the widespread consequences of the mandate. Already, there is a huge teacher shortage in QLD and this can only be expected to rise. I worry about the impact this will have on staff members who are vaccinated and returning to work. Their workload will increase and their wellbeing will decline. Students will lose the teachers they know, admire and respect. As a result, academic achievement may be impacted. These impacts will be exacerbated in regional areas, as vaccinated teachers leave to take up vacant positions in more desirable locations.

It is my hope that vaccine mandates are abolished and thus the division between the vaccinated and unvaccinated is reduced/non-existent. There are other effective measures that schools can take to ensure the safety of staff and students. For example, rapid antigen tests could be completed by all staff and students each morning during the pandemic to ensure Covid-19 is not entering the school grounds. My hope is that the new 'Covid-normal' does not mean that people are judged by or discriminated against for their personal medical choices.

Educator 287

I have been employed as a teacher with Education Qld for 33 years. I currently hold a position in a Brisbane school. During this time, I have fostered excellent communication skills with fellow staff members, parents and the wider school community. I have a passion for children's health and well being. I have remained in this career due to my love of teaching and children.

I was most distressed with the Palaszczuk's government to introduce this decision to enforce vaccination for all school employees against Covid -19. This decision has impacted me personally as I have made the decision to not have this particular round of vaccinations being offered due to the number of adverse reactions in persons receiving the injection.

Although I have taught for many years, I am not ready to cease work. I want to continue working with young children and helping them to navigate growing into healthy future Australian citizens with a positive mindset - leading them on a path to a healthy functioning young adult. I want to help them develop such important skills as resilience and positive self-image, with the ability to say no and being able to navigate social media successfully and confidently.

Being forced out of employment at this time will seriously impact my financial future in a significant way. Already there are fractious relationships within my family due to my decision not to take the vaccination and the subsequent possible loss of my chosen career and future income.

I would like the opportunity to continue employing with Education Queensland, If necessary, on leave, until a safer vaccination option becomes available or until this mandate has been removed. Yours faithfully, E.

Educator 288

My name is H, I am 37 year old female, I live and work on the Gold Coast, Queensland. I am employed part time by Education Queensland, I am a Secondary School Teacher Aide working in the XX Department. I have been working in education since 2017 and volunteering for many years prior. I hold Certificate III in Education Support, Certificate III Hospitality Operations as well as First Aid and CPR.

I have extensive work history in the Hospitality sector and have integrated these skills into my current role, teaching and supporting Hospitality students. I am a trained Barista and thoroughly enjoy teaching the senior students the art of coffee making. The biggest reward is when students come to tell me "Miss I passed, I got my Certificate", it warms my heart to know that what I do makes a difference.

When the mandate for vaccination was announced my Business Manager and HR Manager promptly called a meeting. They advised the staff of the announcement, typically we had many questions but all were met with the same response - they currently did not have that information, they promised they would share more information as it came to light.

It was an uncomfortable week with [REDACTED] opinions, remarks and assumptions between staff. News of the vaccination mandate truly brought out the worst in some people.

There were no further meetings and no further information was made available to me from my employer. The response was they are waiting for the Health Directive, which was not released until after the end of term on the 11th of December. Any type of consultation [REDACTED] an option as school was closed.

I am the main income earner for my family, if I do not comply with vaccination, I face losing my job and putting my family under severe financial hardship. I have not yet had the vaccination and if I take the vaccination, it will not be a health choice, it will be purely under coercion because I am given absolutely no other choice or way to provide for my family.

The mandates have had a severe negative impact on my mental health. The stigma, stress, pressure and strain I have been under is like nothing else I have ever experienced in my life.

I suffer severe anxiety, waiting for updates of information, the uncertainty of my future, losing a job that I am so passionate about. I have moments where I feel I have no control; I am suffering panic attacks and I realise I am no longer as strong as I once was. My mind is in a constant war of opposing thoughts.

My children are worried about their mum, they don't understand what is happening, they too are experiencing anxiety, dealing with ever changing rules and not understanding why mum can't just make everything ok.

I have deep concerns for my students as I know their education will be impacted by the loss of many wonderful teachers and aides including myself. The very people that help them pave their way in life and out into the world. People can be replaced but relationships, experience, passion and dedication cannot.

I worry for the staff that have accepted the vaccination under coercion, they will not be the same, relationships are broken, respect has been lost and a bitterness will remain. Will this reflect through their teaching? How will this impact their views and staff to peer relationships?

All I wish for is freedom of choice to be respected, not to be segregated, stood aside and terminated but to continue to work and do what I do best, supporting the children of our future.

Please reconsider mandates, understand the negative impacts and see there are alternatives. I suggest the use of daily Rapid testing as a viable option to keep our school communities safe. All humans can carry the virus vaccinated or not.

Ensuring all staff test negative each day will keep our schools open and protect education.

Educator 289

My name is L, and I am 58 year old female Teacher Aide with the Queensland Department of Education near the Gold Coast. I have been a Teacher Aide for 28 years, the majority of those years in Preschool and Prep. Prior to that I spent approx. 12 years in Administration in primary schools.

I love the fact that I can play a part in the first year of education of the students in my class, I love getting to know them and know their strengths and weaknesses and help to build their knowledge and confidence. I love to nurture their little personalities and to be there for them so they can walk through that gate each morning and feel safe and cared for. I have always felt privileged to share in their growth both in their educational journey and their personal journey.

My husband is suffering from severe depression at present, and I have taken leave in term 1 of 2022 to care for him. My [REDACTED] health has suffered greatly knowing my career is at an end, especially when I know I have much more to offer in the coming years. My Principal has been extremely supportive of me over the last 5 years, as I have had to have time off to support my husband with his mental health challenges. However, neither he nor myself are prepared to be vaccinated due to being unable to obtain informed consent for this vaccine. So come the end of my leave [REDACTED] to enter my workplace, which leaves my household without an income. This absolutely breaks my heart as I love my job and going to work each day is a joy and never a chore.

My principal, although supportive of my stance to remain unvaccinated, has been placed in a very unpleasant position and I feel for him. He is losing valuable staff with many, many years of experience and that makes his job extremely stressful and hard.

I feel that much experience is walking out the educational door, which is hard to replace, and this will have a huge impact on the education of our future students.

I would ask that these mandates be reconsidered and revoked, as we all know that good educators are hard to come by and many, many wonderful education staff have left and are hard to replace. Please stand up for these educators who are not just losing their livelihood but also the profession they love and the passion they have for each and every one of their students.

Educator 290

My name is S and I am an Educator/cook at a Christian Early child care centre in C Brisbane Queensland. My Centre has only been opened for 2 years. The Centre opened just before the start of Covid in 2020. This Centre for only being opened for 2 years is already full and we can not accept any more children, I believe this is exceptional work, with what the Director and Educators have had to work with, with Covid. I am a Qualified chef and have loved sharing my love for food and healthy eating with the children, we have made our very own vegetable garden which the children care for and our worm farm to recycle the leftovers. I started my Cert III in Early Child Care Education in September 2020, I only have 6months left to be a fully qualified educator.

My boss has been so supportive through this hard time of Covid. She always has her door open for all staff and families to come in and talk if they need help or guidance to talk through this hard time. My boss understands my position with my heart concerns, and has as told me to get a Medical Contraindication, until I can get into see my Cardiologist in March. Without her support, I would not be aware of this.

[REDACTED]
This Mandate has impacted my whole family, my 3-, 5- and 7-year-old children all know about the Covid-19 Vaccination and that if Mummy doesn't get it, she won't have her job anymore! They are asking my husband and I questions like will we still be able to see our friends and family and play their sport or will Mummy die if she gets the Vaccine or if she does get the Vaccine. These are things that children should not h[REDACTED] about!

[REDACTED]
This Mandate has impacted me personally in a big way. I can't sleep at night, think of how we are going to support our three children, my husband is in construction, so if the rain sets in, he will be out of an income, until the rain stops. I am finding I'm getting depressed really easy. I'm fighting with my children over the littlest things, yelling at them, I never did this to them before, I have always there to help and support them. This then makes me more depressed!

The concerns I have for the community with the mandate is that we are not going to have enough experienced qualify educators, to educate our children, love them, treat them like their own.

Please don't take my lively hood away from me, my happiness, my independence, sense of importance, my stability, my work colleagues, my inspiration to educate these growing young minds and our freedom of choice!

Please give all Australian the choice to be Vaccinated and Stop the Mandates, we live in Australia that is meant to be a Free country a Country of Choice!

Educator 291

My name is T and I am a teacher in a Brisbane independent high school. I have been teaching in Queensland state schools for 16 years, with 13 of those service years in my current location. Throughout these 16 years of dedicated teaching, I have positively impacted thousands of students in my local area- a suburb that I grew up in myself.

As well as teaching English and HASS across Years 7-12, I am also my school's Writing Coach, responsible for the implementation, management, and positive leadership of our whole-school writing program. This role has allowed me to work across the whole school (1600 students and over 100 teachers) to improve their writing skills, their teaching of writing, and their overall confidence and competence with writing. I am the only person to have performed this role in my school. Further to this, I am a nationally certified Highly Accomplished Teacher- a recognition that is highly sought after and exclusive to few teachers across the country.

The dedication that I have shown to my teaching career makes me very proud. I am a passionate educator, a well-respected colleague, and have never planned to do anything other than teach and make a difference to our young people. More than any of this, I am a dedicated Christian woman, and I take my faith very seriously.

When the vaccine mandate was announced on the 30th November – just a week and a half shy of our well-deserved holiday and one of the busiest [REDACTED] year – my world fell apart. My initial reaction was denial. I could not process the news and my world felt surreal. When I finally was able to articulate my position of not being vaccinated to my line managers, my principal, and my staffroom colleagues, they were all devastated and shocked. I had not been vocal about my vaccination status prior to the mandate announcement, as I strongly believe that it is extremely personal, and not the business of others. My school was thrown into the difficult position of having to upheave their 2022 timetable plans, find new staff at very late notice, and deal with the domino effect of multiple staff members not being able to return in 20 [REDACTED]

Since the announcement at the end of November, my world has been dark. I was placed in a position where I felt forced to make a decision that impacted every aspect of my life: forced to choose between my livelihood and my religious beliefs, especially in regards to my eternal life- something I clearly take very seriously. As I am sure you can appreciate, this is not a decision that I take lightly. I am not anti-vaccination, anti-government, anti-anything. I have always done everything that I have been asked to do in response to this pandemic- lockdowns, remaining on the frontline in my school, social distancing, testing when required, wearing the appropriate PPE, maintaining high levels of personal hygiene... but being told that I must take a vaccination that I believe goes against my religious beliefs is unfair and unethical.

I am the sole income earner for my young family. I have two beautiful boys at home, who are 5 and 9, and a husband who is unable to work due to numerous medical conditions. My family rely on me for everything. I am my family's strength, their anchor, the one that holds everything together. But in the last few weeks, my family has seen my utter despair- the pain and stress that I am going through as a result of the vaccine mandate. For the first time ever in my life, I have felt that I don't want to be here. This is the impact that the mandate has had on me and my family: real and devastating.

Further to this devastating impact on my family and I, my school and students will feel the brunt of this decision also. I have been a valued staff member of my school and my local community for a very long time. While I know that it may appear "easy" to simply replace me with a vaccinated teacher, as my line manager said, "Tegan can't actually be replaced." That might sound hyperbolic, but the impact I have had on my school community over the last 13 years cannot simply be replaced. Surely, we want the best teachers in front of our students, not just numbers.

Considerations need to be given to our teachers who have genuine reasons for not getting the vaccination, but who are desperate to continue making a difference to our Queensland students. I am more than prepared to be tested each day, to wear the appropriate PPE, and to meet other requirements that will allow me to continue to do my job. Considering the very high levels of vaccination in our state, as well as the statements by many health and government leaders that individuals are responsible for their own health, I believe that I should be able to make my own decision about my health. My basic human rights to be able to practice my religion, and to be able to work to provide for my family, should take precedence over a mandate that was put into place without consultation with those who it impacts the most.

I implore you to consider providing exemptions for those with genuine objections to the vaccine, especially when it is based solely on someone's religious beliefs. It is immoral to ask someone to forego their beliefs in a society that is highly vaccinated, with high levels of transmission already occurring. As the Chief Health Officer stated just last week, it is actually going to be important for everyone to get this disease. Please allow me to take responsibility for myself, by taking a high number of precautions to protect myself and those around me. I just want to continue to make a difference to the lives of my students and to support my colleagues to do the same.

Educator 292

My name is N. I am a permanent Primary School Teacher in a public school. In my 8 years of teaching, I have had the privilege to teach many students from Prep to Year 6, get to know student's families and work alongside amazing teachers. Teaching for me is from the heart, putting in as much effort as I can to help students grow and learn in all areas; socially, emotionally, physically and academically.

On the last day of school for 2021, I discovered from my colleagues, that my future position as a Year 2 teacher was given to a newly contracted teacher. I had not given my Principal a definite answer about my decision as to whether I was going to follow the mandate and get vaccinated. Upon enquiry, I was told by the Principal that a non-contact position (not my own class) would be available if I decided to return to work. This is when I realised how dispensable I am, just another number in the system.

After two applications, the first being declined, I have been given leave without pay for Term 1, 2022, with no guarantee that it won't be questioned by the Education Department.

So, what will 2022 bring? I have no idea. Right now, I cannot return to my workplace, I have no income, I can't go anywhere and there is a big divide between me and some of my family members and my friends. ISOLATED would be the word that describes how the Vaccine Mandate has made me feel. Every day is an emotional battle.

The impact of mandates, for [REDACTED] leave the job they love will be huge. In a state where demand for teachers was already high, it's going to be worse. Many teachers leave the profession due to being overworked and underappreciated. So many stay because of the children. The long-term effect on the teachers that stay will be felt in years to come, reflected in the number of teachers quitting, the declining academic results of students, the lack of educated workers entering the workforce and an increase in the emotional and mental issues of students and their families that teachers try to help on a daily basis.

My will is that the people of this country who are making decisions about my personal health care and that of every person here in Australia find another way besides mandates. Please don't force people to do something they do not wish to do. Please do not force our Principal's, our employers or our doctors to be liable and carry out these mandates.

My will is that those in authority don't forget that we, the teachers, were classed as 'essential' at the beginning of this pandemic, we were sent to the frontline without vaccination. We have worked really hard throughout this pandemic to adapt our teaching to ensure that the education of the children of this nation was impacted as little as possible. Our thank you gift...No Vaccine...No Job.

Educator 293

My name is A, female, Primary/ Middle School Teacher, R, Queensland, 40 years of age, 15 years of service, Bachelor of Education (Primary P-10). My gifts as an Educator: I am multidisciplinary in my scope and approach, have a lot of experience with children who have Autistic Spectrum Disorder and children who have trauma backgrounds and additional social and emotional needs. I enjoy working with at risk youth. I provide additional support for the safety and well-being of students with issues of mental health issues and who are at risk of disengagement. I am a youth mentor and provide pastoral care to young people. I have a gift for providing first aid and handling high risk and emergency situations. I have a passion for workplace health and safety. I also teach English as a Second Language, French (LOTE) and ART.

My employer has terminated my offer of employment due to the vaccine mandate in QLD. I have anaphylaxis yet cannot get an exemption from the COVID-19 vaccine because the contraindications are extremely prescriptive. I am told by the 4 Drs that I have seen in an attempt to obtain a medical exemption for the anaphylaxis, that they cannot guarantee that the vaccine won't kill me. I am a single mother and sole parent of a 7 year old girl. I am not willing to leave my daughter without a mother if the vaccine were to actually kill me.

As a result of losing my job, we have become homeless. I have lost all of my assets and insurance policies, I am unable to pay my basic bills. It took me several years to secure employment for myself now TWICE in the span of two months, in two states (The NT and QLD), I have had employment that I had worked very hard to get ripped out of my hands due to these vaccine mandates. Next, I secured a home for us in the Northern Territory only to have to terminate the lease because I became unemployed, directly due to the vaccine mandate. Without a job, I couldn't afford to pay the rent. I relocated to Queensland for a new job, teaching in a school in Central QLD only to have that job terminated also because I chose not to take the COVID-19 vaccine, again due to life threatening anaphylaxis and my inability to gain an exemption as again it is not one of the prescribed contraindications according to the pharmaceutical companies.

What was one financial loss, which potential could have been recovered from, if I were able to start this new teaching job after the unfair dismissal of my employment as Head of Boarding in the NT, however it became two massive blows of hard-earned opportunities for myself to earn an income for my family. I am the sole provider for my family so this has thrown myself and my family into financial distress. I could barely afford any kind of Christmas for my daughter and I, I was turned away by the Salvation Army for a Christmas gift for my daughter and a Christmas Hamper as on paper it looked as if I was earning an income but I wasn't. I felt mortified and humiliated. My daughter's lay-by for Christmas and birthday present was actually cancelled because my phone got cut off for not being to pay my phone bill (to use data make an internet banking funds transfer) and I wasn't able to call them to advise the toy store that I would not be able to go in and make the payment within the allocated time to coincide with the due date of the lay-by.

I am struggling to even put food on the table for my daughter and I and after all the effort that I have made to get a job, afford to pay my bills and be gainfully employed has despite me being successful in obtaining two jobs for myself, these two jobs have been taken away from me, because I can't take the vaccine, can't obtain an exemption and I choose not to leave my daughter without a mum. Despite my efforts and the extensive lengths that I have gone to (even to relocate TWICE for work, some 6000kms round trip), to gain employment, I am still now unemployed and on the back of the dole queue, struggling financially, unable to afford even the basics for our household.

My car broke down and I could not afford to get it fixed so with a back and shoulder injury after having had Melanoma, I was riding great distances on my push bike with my daughter who has ASD and ADHD across town in the heat in a bike trailer to ensure she got to her psychology and occupational therapy appointments.

Not bad for someone with a solid work history of two decades AND who is 4 year degree qualified as a teacher. I got an S1 in my suitability interview for Education Queensland by the way..... I know that despite all of this you are losing a highly and uniquely skilled teacher, who has genuine care and concern for others, especially the welfare, safety and well-being of my students. I have a genuine love of working with children and young people, especially at risk young people.

I can't afford medical treatment for the repair of my injured shoulder, or obtain therapy for my lower back injury, which causes me great pain and reduces my mobility and physical ability to do a lot of things. My health insurance policy is not financial at the moment to access these services and as it stands, I don't know when I will be able to afford to pay it. At this rate, I may lose my health insurance policy altogether. This burdening the already overburdened and inadequate public health system. I have had private health cover for over a decade. This will increase the loading of my Medicare levy too.

My mental health has been severely affected by all of the above. I have gone from being an energetic and high functioning adult, a very capable, flexible and adaptable person to someone who is stressed, anxious, overburdened individual who is barely coping. The financial stress alone that has caused homelessness and financial hardship, has impacted my mental health the most. I have become depressed because of the constant financial struggle and the stress of not being able to pay our bills or do the

things that we need to do like buy adequate food or fuel up the car to get wherever it is that we need to go. I still have a massive bill with the mechanics. My daughter is now too big and heavy for the bike trailer, which means we are very limited in regards to where we can go because we are without means for reliable transport.

I am worried about back to school costs for my daughter and if my daughter will be able to go to school because I do not want her to be vaccinated with an experimental vaccine. If this happens then I will be home schooling my daughter to prevent her from being injected with an unnecessary "vaccine" and forcefully subjected to a medical procedure which is yet to be proven to be either safe or effective.

By not being vaccinated (against COVID-19, we have lost the ability to go places in society that would be therapeutic and relaxing for us, we have been divided from family as we can't afford to do things with our family members who still have their jobs who are vaccinated (the disparity between gifts we were able/ unable to give at Christmas was a huge example of this).

Losing my jobs as a result of these mandates, has made us into have nots, those struggling hopelessly and having to ask for charity from others. It has forced my daughter to not be able to stay at her school because I cannot afford to pay her private school fees. As a child with ASD, this has been very displacing for her. She has a social and emotional deficit because of her disability, stress has been increased for her due to all of the above. She has fast become a poor kid, a child now growing up in poverty because her mum has lost her job. A mum who could not even give her a proper Christmas or even a birthday party at all this year.

As a result her behaviours associated with ASD & ADHD, which she has, have been much worse due to stress and anxiety of not having what we need and being so limited in now what we can do. She has had a lot of unsettling relocation (twice for work and now into a temporary and lower class rental [community housing dwelling] because it's all that we can afford, just barely, but we are both grateful to after all of the trials and tribulations above to have a roof over our heads.

It's pretty safe to say, both mine and my daughter's confidence and self esteem, are at an all time low. Poverty is stressful, anxiety provoking, frustrating and demoralising, worse still it is infuriating for us because it is senseless as it is a result of us exercising our human right to decline an unnecessary medical treatment (experimental "vaccine") resulting in the loss of my employment (TWICE), which is my human right to work in order to earn an income and provide for my family.

I had SIX sponsor children through Compassion Australia and Links of hope in impoverished nations. I am now not able to sponsor them and will have to withdraw my support. These children abroad who I have supported for almost a decade, could even die as a result of me withdrawing my financial contributions for their support. This is a dire consequence for them, which could literally result in the death of these children and their family members. This is an absolutely horrible situation and consequence to have on my conscience. Despite what we are being told by politicians and advertisers that we "the unvaccinated" are selfish and care little about others in society, this is untrue. These families in these impoverished nations have been hit harder than Australia due to this pandemic. Withdrawing my financial support at this time when I know that it carries such dire (life or death) consequences, feels absolutely terrible.

As mentioned above I have concerns for myself, my daughter and our sponsor children (and their families). Multiply this out for all of those who are not able to perform their role as teachers, doctors, nurses, police, firefighters, disability support workers etc and you will see that society will crumble. Children will not have access to these caring and professionally qualified, experienced teachers. They will receive an education of a lower standard..... this lowers the bar in society as they grow older and form part of Australia's working society, there will be more kids with disabilities that will be undiagnosed and untreated and many students with learning difficulties will not be afforded the educational opportunities that caring and experienced teachers could offer and provide. This would result in more kids having greater learning deficits, those who have social deficits, more complex emotional needs, and more need for assistance with their learning (including key skills for functional participation in society such as literacy, numeracy and social skills).

I am worried about the students who have trauma backgrounds that many find difficult to reach, those who are perhaps "written off" by others or classified as "too hard" (so are therefore put in the "too hard" basket), these are your kids, who without someone like me who cares about them and can reach them, will fall through the cracks. These kids will end up disengaging from education, and will most probably without intervention also join the dole queue. Without teachers like me to see them, who care for them and who will work with them to improve their situations, they are likely to become statistics, perhaps drug users and addicts, perpetrators of violence (including domestic violence), participants in crime (increasing crime rates in our communities), girls who become young mothers, who without intervention will have children that will overburden child safety massive caseloads, the foster care system, mental health facilities and prisons.

I want my job back, I am willing to pay for a rapid antigen test each day to prove that I am safe to work. Although not ideal, I will wear a mask. These mandates are unnecessary, nonsensical and are not only in breach of human rights and in opposition to the laws of this land but are dividing societies and destroying people's (including our) lives. I also don't believe it should be mandated

for parents to have their children vaccinated for COVID-19. This is due to their innate immunity to COVID-19 and the small (almost non-existent risk of them actually contracting COVID-19), and if they do happen to contract COVID-19, they have a great chance at developing excellent immunity against the virus by fighting off the virus and recovering from it completely. The decision to vaccinate children should remain that of their parents to decide what is in the best interests of their children (as is the case with all other childhood vaccines), which both my daughter and I have had and are up to date with by the way.

Vaccination and medical treatment/ intervention, should only be administered as necessary on a voluntary basis, that is when a person (or parent/ guardian) gives free and informed consent. This is in line with the Magna Carta, The Constitution of Australia and The Nuremberg Code (as well as several other national and international laws governing personhood and human rights). This is a moral and ethical issue which has been disregarded by State Premiers and have directly breached human rights and laws in this country by issuance by these vaccine mandates.

Not only should the mandates be removed but these Premiers should be made personally accountable for the damage they have done by enforcing these mandates. The people that have been affected by them, should be compensated, by these premiers. The State Premiers and Members of the Federal Government should all be tried for allowing this harm to be done to the Australian people as a direct result of these mandates AND they should be made personally and professionally accountable for the damage that they have caused by insisting employers enforce these ridiculous and harmfully erroneous mandates. They should be tried criminally and punished to the full extent of the law. They should all make full restitution to the individuals and the families that their mismanagement and erroneous judgement has directly and even indirectly caused and then they should be sacked for breach of duty of care, gross negligence, misconduct and crimes against humanity.

These politicians have failed the people who pay their wages (including myself) through the payment of their taxes. They are not emperors, these State Premiers are public servants. It is about time they realised that their job is to best serve and represent the people, not to oppress or malign the people who pay their wages. The consequences of their erroneous decision making and incapable "government" of our states and territories has resulted in a mass loss of confidence in our government, these politicians and the framework that currently guides the laws and the government of our land. These tyrannical, power tripping Premiers, have created so much destruction and division within our communities (from this Apartheid Society and rules around vaccination mandates), showing nothing but gross incompetence and disregard for citizens within their respective states. These problems have created major cracks within our society in our nation that may now take even generations to fix. Under the guise of "concern for our health and well-being", Anastasia Palaszczuk, has coerced people into taking an experimental medical procedure, by threatening the loss of their livelihoods if they did not comply with the mandate to get themselves vaccinated (with experimental gene therapy by the way). This was how she and her government met vaccination targets, by threats and coercion.

We the people were told that society would return to normal once the vaccination rates reached 80%, this was funny (well it would've been funny if it weren't so horrible) as when I lost my job she had coerced enough people that the vaccination rate was at 83%. She then got on social media and bragged about hitting this target and then stated that she wanted to keep going to get the rate of those vaccinated up to 95%. Not only did she lie, but her "goals" are extremely dangerous. Our lives have been impacted by her negatively for the worst and she is celebrating with these statistics not as if they were people who actually wanted to take the vaccines willingly (remember free and informed consent), but numbers on a board, as if they were a score, helping her to remain competitive with other state premiers or as a figure to prove her victory has been a chief and competence assured to those in Canberra who set these "goals" not for people, but literally with their lives (and livelihoods).

Finally Scott Morrison should be deemed incompetent too. For passing this vaccination push onto the Premiers, ALL of the Liberal Party Members, should be tried and punished accordingly for their roles in all of this, being made accountable for the harms that they have caused people by their actions or perhaps inactivity. Everyone with a hand in this SHOULD most definitely be held accountable for this, for failing the public also who they are being paid to govern and serve with diligence and integrity. There should also be a commission of crime, corruption, misconduct and integrity on all Australian Politicians for the last 5 decades, but most importantly for those serving this current term. Those found guilty of breaking national or international laws or violating rights of Australians and in our case Queenslanders, they should be sacked and punished to the full extent of the law.

Educator 294

My name is N., I am a female secondary teacher from a school South of Brisbane that has some of the highest number of trauma students in the state. I am 31 years old and was due to commence my 8th year of service in the public sector. My gift as an educator is my acute awareness of the emotional struggles that teenagers endure, I am highly empathetic and that makes me a trustworthy teacher that so many students come to for guidance and support.

My employer has been fairly indifferent to my personal story, they have consistently told me that it is 'up to the department' what happens to me. I have spoken to them in tears and although they were somewhat empathetic, they kept saying it was my choice what I wanted to do and they had no say in the matter, they just needed to follow the rules.

The mandates have impacted my family in the very simple way that we have not been able to go absolutely everywhere we would like, and have had to miss family events and other things that are held in mandated places. This has caused isolation for us and segregation in the community. We are meant to be in this together right? The coercion and control demonstrated in the implications of the mandates for education staff are completely against our constitutional rights, they resemble a communist agenda and do not fall within the parameters of democracy.

The impact of these mandates on my mental health have been outlined by my psychologist:

In her last session, we explored the intense psychological and emotional reaction N has been experiencing around being mandated to have the vaccination. Over and above the obvious stress related to the potential job loss, after having studied and being very passionate about her career, she felt 'something else was being triggered by the mandate'.

N has identified the mandate as triggering sexually related trauma from her young life. She spoke about it paralleling the same loss of control over how her body was/is treated. N's trigger is related to 'body autonomy' – the way this boundary was crossed with sexual abuse in her early adolescent years, and the way it feels like it is being crossed now with the mandated vaccination. N expressed 'being groomed to be sexually compliant - there wasn't ever an option to say no - we were completely cornered and had no body autonomy, we were taught that no simply wasn't an option, we were threatened that everyone would hate us if we found out, that we would be abandoned'. She said 'I have worked so hard to get to a point that I can say no and stand up for myself, and have such a high psychological value on body autonomy now. Having to comply with something that I'm scared to do to my body, is triggering the trauma of having my physical boundaries crossed in such a psychologically, mentally and emotionally damaging way through sexual abuse in the past'.

My concerns for the school are that so many of my students will be heartbroken and confused that I am not returning. The poor timing of the mandates meant that I didn't get a chance to say goodbye, and the Censorship around communicating reasoning anything outside of the government narrative to them limits my ability to explain anything to them. So many of my students have lasting effects of trauma, and through my own struggles I have been able to support them in ways that many other teachers have not been. Every year, I am flooded with thank you messages from students and parents telling me I am their ONE PERSON, that they trust me implicitly and this year, they won't have anyone.

I want the department to re-evaluate the current risk assessment, particularly since the risk of delta on mortality was much higher than Omnicron. Now that Omnicron is the dominant strain and the data shows us that the Omnicron variant is milder and has had far fewer patients seeking hospital treatment and nil have entered ICU, what is the risk for the greater community, AND please give us the right to choose for ourselves the risks we want to take. We know our bodies, our limits and we know what we want, don't take that away from us because without it, there is nothing.

There's so much I want to say. This is clearly no longer about health. This is what control looks like, taking away people's conscious thought. When everyone is thinking the same way, no one is really thinking. The teachers you are losing are the critical thinkers, the free thinkers. Start having open debates about how this pandemic is being handled! Start giving doctors and nurses the right to express what they actually think. Allow teachers to set tasks in class that explore what is happening so kids can make up their own mind about what they want to do, if you have nothing to hide, there is no problem right? Stay away from our children with these experimental "vaccines" how you are still using that term when the molecular constitution does not align with the definition of any vaccine we have used before is outrageous! This drug is only provisionally approved, don't forget that, and we don't know how it will effect us in years to come. Instead of having one health minister, assemble a panel of doctors that are chosen by the public and not by politicians that have their own agendas and have them debate and find solutions together. Look to countries that are using alternative medicines successfully and give us the option of trying them! Lastly, actually educate the public on how to REALLY take care of their health. A vaccine only does so much.

Educator 295

My name is R, 42-year-old female, qualified full time Teacher Aide/Youth Advocate for four years in a Secondary High School, Central Queensland. My current position works with our most vulnerable and traumatised students who require support, understanding and empathy to assimilate into not only education but social standings within our community. I provide these students with routine, a safe space, a listening ear, strategies to cope with learning and social interactions, access to support services and continuity. I am **their advocate** who links them from our support room to their classroom and provide their teachers with knowledge and strategies tailored for each student. Our data directly reflects the positive outcomes my role provides these students and the successes they can achieve with my support where they have failed elsewhere.

Prior to the announcement on mandated vaccines, it was communicated to staff at my school that it would operate under pro-vaccine however discussions were encouraged around concerns and support would be provided. On announcement of the mandates for Education Queensland employees to be Vaccinated I informed my Line Manager and Principal that I had concerns and they commenced support to step me through [REDACTED] smment requests as per my Union's advice.

I left work on Friday 10th December not knowing if I will be allowed back onsite in 2022. I left concerned for the welfare of the students I advocate for. I left without my colleagues knowing I may not be returning as I have held professional integrity in the workplace and not discussed other's personal medical decision [REDACTED] ars as I said good bye to the job I love and fulfills me with purpose.

My income has been the supplement wage since having a family as they are my primary role and they support my current decision. I will find work; I am not concerned of that. I am concerned that I will be replaced by someone who does not hold the same values and care I take in my role, someone who does not advocate for my students to teachers and administrative staff, someone who does not link them to the right services. I am concerned for them.

This has not been an easy time. Early on when masks where being mandated, I was faced with reactions from childhood trauma that left me having to face those experiences again. I noted signs of stress and depression emerging. At each mention of Vaccines my head would begin to itch and heat up. My alcohol consumption increased and my sleep became broken and consumed with stress. I am a strong believer in being active, healthy and engaged with others for mental health so again I am lucky and saw these changes and consulted with my doctor.

My question is, if I have been competent in my role through out the entire pandemic period, I have implemented all safety measures and been successful, why can I not continue to do my role? I see no sense in loosing qualified staff without still implementing the safety measures that have worked to date. As a Workplace Health and Safety officer there are always multiple measures implemented to reduce or mitigate risk.

Unless Education Queensland can provide a relevant Risk Assessment with supporting documents to prove there is no risk in taking the vaccine, I expect Education Queensland to cease the request for staff's medical information as a requirement for their role **immediately**. It is invasive and not a culture we endorse in the Education Environment or workplace.

I look forward to Education Queensland response and working together for a positive outcome for all.

Educator 296

My name is C. I'm a proud 57-year-old Indigenous woman, living in G, who is also a mother, grandmother, auntie, sister, friend and for the past 10 years a dedicated Teacher Aide. This career has been such a rewarding time because I have been blessed to have spent the majority of this time working in the Special Needs Department. This has allowed me to foster an insight and understanding into the thinking and actions of these highly creative, specifically focused and majorly misjudged children.

These mandates have me extremely stressed. My principal quite adamantly responds that it's not him that's directing teaching staff to be vaccinated, though he's in no way fostering a solution, he simply responds saying it's above him and he has to follow orders. What sort of citizens is this person raising for tomorrow?

I've spent so many hours crying, stressing and then just numb. What will become of me? With a father whom died of a heart attack, my mother of blood clots, my compromised liver and weak lungs, and mandates that are unforgivable, the foreseeable future is appearing very bleak. And where will this leave the students? I feel concerned that an advocate for their concerns may soon be expelled from their lives, leaving them vulnerable and perhaps manipulated into decisions that are questionable.

I would like all the mandates to be eradicated now and a ceasing of locking up healthy people never to be enforced. Health authorities to give advice on foods, medicines and exercise that will not only repair but build a healthy nation. Citizens both young and old need be educated on being responsible for their own health and what that means and looks like (fresh air, non-genetically modified food, backyard food grown (if possible) and a promotion of healthy relationships.

Please try to understand the plight of the people at these extremely bizarre times.

Educator 297

My name is Y and I am 31 years old. I am a vocal, instrumental and drama contract teacher in Town X, Far North Queensland. I work with over 100 students in private and small group music/drama lessons at both primary and secondary catholic schools. Since finishing my Bachelor of Theatre, specialising in musical theatre I have been working with young performers and musicians for five years. My timetable is always full, and I have waitlists of students asking for lessons. As a teacher I believe students enjoy working with me because I create a fun, positive and very productive environment in lessons that student enjoy.

So far, I haven't received any direct written information asking for my vaccination information from the schools where I teach every week. A brief conversation with our instrumental coordinator resulted in the possibility of online lessons. However, this will not be possible for small groups and primary school lessons. This will result in about half of my students no longer being able to attend music lessons.

Thankfully my husband and [REDACTED] agree that these mandates are unreasonable and have been very supportive. However, since the introduction of restrictions and mandates on those choosing to be unvaccinated, I have for in the first time in my life experienced panic attacks and anxiety. The emotional toll on having to choose between doing things I love and do for a living verse having to take a provisional approved vaccine that could impact my health for life has been devastating. Being healthy is an important part of [REDACTED] physical and mental wellbeing.

Music an important part of many of my student's growth, confidence, and development. They have created a relationship with me in lessons where they feel comfortable to express themselves and learn. I am concerned they will no longer have a teacher to motivate and work with them.

Please remove all mandates for those unvaccinated. Use rapid testing to reduce the risk of spread within schools and the community. Make it clear vaccination is a choice and that it doesn't stop you from spreading the virus.

Please don't let these mandates and discrimination continue. Please give us back our freedom of choice. Don't let these mandates take away my career that I love and have worked so hard to build.

Educator 298

My name is R. I have been a teacher in Mackay for 20 years. I have stepped up at every opportunity to give the young people of Mackay a chance to love learning and grow and excel in many areas of life. I have mostly taught high school students throughout my career with a focus on Learning Support and Health and Physical Education. I have coached and managed many sporting teams over the years, and I know I have been a valuable contributor to the Mackay community.

As you are well aware, on the 30th November 2021, Premier Annastacia Palaszczuk announced that the covid vaccine mandate will apply to all state and private school staff. If I choose to not abide by the vaccine mandate it will mean losing my job and subsequently losing my house, and my identity as a teacher. My husband and I are currently renting out our house and living in our motorhome, to save as much money as possible to help us survive through this current situation. Many of my friends have been scared, bullied, coerced and forced into lining up to receive the covid vaccine. They did not do it for health. I have an autoimmune disease and have spent the last 7 years regaining my health. I am not willing to potentially destroy it in one go. My doctor is unable to provide me with an exemption as his hands are tied and he won't [REDACTED] his job if he granted exemptions for conditions other than anaphylactic reactions. It was comforting to know that if it was not for these inflexible rules around exemptions, he would provide me with an exemption based on my previous adverse reactions to traditional vaccines.

My family and friends are [REDACTED] 100%. My students and members of the Mackay community will find out they have lost a great [REDACTED] support person when school resumes in 2022, as I have not made my stance public at this stage. Queensland teachers are some of the best in the world. We are committed to improving our practice inside and outside the classroom at all stages of our career. The state government is now willing to kick us to the curb and replace us with overseas teachers or undertrained university students. What could go wrong?

I ask you to really consider the short and long term effects of these mandates. The consequences will be felt across the school and wider community. The lack of trust in government starts now. When classrooms full of students across the state start losing their favourite teachers and are left with substandard replacements, they will blame the government. You will have a whole generation of young people who will be loyal to their teachers and no longer loyal to you. The public trust in our government is already on a downward trend. Add another generation to that and you have decades of work to rebuild the trust. This is a huge gamble the government is willing to take, especially when there is no evidence that school mandates actually work.

We are the smart state. Let's reverse the mandates, get our teachers back in the classroom and avoid a generational disaster.

Educator 299

My name is R and I am a primary school teacher with 12 years experience. I teach in a small private rural X school just outside of Gladstone in Central Queensland and am the proud teacher of a combined year 5 and 6 class. I work full time and have been in my current role for over 8 and a half years.

My employer has to follow the government guidelines but does not believe that the mandates are fair.

If I do not get vaccinated (I haven't yet, I am holding out a little longer to see if Novavax gets approved very, very soon!) my family will go hungry. I have 3 children at home in their late teens/early twenties. I will be forced to take the jab very soon just to be able to survive as my husband does not earn enough for us to live on his salary alone.

This mandate has seriously impacted the mental health of my family as my husband is so very anti vax and does not want me to take it, he would rather we go hungry and so it has also created marital problems, but I cannot do that to my children. I am very worried about the health effects of an mRNA vaccine and do not really want to take Novavax either, but would definitely prefer to take that one than either Pfizer or Moderna. I am mostly concerned about the long term health effects as they are completely unknown, who knows if they will cause cellular damage and maybe even cancer in several years time.

My concerns for my students are that their parents who are mostly anti vaccination will "hate" me for having to give in and take the vaccination as many believe I should just walk away. I am also concerned that if I do not get vaccinated that someone will report an unvaccinated staff member and the school will get into trouble, this happened at a cafe my 20 year old son works at, they were reported for serving unvaccinated customers and he isn't vaccinated either as yet.

I am asking for an extension so that I can wait for Novavax at the very least, I am happy to take a rapid antigen test before going into work if necessary each week, I could not afford to purchase one each and every day!! Now that children may be vaccinated over the age of 5 years, my final request is that we as adults be allowed to make our own health choices, if parents are worried about their children being around unvaccinated staff, they are now able to vaccinate their own children. Please may we wait for Novavax, it is so, so close to being approved.

Educator 300

My name is V. I am a 35-year-old female working in Primary Education. I worked as a relief teacher from 2009-2011 and then full-time from 2012-2020; totaling 11 years of service. I have been on maternity leave during 2021, returning in term 4 for 1 day a week. I will be returning in to 4 days a week in 2022. I have always worked in independent schools, with the exception of a couple of relief days in state schools. My relief teaching was in Logan, and my full-time experience has been at the Gold Coast. I have a Bachelor of Education (Primary) as well as a Diploma in Christian Theology. I am gifted in teaching Science and Technology; winning a monetary prize from Primary Connections at university for writing a Science Curriculum Plan and being given the opportunity to teach STEM in my workplace in 2017. I was also instrumental in training colleagues and preparing my school for online learning in 2020 when COVID-19 struck and sent us into lockdown.

When the Premier announced that educators would be mandated to be vaccinated, my school administration responded by saying that they would wait for further clarification by the Chief Health Officer. Our CEO was clear that he did not want to terminate anyone's employment and preferred that vaccinations were a personal choice. However, he would have to follow lawful instructions. I believe he was hopeful that there would be a loophole that would allow our group of Independent Schools to somehow keep unvaccinated employees, even if in an alternative role until they could return to teaching unvaccinated. When the Health Order was finally released (after 10 days of unvaccinated teachers anxiously waiting and speculating) our employer released a letter that said if we could not meet the requirements mandating vaccination, teachers would be terminated. Our employer was gracious enough to allow staff to take unpaid leave until the mandate was no longer in effect; or in the case that staff were terminated, they would be reimbursed their sick leave and years of service upon returning to employment.

As a mother of a young baby, having just recently bought a house and having plans to travel overseas in the future due to my husband being from another country, losing my job was not an option. Using my long-service-leave was also not an option because, as any parent would know, children are unpredictable, and I never know when I might need to take leave to care for my child when they are sick or injured. I personally felt sick to the stomach trying to decide whether to be vaccinated or not. My husband and I had discussed not getting vaccinated while I am still breast-feeding. On so many levels I felt like I was being forced to take the vaccine, to the point of discrimination – forced against my will as an employee facing termination, forced against my will as a breastfeeding mother, forced against my will as the wife of a person of colour/other race, forced against my will as a wife. When my husband said that I should “just get vaccinated” to keep my job and for the family, it felt like the government were forcing a domestic abuse situation in my relationship. In any other scenario, I would have been able to make a choice for myself about being vaccinated or not but because the Government says I must be vaccinated, it's now okay for my husband to tell me what to do and I “just have to do it.” That doesn't seem right to me.

During this time of being coerced into having the vaccine, I have really struggled with my mental health. I have felt very angry and short tempered, which is not fair on my husband and child (who is not even one year old yet). I have felt anxious to the point of requesting a calming herbal medicine from my naturopath. And I have felt despondent about normal everyday activities that would normally have brought me joy. This is especially sad to be experiencing at the happiest time of the year, Christmas.

I am concerned that the mandate for all educators to be vaccinated will cause unnecessary division in every relationship in school life. Division and animosity between Management and staff; between collegial peers; between educators and parents; between educators and students; between educators and ancillary staff; between students as peers; and between children and their parents. I also believe that this mandate strips schools of their intellectual capacity to perform risk assessments and decide whether unvaccinated staff truly do pose a threat in their specific school context. I also believe this mandate will cause a staff shortage in the education sector and schools will be forced to hire

incompetent or “not right” employees to do the jobs of very qualified teachers who have been terminated for no other reason than their vaccination status. I also see this mandate causing my very own colleagues and friends to enter financial debt as they lose their income and ability to sustain living costs.

I am asking for the Queensland government to revoke the mandate for employees to be vaccinated to continue employment. I request the government reassess how they can support employers more effectively so that unvaccinated staff can continue working while reducing the risk of transmitting COVID-19. Allow employers the autonomy to conduct a risk assessment in their own context and find suitable alternatives for unvaccinated staff – as per the requirements of Fair Work Australia. Fair Work Australia says that staff should not be dismissed as the first option in the case of refusing vaccination. It is unacceptable that the Queensland Government have contradicted this. School employers must be given the opportunity to discuss reasons and alternatives with unvaccinated staff. School employers may benefit from guidelines from the Chief Health Officer about what protocols and systems should be in place. But ultimately, unvaccinated staff should not be terminated – there must be alternatives available. [REDACTED]

I did not want to get vaccinated yet. It was not my choice to be vaccinated by December 17, 2021. I was forced to by the Queensland Government. I was left with no other options (except unemployment and financial ruin). I was happy to continue wearing a mask to work and social distancing. I would have accepted a Perspex screen [REDACTED] my desk in the classroom to avoid spreading any illness to students (mind you, every [REDACTED] possibility of contracting thousands of other respiratory viruses that students bring to school, or norovirus, or shingles, or whooping cough, or diarrhoea, or school sores, or lice, or.... the list goes on). Teachers are smart and intelligent, and we know how to avoid getting sick. I believe our intellect has been completely ignored and that the only right thing the government can do is provide schools the opportunity to conduct a risk assessment for their context and allow unvaccinated staff to remain employed when deemed to be safe.

Educator 301

My name is N, I am a female teacher living in the Far North Queensland town of X. My gift as a teacher is the ability to connect with students and make students feel seen.

I recently secured a teaching position at a local primary school, however the principal has told me that due to the mandate I cannot be employed at the school if I am not vaccinated.

Despite being transported to hospital via ambulance and having two stays in hospital with pericarditis in the past, I am unable to obtain an exemption from the vaccine which has reported pericardial and blood clotting side effects and I believe are likely to exacerbate my preexisting health conditions. I am not an anti-vaxxer, however the current vaccine 'choices' I believe will harm me.

I am the sole parent of two children aged 16 and 10 and I am very concerned about how I'm going to make ends meet for us. I really am just praying that God will look after us. I have had moments of significant despair and I am ashamed to admit my children have had to observe that. Further, I am mostly concerned about other students and the experiences they've had within their family structures and the stories I have overheard in the playground whilst on duty. Students also voice that they're impacted by the mandates, as a byproduct of their parents struggles such as job loss, family breakdown and in two cases I know of suicide.

I am seeking the ability to work in my area of expertise. A profession that I have invested in for over 10 years financially, emotionally and academically without the bullying, coercion and persecution I have this far had to endure.

Educator 302

After beginning my teaching career in 2018 on the Sunshine Coast I have built this remarkable connection to students at my school. As a male teacher in a low socioeconomic area, I feel I have been a significant role model for young men in particular - modelling how to speak to one another and how a male should interact with the world in a positive way. My passion is teaching mathematics and year after year students begin to change their attitude towards it, in some cases, even finding a love for it.

Education Queensland's response to mandatory vaccinations has been unacceptable. I don't believe that my college or Education Queensland have appropriately assessed the risk of COVID-19 in schools to be able to enforce mandatory vaccinations. The timing of the announcement has left much to be desired as many people who have required medical advice were unable to see their GP until 2022, myself included. This has left dedicated teachers making medical decisions without the proper guidance under the forceful instruction of Education Queensland.

Immediately from the announcement of mandatory vaccinations my mental and emotional health declined significantly. At a [REDACTED] of finishing off the year marking and finalising reporting I spent evenings wiping away tears and unable to get myself off the couch. As a person I am known as someone who is always up and moving and looking for the next adventure but despite being forced and coerced into receiving my first vaccination, my mental health has not improved. I still struggle to get out of bed, have dark thoughts and my physical health is deteriorating. Since the vaccination I have had constant headaches a [REDACTED] reactions such as dizziness and bursitis at the injection site – only to be dismissed by a [REDACTED] an available appointment because my regular GP is unavailable until 2022. The possibility of losing my home is a thought that has been very hard to grapple with.

The relationships I build with students surpasses anything I ever expected as an educator. In the past few weeks of school in 2021 my teaching partner gave students time to write letters about their experience in my classroom. This is proven time and time again and it breaks my heart knowing this could be ripped away from me and these students.

This includes young vulnerable boys and men in Year 7-10 that have gone from truanting classes and racking up 50+ behaviour records to having positive outcomes both academically and socially. When I started University there were scholarships for male teachers and STEM teachers, I am both of those and incredibly passionate and will be a loss to the Nambour community.

Teachers should be able to make medical decisions without duress and force with sufficient time to discuss with their GP. I would expect a proper assessment of risk in high schools as both vaccinated and unvaccinated staff pose the same risk of transmission. If schools wanted to best manage infection then all staff, students and visitors to the campus should be tested on entry. Most of all, mandates need to be scrapped. I worry everyday about some of my colleague's mental health.

Educator 303

I have been a teacher for the past 15 years and have always loved it and valued what I have done to teach, guide, support and love all of my students over the years.

I started studying for my Education degree, when I was a young single mum. I worked hard studying in the day and working at night. I felt the sacrifices I needed to make then were beneficial as I would be able to work in a profession I loved and be able to be a role model for my son.

Completing my degree and starting with my very first class was one of the most memorable experiences in my life. I felt I was contributing to these growing little children's lives and wanted to bring the best of myself to them.

I worked in a Steiner school setting where you get to have each class for a period of 7 years...the relationships that are built over those years with the children and their families is like a close knit family. This makes the task of teaching all the more meaningful and important.

Over the last 15 years I have had two more children, separated from my husband, experienced the tragedy of the death of my son and all the devastation and grief that comes with that. And through all of that I have been a teacher...a teacher who has been there for my class and known the responsibility that this role entails. I have been a teacher who is ever present for the young minds that I have been entrusted to guide, shape and teach.

To now after all of this and the 15 years experience I have, to have it taken away from not only me but my class of children, because I don't want to have a trial vaccine injected into my body is preposterous. How does this make me any less of a teacher? Where is the high risk setting that I can no longer work at? How is this right? What does the future look like for me and the 28 children in my class?

After a mountain of HECS debt and hours of study and experience I can no longer do the job I am trained to do!! What does the future look like when this is what is being enforced?

I want to teach. I love my job. I am capable of doing my job. A teacher should have autonomy over their body to choose what they put in it....it should not be enforced!!!

Let me do my job and let me do it well...vaccinated or unvaccinated!!

Educator 304

My name is J and I am a Learn to Swim Coordinator at an Aquatic Centre within a school on the Sunshine Coast. I have been working here for 3 years. I am so passionate about teaching swimming and working with children. I have built a strong rapport with children and families alike. I know nearly all the children enrolled in our learn to swim program.

Since the mandate was announced my current employer has stated despite their desire to keep me working in my current roll if I am not vaccinated by the due date I will be stood down. I have expressed my concerns about the vaccine and requested a risk assessment but it has yet to be provided to me.

At this stage I have not yet had the vaccine and I am facing being stood down from my current job. I can't put into words how this has affected my mental health, the thought of losing a job that I love so very much and have invested so much of myself in is devastating. Not being able to return to work with those children I have been working with for the last 3 years breaks my heart. Not knowing how I will provide for my family, I have cried nonstop since the announcement.

I have concerns for the students and don't know if they will be able to find anyone suitable to replace me. My current employer will testify to the fact that I am such a unique fit for my roll and do a fantastic job. I have concerns for students all over Queensland when there is already staff shortages and now we are looking at losing 1000's more hard working and incredibly experienced and passionate teachers who just want to the right to choose what medical treatments are put in their own bodies.

I would desperately love to see the mandates dropped and the right to choose reinstated. I am not anti-vax I am pro-choice.

Please don't let these teachers, volunteers, grounds workers, cleaners etc. leave jobs that they love just because they want the right to choose their own medical treatment. Please don't leave our students without these amazing people in their lives. Please let me remain in my job which I love so very much and desperately do not want to walk away from.

Educator 305

I'm R, a female relief teacher in Brisbane, 50 years of age with 5 years experience in schools, 3 years in tertiary education, 5 years experience in a significantly different culture and language, and 24 years as a mother. I have a B.A, Grad.Dip Ed (secondary), B.Ed (EC), and M.E.C.Ed (Hons). I'm bilingual and teach in our local bilingual State Primary School program as a relief supply classroom teacher in both languages, depending on the needs of the school. I believe my greatest strengths as an educator lie in caring, listening, being creative with pedagogical approaches, being flexible, curious and tenacious about my own learning and well-being, and therefore also that of my students, and specifically as a relief teacher, the provision of continuity of learning.

Neither my school nor TRACER have responded to my requests for a risk assessment. My school administration are aware that I have ongoing significant physical health issues (as have the rest of my family).

The mandates have meant that without my teaching income, our family has and will have to tighten our budget. We have experienced [REDACTED] levels of anxiety (which in turn effect physical health). The government messaging is actively encouraging society to spurn and denigrate those of us who are vaccine free; we have experienced discord in relationships, and are no longer able to participate in events held at venues other than private homes. We are being punished for doing our research and knowing our own bodies and their capabilities, and our children are learning that we do not live in a country with great freedom [REDACTED] discrimination and violation of human rights are commonplace.

I am concerned that our community is being fractured, and that next year my students will only experience more disruption to their education. Anxiety levels amongst students continues to increase, and our school will struggle to find the skilled staff they need to run their current bilingual program, losing those of us who wish to remain vaccine free. Our students will learn that actually, after all they have been taught, discrimination is fine, and bullying is acceptable, since this is the example being set for them by our governments. They are also learning that they do not have freedom as a birthright.

My request is simple. I love my job and am ready and willing to continue it. I am requesting that the government ceases all mandates immediately and models to our students what it is not to discriminate, not to bully or denigrate others. I also request that a model of using evidence-based science for decision-making comes from the government, and that vaccinating children ceases immediately as there is no scientific evidence supporting this. Australia has the advantage of accessing data from other countries whose COVID-19 management trajectory predates our own, and yet they continue to make the same mistakes. I have grave concerns for the future health of the children I teach, should they be vaccinated. There are so many other ways to manage health including preventative measures, early treatment, rapid antigen tests, etc.

I have read much about World War II. Never in my life had I ever considered that in contemporary society, Australia could mimic the abolition of freedoms as the Nazi's did. They used a State of Emergency to remove freedoms. Sound familiar? They controlled mass media with their own narratives. Sound familiar? They discriminated against a group of people (the Jews in that case) by inciting hate and discrimination amongst society. Sound familiar? They took this group of people's jobs, and freedom to move and participate freely in society away from them. Sound familiar? They marked them out (in that case with a gold star). Sound familiar? Ask yourself, "Is this morally right?", "Where will this end?". "What are the real agendas driving this bizarre vaccine program?". Because this is no longer about health.

Educator 306

My name is G, I am a female relief teacher aide 47 years old and had been working in the sector as a paid worker for 14 months and probably a few more months as a casual volunteer in primary school settings. Originally I am an engineer, but life never really allowed me to work in the field. I lived on 3 continents and 5 countries in the past years, I became a mom, overcame language challenges so needed a work where I could have enough time for my children and pursued my career in aged care and disability care in 2015. At the beginning of the pandemic I needed something new so I only changed the age group of my serviced customers and started my TAFE course to become a teacher aide and commenced paid work in schools in 2020. Short story, not 20 years experience, but I am taking my time and willing to support my tribe. It is worth every second. Being a mum I am frightened for the future of my children that they do hopefully never have to go through this experience as adults.

I am a casual worker. On the last day at my school in December 4 teacher aides were sitting in the library and doing all sorts of admin work. At one point one of my casual teacher aide colleague asked me if I am vaccinated, and I said yes, but then she asked again, fully? I nodded. Few weeks before another teacher aide asked me the same question, then I said not yet. Probably words might have gotten out. But I did not want to discuss the topic, so I waved it away with a lie. Later that day I learned that I might get calls from the school to fill in but they took away my only one permanent working day. Which I understand.

In another school, teacher aides were not brave enough to ask me, so two of them sitting next to me were playing a game, obviously. They asked questions like: "What are you going to do next year?" Then the other one said: "The government is changing the rules all the time." I joined and said: "It is not fair". then they continued the conversation about how they uploaded their vaccination status onto their smart phones. It looked very sneaky.

Since I am a casual worker, my income is not certain. So my approach is, the better I get the more hours I can get. It looks like my hours will be reduced to none next term. It will be sad not to be able to go to work, but being labelled, challenged and ridiculed at the work place is not worth any effort.

I had a long history of depression. Isolation from people, my work and social encounters has a huge impact on my health. The only place I enjoy is my walking outdoors. There is not always someone who has the time to walk with me, but this days it is hard to find like-minded people. Everyone has her, his story and all of them are right. Many people are scared and I am not always in a mood to explain them at every level why our coercing mandates are not valid.

My girls are introverts, great academic achievements but difficulties to socialize. Not being able to go to places in the school holidays is a hard, but we explain to them why we are doing it.

It is a real concern that communities are divided by an artificially created fear which is fed on a daily basis with false facts. Children's vaccination is really not to their benefits. Dr Robert Malone expert in mRNA technology explained on an interview that young people until the age of 30 do not need mRNA jabs because the statistics show higher adverse reaction at this age group than benefits.

My daughters GP told my 14 years old daughter, that she can go on her own and get the vaccine without my consent. In front of my eye. I was not happy with my GP. Where is informed consent and what does it teach to a still dependent child this advice? That same GP said it in November that she can't wait for the decision to be able to vaccinate her 10 years old child. Would it be the same if she would not have the indemnity provided by the government.

What if no one could be made liable for their mistakes? Where is this all going regarding ethics?

I ask you as a person with authority to go back to your core ethics regarding the well-being of the population and revise the actions were taken under the umbrella of "emergency state"! What have we achieved and was it worth it? Compare your data and prove us, that the measures and mandates were taken under the "emergency state" were to the benefit of the population and who gained the most out of this discriminatory act? Is it really to our gain to threaten people with losing their jobs if not vaccinated with the experimental exclusive jab, which is so exclusive that we are not recording valid data about its adverse reactions.

Why do we have to create so much fear in an age group -school aged children - which can get sick with Covid-19, but can shake it off just like a common cold without any serious symptoms. A positive test is not equivalent with a hospitalized person. Prove me wrong with data! Before that there is no valid right to mandate a group which is not under direct threat!

After 2 years in the pandemic if we are aiming to herd immunity which is not guaranteed through the vaccine by professionals what is the long term strategy for us. Changing the directions every few weeks does not look very promising for any sector!

Who gains from such action? Not the common population that is for sure! But why the common population has to comply if their interest is not the most important in our game?

Educator 307

My name is D. H, 42 years old a mother of 2 pre- teenage girls. I have worked in my chosen profession in Australia for the past 7 years. I studied and achieved a master's degree in English before immigrating to Australia with my Husband. My studies in Australia include a Certificate III and Diploma in Early Childhood Education and Care. I am currently studying a bachelor's degree in become a 0 to 5 years education teacher.

I have been advised by the acting school principal / business manager that if I haven't had the invasive medical procedure by the 10th of January, I am not able to gain access to my workplace. I am totally disgusted with my employer's decision because the centre where I am currently employed has told me that they are not mandating the invasive medical procedure but are merely following the state Governments mandate. I find this a total cop-out and totally disgusting that they can hide behind the State Government and do the governments bidding at no cost to their enterprise

I feel that this course of action is totally wrong. Everyone is saying that they are not coercing us to get the invasive medical procedure [REDACTED] how can any rational thinking person make a statement like that, If I do not submit to the invasive medical procedure, I am not able to work, which means that I will have no income. My 2 daughters both attend my workplace, if I am unable to access the school my daughters will be unable to start the 2022 school year. My oldest will miss her first senior year and my youngest will miss 3rd grade. On the 31st of January my husband will also lose access his workplace, this means that [REDACTED] will be without any income. How are we to pay our bills and buy food.

These decisions are really impacting our family, the worry and stress that it is placing on our family in not right. My husband and myself are worried if we have the invasive medical procedure, we may become ill, if that were to happen, what is to happen to our 2 young girls.

What this decision has done to our school and my workplace is indescribable, our centre is known for its ability to handle young children and prepare them for their adventure into formal education, by forcing this decision on our centre, I feel that due to the lack of staff the centre may have to close. This will mean a massive loss to the young, troubled children in our area,

I would like to see some common sense put back into the discussion, I would like to see the situation be address in a more sensible manner, not the smash everyone approach that the state government is taking.

My message to the member of parliament or minister that reads this letter is very simple. We have maintained a safe workplace for the past two years, we have followed all the rules and kept our children safe, what has changed so dramatically that requires us to partake in the invasive medical procedure. We have demonstrated over the last two years that we can handle the situation in our workplace.

I want to be able to go to my workplace in 2022 and not have to worry about being labelled an anti-anything or be told that I am unable to return from the Christmas break to the position that I love because I have not had the invasive medical procedure. I am an Early Childhood Education and Care Educator and want to remain in this position without fear or coercion. We must be given a choice.

Educator 308

I have been teaching in the independent education sector for 2.5 years since completing my Master of Primary Teaching. The decision to return to university to study teaching at age 31 was the best career decision I had ever made. I was made permanent at my school as soon as my first 2 years of service was complete. Teaching is not just a job for me. Every day I know I am making a difference in the lives of the little people I teach. My specialty area is working with children with disabilities.

I am now 35 years old and 12 weeks pregnant with my first baby. Although my doctor is very sympathetic to my situation and makes no attempt to coerce me into getting vaccinated, she is simply not permitted to issue me a temporary medical exemption. Out of respect for my employer and my students, during the last week of school for 2021 I told my principal of my decision not to vaccinate whilst pregnant to allow her ample time to find another teacher for my 2022 class. Thankfully my principal was respectful and compassionate towards my situation, but ultimately her hands were tied.

In an effort to still receive the maternity leave I am entitled to, my principal granted me 4 weeks of Leave Without Pay commencing term 1 2022 followed by very early maternity leave. Even though my principal has done all she can to help [REDACTED] the maternity leave I am entitled to, I will still earn \$16,000 less than I would if I could work until I am 34 weeks pregnant.

I took 2 days of sick leave when the pending mandates were announced due to extreme anxiety. I was afraid of judgment and criticism from my colleagues, plus being stood down and losing my maternity leave entitlements. This has been [REDACTED] testing time for myself and my partner considering we are also expecting our first baby. [REDACTED]

I am very concerned for the innocent students that will suffer because of these mandates. The inevitable teacher shortage will be devastating not only for their learning but their general wellbeing. They need stability. They need the teachers they know and trust. They need leaders that are open-minded, kind and non-discriminatory.

Temporary medical exemptions should be available for pregnant women nationwide, not just in South Australia. The double standards are confusing and inequitable. Pregnant women are generally exempt from mandatory participation in medical trials due to ethical considerations. These vaccinations should be no different.

Educator 309

Just call me C. I have been working as a high school teacher for 21 years and am an experienced senior teacher. I started at 36 years of age after completing my degree at USQ in Toowoomba. I taught 4 years at my first school which was X State High. My initial subjects were maths, science, English, SOSE and art and even teacher librarian for a year. I then transferred to X State High school where I taught for a further 10 years teaching maths and science. I took 2 years leave without pay to teach in the Kingdom of Bhutan. This was 6 days per week in a very poor area of the Himalayas. When I returned I taught a further 3 years at X State High School and then worked at X for 6 months. I am currently teaching Mathematics in a remote school in Far North Queensland. I have been there 18 months.

Since covid-19 has come to Queensland I have hardly had to increase my level of health care and practice of the appropriate hygiene measures as I hold serious concerns for the health and well-being for my colleagues and my students. I have always practiced the utmost cautions to help prevent, acquiring and spreading illness. I am acutely aware of how disease is spread and do all that I can to remain in optimal health given my current vulnerabilities. Before vaccines were mandated for Education workers in Queensland I made extensive enquiries for information on all aspects of the Covid-19 disease and vaccines. I was satisfied that I would not be needing a vaccination.

Now in view of the mandates for the vaccination I have had to seek further clarification to be able to give reasonable informed consent. What I have found is that information is not forthcoming and nor is it reasonable. I have enquired about the risk of contracting the disease with regard to me, my colleagues and my students whether vaccinated or not and what is the diagnosis, treatment, recovery rate and possible long-term adverse effects. I have enquired about the risk of spreading the disease for me, my colleagues and my students whether vaccinated. I have enquired about risk of possible side effects from the vaccine. I am aware that the federal government costs if the vaccines kill me or anyone for that matter. I have not received any information with regard to risks in my place of work as a mathematics teacher. Indeed, I have been told it is not necessary for me to know these things. My own GP has told me, 'just get the vaccine so we can all get back to normal.' This is not medical information. How is it possible to consent without knowing the answers which need to be provided to me?

Since the mandates and because of my desire to remain healthy I have earnestly increased my research into the validity of receiving a vaccine. The lack of honest information from my employer, work place and healthcare provider has placed an enormous amount of stress on me. I have not been able to sleep well and thus my sleep patterns are erratic and insufficient leading to chronic tiredness. As a consequence of this exhaustion, I have acquired a debilitating arm injury. I am suffering painful digestion disruptions which includes daily nausea, bloating, gas, constipation and diarrhoea. I am so listless and depressed trying to fathom why you equate my ability to teach with my having been vaccinated or not. This is especially exacerbated since no one can give adequate information to satisfy my enquiries. My value as a teacher has been diminished to a medical procedure. I am a non-smoker and completely abstain from alcohol.

In my time at X, I have become a valued and accepted member of the Aboriginal and Torres Strait community. I dearly love the people and it is reciprocated. Most children and staff are desperately in need of folks who are reliable, dependable, consistent and trustworthy so they can feel safe and participate effectively in education. The alternative for the children is to leave community and live in isolation at boarding school at least 1000 kms away. This does not suit many of the local families and increases the trauma they already suffer.

There is currently a massive shortage of experienced teachers in the Northern Peninsula Area which is a major disruption to the genuine education of local children. I want to continue to live and teach in X without being vaccinated and I believe that is what the communities there want.

Educator 310

My name is D, and I am an 18 year old female currently living in Cairns. I graduated high school in 2020 and during my studies I completed my certificate 3 in education support. By completing this during my senior schooling I was able to gain a job in an after school care service as well as be a teacher aide at school. Straight after school I have gone to university to study teaching.

As of December 2021, I have lost both of these jobs due to the vaccination mandates. Both of my employers have stood me down. Through these actions I am left wondering how I am going to support myself through my university studies. Additionally, both of my parents are teachers and have taken leave at half pay. With having less than half the usual income, I am left worried and wondering how my family is going to get by and how my brothers are going to be supported. As a result, I have found myself living out of home. Moreover, it has added additional but unnecessary stress to my family.

While I understand the benefits of the community being vaccinated, I do believe that some cases should be looked at in more detail. I personally was diagnosed with histiocytosis as a baby as a result of vaccination hence my hesitation to receive the vaccination for covid 19. I ask you members of parliament to rethink your mandates so I am able to reach my goal of being a teacher and having jobs giving me the best possible experience while not having the stress of worrying if this vaccination will do the same to me.

[REDACTED]

Educator 311

My name is J, and I live on the Sunshine Coast in Queensland.

I have been employed in a full time capacity at an Independent P-12 school in X for the past 23 years; my role being in the finance department of this school. Administration and business staff, together with grounds and maintenance, ensure smooth and efficient operations of my school, all year round.

As part of the finance team my role involves interaction with staff across the school campuses; with parents and friends of the school; and with various State and Federal government educational departments. I have a Diploma in Business Administration and many years 'on the job' experience.

I love my job and have built many strong relationships over 23 years of service.

Now, however, because of the recent mandates in Education in Queensland, I have been excluded from my workplace, because of my decision not to vaccinate against COVID-19.

[REDACTED]
This is incredibly distressing for me and although my Principal is sympathetic, his hands are tied: I have until the end of February to 'comply' - take the injection/jab/vaccination - or face dismissal.

I never imagined that I would be locked out of my workplace because of my personal health choices!

[REDACTED]
Exclusion from my workplace [REDACTED] significantly; I am more fearful and anxious than I ever have been and sadly this is affecting my family as well. I am the major 'breadwinner' in my household and although not yet ready to retire, may be forced to do so.

I want to work. It's difficult to imagine what the new school year will look like for my school with staff in key roles excluded from their workplace. Including me, there are TEN support staff no longer permitted on school property – these are the staff I am aware of and there will be others.

How will this affect our students; their parents; the entire school community? And this in only one school in Queensland.

I can only hope that common sense will eventually prevail, and the mandates revoked...and ALL staff, stood down or dismissed, returned to the jobs they love.

Educator 312

My name is G, and I have worked as a primary school teacher for over 18 years for the Department of Education. I have thoroughly enjoyed teaching our future generations in a range of learning areas from early childhood, health and physical education, learning support and more. Although teaching in various large schools, I am passionate about teaching in smaller schools where it feels like a small village raising the children. Two of my three boys also attend this small school that I am currently working in.

I am one of many who are being faced with employment uncertainty when school resumes next year due to the vaccination mandates that have been directed by the government. I have always been in favour of vaccinations to boost the immune systems of myself and my family and eagerly await the availability of the vaccine that I believe to be the best for our bodies.

My principal has been very supportive of my beliefs and has tried to do whatever is possible so that I may teach when school resumes next year, however departmental constraints have left no or limited power for the principals to [REDACTED] believe is best for their staff, students and parents.

Many of my family, friends and colleagues have been coerced to take the injections for fear of losing their jobs. I am under constant pressure from various people around me to simply comply with the mandate to keep my job.

As worrying as this situation [REDACTED] to doing something that I am not comfortable with.

I am very concerned for my family, friends and community and just hope and pray that these rushed vaccinations do not cause serious long term health issues to all of those who felt pressured into getting them.

I strongly believe that people need to have choice. Freedom to choose what is right for them and their families. In order to do this, we need a strong, intelligent governing body that listens to the community and not take orders from higher up.

Educator 313

My name is L. I am 58 years old and I am a qualified senior teacher at a private school in X in South East Queensland. I have worked at my school for 27 years. I have worked in Learning Support, taught Year 3 and most recently Year 2. I love my job and my school. I care for my students and their families. I am very good at what I do judging from the comments and feedback I receive from parents, students and my administration. I had planned to stay at my school until retirement.

On the first Tuesday of the school holidays all staff received an email from the school Principal stating that due to the government directive/mandate issued, all staff were required to be double vaccinated before the beginning of the 2022 school year or be terminated. I was absolutely shattered by this news!

I hold grave concerns over the safety of these 'vaccines'. There have been hundreds reported dead and tens of thousands with reported vaccine injuries (74,000 most recent reported on Channel 7 news and the government is beginning to compensate some of these people.)

I can't believe that now I am faced with either losing my job and the ability to pay my bills and feed my family – I AM the income for [REDACTED] hold – or receiving a 'vaccine' I am terrified of and have no confidence in! I can't believe that in Australia – a free country – I am being coerced to undergo an invasive medical procedure with a 'still experimental drug' if I want to provide for my family. Each person should be able to choose for themselves which medical procedures they undertake – especially where there is risk involved.

I have been living with enormous stress and anxiety as I've seen these awful mandates rolled out in different states across Australia. I have [REDACTED] my brain is foggy, I have been taking tablets to try to sleep at night for months and months, I cry often. I feel as though I am on the verge of a nervous breakdown. I don't know the way forward. How will we live? Do I get jabbed? Don't I? I am so, so scared! I feel as though I want to go to sleep and not wake up. I am not coping with what is happening. This is breaking me!

I want to see the government get out of our lives and let us live! STOP the mandates, STOP taking away our jobs, STOP vaccine passports and segregation, STOP injecting us and our children, treat the sick with readily available safe medications, give us back our freedom of choice. Our Prime Minister said that, "People can choose to be vaccinated or not" but that is not true. The reality is that we MUST BE vaccinated if we want to feed our families, have jobs and move freely in society and this is WRONG!


This is not the Australia I have known and loved.

I am 'normally' a very capable, intelligent, organised and rational person, able to weigh issues up carefully, looking at the pros and cons and make sensible decisions that I believe are in the best interests of my family. I am so angry, disillusioned and disappointed by this, our government, that has brought me (and some friends and family too) to this tipping point.

Educator 314

I am B.

I work in a Distance Education, P-12 school, as a Youth Support Coordinator. I am 59 years old, and have a Graduate Diploma of Education. I work in the area of student wellbeing. More and more students are disconnecting from school because of mental health issues and the impact of Covid-19 has contributed to the anxiety students have.

In our school context, when a student disengages, they can be very hard to reach. They don't answer emails or the phone and are too far away to make face-to-face contact. I send out personal, old-fashioned hand-written letters in the post, with hand-made sewn 'kindness hearts'  reminding them that they are important, they have a voice and they can achieve. I love being able to reach them in this way, make a connection and offer support. This work matters! I recently worked on a project of producing a wonderful set of 'wellbeing cards' (through a QLD Mental Health Week Community Grant). I worked hard on this initiative!

I have been told that I cannot return to my work in January unless I receive the Covid 19 vaccine (an experimental medical treatment without long-term safety data). This mandate has affected my mental health in that I no longer have the freedom to choose what happens to my body without punishment from the government. I am facing the loss of continuing the important work I have been doing to help students and families. All because I reject this procedure? This is a violation of my right to informed choice - without coercion and you all know it. I've spoken to my doctor and realise that because the government has banned any early treatments, I also have to worry what happens if I do get Covid as his hands are tied despite there being many treatments he could offer if allowed to do his job. Again, the government is overstepping their power by interfering with doctors doing what they are trained to do. He simply looked at me and said, 'you go to the hospital'. The government is basically keeping people sick. How can you in good conscious go along with this?

I have researched the TGA website and the weekly safety reports on Covid-19 and discovered that for the first 14 weeks of the vaccine rollout (Feb 2021 until June 10, 2021) there was no tally of reported deaths disclosed in the reports. Suddenly, in the June 10th report there were 272 deaths reported and all subsequent weeks until present now include this data. Why was this information withheld during rollout?

On 6 June 2021, the TGA has received 272 reports of death following vaccination for COVID-19 vaccines.

I have had no consultation from my employer over this, only broadcast emails from Education Queensland with vague details on what the future holds for employees who choose against taking the vaccination. Suddenly I am being asked to disclose my private medical information which never before was mentioned as any condition of my employment. I have undergone mental health pressures in the workplace over this uncertainty and am concerned, not only for myself, but for other work colleagues who are in worse situations than I am financially. Remember that we (education staff) were asked to continue service during and throughout the emergence of Covid-19 in 2020 and up until now, considered 'essential workers', and I continued to work in the midst of this 'uncertainty' without hesitation as the students are the most important thing. We got through that just fine here in Queensland.

I hope that reason will rule and you consider that we can work through this together, not segregated and depending on only one solution, that so far has not at all stopped the spread of this virus. In fact, it's getting worse despite the high vaccination rates, right? Let's use our higher order thinking here, our compassion to treat each other with dignity and respect.

Let people keep the jobs they are trained for and have dedicated themselves to.

Let people choose their medical procedures without fear of losing freedoms.

Let doctors do what they are trained to do and be allowed to treat their patients.

Let safe drugs be made available here in Australia and not banned so that a vaccine is the only option for health.

Educator 315

I am a 40-year-old female who lives in X, Queensland and have been working for Education Queensland since 2016. I write this letter in hope that the vaccine mandates be stopped for the Education Department in Queensland.

I received notification about these mandates on the second last week of term 4, 2020. This time coincided with my husband and I purchasing our house and also at a time when I had to apply for a new teacher aide position at my school for next year.

I was successful in gaining a part time contract for the entirety of next year. I believe I was successful in gaining this position as I am kind, calm, energetic, respectful and enthusiastic. All these qualities are essential when working with young children within the school environment especially children who have special needs. This year I was fortunate to work in the Special Education Unit we had at our school and built a beautiful rapport with these students. The position I was successful in gaining included working with these students again next year. I feel for these students who have many special needs. They will have to r [REDACTED] relationships again if I am no longer there to assist and support them.

I face losing my job next year as I have chosen not to be vaccinated. I have never had a flu shot in my life.

I had to take a mental health [REDACTED] as I was so distraught over the whole situation - get the vaccination and keep my job or don't get the vaccination and lose my job. I am still struggling to understand how this situation is even possible in this day and age. Totally unbelievable.

I am concerned that my family will have to live on only my husband's wage. We now have a mortgage and my eldest son is going in to grade 7 and is enrolled in a high school next year in which there will be fees (something we have not had to pay before). The financial stress this will cause is unthinkable and I've tried to put it to the back of my mind over Christmas but now that has passed, I find myself thinking about it constantly.

Think of the ripple effect that these mandates will have - from the teacher's mental health, their families and the children they teach. The quality of education may severely decline if there are larger class sizes and a teacher shortage due to these mandates, especially in the rural communities.

I would like to see all these mandates eradicated in not only the government sectors but for all other sectors as well. It is un-Australian to have to choose between your core Australian values or your career.

Educator 316

My name is D, and I am a male who works as a Relief Teacher in the Ipswich area and beyond. I have been a teacher in Education Qld for 14 years. Previous to my employment in Education Qld, I was a Teacher Aide for 5 years. I graduated from university with a Bachelor of Primary Education, entering university as an adult after studying a Diploma in IT. The strengths that I bring to Education Qld is in the area of Relief Teacher. I attend many schools that other Relief Teachers are hesitant to enter. I maintain a well-behaved class in a friendly positive manner. Principals contact me directly to do relief at their schools, as a result I have become part of these school communities, which is a privilege for me.

Once school starts this year my household will have no income coming into the home. My wife is a permanent Experience Senior Teacher, and we both shall have no income as a direct result of this mandate. We have a leased car which my wife shall forego, which in turns results in our household having one vehicle. I need to seek new employment were my skills and giftings will not be utilized as an educator.

[REDACTED]
I am greatly concerned about paying a mortgage without any income coming in. This is causing me considerable stress and anxiety, greatly affecting my mental wellbeing. My wife is extremely stressed and suffering emotional anxiety as her role as an educator in the State Education system is under threat. I believe that she is presently grieving the loss of her work and satisfaction that she gained in the classroom, teaching the [REDACTED] generations of young Australians. This is causing me to have grave concerns for her mental w [REDACTED]

I am concerned about the shortage of teachers and that students shall miss out on much of the experience that teachers have to offer. Understanding the cultural backgrounds of the schools that I work in on a regular basis well, I believe that I will be missed by these school communities by both teachers and students. I attend schools that required a significant commute out from Ipswich. This is greatly appreciated by these schools' communities, that at times can struggle to find relief teachers to drive that far.

I would like to see vaccinations being free choice, and not mandated. These vaccinations should be personal medical decisions. I am more than happy to complete Rapid Antigen testing to continue working within the schools.

This mandate will impact the education for many students across Queensland which concerns me as a teacher who enjoys working with students across different schools.

Educator 317

My name is N and I am a passionate 55 year old female state school primary teacher. I have been teaching for almost 20 years, have two Bachelor's Degrees. I live in Ipswich. I taught mostly year 6 and year 7 classes before that was part of high school. My greatest joy is this upper age group of primary. My students feel safe, accepted, and valued both academically and as people in my room. We create an environment of trust and respect while we learn together. I am known by my principal as creating this calm, supportive and enjoyable learning place for the students with my natural ability to develop supportive relationships that enable my students to grow. I have often been responsible for teaching the classes with the most challenging behavioural and academic needy students. My passion is teaching, this is more than a job this is my calling in my life. I am at a stage where I am totally thriving in this job. I currently work in the most challenging school I have ever worked in, high trauma, low socio-economic and high cultural diversity, however I totally enjoy each day and look forward to working with these students.

The mandates have had a huge impact upon myself and my family. Both myself and my husband are teachers in the state education system. We are both facing the loss of our jobs. I am gravely concerned about the repayments to our mortgage. What jobs will I be able to apply for given my long-term employment in the education sector? Will we be able to continue to pay for our mortgage, or will we need to find another place to live and be forced to sell or rent our house out. I have communicated my concerns to my boss, but he has not communicated anything apart from Department email responses in return.

Insomnia has been quite a problem for me leading up to the announcement of the mandate and since the mandate. I wake up most nights of the week starting at 3.00am. Often I am unable to fall back to sleep until 5am. Week 5 of term 4 caused me considerable anxiety, resulting in longer periods of not being able to sleep. Most weeks I would have one night where I slept right through, mostly due to exhaustion. I still have sleep issues while on holidays, which I know is not good for my physical or mental health. I found the last few weeks of the term difficult once the mandate was given knowing that I would have to make a decision. I had decided earlier that I wouldn't have the vaccinations as I look after my health and do not have medical issues. I did waiver a bit in my resolution as the thought of being forced out of my employment as the vaccination mandate drew closer to deadline of 17 December. The thought of losing my job and working with students who were not vaccinated was a difficult choice not to be coerced into having the vaccinations.

I certainly am not happy with the pressure produced by the mandates. Medical treatment to maintain my job? I'm healthy and have been able to go to work all year, with a term and a half sick leave available, yet that is now not what the government wants. I must have a medical treatment even while I have been healthy and fought off many illnesses throughout the years of my employment. I have had the flu twice in my life.

I have had moments of despair, fear, concerns about finances, anger, despair, sorrow, lost over and over. Grief is what I often find myself going through. The many stages of grief because this is what this represents to me, the loss of what I enjoy doing. Many of my friends begrudge going to work, I on the other hand look forward to going to work and the beginning of the work week.

I work in a community of high trauma. The class I had the privilege to teach for the last two years would be the most difficult I have seen in my teaching career in any school that I have taught at. However, it has been the most wonderful, challenging, and enjoyable time of my teaching career. I made a difference. One of the many students in my class who came from high trauma was crying on the last day because she was leaving school and me, the significant adult whom she credited with helping her make this massive change in her behaviour over the year as part of her graduation speech.

I have been the only Experience Senior Teacher in my school setting. My experience and mentoring will be missed by my school both with the other teachers and students. As our school has many younger teachers, I have played a vital role in the classroom. One parent was happy that her son finally had a teacher with more life experience than younger teachers he had before who were just out of school themselves.

I would like nothing more than being able to go into my room and make a difference in the lives of the students that I have in my class next year. I know the students and the complexity that awaits, but I am excited. These students are also wanting to have me as their teacher.

I would like the mandates to be removed and the Government to allow us as people to make the medical choice over what happens to our bodies, the government does not own our bodies. As part of HASS, I teach my students about the values of the Australian Governmental system, freedoms of speech and thoughts. Yet here the government is taking those freedoms away from the people whom they represent. Healthy people being coerced into a medical decision that many do not want or would have at the threat of their job and livelihoods. What happened to the Australia of my youth?

I have devoted myself to the Education Department and the State School system for 20 years. I have only worked in challenging schools and districts, yet I wouldn't go to any other type of school. I teach my students about 'choice', well my 'choice' has been taken from me. I had years where I have not taken one day's sick leave, I currently have a term and a half of sick leave. I am responsible for my health; I do not smoke or drink and eat a very healthy diet. My choice is to not have a vaccination at this stage, my choice. I have a right to have a say about what goes into my body. I am more than happy to have Rapid Antigen tests and continue to work, I also don't mind paying for these tests myself.

Educator 318

I, M am an enthusiastic and committed 45 year old, female Primary School Teacher. I currently work at an awesome school in X. I have been teaching for the past 20 years, predominantly within the Moreton Bay Shire. I have a Bachelor of Arts /Education (English/History majors and Primary). I love being able to encourage children to dream and believe it is possible to change their stars if they apply themselves if that is what they want in life, that we are not stuck regardless of our current situation.

When I briefly spoke to my Principal about my situation he enquired as to if I had sick leave and any long service leave that I may be able to use if needed. I let him know that I did have both of these. He gave me the impression that he will support my decisions as much as he can and he understands my reasons for not wanting to get vaccinated at this point in time. When I spoke with my current deputy I mentioned she may need to pick up various programs that I currently organise if she is still at the school next year and I am not. She is hoping that I come back.

Since the Covid 19 vaccination mandates have come in I have not been sleeping well. This then impacts on my family as I have become irritable and take it out on them. I am constantly tired. I believe I am being coerced to make a decision about a vaccination I don't currently agree with. I fear I will lose my job (not because of poor performance or a breach of the code of conduct but simply because I don't want a vaccination) and the financial pressure this will place on my family is something I am struggling with. I have also become stressed and this is now evident as I am getting cold sores.

I recently went to my doctor and organised a mental health plan so I can see a psychologist to give me strategies to work through this current situation. Due to the rise in mental health issues during the last year there is currently a wait to access this help though in my region. [REDACTED]

I had the privilege of meeting my 2022 class before the end of the year and many of them are very excited to have me as their teacher. For me it is continuing with some family relationships and being able to start new ones. I actually received two emails from two of my future students before the end of the year with them telling how much they are now looking forward to coming into the year ahead. I know some of my students have suffered trauma (one actually had a sibling pass away unexpectedly this year) and continuing to be there for her this year is extremely important for me as I know what it is like to have a close family member die while being a child. I am very concerned for my students if I am unable to return to my job at the beginning of the year due to the mandate as unfortunately I have seen first hand the impact of the assigned class teacher not arriving or not continuing. This unsettles the class and they never fully regroup due to the disruptions.

Since Covid 19 first became an issue here in Qld I have turned up for work every day. I, along with many others from my school took a steep learning curve and not only had to teach the children who still turned up during lockdowns but also had to plan, organise and be there for our students who were learning from home. Not only did I need to do these tasks but I also had to mentor and guide a new teacher who had to come in for a teacher on my year level who took (and has been on) Department Covid leave. The replacement teacher unfortunately did not stay for the whole year so I went through the process again. This year was a repeat of last year. My teaching partner did not return again I had to mentor and guide a new teacher, who didn't stay. Then I had two other teaching partners during the year. For the past 21 months (and for 2022), I have been the Year Level co-ordinator of the year level I am teaching. (This role was not initially mine, as I wasn't an aspirant, but the teacher who did receive the role took paid Department Covid leave). I stepped into the role when this teacher could no longer do it due to not being at school. I am a team player, not only within my year level but my school as a whole. I organised a week of outing last year, which were to coincide with the bi-annual school Canberra trip but as it was cancelled so was my week of activities. I have organised a year level camp for week 3, term 1 of 2022 and am looking forward to taking the students to this. It would be very stressful for another teacher to have to step in and finalise everything when they haven't been part of the organising of this. I also co-ordinate the Solid Pathways program for my school. There is a great deal of organising and communicating that involved in this program and we have many more eligible students next year.

I just want to be able to continue to teach and make a difference for my students. I would be willing to work using the necessary PPE gear, washing my hands whenever possible or hand sanitiser and continuing to socially distance if it meant I am able to still work as a class teacher.

Teaching is more than my job. It is my passion and I will be devastated if I cannot continue due to a vaccination mandate.

Educator 319

Hi my name is T and I am a primary school teacher. I have just spent the last six years studying to fulfil my dream to be a teacher and make a difference in the education of children. I have just completed my first contract in a year 5 class and have been offered a contract starting term 1 2022. Due to me being in a regional low socio-economic area, finding teachers is a difficult task. Prior to me obtaining my teacher qualification, I have spent the last ten years as a teacher aide and administration officer in primary schools and know of the critical teacher shortage in regional areas of Queensland.

The implementation of the Health directive issuing mandates to all education workers has devastated me and my family. I have worked extremely hard to obtain my degree and teaching qualification whilst juggling a family and full time work as a teacher aide/administration officer at my local primary schools to only have it taken away from me if I do not conform to the “no jab, no job” mandate.

The end of the school year has previously been a time for my family and I to enjoy a well-deserved holiday after a busy year of myself to the education of students, hoping to make a difference to a child's life. Instead, this holiday has inflicted upon me a great deal of anxiety and mental health concerns around my future as an educator. I have cried every day of my holiday so far causing strain upon my family as I grapple with the prospect of losing my job. In addition to this the anxiety that I may inadvertently cause to my new students who transitioned with me prior to the Xmas break has left me with an undeniable concern. My school is a regional school who relies on the deep relationships built with p

I would like to see these mandates removed. I would like to see that people can make an informed decision and have a choice as to whether they receive the vaccination or not. These mandates are going to cause pain and anguish to our students and families. If I can walk into a school as a parent, what is the difference of being there as a teacher. Rapid Antigen testing would be a far better solution than forcing people to receive a vaccination that is proving to be not reliable in stopping the transmission of COVID and is responsible for many adverse effects.

Please do not take away my desire and love of a job just because I don't want the 'jab'.

Educator 320

I began teaching in 1993 (B Ed) - 28 years. *full time Primary school teacher Gold Coast *a specialist LOTE Japanese language teacher. *specialist Science teacher. *Experienced Senior Teacher EST2. In 2021 I turned 64. At the age of 29, I was a single mother at university with 3 very young children. I wrote assignments by hand or by electronic typewriter! BC - before computers. It was not easy. Even with my young children, when I began teaching, I gave my heart and soul to my job. My children saw my dedication. They have all got successful careers and my grandchildren see me as a role model.

I am proud of my career. I have upheld high standards, rigour, loyalty and dedication. When I felt burned out by the demands of the job, I personally took on the cost of a move to Brisbane to see if a change would help. Could I go back to being a legal secretary? Instead, I registered for relief teaching and got non-stop work. I was reinvigorated. Short return back north (Townsville), then a permanent transfer to Brisbane. My husband and I then relocated to the Gold Coast and we both planned to be relief teachers when we retired. We are fit, healthy and not ready to retire. Even these mandates will not stop us finding some kind of employment as we still have much to contribute. I have spent hours of my own (unpaid) time: reading, planning, shopping for resources, making resources at home, purchasing subscriptions to online resources, printing, laminating, cutting out name labels, small group activities, visual resources for the classroom, buying prizes. My job has consumed my identity. I am a helper, people person, peacemaker, dedicated, love learning, and extremely empathetic. I treat everyone as I would like to be treated. That is difficult at times as children are so unfair with [REDACTED] have, often acting out of their inability to process problems in their lives. They need our help to regulate their emotions or see others' points of view. I am trained and experienced in delivering problem-solving and regulation of emotion strategies. That is one of my gifts, from my caring nature and my wealth of experience.

My last day at school this year was one of the worst of my life! I finally broke on this day! I was distraught, angry and deeply grieved, aware that this could be [REDACTED] my career! Education Queensland had sent an email on that last day, Friday, that all teachers who were not double [REDACTED] personal property out of the school, as we would not be allowed on the school grounds again in the new year, unless we get double-vaccinated. I had a significant amount of personal property to move. My husband came with a trailer. The email was so insulting! So ungrateful! So illogical: the teachers who are vaccinated can still catch and spread Sars Covi-2! My health choice is personal. I take very effective precautions for my immune system, and this makes me no extra threat to anyone.

My request for a Risk Assessment from my Principal that relates to my current role at my school was not forthcoming. -standard response that looked like it was from HR of Education Qld. -no special school-based risk assessment. My Principal shared verbally that we were "both pawns" (her words) in the system and this mandate thing was simply political. I felt a strong feeling of coercion for getting vaccinated and I felt that I was letting the school down. The mandates are impacting my mental health and my time. Instead of having a much deserved holiday after a very busy year, I have been consumed with how to respond to these mandates. What can I do to influence a more reasonable outcome? We still have a mortgage. I am looking at other ways to earn an income, by retraining or starting a business. My husband has a work contract at an independent school next year, but we do not expect that will still be available due to his vaccination status. I recently gifted my daughter a significant lump sum out of my superannuation to help her get into the property market in Melbourne. She is single. I need to keep working to replenish our Superannuation (mortgage also) plus provide for our needs. My husband does not sleep well.

I am deeply concerned for Qld schools next year. There will not be enough teachers who are sufficiently qualified to deal with the many challenges of the job (nor enough teaching specialists!) Will my school find another Japanese language teacher for 2022? If the government cared about the best outcomes for students, they would not be doing this. One size does not fit all, in health or in education. I am appalled at the message that we are giving the children. We teach that discrimination is not acceptable. And here we have a model of discrimination that is acceptable for the government, although it makes no sense. If the vaccinations provided immunity, then possibly the mandates could have some merit. However, they lead to discrimination, which is unacceptable. We either want a free society or we lose our freedoms (our body, our choice) and hand them over. Freedoms once lost are very difficult to retrieve.

The Prime Minister said many times that there would be no mandates. I want no mandates. We need to learn to live with Sars Covi-2. Omicron is the dominant weak variant currently spreading. Reports of recovery from Omicron are that it is a 2-3 day cold-like illness. This is very encouraging that this Covid-19 "crisis" will soon be over. But the effects of the discrimination that has been mandated will remain, unless mandates stop.

I want doctors to be allowed to treat patients without fear of reprisal. Censorship of scientific debate needs to end. Nurses, doctors, police, paramedics, fire workers, teachers; all front-line workers need to be reinstated.

Educator 321

This letter is to inform the necessary governing bodies of the direct impact on my life as a result of the State of Emergency mandates that have impacted my employment, my mental health and my financial position.

I am vaccine-hesitant. Due to misdiagnosis's for myself and my family in the past, I choose to seek medical advice and then decide for myself as to whether following the advice is in my best interest. The only time I have received a flu vaccine resulted in me being treated for pneumonia. I had no symptoms of illness prior to the shot.

Due to my annual flu-type symptoms, I have very carefully monitored my health. Once an accurate diagnosis was attained and preventative steps could be developed, I have failed to have this issue. Previously I had suffered for over 20 years under misdiagnosis's for this combination of conditions. So I choose to look after myself in these circumstances.

I believe in the Nuremburg Code, in that people have the right to choose for themselves if they want to be a part of a medical experiment. The long term effects of the MRNA component of the Pfizer, AstraZeneca, Moderna and Johnson and Johnson vaccines are still unknown. And this component changes your DNA. **It cannot be undone.** I choose not be party to that. Unfortunately, I am in a position where I am coerced into participating, to maintain any form income, as almost every field [REDACTED] requires vaccinations.

I find using MRNA technology on children to be an ABHORRENT act. To mandate a vaccine for children, and to exclude them from education unless they are vaccinated, would both be crimes against humanity.

I have been in a position where my employers have been as supportive as they can under State of Emergency mandates. While they want to [REDACTED] valued employee. I have to be double vaccinated by January 24th 2022 to return for the school year. [REDACTED]

In this time I have experienced heart palpitations, regular incidents of panic, waking to fear almost every morning, regular hopes of dying, visualisations of suicide, fear of citizens and peers, experienced weight gain, depression, lack of energy to complete tasks, and sleeping to block out thought processes I can't stop.

My financial position is that my last salary payment was 6th December 2021. I am currently living on a shoestring budget to make my meagre savings last as long as possible as my first Centrelink claim will not have been available until mid-February, should I have sacrificed myself for my beliefs.

I am disgusted that the mandates are in place to force people to lose their jobs. These mandates extend into too many industries. One would be too many. I am told parliamentarians don't have to be vaccinated... is that correct? And that you are tested every day before work to ensure you are not COVID infected? Why can't we have the same courtesy extended to us?

Both the vaccinated and the unvaccinated can catch COVID. Didn't Omicron come into the country through double vaccinated travellers? So what's the point?

To discriminate between the vaxed and unvaxed in medical apartheid. If we can both catch it, and both pass it on, we should both be able to attend the same places of employment.

If we choose not to be vaccinated, when we fall sick, and supposedly we will suffer worse if we catch it, isn't that our choice? I chose to keep my immune system in top form via healthy food choices and exercise. You do not get to choose that for me. Just like you don't get to choose to change my DNA.

But you do get to force me via my finances.

Change these mandates.

Please do it now. Be the representative of the people that you should be. We are suffering badly.

Educator 322

My name is L. As a 54 year old female primary school teacher aide in Queensland, with 13 years of service in the education department, I am extremely worried and truly sad about what has happened with the mandated vaccination.

This might sound a little big headed but the kids love me and one example of this is from a mum the other day telling me her grade 2 child commented on how she is so excited because she's going to have me in her class next year. That nearly broke my heart. Well what parts that weren't already broken from finding out on the last week of school that I won't be able to go back next year if I don't get the double vaccination. I didn't tell the kids at the end of the year that I couldn't go back because I wanted them to enjoy their holidays but I know they are going to be devastated, and hopefully not angry that I didn't say good bye.

My anxiety was already high knowing we were going to be pushed to get this and now it is through the roof not knowing what will be happening next year for me and my family. I don't want to get the vaccination because I have heard of many friends having adverse reactions and as the only person working in my house I can't take that chance. Surely there is a better way than standing every one down. Surely there are other options.

My employer, although sympathising with my ordeal, was compassionate but knew there wasn't much they could do.

I am devastated and was in tears every day for the first couple of weeks.

The kids need us.

Please help us find another way.

Educator 323

My name is B. I am a male and am employed by the X College. I was a permanent Teacher between 2005 to 2014, and now a Teacher Aide from 2014 to current. I have teaching for 50 years, since 1971.

I performed my duties in the Industrial Design Technology Department. I am 74 years of age and carry out my duties with confidence and with an attitude of job appreciation. I enjoy my time at the College because of the contact and interaction I have all students. There have been occasions where I have become a mentor for a small number of boys engaging in lunchtime outings with Parent and College approval.

I keep myself fit with regular exercise and building construction when I am not teaching. My trade qualifications and experiences provide a wealth of knowledge and practical impartation that students would not receive if my position with the College was terminated because of the ultimatum of a Covid-19 injection program.

I have written three letters [REDACTED]ge Principle requesting a specific risk assessment to my work position and environment. The replies I received from him contained questions of what exactly is required as he does not understand the questions.

I have followed my Union process for correspondence regarding the correct risk assessment relating to my area of teaching. He [REDACTED] generic risk assessment which fails to address the required specifics of the legislative [REDACTED] such risk that this pandemic requires.

I have been very stressed and thinking that I may not have a job at the College and have spent most of the holiday season reading and making phone calls of thinking how I can maintain an income for my wife, and now also for my grandson and my daughter who have recently returned home due to their own unfortunate situations that have occurred during this oppressive government's sitting.

Since December 4th, which was the last day of the College 2021, I have received mail from my Principal asking me to fill out a form referring to my vaccination status. This continually adds to my stress levels. I do not want to comply with the covid-19 vaccination mandate as it is my God given choice, yet the Queensland Education Department and my College Management see this as not a choice I can have if I want to maintain employment within the College.

The College Principle has also sent mail stating that I will be refused entrance into the College from the pupil free week on the 23rd of January, which I feel is discriminatory in principle and nature and adds greater strain to my already stressed mental state.

I am at present looking into the appropriate leave from this date onwards while I continue fighting for my employment status.

Further to this, the relationships with some students as previously outlined, including the lunchtime interactions and positive role-model influence activities will suffer as a consequence of myself being excluded to work in the College. This is disappointing for myself but also holds grave sadness and disenchantment by the students and their parents.

I wish that I can maintain my position within the College without any harassment from any staff member. Also, I desire to be able to at any stage take Long Service Leave, Sick Leave or any other benefits that are attributed to my employment contract with the College and the Qld Dept. of Education.

Educator 324

My name is T and I am a male secondary teacher at an independent school in the Greater Brisbane region. I am 38 years old and have been teaching for 4 years. The subjects that I have taught include secondary mathematics, senior mathematics, secondary science and STEM. Prior to making a career change to teaching, I was a qualified and experienced engineer. My qualifications include a graduate certificate, a bachelor's degree, a diploma, two certificate IVs, and various industry specific training and qualifications. My gift as an educator is firstly that I am passionate about caring for and helping my students, particularly the students that tend to get left behind in conventional schooling systems. Secondly, my prior experience enables me to approach problems from multiple angles, provide real life scenarios of the application of the subjects and concepts that I teach, and interact in a calm, respectful and intentional manner.

My employer's response to the mandates has in words, been to express a desire to provide support, but in action, has been to simply comply with and enforce the mandates. Since the announcement of the mandate, the only communication that I personally have received from my employer has been formal, procedural communication in the form of implementing the mandate and the consequences of not complying with it. I feel that both the timing and nature of the communication and deadlines from my employer has been heartless, harassing, self-serving and inhumane towards me. I do not feel valued and I do not feel cared for. I feel as though my employer just cares about whether or not I need to be replaced.

I have not had the job and face losing my job. My wife is in the same position. Like many other people, we have children to look after, a mortgage to pay and plenty of other expenses. Soon we could be without any income and on top of that, we are viewed as second class citizens who are not good enough to fully participate in everyday life. We are blamed for a pandemic that we neither caused nor propagated. During the height of the pandemic, prior to any vaccination, we were good enough to expose ourselves to the risk of the virus in order to look after other peoples' children instead of our own, but not anymore. Now we are thrown out like rubbish.

I am concerned about what this division and hatred will do to our country and future generations. I am concerned for those children who have fewer teachers like me, who genuinely care for them and want to help them succeed. I am concerned for the teachers who are left behind and are going to have the burden of carrying the now increased load. I am concerned that schools have been preparing for home schooling again and have sent out work packs for term 1, as this means that it is highly likely that home schooling will be happening again. I am concerned for those children in abusive homes who will be forced to remain in those homes during home schooling, especially whilst the perpetrators are most likely to be in a state of increased stress due to all this madness.

What I am asking for is a stop to all mandates, a stop to coercion, a stop to division, a stop to fear-mongering and a start to a balanced and proportionate approach. I want to see people unified and treated with respect again. I want to see people allowed to make their own choices without fear of retribution. I want to see sensible and logical decision making. I want to see teachers and all people allowed to do the work that they want to do and have been doing all through the worst of the pandemic.

I understand that in the turmoil and uncertainty of a pandemic, decisions need to be made quickly and people need to be kept safe, but two years is long enough to reflect and take a more considered approach.

Educator 325

My name is MH. I work as an Inclusion and support teacher at a local primary school in X. I have worked for the Department of Education for approximately 15 years, initially as a teacher's aide, while I completed my 4 year degree, majoring in early childhood, over 5 years, and raised my 2 teenage children.

I am extremely proud of the effort I have put into my career and the dedication I commit to each and every day to ensuring the students, families and teachers I support have the best access to an inclusive education and an anti-discriminatory workplace. I am also very proud of the example I set for my children as the sole income earner for our family for the past 20 years since their father was diagnosed with mental health issues.

I believe my gift as an educator is the empathy I have for low socio-economic students and the inspiration for learning I endeavour to promote in my daily role. Growing up with a single mum and very little income I have a comprehensive understanding of the social and emotional impact of living in this situation as a child and I am fully aware of the potential future ramifications of these experiences.

Since news of the mandates was released, my family has experienced extreme anxiety and stress as a result of not knowing what the future holds. Not comfortable with the thought of having an injection of the Covid vaccine due to the limited availability of knowledge around the long-term side-effects of the vaccine, no knowledge of the ingredients of the vaccine as well as the ever growing reports of adverse reactions to the vaccines, I have struggled with coming to terms with how this medical procedure can be the deciding factor as to whether or not I have a career or income for my family. How can I make an informed choice on this vaccination without this information being made available? How can my employer enforce this procedure on my body when the trial phase is not complete and won't be until 2023? How can my employer claim that I am a risk to my workplace when the vaccination does not stop me from getting the virus or passing it on? If I were to do a risk assessment on Covid 19 at my school, the vaccination would not be classed as a suitable control measure to any risk identified! I will not be complying with this mandate. I cannot agree to a medical procedure I have such minimal information about, and therefore, I cannot give informed consent.

As a result of these stresses, my husband's mental health has suffered greatly which in turn has affected my mental health. He is constantly on social media and other websites every day trying to make sense of this craziness so he can help me in my situation. He knows how hard I have worked to achieve my degree and how much I care for my school community but he is also very concerned about the potential long-term health issues that may stem from this vaccination. I have seen my doctor and ended up in tears over everything I'm dealing with. She has referred me to a psychologist and started a mental health care plan to help me deal with things.

Finally, my concern is for the students and families I support in my role. Having just lost our Head of Special Needs at the end of 2020, I am the sole special needs/inclusion support person at our school. I have picked up the responsibilities of verifications, administration duties and supporting administration in our journey of transitioning to the new funding model using the Nationally Consistent Collection of Data (NCCD) for students with disabilities. My fear is that with limited understanding and skills in this area my school, the teachers who work there and the students we support will all suffer incredibly without my support.

In consideration of the above points, I ask that the Department of Education immediately withdraw its compulsory mandate indefinitely for employees and volunteers to be fully vaccinated in order to continue to be employed or enter the grounds.

Educator 326

I have now worked for 8 years in various positions most currently as First Aid Officer at our independent school (p - 12) in X. I love my job and it has been a blessing to my family being a term time only position it has allowed me to be home for my 5 children during all school vacations. I love my job not only because of this but also because I love each family and each and every child that attends our school. I love to look after their well-being both mentally and physically and proudly provide the best service I can.

My principal has had to tell me at the end of Term 4, that keeping the job I love however, depended on me having a vaccine. I know it is his heart blood to raise up this school and provide for the community yet like me, he felt cornered into such a position where he has had to present an ultimatum to his staff: get a treatment (they may not want) or lose your job! What a hard job for him... so many families impacted and I tell you it surely impacted myself and my family. For the next three weeks, instead of enjoying my time off, I was a zombie weighing up the pros and cons, between crying and frustration of whether to take the vaccine or not.

I felt backed up into a corner - I ended up taking the mRNA vaccine although I would have much rather waited for a different vaccine, but of course the dates of the mandates did not allow for me to have my choice. No one should have to make a decision such as this, where we suddenly become instruments for an experiment with terrible side effects one of which is death and others that are debilitating one's health forever!

I have to have my 2nd shot soon and am hoping it will not have any adverse effects. Everything surrounding this vaccine is shrouded, I feel uneasy about it all and I understand anyone who will not have the vaccine at all or who is hesitant to have it!

The coercion has to stop! I believe people can and will deal with this virus (that is proven to be survivable) as it comes into our lives. Those who want a vaccine will get one and those who are unsure require time to decide and those who refuse all together require to be respected. Also, choices of vaccine types should be honoured and available and not just promised!

Stop the mandates - it will split our country in two for sure!

Educator 327

My name is C and I am a 35 year old male with a wife and 2 children in the primary school age group. I am a full time maintenance/groundskeeper and crossing supervisor in the facilities team at X at the Sunshine Coast. I have worked at the school for over 7 years. As a front of school Crossing Supervisor and grounds staff I have become a recognised personality at the school and as such have become a familiar friend to the many parents, students and staff who enter the school grounds. While not an official educator at the school I do interact with the students and staff and teach them about tree planting, conservation, recycling and waste etc. I thoroughly enjoy meeting and greeting the parents and students and am rewarded with many compliments and much appreciation from them.

On the 30th of November I received an all staff email from the principal announcing the government mandate. It was very brief as the details of the mandate were not clear. By the 1st of December another all staff email was released announcing that the college would be strictly adhering to the government mandates and that all staff would need to have their first COVID-19 vaccination by the 17th of December. There was no mention of what would happen to staff who would not comply but we were encouraged to contact either the Principal or head of HR to discuss our concerns etc. I did contact them to let them know I would not be getting vaccinated and was told to consider my options carefully as there were no exemptions that they were aware. It seems like they were deliberately avoiding the question of what would happen to unvaccinated staff but I eventually got an answer on the 16th of December after many emails voicing my concerns [REDACTED] the head of HR and it said that I was suspended without pay and if I do not change my mind a [REDACTED] of the 10th of January 2022 they want to begin the 'Termination of employment process'. I was told I would not be entitled to my leave balances until after the termination process was completed. What was especially disturbing for myself and other staff in my situation was the lack of empathy from the executive and HR department.

Suffice to say, from the announcement of the Mandate up until this day, I have been under significant stress. The lack of support from the HR department and the unwillingness to provide details of the colleges plans for the unvaccinated have played a significant role in destroying my health and well-being. I feel like I am having anxiety attacks and that I am close to having a nervous breakdown. The coercive nature of this mandate means that I would have to go against all my principles, go against my best judgment, ignore all hundreds of hours research and my instinct to keep my job. I can't do that. While my wife wholeheartedly agrees with my decision to not get vaccinated, it has put an enormous financial burden on our family who is already struggling to make ends meet.

The College will be losing some of its best staff due to this mandate. This will dramatically reduce the quality of life that the staff, students and parents of the college community currently have. I would love to see the mandate re-evaluated. Instead of a blanket rule with coercive measures and no exemptions, there should be free choice, no coercion and risk assessed on a day to day basis.

These mandates have not only ruined the lives and livelihoods of those who are unwilling to get forcefully vaccinated but those who have got vaccinated but felt they didn't have a choice. This is coercion and discrimination. I do not want to lose my job, I have done nothing wrong, I am being punished with no justification. This mandate is completely unnecessary and if it stays in place will significantly affect the quality of education around this nation.

Educator 328

Hi my name is K. I am an administration/first aid officer who works in the student services office of our rural high school in X. I am the only admin officer that solely works in this office. I have been doing this job that I love and have been told on many occasions was born to do for 4 years now before that I was a teacher aid for about 5 years both in a primary school then the only state high school in out area. Before that I was a stay-at-home mum looking after my 3 gorgeous children.

On the last day of term in 2021 there was many tears from myself and my work colleagues/lifelong friends thinking this was my last day at the job I love and am very good at. My principal has been very supportive and has told me that they don't want to lose me, and they don't know what they will do if I can't return. She has complemented me on many occasions about how well I do my job and how much students love and trust me.

My family will be greatly impacted with these mandates as I refuse to get the vaccination, and I refuse to be coerced into doing so, as it's my body my choice. The main impact will be my income as we use this money for my children to play sports and sports in a rural place isn't easy to do as most of the time, we must travel the 260km round trip just to get to sports on a Saturday so you could imagine how much fuel I use in a year. Unfortunately, I also have to look after other people's children as well. Not only financially will this be a big hit on our family but mentally as they have seen their mum cry herself to sleep with worry.

My concern for my students is that it's already a challenge to be a teenager in today's society, they need someone that is understanding, caring and loving (as we all know some of these students never get that at home sadly) as the first port of call at school and without me being in that role in student services they will find it even more challenging. So, all I want to see is this mandate dropped so we can all do the jobs we love and help these teenagers get through some of the most challenging years of their lives.

PLEASE don't let all these very loving important education officers lose their jobs, as these front-line educators are all some of these kids have to look forward to every day. This will impact our children's lives in more ways than you could ever imagine. PLEASE use your hearts when making these decisions.

Educator 329

My name is DC. I am a twenty-eight-year-old male, with a permanent position teaching at X State High School. I just completed my third year of teaching fulltime, after putting myself through five years of study at the University of Queensland. Due to the state government's mandate, I'll most likely be forced out of the teaching profession, which I love.

My gift as an educator is my unique life experiences, which I draw upon in the classroom to guide and inspire students. Prior to becoming a teacher, I achieved the following:

- completed enlistment in the Australian Defence Force (Infantry)
- owned a photography/ hospitality/ sales company
- Worked in retail and general labour positions such as landscaping, removalist, and concreting.
- Assisted in Eco-Blitz and tree-planting for Land for Wildlife

On the 3rd of December, I requested a risk assessment from my employer (principal) regarding the recent policies, which require me to be vaccinated against COVID-19 to maintain my employment. His reply was simply, *'All vaccination information is being handled centrally.'*

Unfortunately, no 'central' department is yet to provide me with any information. As a result, I have no way of knowing if I will be receiving an income from the start of term 1, if I do not comply. Therefore, I recently had to terminate my lease at my rental property to save as much money as I can over the holidays. I am temporarily staying with my partner's family and am on the brink of homelessness, as I cannot stay here long-term. I even told my family that I would be unable to buy them Christmas presents.

This mandate has negatively impacted my mental health. I only recently paid off my personal loans, which I used to get through university and practicum placements, and now I feel like I'm back to square one, with a \$36,000 HECS loan for a degree you are preventing me from utilizing.

I feel like any teacher that goes against their morals and values and gets the vaccine out of fear, shouldn't have the right to stand in front of their students. I would feel sick to my stomach continuing to teach modern history, knowing that I agreed to a mandatory medical procedure, which I didn't agree with, just to obtain my liberties and freedoms.

Please don't fire me from this amazing profession, or put me on leave without pay. I have served our country, and could be back sleeping under my hutchie if you fail to remove these mandates.

Educator 330

My name is J. I was a full time high school laboratory technician for a private Christian school on the Gold Coast.

I began this role at the beginning of 2021 after spending the past 8 years in the private laboratory sector from a desire to use my skills to encourage and excite children in the wonders and fun of science. I even upskilled my qualifications to meet the requirements of this role.

My personality type is one of curiosity, how, what and why?, so I felt that this was a gift that lends itself very well to the field of science.

I felt I had finally belonged in a work environment that I really loved and would often go beyond the scope of my role to bring students interesting science facts and spend time answering additional questions that curious students might have.

Towards the end of this year I was asked by a senior head of department teacher if I had ever considered becoming a teacher for the college, that they thought I would be a great fit for teaching. All teachers agreed and thought it was a great idea. [REDACTED]

I was encouraged to seriously pursue this because the college would be offering a bachelor of education next year while still being able to work in my current role. This thought had never crossed my mind before but the more I thought about it, the more excited I was moving forward in this path. So I began the steps to enrol in the course. [REDACTED]

Shortly after this the Queen [REDACTED] the covid19 vaccination was announced and the response from my employer had been disappointing and discouraging. Teachers and staff that do not agree with this mandate have been dealt with in a manner that their concerns have not been heard or even considered. Any alternative arrangements have been refused. The mental distress and heartache that this has caused has not been addressed either.

I do think of the negative impact that this will have on students, a shortage of staff will cause everyone to be stretched thin and the high quality of attention and care students have received prior to this mandate will no longer be available. There have also been vocal concerns from many parents that they no longer feel comfortable having their children in an environment such as this.

My wife, who also works at the college, is currently on maternity leave and had planned to not return to work until our daughter was at least 1 year old.

Since we both do not agree with the covid19 mandate, we are both facing the very real possibility of leave without pay (and eventually unemployment) which has caused intense stress on our family at this time of the year.

It should be a joyful time together but instead has been a time of worry for the future and is full of uncertainty.

My wife has had moments of panic and often cries for fear of what 2022 holds for us. I now have an unfair amount of pressure placed on me from the responsibility to find an alternative solution for how to provide for my family of 5, the stress weighs heavy on me. There is now also a constant uneasy tension within my family.

What I would like to see is every person to have a choice to receive the covid19 vaccine. To see the education sector mandate repealed and the right to body autonomy respected.

A decision like this can only come from persons in a position to make these changes.

I implore you to consider what negative impact mandates such as this will have for the future of this country.

Educator 331

My name is K and I'm a 38-year-old female living in rural far north Queensland who is currently a pre-service teacher, specialising in high school mathematics and science. My previous qualifications are in process engineering. As a single mum of two boys the demands of engineering became difficult as fly in/fly out or relocating are not possible for me. So, I chose to change careers to education which I believed would be more family friendly with school holidays and with the teacher shortage, obtaining a job locally would be much easier. Feedback from professional experience is that I have a good rapport with the students and that my life-experiences will make me a better teacher. I also believe that having experience in multiple engineering fields will allow me to help guide students interested in engineering but also offer those interested in obtaining a trade as to the types of jobs that could be available to them in the mining industry. I have also found that when creating my lesson plans, I am able to relate the curriculum content with how I have personally used it within my engineering career, making the learning more relatable and realistic to students.

As a result of these mandates, I am now no longer able to complete my Masters of Secondary Education as proof of vaccination is required to work or volunteer within the school environment. I have now gone from studying for a career [REDACTED] pretty much guaranteed a job to having a HECS debt with no way to pay it off. Before I decided to study teaching I applied for many jobs and was constantly rejected as they believed I was over qualified. This also means it is difficult for me to find a job locally that can work in with my study and raising my kids. I have 5 more subjects to complete and then I would be able to have a full-time salary that would provide for me and my children and help alleviate budgeting stress. When I began my studies I budgeted my salary [REDACTED] it would last for the three years that I would be studying. Now I am no longer allowed to work [REDACTED] that providing an income for my children is in jeopardy, unless I choose to be vaccinated.

This situation is causing me so much anxiety and stress. As a female in my late 30s and in good health, the odds of me surviving Covid-19 are very, very good. The odds of my children surviving Covid-19 are even better so I do not understand why I should be forced to have a vaccination just to provide an income for my children. Especially when there are risks associated with that vaccination. I have friends who have been adversely affected by the vaccination which increases my stress regarding having it myself. What if something was to go wrong like it has my friends? What would that mean for my children? Who would raise them? Similarly, I also have friends and family in Australia and overseas who have had Covid-19 and they have all made complete recoveries without the need to go to hospital. So for me personally, the risks of vaccination far out-weigh the benefits and as a mum I have to trust my instincts and do what is best for my children. Every single decision I make in life is always in the best interests of my children and this decision is no different.

With a teacher shortage already existing I am even more concerned that with many teachers not returning because of the mandates that students will not receive the education that they should be and will result in an increase in anxiety and mental health issues which is already a concern today. As a result, I would like to see these mandates removed so that teachers can return to classrooms and do the jobs they do best and were trained to do. The same jobs they were expected to do during 2020 when there was no vaccination available, but today they cannot. With such high vaccination rates it should be even safer for them to work in the school environment than it was last year. Please help us to remove these mandates and try to return to some sort of normal life.

Educator 332

My name is A. I am a 42-year-old mother/stepmother of 3 boys aged 2, 8 & 12 who graduated with a Bachelor of Education (Early Childhood) in 2010. I am a Primary School Teacher, have been a Specialist Health Teacher and more recently a Student Wellbeing Worker (SWW) 2 days a week at X State School. My position as SWW came just 5 months prior to the mandates being putting in place. This role was very exciting for me as I felt I had finally found my dream job within what I believe is my 'calling', part of which is to create 'space' for children to feel heard, have their feelings and concerns acknowledged, feel a sense of connection and be able to freely express themselves. This job allowed me to do this and more.

Being employed through an external agency, X Youth Services, I was fortunate enough to have 2 bosses that appreciated and valued the work I was doing with the students at X SS. Both worked to find a way to keep me employed in the position but felt their hands were tied when it came to the mandates. They both respected my choice to remain vaccine free and are extremely upset that they will not be able to extend my contract to 2022.

Before returning to work, I was diagnosed with post-natal depression. Living in a small rural community as a new Mum, not knowing many people, has been extremely difficult and felt very isolating. Since being back at work, I felt like I had my spark back and some purpose again outside of being a Mum. My relationship changed not only with my Partner, but I was a happier Mum and my relationship with my 2 sons [REDACTED] drastically changed in such a positive way! Not only that, the extra income I was bringing [REDACTED] took some pressure off my partner (who owns his own business) and covered most of our rent. I am also someone who thrives with people around them so being back at work I made many new connections and friendships that enhanced both my and my family's lives. Now that I am unemployed again, I am concerned that I will struggle with my mental health again, my partner now has added pressure to work harder being the sole provider for our family and I am once again feeling quite isolated.

I worked extremely hard in my position as SWW to establish trusting relationships with both students and staff at X SS. The students trusted me and found comfort in spending time with me. They had someone they could turn to if they had a rough day, were having trouble with their families or friends or were just finding life hard. I gave them space to share their concerns and fears without judgement. This in turn allowed them to be more focused and more successful within the classroom and learning environment. I had also implemented incentives and ideas for the staff that helped them feel more appreciated and connected to each other.

Yes, I am replaceable but when I last spoke to my boss at X they were struggling to find someone to fit the position. This type of role takes a special kind of person, and I am concerned that come the beginning of the school year 2022, when anxiety is extremely high with the students (especially in the current climate), there will be no one there they can turn to. This becomes stressful for not only the students but is also an added pressure for the classroom teachers as there isn't that extra support there that they can rely on. The ripple effect this will cause is enormous not just in the present time but will continue to have ongoing effects as these kids get older.

Like I said above, this was my dream job, working with kids is where I shine! To have that taken from me with the possibility of never being able to return, I don't know that I can put into words how sad and concerning that is for not only me but also for all the children I could be working with. I would like my job back! I ask that you think very seriously about the long-term impact on these kids and make a decision on what is best for them because after all, they are the most innocent and vulnerable of everyone....and not in catching a virus but for long term mental health issues.

Educator 333

My name is J. I am a male high school teacher with 17 years experience teaching in South Australia and Queensland after having completed a Bachelor of Music and Bachelor of Education degrees. I pride myself on developing excellent relationships with my students in a safe and caring teaching environment as well as drawing on many years of professional expertise and experience in my subject area. I am also a husband and father of four children varying in ages from 15 down to 8 years old.

Since the mandate requiring Queensland teachers to be fully vaccinated with the Covid-19 vaccine, I have been in discussions with my school. The response I have had from them has been to deflect any responsibility, threaten me with the consequences of not complying and only seem concerned about whether or not I will be returning next year for their staffing.

My wife is a health care worker that was mandated in October and now that I have also been mandated we face the prospect of having no income to support our family and very limited options for other employment due to mandates in other industries. This has obviously caused a high degree of mental strain but we are steadfast in standing up for what we feel is best for our health and the health of our children, which is more important than money. We have been forced to sell our house before we are in a position where we can pay our mortgage. We purchased our home only 12-months ago and it is our dream home after we spent significant time working and saving for it. We are now essentially homeless and will most likely be forced to live off our finite amount of savings, which has caused further mental anguish. We are seriously considering moving overseas to escape the unlawful mandates and segregation that is occurring in Australia. The impact on our children is significant as they face the prospect of saying goodbye to their friends and family, especially my elderly parents that we may never see in person again.

I am very concerned for the impact the loss of teachers and support staff will have on my students and the broader community. I live and work in a regional centre that already finds it challenging to attract staff, especially specialist teachers.

I am asking for all mandates to be vaccinated with the Covid vaccine to be removed. The vaccine is not preventing the spread of Covid and the economic and social impact on our communities by mandating is catastrophic.

Educator 334

My name is M, male, I'm a 31 year old permanent, full time middle years teacher in Outdoor Education in Far North Queensland, teaching both public and private school students. I have 10 years teaching experience and am qualified with a Bachelor of Arts (Outdoor Education), a Diploma of Education, a Certificate 4 in Outdoor Recreation, in Wilderness First Aid and hold a Recreational Marine Licence. I am highly experienced in leading groups in high ropes, expeditions, abseiling, canoeing, rock-climbing and kayaking. I teach water quality, biodiversity and sustainability subjects with passion for these topics. I also teach soft skills including leadership and team building to get the best out of my students in the short time they are on program.

With respect to the Queensland Government Mandate requiring teachers to be fully vaccinated by January 23, my employer, the Department of Education Queensland, has responded by simply informing me by email that if I am not vaccinated that I will not be permitted to enter a school, and I will be asked to show-cause why I should not be suspended without pay. I feel there has been no meaningful face to face consultation where the outcome wasn't pre-determined with respect to the mandates. Furthermore n [REDACTED] has not responded satisfactorily to my request for my school's COVID-19 vaccination risk assessment.

The mandate means that over the school holidays and the festive season, I have the very real prospect of losing my hard earned job weighing heavily on my mind. All because I do not consent to being coerced to take these still [REDACTED] COVID-19 vaccines. I am the main bread-winner in my family and I will have to find em [REDACTED] y field of expertise because of this mandate. I've had sleepless nights, anxiety over what is happening, feeling that it is all hopeless and that I will not be able to keep my job.

I know of *many* amazing teachers both from my school and other schools locally who are in the same inevitable position as I am. I have very real concerns for my school's ability to stay open as I anticipate the remaining staff will likely be seconded to other schools to fill in the huge staff shortages these mandates will bring about. If our school closes, students across FNQ who would ordinarily come on their school camps will miss out on what can be an irreplaceable and formative learning, growth and development opportunity and experience. What a shame!

I would like to see these ridiculous, coercive and dangerous mandates repealed permanently. It is clear from the science that children and healthy individuals - like myself - are not at a high risk from COVID-19 and so far any of its variants either. Furthermore, it is clear that even if I did get vaccinated I can still catch the virus and transmit the virus. What would make more sense is introducing rapid antigen testing for *everyone*!

I am not just an employee number, I am a valuable and skilled staff member who loves his job and goes above and beyond to make our Outdoor Education Centre thrive. We urgently need you to stand with us to throw out *all* of these mandates and *all* of the extremely discriminatory and un-Australian policies of the Queensland Government.

Educator 335

I am a female Teacher Aide from Queensland. For the past 7 years I have loved educating primary children and special needs children. My gift is that I always put a smile on children's faces and they enjoy being in the classroom every day. I get to know each child's individual needs and love seeing them grow over the year. The parents always compliment me and say how much their child loves me and loves coming to school because of me.

I have not spoken to my employer about the mandates as I have felt too overwhelmed with it all.

The mandates have impacted me and my family in a negative way. At a time where we are usually enjoying Christmas and family time and resting, we are instead worried about me losing my job.

This has had a huge negative impact on my mental health and my families mental health.

[REDACTED]

I haven't been sleeping well and have felt anxious. I absolutely love my job and the thought of being forced out of it has been absolutely devastating. My children aren't doing their usual fun things, we have restricted things that cost money because I may not have an income. My concerns are that my students will miss me terribly. At my current school over 6 out of the 20 staff have left last year so the students have already had a huge change. The parents will suffer also because they know how much effort I put into their children.

I am asking to please stop the mandates.

I want to see passionate human beings able to stay doing what they love. The mandates are forcing people to give up what they love and that is killing peoples souls. The children need us to stay with them and we need them. It hurts to think of the damage the mandates are causing.

Please stop the mandates, they are destroying people's lives.

Educator 336

Hi writing to advise that my employer X Early Learning in Cairns stood me down because I couldn't prove my vaccination for covid.

I made the decision to not have the jab because I'm scared.

My mum and I both have massive amounts of cysts on our liver. My mum had to give up work at age 52 due to the pain. I'm 53 and doing well. When my mum had her covid vaccine she got a lot worse and end up getting sepsis. A life threatening condition. Due to the inflammation of her liver she cannot undergo any sort of surgery and is on antibiotics to keep the sepsis at bay, basically the antibiotics keep her alive and whenever they stop working she will die.

So, I made the decision to wait and learn more about the vaccine instead of just jumping in, when nobody really knows its long term affects.

In making this decision I lost my job of 14 years in the day care setting. I'm a diploma qualified team leader and an amazing educator and role model for children. Just tossed out, just like that.

Prior to childcare I was a stay at home mum of 4 children. Paid \$8000 to get my diploma. I don't know any other work. And honestly there isn't much around now that doesn't require vaccination. I can't afford any more courses, and scared to pay anyway in fear of that field now be mandated.

This country can get back to normal when people like myself can get back to their jobs and end this madness.

Educator 337

My name is L, male, and I'm a high school teacher in Brisbane South. I'm 26 and have worked as a full-time teacher in the same high school teaching both junior and senior maths (Maths methods) and science (chemistry and physics) for two years now. I'm a dual degree holder in both Education and Science (mathematics major). Prior to the announcement of the vaccine mandate, I had another full-time year-long contract at this school for 2022 of which I was timetabled to take both my current year 11 classes into their final year (12 Math Methods and 12 Chemistry). Additionally, I was given another year 11 Math Methods class for next year. (3 of my 5 timetabled classes for 2022 were senior classes). Apart from actively engaging with peers by creating resources and assisting with writing assessment at this school, I have consistently also been active with extra-curricular activities such as weekly school-run year 11 and 12 math methods tutoring and hobby club.

In the last few weeks of term 4, my employer has instructed me to clear my desk and has reallocated all my classes to other teachers. I've also been advised to apply for special no pay leave for term 1 in 2022. Additionally, it was mentioned in our conversations that my little sister's enrolment (currently in year 11) was at risk should I not be employed by the school next year. In my household, my two younger sisters have been coerced into having their COVID-19 vaccinations because of vaccine mandates at their workplace. My parents, my brother and I have not taken our COVID-19 vaccinations. Both my mum (general practitioner) and I have not been able to work at our respective workplaces since the 17th December 2021 due to refusing to take the current COVID-19 vaccines.

As such these mandates have had a noticeable impact on my mental health recently. On top of being restricted in society except for essential and emergency services, the degree of uncertainty I have about my job and position at my school as an early career teacher has significantly contributed to the deterioration of my mental health. On top of this, I've noticed increased hostility and harassment in week 9 and 10 of term 4 this year from heads of department and colleagues in the workplace about my personal health decision to not risk taking these current brand-new COVID-19 vaccinations as a young male (who have an increased risk of adverse heart reactions). Colleagues who I'd thought were close had begun distancing themselves from me or interrogating me about my decision.

As a teacher, teaching senior subjects at this school, I'm extremely concerned about my two year 11 classes moving into their final year (of which I was initially timetabled to teach in 2022). These students will be at a disadvantage compared to most of their peers of the rest of the state due to having to adapt to a brand new teacher's teaching style and expectations. Additionally the new teacher wouldn't have a year's worth of knowledge about each of my student's strengths and weaknesses in this particular subject like I do. Additionally, since this school had been having issues finding teachers to volunteer their time free-of-charge to run after school year 11 math methods tutoring, my weekly presence for these sessions will be hard to replace. Unless another teacher steps up, these sessions may have to be cancelled, further disadvantaging any struggling year 11s or 12s of the school.

I'd like to clarify that I'm not against obtaining COVID-19 vaccinations. I'm against receiving these current brand-new COVID-19 vaccines and the vaccine mandates that the government is imposing on their population for vaccines that neither completely stops infection nor stops the transmission of the virus. My hopes for 2022 and beyond is that the eligibility for a teacher to work is not dictated by whether or not they've had the COVID-19 vaccine, especially for high school (where all students and staff can choose to receive the vaccination themselves). Alternatively, teachers who have expressed interest to wait for a more traditional protein sub unit based vaccine (like Novavax) to pass the final stages of FDA approval should be allowed to keep working until it is available.

Educator 338

My name is E. I am female. I am a primary Music teacher. I live in Rockhampton, Queensland. I am 44 years old. I have been teacher for 22 years, mostly teaching music but also doing supply teaching in classrooms. I have a Bachelor of Education (music) from CQU.

My many years of experience means I am very skilled at my job. I can create my own workbooks and have written many of my own books of sheet music for recorder and xylophone. I am able to engage students in learning and give them opportunities to demonstrate their music skills through composing, playing and performing.

I have worked hard all year, right up to the end of the year, which is a very busy time for music teachers. I work at three different schools and taught students songs to perform at all of my schools' end of year concerts. The last two weeks of school were made very stressful by the introduction of mandates requiring teach [REDACTED] a covid vaccine in order to return to work.

My employer found out that I was not vaccinated. She approached me and asked me when I was going to talk about next year – whether I was getting vaccinated or not. She told me that she was glad the mandate had been introduced because she would feel really uncomfortable working with someone who was unvaccinated ne [REDACTED]

I have 2 teenage daughters. Both of them are suffering from depression and anxiety, one of them has just started medication. I am concerned that they may miss out on a great education and cultural experiences if they don't receive the vaccine themselves. I am concerned that my loss of income will affect their lives in many ways. My eldest daughter is very academic. She is about to start year 10. Her lowest marks on her last report card were B+ for Phys ed and English, all the rest were A's. She wants to be able to go to school in 2022 and learn from the best teachers. She wants to do specialist maths and chemistry. I do not want this mandate to impact so greatly on their lives.

I myself have been struggling with depression anxiety since my husband left me. I am taking medication. I love my work. I work really hard, and some lessons can be challenging, but my job is fun. I love my students and I love the difference I make in their lives. I have watched many friends lose their jobs due to mandates and I have spent a long time worrying that it would soon happen to me. The day the mandates were announced for teachers was the day before I was about to emcee the school end of year concert. I was preparing to be entertaining and funny for an audience of parents, while inside I was suffering from great anxiety. I didn't know who I could trust, who I could talk to, who could possibly understand my concerns.

I teach music in 3 small schools. Some of these schools have many students who are from low socioeconomic backgrounds, some in foster care, many from single parent families. They are so used to having people walk out on them. I have been at these schools for 7 years now. They love that I keep coming back and they know I will be there for them. I am so concerned about the impact this mandate will have. Not just the change in teachers, but the possibility of learning from home. Some of these children live in abusive homes and may not be safe at home.

I am asking for this mandate to be reconsidered. For teachers and adults working with children to be able to make their own decisions about their bodies. I ask you to consider other possibilities so that teachers can continue to work with children whilst they stay safe and the children stay safe. I hope that I will again be able to work in the job that I enjoy so much.

Educator 339

My name is R. I am male, 52 years of age and have provided 22 years of service in the education sector. My most recent role at a local private school on the Sunshine Coast since January 2019 has been multifaceted as the college's Caretaker, Director of Coaching - Cricket, Teacher in Charge of Cricket and HPE Teacher (Contract and Casual). My qualifications include a Bachelor of Education (Human Movement and Health Education), Level 3 High Performance Cricket Coach and Certificate 3 in Fitness.

Throughout the process of being coerced into complying with the Covid-19 experimental vaccine mandate or losing our jobs, myself and my wife (also a teacher at the college) have had several meetings with the College's Human Resource Manager, with also a Red Union representative in attendance. Our fine meeting included the Business and Finance Manager. The outcome has been that my Caretaker employment contract has not been renewed. My family must now move from the Caretaker's residence before 23 January 2022, which was ideally situated within the catchment area of our son's special state school that provided a bus service to and from home and school. Additionally, it has been communicated to me that I am being offered 3 months leave without pay for my roles of Director of Coaching - Cricket, Teacher in Charge of Cricket roles covering Term 1 of 2022. I am not permitted to perform any private cricket coaching onsite at any hours of the week, work that is performed outdoors outside of school hours, generally working with athletes in [REDACTED] one, and is able to be performed for 200 hours annually within my Director of Coaching - Cricket contract.

My stance has always been and continues to be that I believe that the Covid-19 experimental vaccine presents a greater risk than the virus itself, and that people should be able to choose whether or not to take this medical procedure. My wife and I have a 5 year old son who was diagnosed with Level 3 Severe Autism when 2 and a half years of age. His is a classic case of regressive autism, with symptoms closely following [REDACTED] P and MMR immunisations at 12 months and 15 months respectively. On both occasions shortly afterwards, our [REDACTED] Improvements in our son's gut health and behaviour have since come more through seeking natural and alternative medicine supplements, treatments, therapies and diet changes, rather than through taking a pharmaceutical drug(s). We requested and applied for exemptions on our son's behalf for his repeat DTAP injections at 4 years of age, only to be denied an appointment with the Immunisation Centre at Queensland Children's Hospital. Our referring doctor was sent a scathing letter for providing a referral. We made a decision to forgo the 4 Years Old DTAP injections so as not to further risk our son's health, which resulted in loss of Child Care Subsidy, which subsequently provided substantial financial pressure (i.e. increase from \$100 per fortnight to \$600 per fortnight for approximately 12 months).

My wife is also a teacher with the same employer as myself, and is being offered leave without pay for her part-time Visual Arts/Ideas Secondary Teaching role. Her appointment is due for rolling over from a fixed term contract to part-time permanent at the start of 2021. The updated contract is yet to be provided. In addition to our part-time employment roles at the college, we both were regularly hired as casual supply teachers before the education worker mandate was issued. We are now heading towards significant loss of income as well as a significant increase in cost of living expenses. The combined loss of income is expected to threaten our hard earned savings very quickly and if we are unsuccessful in gaining enough private based employment to support our family's needs over the next 6 to 12 months, we may be forced to sell our home.

The uncertainty and the absurdity of the situation has been causing significant mental stress, anxiety and depression for my wife and I, as if we needed more on our plate than caring 24/7 for our special needs disabled son?

I'm equally concerned and sad for the students and athletes who will be unable to access my cricket coaching and teaching expertise. There is a possibility that the quality of the opportunities and instruction of the cricket program at the college will fall behind the standards that have been set and achieved over the last 2 and a half years.

I believe that all unvaccinated education workers should be reinstated and continue in their roles prior to the mandated direction. Unvaccinated workers without Covid-19 are not a threat. They can safely continue to work in their roles via taking a Rapid Antigen Test on a daily basis, as all vaccinated workers should also partake in, since it can be proved that they can also be infected with the virus and transmit it to others.

The current segregation in society with the unvaccinated being demonized is appalling and discriminatory. The risk assessment drafted by my employer to justify not being able to continue in my role as Caretaker was extremely biased and unrealistic for a role generally performed after hours at night with extremely limited contact with people which could be easily avoided, plus could be adjusted from medium/low to low/nil risk via wearing a mask and gloves, as well as communicating over the phone. I am also extremely disappointed that, despite my employer communicating that they wished to support and help as much as possible, that they have provided no continuing paid employment in a redeployed role, such as cricket administration performed from home.

Educator 340

My name is S, male, and I am a teacher. Before I became a teacher I worked as a degree qualified mechanical engineer for 18 years, but six years ago decided to have a career change so that my work could be a way to invest into the lives of young people instead of the portfolios of shareholders. I did a graduate diploma in education in 2016 and have been working at the same school in Gold Coast, Queensland since 2017 as a mathematics and physics teacher.

Upon receiving the news about the mandated vaccinations for teachers, my employer has been generally supportive. However, I suspect they have been reeling from this news as much as I have. While they have not tried to talk me out of my decision, it was obvious the disappointment they felt at my departure and the difficulty they are going to face in replacing me. I am the only teacher at our school who teaches senior syllabus specialist mathematics and physics. I am also the head of our mathematics and science department. Because of the government's decision that I can't work as a teacher unless I am vaccinated, my four classes will be without a teacher and staff in my department will be left unsupported without a head of department.

I have personally found this time very difficult. I have lost many hours of sleep due the uncertainty about what the future will hold for me in 2022. It pains me personally to have to leave a job that I love, leave my students without a teacher, and leave my colleagues and friends. I can't help but think how disruptive it is going to be for my year 12 students to arrive at school in term one 2022 to find they no longer have a teacher for two of their most difficult subjects. Some of these students already struggle with anxiety and stress over specialist math and physics, and I believe losing their teacher is going to exacerbate these issues and reflect poorly on their ATAR. It is particularly frustrating because the underlying logic for these mandates does not make sense to me.

I would like to see the Queensland government immediately rescind their decision regarding mandatory vaccinations – period. No mandatory vaccinations for anyone, anywhere, ever. Simply educate people, truthfully explain the risks and benefits, and let people make their own decision with a clear conscience. That is all I ask.

Educator 341

My name is E, male, and I am a senior experienced primary class teacher in the beautiful hinterlands on the Gold Coast. I have taught in schools for 25 years, and have thoroughly enjoyed all my years as a teacher. I am writing to express my concerns with the mandated vaccines for teachers in Queensland. I have always prided myself in maintaining a healthy lifestyle. I regularly exercise, I am fit and well, and I have rarely taken a day away from school. I am a person with a cheerful countenance who greatly resists the idea of even taking a headache tablet! However, things dramatically changed last month, when I was provided with an ultimatum in a departmental email, to be fully vaccinated by January 23, 2022, or as an alternative, never teach again!

Since that time, the decision by the Dept of Education has had a profound effect on my mental health. I have suffered bouts of anxiety, despair and depression. I often wake up in the middle of the night and I am unable to get back to sleep, thinking of how this crisis can be resolved. I have confided with three health professionals, including two doctors and a psychologist. I am ideologically and medically opposed to take the vaccine. I have a very good immune system and I have strong reservations about the vaccines which I believe require long term trials. I believe that the efficacy and integrity of these trial vaccines can only be fairly evaluated over a much longer period of time, as this has been the case with many previously approved therapeutically prescribed medications.

I teach at a semi-rural school with approximately three hundred students, and I am a valued staff member, who is passionate about his school in a professional, diligent and reliable manner. I have initiated many co-curricular programs to enhance the quality of young lives and my years of service, provide a high level of expertise. In addition, I have a wonderful relationship with all students at my school. In announcing my departure from school, I found it very difficult to hold back my tears as I addressed my students. The school community is an integral part of my life. I have received numerous requests and pleas by members of my school community, including students and parents, to re-evaluate my current decision.

I have been placed in a highly unenviable position financially, not having the means to continuously pay the relentless tide of bills and debts. I feel the directives are extremely unfair, providing me with little opportunity to contest the vaccine mandate, which do not consider the personal circumstances of each teacher. I feel completely powerless to express my genuine concerns and I have been provided with little comfort from different professionals whose advice I have sought.

Without over dramatising my current plight, there are only two other offences which warrant dismissal from the teaching profession; these are stealing and sexual misconduct. It may seem extreme to make these comparisons, but my refusal to take the vaccine, unfairly categorises me with a group of offences, which I deem far more worthy of instant dismissal.

I implore you to consider the tenuous position I am in, as I believe the possibility of unfair dismissal is very probable. There will be many teachers who face a similar fate. I humbly request your support to resolve this matter in an amicable and respectful manner. Currently, the horizon appears very dark and gloomy. However I believe with your support and help, there may be a practical resolution reached to this overwhelming problem. I leave my heart-felt petition in your hands.

Educator 342

I am a respected early childhood teacher in the Mackay region. I graduated from CQU with distinction and received the CQU gold graduation medal for our region. For the past 14 years, I have worked in casual, part-time and full-time positions, for X school as teacher and co-director, and EQ as a multi-age classroom teacher (P-3), student with disability support teacher, history and social science specialist teacher (P-6), learning support teacher (P-6), and Year 4 teacher. Due to exhaustion and the demand of the teaching profession and needing to prioritise time to my own family, I have attempted to take a year's leave for the past three years. However due to the ever-increasing experienced teacher shortages, I was persuaded to come back and take on a variety of different teaching positions during each year.

As you are aware, education employees have been mandated and coerced to take the trial vaccine or lose their job in January 2022. This will greatly increase the already ever-increasing experienced teacher shortages in Queensland and across Australia. During 2021 (whilst again trying to take leave), I was contracted at a Mackay state school as a 2-day learning support teacher and 1 day year four teacher. I also ended up unexpectedly working a term as a fulltime prep teacher when they were unable to replace (due to regional teacher shortages) a staff member on leave. On numerous occasions during my learning support days, I was also required to go on general classes across the school due to the non-availability of relief teachers in our region. Due to the vaccine mandates coming in force 2022, I shall not be taking on a proposed year 4 contract nor [REDACTED] to take on any emergency relief positions across the region adding to the ever-increasing [REDACTED]

Due to the mandates, I shall sadly no longer work as a teacher, and the children will miss out on having an experienced teacher that is caring, hard-working and honourable. Whilst teaching of curriculum is essential, I also taught my students many more life skills such as self-efficacy and resilience, self-worth, accountability and dependability, team skills, appreciation, creativity, focus, honesty, patience and tolerance, and willingness to explore. The children and their families in turn have taught me many things such as being a life-long learner, expanding my creativity, teaching me how to stay grounded, showing me how to find joy in the smallest of things, expanding my empathy and understanding of others, how to dream big, showing me how I make a difference in their life, getting me outside my comfort zone, and seeing the world through different lenses. The families, students and I shall miss each other.

My husband has also been mandated and he shall be on leave and long service for a large part of 2022. We are not anti-vaccine; we have both travelled the world far and wide and our family has taken every vaccine and medication required. However, what we are against is mandates and coercion to give up our bodily integrity for a trial vaccine with insufficient historic safety data. Bodily integrity is the basis of our human rights. The mandates and coercion currently in place go against this and this has caused our family much stress about our health, future well-being and financial stability.

I hope that you, as honourable elected member of parliament will also show your moral standing to uphold our Australia's democracy and to represent all the citizens who elected you. Please save our democracy and uphold its morals, values, and principles. I ask you to proactively support the dropping of all vaccine mandates and coercion.

Voters do not vote for politicians who are persuaded by money, social status or job title but those who are honourable and treat others as human beings with care and respect. So, I ask you when future students look back at Australia's history, how will you be remembered?

Educator 343

I'm DJ, a primary school teacher of Italian on the Sunshine Coast. I've been fortunate enough to spend my 20 years as an educator on the coast sharing my passion for the Italian language and culture with hundreds of students over the years in many different schools in this area.

I currently work at two different schools - one in a permanent part time capacity, the other on a year long contract. One of my principals (at an independent school), while sympathetic to the impact the mandates have had on his staff, informed us that he had no choice but to follow these and those choosing not to be vaccinated would be stood down. I have heard little from the other principal apart from the standard EQ line and have already prepared myself to lose this contract that I had signed ready for 2022.

I am worried about the continued and long-term impact of these mandates. I am a single woman renting in an area with high rents and rental shortages and of course am concerned about how I will cover my rent, bills etc. I have a number of health concerns (the main reason for my not being vaccinated) which have exacerbated somewhat from the increased stress and anxiety this situation has caused. I have no idea how I will be able to afford my ongoing medical costs (medication and specialist appointments) without a regular income.

I'm devastated that I haven't had the opportunity to say a proper goodbye to my students, and even more that don't get to start the year with my students - to see how they've grown over the holidays, to share their excitement and to share with them all that I had planned for 2022. I will miss the relationships and rapport that I have built with my students (teaching from prep to year 6 I have the privilege of teaching my students for 7 years in a row) over their primary school journey. To not be a part of my school community and share in all that we are trying to facilitate for our students' achievement is heartbreaking.

I am asking that the mandates would be overturned, that I would be allowed back onto campus and teach my little people. I feel somewhat like a criminal - banned from entering a school campus because of a decision I have made for medical reasons (please don't get me started on the fact that my specialist is unable to write an exemption that will be granted because his hands are tied), unable to work in my chosen career that I have spent years studying for and continue to do so because I want to share what I love with my students in way that best suits them and best facilitates their learning and understanding. I want to be back with them, without having to wear full PPE (because wearing a hazmat suit is not going to be frightening for my prep students?) and continue to be an unrestricted member of my much-loved school community.

Having these mandates delivered at the end of a very intense year, during a very busy period of the term (and a reporting term) created no end of stress on top of the already stressful time that the end of a school year brings. Starting the school holidays and not being able to relax and recover from the busy school year has been unbelievably taxing and trying to find the mental headspace to find and plan for some other work has been beyond difficult. Teachers pour their hearts and souls into their class/es and their vocation - it's not something you do because you can - it's something you do because you believe you can (and want to) make a difference to young peoples' lives and to have that taken away is heartbreaking.

Educator 344

My name is P, male. I willing and able to work and happy to comply. I am not an anti-vaxxer. I take the flu vaccine each year, I understand the powerful role vaccines have played in the health and tenacity of our species. But I am pro-choice. I have been hoping Novovax would have been available this year as cited. Even January would be a welcome time. I have applied to be accepted onto phase 3B and phase 4 clinical trials for Covovax-19, another new vaccine currently achieving successful trials in the Middle East and Asia. Engineered as less invasive to the cell and stimulating the body's natural immunity without activity of spike protein generation. More traditional and for me, safer. I have even become part of an international control group as part of trialling the efficacy of current vaccines. I am doing what I can to manage the risks I am facing.

With my coronary heart condition with its cause linked to excess concentrations of lipids leaking into my arteries and valves creating dangerous congestion...and with these current vaccines using lipids as the vehicle to access cellular and genetic function, I understand that these current vaccines may pose real and critical threats to my life and health. Unfortunately, my condition doesn't fit into the categories allowing exemptions. I feel a sense of desperate panic often overwhelming me these days. I have done my due diligence to the best of my ability. But I just feel like I have wasted my time.

I am an arts teacher working [REDACTED] 1 marks the end of my first three years as a permanent staff member. It is difficult to find teachers willing to continue beyond their regulation transfer window at X SS. I am one.

I have taught in many cultural contexts in my 20 year career as an educator. It is difficult to discuss what I do in terms of "work" or "my job," because what I do and how I uniquely do it isn't a job...it's a passion. In fact, it's fair to say it's my calling in life: using the arts and creative education strategies, skills and experiences, to empower young people through [REDACTED] to help them realize and recognize the unique qualities that make them special. Without self-belief, [REDACTED] to rise above adversity.

To have finally achieved permanency after twenty years of uncertainty, frustration and struggles with challenging, complex experiences and only now beginning to feel like I might just succeed, even for a few, in making progress with helping children begin to understand that hope in self-belief is possible, that they can rise above anything and shine. At 63, it has been a very long journey.

And now...

After twenty years to be given a choice: either place my life and health – potentially, at critical risk or lose my passion, my life's work, my house...the last twenty years gone...I have never experienced such desperation and psychological distress as I have these last few months. And it has been relentless. Soul destroying. My employer has presented me with a terrible, heart-breaking choice. An ultimatum. It is Hobson's Choice...no choice at all. And should I make the choice to save my health and life, I will be treated like I have committed a professional crime and my employment will be terminated.

When I began my current position at a small, remote indigenous primary school my principal said: *"Raise the profile of the arts in the community...integrate your program with the community...bring inspiration to our children and help them discover themselves. Use the arts to build capacity and nurture their hope!"*

Since then: my students have won all major art awards at the Cairns Show two years running; I have integrated my program with local cultural elders and leaders to enhance my children's learning; we have published a local language book using the children's art; I have written songs, poems and dramas using local language contexts and references to assist the LOTE staff in building cultural capacity; I have instituted the "Guyula Awards" to recognize the contribution to our little community and school by local artists. At my first annual Winter Naidoc Exhibition one of the elders came up to me and cried. She thanked me, that after many years, I had helped bring back the spirit of country to the children through the arts.

This is not my job I am about to lose to a system that cannot find compassionate compromise for people in desperate and real need. It is, literally, the air that I breathe, the earth that I walk; this country and the hope of our children. But how can I lead them, when I have lost all hope?

Educator 345

My name is HC, I am 48 years old and a mother of three daughters. I have lived and worked as a primary school teacher in Brisbane since 1999.

I graduated from the University of Southern Queensland in 1998 with a Bachelor of Education in primary teaching. Since graduating I have been a permanent employee of Education Queensland having worked in both X (12 years) and North Brisbane (11 years) teaching predominant in years 1-3.

During this time as a teacher I have volunteered to manage sporting teams for metro selection, participated in leadership teams, mentored beginning teachers and participated and supported school and local community events. At every opportunity given I advocate for and defend the amazing job I have. I have always considered myself to be blessed and fortunate to be given the opportunity to work with the many young children and their families throughout the last 23 years.

Late in semester 2, 2021, I read an email stating as a primary school teacher I am now being mandated to vaccinate. For the first time in 23 years as a primary school teacher I am being faced with losing my job, my financial security, my team my work family. For the first time in 23 years of teaching I feel completely isolated and alone.

To adequately explain the stress and personal anxiety I have felt since learning of our mandate to vaccinate late in term 4 seems beyond me, but I am going to try.

First, started the panic and the anxiety. Every waking moment, thinking about life without my job and profession and then alternating these thoughts with anger at not being able to make a personal choice about what I choose to put into my body.

I grew up with a father who was an alcoholic and unemployed for the majority of his life. I grew up in a home where financial insecurity and pressure caused emotional, psychological and physical damage daily. There was constant fighting and arguing between my parents about bills, money and our future.

I have worked from the age of 15 (a casual job while still at school) to begin supporting myself and my parents. I have supported my 3 daughters as a single parent and I have made it my mission in life to never put my children through the emotional stress and insecurity job loss and no income can cause.

Now for the first time in my life I am faced with unemployment. Unemployment if I refuse to get a needle. Of all things!!! Not because of my work performance or anything to do with myself as a professional primary school teacher. But unemployed because I don't want to accept a medical procedure yet.

Now this has not only impacted me. As I explained before, I have three daughters. They are all stressed and anxious for me also. I have had multiple conversations with them about how their anxiety and stress about how my employment status is affecting their lives. My family too are concerned and express their concerns daily. All this adds up to increasing pressure and anxiety for me.

Before school ended I found myself daily sitting and crying in my car in the school carpark. Walking into my classroom feeling completely alone and isolated and insecure. We had a "Step Up Day" where my students for 2022 had the chance to come to my classroom and meet me. I remember feeling sad and lost. Here were 25 little people, happy and excited about meeting me and beginning their new journey. I felt immense sadness at the thought I might never get the opportunity to work with these keen and enthusiastic little souls. I have never experienced this before. Ever.

To further add to my increasing stress and anxiety during these last few weeks of school I begin receiving emails from the Department. Emails reminding me of the mandate, reminding me to complete a survey about my private medical information, reminding me I will lose my job. All of this continues while having to continue teaching, complete assessment and

report cards, commence end of year tasks, cleaning classrooms and participate in 2022 planning.

Term 4 ends and I feel like I should be taking as much home as possible. I lock my classroom door and head off to end of term celebrations not knowing if this may be my last.

All of this is a life I have lived and known for over 20 years. I love my job. I love teaching children and working with their families. I love seeing them experiencing success and I love seeing the personal joy they exude when they overcome a challenge or finally 'get it'.

I decide to consult with my doctors of over 15 years, because that is who I will consider medical advice from. Both my doctor and specialist agreed the government is acting in a draconian way and it could have been handled differently. Both my doctor and specialist agreed there are adverse side effects to the vaccines and spent time with me going over options and statistics. Neither one of my doctors tried to coerce me. They wished me luck in my future.

I was on holidays, I should have been relaxed and looking forward to Christmas and family celebrations. Instead I was anxious, emotional, angry and worried. I have a friend who is a high school teacher of more than 30 years. She is not going back. She is advertising to do dog sitting, lawn mowing, anything. My brother, a teacher of 25 years, tells me he's been coerced and is getting the needle. He needs to pay his home and personal loans. My three daughters all conceding because they work in hospitality and health and are young and want to go out and don't want to lose their jobs.

I have just refinanced for bathroom renovations and was granted a new loan based on my permanent employment. So do I sell my house and car and look for something else? My daughter's home? I feel sick in the stomach going over all of this again.

Left with no alternative I resentfully and reluctantly made the call to my local GP clinic and booked a first dose. I cried before going, I cried after going. I try to pick myself up and be positive. I feel violated and no longer feel I can trust my employer. I am angry. I still continue to get emails harassing me for my personal medical details. Will the person sending me these requests share their private medical details with me? I doubt it. Never have I felt so unsupported and alone.

The following week I had nightmares. Waking up screaming and crying. My daughter coming in to check on me because she wakes to me screaming out 'stop' and 'help'. Waking up sobbing. I am three weeks into holidays and the stress and anxiety has not subsided. I am constantly thinking about school, work and what will they mandate me to do next. I worry for my students and their families. I do not support separation, division and segregation. I teach my year 3 class every year come Anzac Day about the significance of what our soldiers fought for. For our freedoms and rights. Freedom of education, freedom of speech, freedom of religion and freedom of choice. All of that no longer true.

I am writing this letter in the hope that mandates will end and be overturned. I don't want to see years of valuable teacher experience lost because of draconian actions.

I want to be able to work in an environment that supports personal choice and freedoms.

Vaccination statistics are published daily and there are public accolades from our heads of government for the people 'choosing' to vaccinate. I want another category

Educator 346

Hi, My name is J, I'm a 46 year old female cleaner at X SHS, I've been working as a cleaner for approximately 5 years now, I completed my certificate 3 in cleaning in 2020. I work 3 hours in the morning Mon - Fri totalling 15 hrs a week, as I still have a child in Primary school, that I go home to, to get ready for school and take to school, my husband works long hours and isn't home early in the afternoon so I can't work more hours at the moment.

At the end of term in 2021, I asked my employer (My Principal) what would happen to me if I didn't accept the department's coercion of taking the shot, and he only replied that he knew nothing more than I, as what was stated in the email we all received.

I emailed numerous avenues to get an email asking if they would reconsider as I have NO contact with students at school, as I'm gone before anyone arrives. I only have contact with the other cleaners at the end of shift to say bye and the groundsman who doesn't speak to me any more. I finish at 7am.

This mandate has affected my mental health, as I feel bullied into getting it, and I do not want to get it. I have been told I don't deserve medical attention if ever I need it as being unvaccinated puts me at a higher risk of needing to be using the ICU, and If I died it would be my own fault. I have been made to feel less of a person because of my choices and made to feel like a 2nd class citizen.

I have been told with the latest email from the department that I will be suspended without pay for not taking this shot, my employment when I was employed stated that if I get any shots (flu shot or Hep shots) the department will pay for them, nowhere did it state I will be forced to get one in order to keep my job.. I do not want to lose my job, as this will have an impact on my family financially without my income, I have always worked to pay for what I have, which isn't anything fancy but it's my home, and wish to continue to do so, I do not wish to rely on others.

I do my job leaving my rooms hygienically clean for the staff and students that day, and I believe they appreciate the extra yards I go in order to do my job.

With the exclusion zones in place now and because I'm now classed differently to others I can no longer go into a pub. My daughter turned 18 on the 22nd December and wanted to have a drink at the pub with me, and I had to remind her I'm now not classed as someone who is allowed into the bar. It broke her heart.

Playground duty at school is under staffed now, and now with the staff shortage this mandate will bring, I am afraid the PGD will be even more under staffed and students may get hurt, possibly seriously. This virus has put more pressure on cleaners to clean the rooms with no extra hours to do it, they have given 2 hours a day for someone to go around the school and sanitize the high touch points in the middle of the day, but doesn't actually help us before or after school doing that little extra in order to keep the rooms hygienic. The chewing gum under tables have saliva and we have to pick that off, the drink bottles that have saliva on them that we have to pick up from in classrooms, we have so many potential virus carriers that we have to deal with and do it with no extra PPE, the only PPE I have are disposable gloves.

All I'm asking is that the Minister reconsider the mandate and allow people to make their own choices without any interference or bullying for fear of losing my job/income. I've asked for a risk assessment and a guarantee that any side effects that may come from the shot be compensated for both short term and long term if needed, and that anything that has death as a possible side effect should never be mandated. Let us take back control of our own bodies. Let us make our decision what's best for us ourselves.

Educator 347

My name is M and I am a highly experienced, passionate and professional teacher who became a teacher after being inspired working with young people in a rustic US summer camp in 1991. It was there I knew I had the ability and confidence to make a significant and positive difference in the lives of children.

I have been employed by Christian independent and state schools in NSW and Queensland as a Physical Education and Classroom Teacher for 25 years. I have a BA in Human Movement Studies and two Graduate Diplomas in Education (one in PE and one in Primary). I studied at the University of Technology, Sydney and Griffith University, receiving Griffith's Award for Excellence in 2012.

Having loved my teaching experiences at X State School for the past four years, I was thrilled to get a transfer this year to X State School, 15 minutes from home. The past three years saw my husband and myself welcome two foster daughters to our family so working closer to our home at the Gold Coast, has made our home life a little easier, especially as G, my husband is also a teacher and does most of the driving to after school sports and activities. Unfortunately, two weeks from the end of school I was given a directive from my employer, the Queensland Department of Education to receive two Covid 19 vaccinations, one by the 17th December and the other by the 23rd of January as a new condition of my employment.

I need to make an informed consent so I wrote three times to my principal requesting a risk assessment with regards to this vaccination (as instructed by my union, the Teachers' Professional Association of Queensland) but this was not provided. Throughout my holidays I have been regularly receiving emails and text messages from the Queensland Department of Education urging me to complete a survey stating my vaccination status (due date 7th January). Their most recent email, Thursday 23rd December, threatened me with a show cause notice and termination of my position.

My whole family is being significantly impacted by these mandates. Firstly, the prospect of losing my job and thus having our income halved is highly stressful. I have never been out of work since commencing work as an 18 year old and am finding it difficult and stressful to begin considering another career. I have been given 2 weeks notice from my employer to begin planning. Most importantly, I do not want to leave teaching, I love it, I'm excellent at it and I have plenty more to give. My husband, G, has had to be vaccinated for his job as a teacher at X College and has also found this difficult, especially facing the unknown number of boosters he will be expected to have as a new condition of his employment but we need one of us to work in order to keep up the repayments on our property.

I am also concerned about the impact of vaccination mandates on my school community, X State School and on G's school, X College. I know, anecdotally, of many families who are feeling stressed at the prospect of their loved teachers not being there on Day 1. I met my new class on the last week of school who are a Year 4 class with a high number of students with diverse needs (children on individual curriculum programs, children in residential care and those with diagnosed physical and intellectual disabilities) and I'm sure they and their parents will be disappointed and bewildered that I won't be there to teach them next term. I believe I was selected to teach this particular class as I had the character, experience and skill-set required for such a challenging group - this will be hard to replace! I also know of many families who will be opting for home schooling if the 5-12 vaccination mandate is enacted.

I urge you, with every power you have, to stop the vaccination mandates now.

As a teacher, I implore you to stop the vaccination mandates on teachers.

As a foster parent, I beg you to stop the vaccination mandates on children, especially for indigenous children in care.

Educator 348

J
Female
52 years old
4+ years service at this site... (13 in role)

Primary Teacher Aide
X State Community College
Cert IV Education Support

I love my job as a Teacher Aide working with students with a disability. I believe my special gift is the way I am able to help my students develop a growth mindset and for them to understand how important this is to their education. I model learning to my students as I am currently studying another Cert IV in a different field.

The response from my employer (principal) is hard to gage as the new year 2022 brings a new principal. The previous acting principal was concerned for my position and would employ me in a heartbeat, if it wasn't for the mandates. I am yet to meet with the new principal about this issue.

[REDACTED]
The mandates have affected both my employment and my husbands. Luckily for us, my husband has secured a new job. I am very concerned about my future employment and am distraught at being pushed out of my job which I love. The uncertainty is stressful which is also affecting my sleep. I am naturally an optimistic person so I want to believe that things will work out. My young adult children, who have just left home, are [REDACTED] about us and this puts stress on our relationship with them.

I am having moments of anxiety which is very rare for me. The feelings linked to the unknown are hard to escape. What if my sons are ill or injured and I am unable to see them. How do we pay our bills and keep our vehicles running? All the little things in life seem to be big things now.

I am also concerned about the students that I work with and have made so much progress with. It takes time and dedication to build the trusting relationships that are required if you want to help and empower students who already struggle with low self-esteem. The student must trust the adult enough to put themselves out there and 'have a go'. I have this skill and the teachers I have worked with are happy to attest to that claim. I am even more fearful for the vaccination program planned for our children. We have all worked so hard to promote inclusion in our schools, we have posters and programs everywhere, but now it seems that the progress was a waste of time. People and businesses are being encouraged to segregate and it makes me very worried for the future of humanity.

I am asking for the mandates to be lifted and for me to be able to do my job in 2022. I want to see the segregation ended and life continue where we learn to live with Covid-19. I think the mandates are doing more damage than the virus. Please let me do the job I love and work with the teachers I respect and let me model to my students how to be a kind and caring human being.

Educator 349

My name is J and I am an experienced secondary teacher who has been teaching in the public education system for over 30 years. At present, I am teaching English and Humanities at a School of Distance Education in North Queensland – as you may know, these schools have many disengaged students as they have withdrawn from mainstream schools because of illness, bullying and mental health just to name a few.

These schools and schools in low-socio economic regions are very challenging for teachers and students – these students need stability so they can build up trusting relationships with their teachers. Having taught in these areas for the past 20 years, I have learnt how to approach and encourage these students to be hopeful for their futures – we need to help them to explore the areas they are good at and not think they are ‘stupid’ because they don’t understand a certain concept in English, Science or Maths. We, as teachers and educators, need to encourage these students to have confidence in themselves as they can use their public education to raise above their cycle of poverty.

As I am a teacher in the public [REDACTED] my employer is Education Queensland. I am disappointed with my employer as there was no consultation with any teachers who are on the front line. We have been told that we need to be vaccinated or basically, lose our job – we were given deadlines to meet with getting the vaccination, but there was no discussion about how we felt about this mandate. There is no consideration that we have been teaching throughout this pandemic since it began – as teachers, we are very concerned about [REDACTED] g of our students.

Leading on from the last paragraph, the mandates have certainly impacted me simply by ordering me to have a vaccine that has not had rigorous testing over the required time frame. I am being coerced into getting the injection or else I face losing my job. As I said above, we teachers have been on the front line throughout this pandemic and have not suffered, so why are we now required to get the injection? As a Distance Education teacher, why are we required to have the injection when we do not have students in front of us – it is all remote? There has been no discussion around this issue.

This lack of discussion around the mandates and alternative paths to follow has certainly impacted my mental health. For a start, I am worried about the lack of educators for these Distance Education students as it was difficult enough before these mandates came in to get teachers to come to these outback regions – my school was always short of teachers and this in turn put more stress on those already there. These mandates will force me to retire early, and I am not ready for this as I feel I have much more to give to students in my teaching field and it is also a mental exercise that has always kept me learning – this learning is from my students and my own research.

What I would like to see is that teachers, who are not prepared to get the injection, can still teach online – this is the same that occurred at the start of the pandemic, the vulnerable worked from home. This solution would prevent the disruption to our kids’ schooling and satisfy the teachers who do not want to have the vaccine – it is a win/win situation. The most important thing is that our kids’ schooling is not disrupted so they are not disadvantaged further as ‘THEY ARE OUR FUTURE’.

Educator 350

Hi, I'm T and I have a husband we have two boys. I started my career in education in North Queensland 20yrs ago, starting in childcare where I acquired a Diploma in Children Services and 16yrs of experience before moving to become a teacher aide. I have been a teacher aide going on 3 years now. I have worked alongside children with special needs and help children in reading intervention using a program that gets results. I understand that children can learn in different ways and can take a different approach to teaching if needed.

I never spoke to my principle about the mandate for the vaccine but had small conversations with my BM. I was asked 3 times, if I was getting it, when I was getting it and if I was just totally against it. I felt that these questions were simply to be able to rule me out as a staff member for next year as there were other aides that had no positions to fill for next year. I have always been the person that does whatever is needed and always helping out the admin ladies who were always run off their feet.

There were many staff that were hesitant to get the vaccine and left it to the mandates to get it. I can see that this is not a choice. It made me feel sick and fearful of what will happen to my income. I didn't feel I could talk to my management team about what would happen if I don't get vaccinated but heard stories of being stood down without pay during my holidays.

I feel sick now just thinking of my last day at school with no support from my school and just two other staff members at my school who stood with me. I cried unable to fight back tears as I knew that it was probably the last time I stepped foot in that school as a teacher aide at X State School...my dream job.

"You are crazy not to take it", "You know you won't be able to go anywhere...", "Your kids will have to take it when they go back to school." "I have taken it and my daughter got it and only got a lump under her arm, she is fine." These are some things that close family and friends have said to me. It makes me feel so isolated.

I truly believe that this vaccine is extremely harmful. With this in mind I am terrified for my children, I have had plenty of sleepless nights, fighting back tears at school and masking my emotions with a smile. I had heard someone say that all the unvaccinated people need to be killed or need to be dragged out of their homes and be held down to take it. I don't want to feel uneasy around my co-workers. I am angered, hurt and feel so anxious that my childhood stress reaction is coming back.

At school I have watched many of the children grow from their days in childcare to their last day in primary school. I have made special bonds with children because I understand their circumstances and needs. If I am replaced that bond and relationship needs to be made all over again and this takes time. I am in it for the long haul.

Since the start of the pandemic I worked every day and I am a hard worker. I am asking you to remove that mandates for the vaccination of COVID-19. Allow me along with others who chose not to take the jab, after all the Queensland Government states that it is a choice, to come back to work. We will still be able to work to our full capacity.

Educator 351

My name is D and my wife's name is E. Below is our story of how Covid-19 has affected our young family.

For the past 10-15 years, E and I have worked our small businesses in the live music scene as professional musicians and educators in Sydney. E, was a regular singer, model, actress and performer on shows such as The Voice, Love Child, Carols In The Domain and has featured in endless product campaigns. At the beginning of Covid-19 our small businesses were decimated, losing all our bookings for 2020, losing all my casual teaching work at schools and losing more than half my private piano tutoring. Whilst receiving the Jobkeeper payments for several months, we actively sought a secondary school teaching position for myself and accepted a part-time contract role at X School in a regional town in NSW. This was the first move away from familiarity and the stability we'd come to enjoy in Sydney.

Teaching at X was an amazing experience, however, they could only continue to offer a part-time position, which was not a [REDACTED] could sustain our rent and support a family going forward. After applying for many jobs and temporarily residing with E's grandmother in Sydney, the only suitable role that we were successful in attaining was located in the small but cosy town of X, QLD. An hour and a half out of Brisbane. It was interstate, but nonetheless a full time role as a secondary music teacher, on a permanent contract with The Department of Education Queensland. With a survival mindset, we packed our b [REDACTED] further from our beloved Sydney music industry, our family support, church community [REDACTED] oting our two year old son and a heavily pregnant E.

Life has been challenging but rewarding in many ways in X. We have contributed to the school community and brought our skills and resources to enrich the community, including putting on events at the local pub, contributing to the many school events such as Anzac Day and various awards nights. Emma has brought her incredible hospitality skills and experience to a new cafe called Picnic Society. We also support our local businesses, regularly purchasing from cafes, pubs, shops and attend the local X Baptist Church each week.

The current mandates will effectively cause us to completely lose our livelihood for the second time in two years. This will include losing my full time secondary teaching permanent position and being vacated out of our rural department housing. Not only is the termination of employment illegal, it is highly unethical. I myself, suffered a reaction to the MMR vaccine and developed respiratory issues including chronic bronchitis at the time it was administered. My wife, E also suffered a severe adverse reaction (anaphylaxis) and clinically died and was brought back to life with medical intervention after she had the DTaP vaccine around 8 weeks of age. She has suffered a long list of autoimmune symptoms and diagnoses (Lupus, MCAS, Asthma, Endometriosis) over the years that almost certainly point back to the trauma of that reaction.

Both my father and best friend have suffered from pericarditis since being administered the first dose of the Pfizer vaccine. My mother works at X Hospital in NSW as a registered nurse and can testify to the influx of patients that have suffered with heart conditions since taking the first and second doses. I also have many friends who have suffered reactions to the current TGA approved vaccines including work colleagues who will not agree to take booster shots in the future.

The current covid-19 vaccines have not been thoroughly tested for safety according to the FDA and our own TGA guidelines in Australia. This is alarming for our young family. The forceful administration of current Covid vaccines (or ANY vaccine) on those who have a history of adverse reactions is not only dangerous, but reckless. Coercion to undertake a medical procedure at its core is unethical and goes against the Nuremberg Code. Bodily autonomy must be upheld in a free society, in which we claim to have in Australia. Being dismissed by The Department of Education for rejecting a Covid vaccine is also unscientific as Covid-19 poses almost a 0% threat to children. To

declare schools as a “high risk environment” is a serious overreach. Any Australian, vaccinated or unvaccinated can transmit this disease as easily as the other.

With the current mortality and hospitalisation rates of the Omicron variant, it is absurd that Queensland residents will lose their livelihoods to a virus that poses such a minuscule threat to school communities, especially in rural and regional areas where we have had no cases of any variant since the beginning of the pandemic. My wife and I have saved diligently for a house deposit the past 5 years and hope to buy a home in the Somerset Region in the near future. Having my job taken away from me would effectively destroy our dream of owning a home, leaving us jobless and homeless with two small children.

We are part of the Red Union (TPAQ) and will be taking action against the government mandates for teachers. I urge you to reconsider your current position and relinquish all government mandates that terminate the employment of skilled, available and able bodied teachers in QLD.

I look forward to that day [REDACTED] occurs in the near future for the sake of freedom in this country.

[REDACTED]

Educator 352

My name is A, male, I am 52 years old and I am a full time secondary school teacher. I teach the shortage subject of IT and also some Maths. I have been teaching in the Brisbane area for 17 years, and having previously been on panel, I am now a confirmer for the QCAA. I gained a BSc First Class in Secondary IT in the UK, and then a BEd from QUT to add to my teaching qualifications on my arrival in Australia. I offer a wealth of experience, having spent 15 years in IT Project Management before becoming a teacher.

I was disappointed at the response from my employer when I raised concerns with my principal regarding the vaccination mandate. I was given a generic response to a specific concern regarding me and my own workplace. Having been a Workplace Health and Safety Officer in a school for 10 years, I know the importance of consultation regarding anything that impacts on the safety of the environment that I work in, and I felt this was something that was not taken seriously enough.

The impact of mandates has been significant on my family. As my wife is a nurse, we both face an uncertain future. I feel the [REDACTED] given much too short notice to comply with such a complex situation, and that has not taken into account my own health and risk factors. I feel that the only reason that I have to take this vaccination is to keep my job, and that should not be the reason for giving my informed consent to what is still only a provisionally approved product still in trials.

Generally, I am a very level [REDACTED] and not prone to stress or anxiety. I have a very logical outlook on life, and on any major decision [REDACTED] look at the pros and cons of each choice. This situation has made me angry more than anything else. Angry that I am being put in a situation that I find immoral and unethical. Angry that the first time that a government has ever “cared” about my health, should put me in a no win situation – never before have I been forced into any medical treatment to keep my job. Angry that the PM claims vaccinations are not mandatory in Australia, while allowing the states to make vaccinations mandatory to be able to learn a living.

I am concerned for the immediate future of education, and the ongoing success of my students. All I want to do is go to work and make a difference in the lives of the leaders of tomorrow. Students need good role models and I have always strived to create a culture where students think for themselves and are not afraid to ask questions. They need to be able to stand up for their rights as individuals and be given a safe place to do that – so do I.

As the situation in Queensland, the rest of Australia and around the world changes daily, I am concerned that we are already in a very different place than we were when the mandate was issued. It appears from all the data that is available, that things have changed in the current wave of infection, with authorities around the world confirming that vaccination will not stop infection or transmission.

For this reason, I believe authorities need to take a more measured approach and rethink their mandate policy – students do not need to be vaccinated, which means the mandate only covers approximately 10% of those attending my place of work, which also makes it quite pointless.

Educator 353

My name is JR, and I am writing to express my concerns about the vaccine mandates in Queensland. These mandates are affecting me personally and they are having an enormous impact on my general health and wellbeing.

I began teaching in Townsville as a Special Education Teacher within Education Queensland in 1995. As a single mother I had moved from New South Wales with my sister. Teaching gave me the opportunity to provide for myself and my daughter. I was able to buy a house, put food on the table and give her the opportunities.

As life progressed, I met my husband, had more kids and moved quite a bit around regional Queensland. I taught in Sarina; Primary, High School and Special Education. In Mount Isa: Special Education, short term contracts, casual teaching; Chinchilla, Dalby, Cloncurry, Charters Towers, Dalby again, South Burnett and finally X. Everywhere I went I was able to get work. I took what was available because it allowed me to support my family and you know what? I was good at it!

I could teach anything. In my last position I taught Year 9 Science, Year 9 HASS, Year 9 English, Year 8 HASS, Year 8 ART, Year 4 Technology and Year 1-2 Technology. I'm a Primary trained teacher with Bachelor of Education- Special Education and a Master of Education in Guidance and Counselling. I needed a job, and you needed a teacher, so we danced the dance, again.

I am a professional. I am [REDACTED] for a master's degree while I worked full time, raised 3 kids and dealt with a multitude of heartbreak and sorrow due to my husband's mental health issues. I thought my masters would get me out of the classroom but still allow me to be in the system while my youngest moves through, she's 11. But I doubt that is going to happen.

Fortunately, I took leave before the vaccine mandates were announced, unfortunately I am burnt out. My growing sadness is that I have lost my lifeline to security. I choose not to be vaccinated because I believe everyone should have the right to choose what happens to them. I feel I have earned that right to choose. I do not feel threatened by the virus, and if I was, I feel I have earned the right to adequate medical intervention.

I have played the game, paid the taxes, brought up good and honest children. I feel I have had the rug ripped out from under me and am now laying, crying on the floor wondering what the hell am I going to do. At the moment I sit at home, watching my daughter getting more and more withdrawn. I am getting more withdrawn. We are isolated from family and friends and I'm doing my best to make each day count. I'm trying to use those years of juggling experience and improvisation to come up with a solution.

If I do get vaccinated in the future, it would only be to be employed. I could join the line of the coerced but at the moment I can't. I am too disgusted. I am disgusted by what I see as medical apartheid and I am disgusted by the political systems that support it. I am gravely concerned that they will mandate children's vaccination as they did in the early childhood sector. Please drop these ridiculous restrictions which are dividing our nation, our livelihoods and communities and our homes.

Educator 354

My name is AH and I am a single 25 year old, permanent, female teacher at X Christian College where I teach Japanese to the primary school and also year 6. I just completed my fourth year as a primary teacher in a job I am greatly passionate about. While at university I taught English at a language school, tutored, work at a daycare center and as a student representative at James Cook University. As you can tell, education is the field I am skilled in and have great love for. I have a bachelor in primary education, certificate III in childcare and many certificates in the Japanese language.

I have been advised that my teaching position will not be available if I don't have the 2 vaccines before I return next year. I have been advised by my doctor that the vaccine would be detrimental for my health as I have recently recovered from cancer, and am awaiting to see if Queensland health recognises this as a plausible reason for an exemption.

I have a house loan that I need to repay, which will cause financial hardship to be imposed on my life. The effect on myself and also the teachers of Queensland will be crippling.

This is discrimination imposed on me and the other teachers of Queensland, it is unethical, Un Australian and unlawful. This is causing anxiety and community concern to the staff of schools across Australia. I myself have been struggling greatly mentally and have fear of leaving my residence. I have put many years of time, money and my soul into this job to have it taken away from me so suddenly. I feel listless and extremely worried about my future.

I wonder about the concerns for parents as they fear their children might be forced to get vaccinated next. I have spoken to parents who are very worried about their child getting a proper education for this coming year as there will be many teachers leaving. I worry about the children's mental health as their well-loved teachers are forced to leave and there is one teacher left to look after 50 children.

The fact this mandate has not gone before a court makes it unlawful.

We hope that your influence will take our concerns to the government of Queensland to give us the freedom to prosper. Freedom to choose what we allow into our bodies and freedom to work in the job I am so greatly passionate about.

Educator 355

C is my name, mother, grandmother. I have been a T3 Teacher Aide for 11 years. In that time, I have worked in schools on the Sunshine Coast and Scenic Rim. My time in numerous schools has been with preps and the lower grades. I have also worked with children with special needs and disabilities.

The principal at my school has been supportive of my decision for not having the vaccine. My decision not to take the experimental vaccine has caused other staff to talk behind my back resulting in emotional hurt and anxiety. We were a very close, caring, and supportive group, that has all changed and now there is a division and disharmony, ultimately this is affecting the children.

I am taking some long service which I did not intend to do right now but have no other choice, I did not want to leave my working career.

I am very passionate about my role helping these young children. I will be very emotional that I won't be able to be there for them when school starts next year, as I feel this is the most crucial time in their schooling life, and to be part of that is very special to me. I have spoken to several parents, and they are not happy how this is going to have an impact on pupils.

I would like to have the choice at staying at my present school and helping these children to develop and learn. I feel for the children of the disadvantaged as these children need a special type of person to nurture them enabling the development of their confidence so they can manage and thrive in our society

The rulings and decisions currently being made by bureaucrats for the greater good has caused harm and distress to teachers and pupils and will leave an everlasting negative impact on society.

Educator 356

My name is AS I am a 47 year old lady that has worked for Queensland Education for the last 10 years, both as a teacher aide and primary school teacher. I have currently been working part time teaching Physical Education and Health as well as relief teaching in the Southside of Brisbane. I previously worked full time starting out my career as a teacher aide and loving the work so much, completed a Graduate Diploma of Teaching and Learning to become a teacher that married well with my Bachelor of Arts degree. I have a particular interest in helping those students who are disadvantaged, come from difficult home situations, students with behavioural and cognitive issues. Most of these students find classroom activities academically challenging and feel restricted to express themselves. I have found a passion with excelling these students in the physical and sporting side of schooling.

I was completely devastated when I received the email from the department mandating the vaccine to all staff at schools. I have not been given a choice to choose what is best for my own health and family. I am feeling completely powerless in this decision that has been made for me. The students who I absolutely adore teaching, will be missing out and they are the ones that will be negatively affected by these decisions the government has made for us. The teachers that they respect, adore and look up to will no longer be there. My principal is gutted by these mandates. She is very supportive of my decision to make my own choice. She is not supportive of the mandates and is highly upset about staff at my school leaving their jobs.

My family has been under so much pressure and stress since mandates were announced. I have 3 dependent boys still living at home, who are uni students, that feel that they are being coerced into getting the vaccines, just to be able to continue their study. My youngest son Michael who is studying teaching will not be able to attend pracs at school without the vaccine. My other two sons have been notified by their University of Qld that they will not be able to attend campus for lectures. My husband and I are now both suffering from anxiety and depression from the stress this has caused us.

Living in a free and democratic society, I feel that each individual should be able to freely choose for themselves what is best for them. This choice has been taken away from us. Stop the mandates and allow people to choose. It is unfair and unconstitutional to have to take a vaccine or face losing your job. No Jab, No Job, No Way - this is completely wrong. My ancestors fled Communist Russia to escape the atrocities that were peddled as the common good for everyone - history has proven that it does not work. Why are we now bringing this idealism into Australia?

Educator 357

My name is V, I am enrolled in Certificate IV Education Support.

I am a single mother. When my son started school, I had to quit my full time job in administration because where I live (North QLD) there is no before and after school care.

Still checking my options for a job, one day I was asked if I would be interested to be a Casual Relief Teacher Aid at my son's school. I was really happy to be offered this opportunity so I decided to study as well. I have now few months experience as a teacher aid, experience acquired when I was doing my placement (I am required to have minimum 100 practical hours to get my certificate).

I am French and now an Australian citizen as well. Being originally from another country, it is really interesting for me to see another educative system and to share my own experience. I really enjoyed my placement, I have been really welcomed by my colleagues and students and I was really hopeful after getting my certificate [REDACTED] able to obtain a job as a teacher aid and pursue further my studies. I feel I could make a difference for the students and open their world as we are in a rural area and many of them never had the opportunity to travel and see the world.

The mandates are impacting [REDACTED] my family as now I have even less options than before to find a job. As a single mum with [REDACTED] partner working in the mines (being away), it is difficult for me to have someone else to look after my son, someone reliable as until now the only reliable place for me was the day-care centre where he is too old to go.

I have been let down too many times by people and had to miss work so many times because my son was getting sick and I had no other options than to stay home with him.

This teacher aid job was really giving me hope and the best part was to find a job that I enjoy and where I feel I am making a difference and work with great people who inspire me.

I am now not able to finish my studies as I need to get vaccinated to be able to volunteer at the school to finish my placement, get my supervisor reports signed.

This situation has a big impact on my mental health as I don't feel we should be forced to get the vaccination especially with so many testimonies about adverse reactions. I am worried about the future, my finances, life in general because of the restrictions for unvaccinated people, restrictions which do not make sense as the vaccinated are still able to catch covid and pass it on to others. This is my free will to take my chances with the actual virus and I would be happy to sign a waiver to not take me to the hospital if I was getting sick. Many of my friends caught covid and they are fine. I know not everybody is but we cannot go against nature. It is life some get sicker than others and we cannot stop living.

With the vaccination, I might be lucky but might be unlucky. I have many friends who were sick after receiving their injection. Some testimonies are frightening. It should be my choice to take the risk with the virus or the vaccination.

We still do not know the long term consequences and even the government seems lost as they change their speech all the time.

Seeing so many people losing everything because they are standing strong for their freedom, free will is stressing me a lot. I think about my son and the world he will live in and I feel physically sick.

If we allow the government to force us for this vaccination what will come next?

I live a rural area, I was doing my placement in a small school where they do not have big budget and access to many things. It made me realised how blessed I was a child and how great my teachers were. I feel like the students and the community not only X but all the Cassowary Coast schools are losing great people, teachers, volunteers etc... who for many years put the best interests of the students first, doing their best to educate them and give them opportunities, raising money for the school and now some of them are considering leaving because they have no other options. Some people considering to home school their children when the vaccination will be force on the children.

Free will, liberty of choice concerning any medical product injected in my body. There is not enough data for this vaccination.

I am not an antivaxxer. I am just against the forced covid vaccination especially when now we talk about boosters and the tim [REDACTED] ps changing. I never had the flu shot and only caught the flu one time in my life. Many argue that for some jobs, the flu shot was already compulsory but at least people had the choice to go in these jobs. The covid mandates are related to so many jobs that we do not have many options left to make a living or maybe, if what I read about the mandates not being applied to politicians, we will all have to look for a career in politics.

[REDACTED]

Educator 358

My name is SK. I am a teacher of 10 years in the public sector. I have worked in both rural and metropolitan schools and am currently based at X State College. I coordinate the volleyball sporting excellence program where students get the benefit of learning about athlete development and volleyball as a subject during their school program. Through this program, I have built a strong connection with the students and their families as we often give up our weekends to provide students with the opportunity to play both state and national competitions. This program is one of the best in the state and country and I have been truly blessed to be a part of it. While I teach volleyball, I also foster the growth of good people who are grateful and give back to their community. I see the gifts in all students and believe in their potential even when they do not. I enjoy the opportunity to make a difference in kids' lives through sport and care deeply about their wellbeing. I put families minds at ease through clear communication, a relatable manner and a highly organised program. I believe that I am not just a teachers but an extension of many families as it takes a village to raise a child.

Sadly, due to the vaccine mandates, I have had to take leave from a job that I love and am forever grateful for. While my workplace approved my leave, I have had little support throughout a time that is obviously stressful for them in terms [REDACTED] so.

It is hard to accept that I am no longer able to work due to my medical choices despite my willingness to do so. I have had many sleepless and tearful days and nights that continue to this day as I struggle to come to terms with the reality of the vaccination mandates for teachers. While I am a teacher, I am first of all a mother to two boys and a [REDACTED] husband. We are blessed to have a third child on the way. We have a mortgage, bills and [REDACTED] families. Will this mandate mean that we lose our home as we can no longer afford to pay our mortgage? Will my kids miss out on essential early learning since I no longer have an income to pay? Only time will tell.

The uncertainty of what the future holds for my family has taken a heavy toll on my mental health. There have been days that I cannot stop crying or that I start crying for no reason. It is hard to explain the devastation that I feel to a 2 and 4 year old. There is a strain on my relationship with my husband as we worry about our financial security and future. It is clear that we are both not ready to communicate on this topic for fear of upsetting the other. The impact of this mandate has been incredibly toxic for our family both mentally and financially.

Being a teacher takes more than just a degree. It takes love and care for others and a genuine interest in what we teach. Finding good quality teachers who do more than just stand in front of a classroom but provide valuable learning experiences for our kids is a difficult task. My concern is that these mandates that have been forced on teachers will have a negative impact on not only the teachers themselves but the quality of learning that goes on in schools. Students will lose those roles models that are willing to inspire them and go above and beyond to ensure they succeed. I have been told on several occasions that I am the reasons they became a teacher. There is no greater honour. I am saddened and concerned that I, like many others, can no longer have that impact.

I hope that in the future, that you will reconsider these mandates or find a way that those who value their right to make their own medical decisions can continue to contribute to our valuable education department. Teachers are the keystone to society and all teachers should be valued regardless of their medical decisions.

Educator 359

I am J, a dedicated Family Day Care educator from X, Far North QLD.

I have recently been awarded the Excellence in Family Day Award for X and the Far North region 2021. This is awarded from Family Day Care Australia and stems from some wonderful nominations submitted by personal business clients, families and friends that I support day to day in the care and education of their young children. I have over 25 years' experience working in care and education settings with children of all ages and abilities.

Recently I have received a written document from Cassowary Coast Council (My overseeing body and current scheme), in relation to the requirements of the Queensland Government COVID-19 Vaccination Requirements for Workers in a High-Risk Setting Direction. This letter states that the direction is a legal requirement that binds council. The letter states that I can no longer work under them effective immediately as I have not yet supplied my positive vaccination status.

This has been an initial shock and devastation. My health is important to me and my future health and ability to care for my child is important to me. I have chosen NOT to vaccinate for this very reason and I am so saddened that my local council have done little to support me in my decision. The same council that awarded me this year for Tenacity and Endurance 2021 are now content to lose me because of my obligations under the work Health and Safety act 2011 to take all reasonable and practical steps to protect scheme workplace participants (That is me).

I have argued and expressed my concerns suggesting that I would have the double vaccination if they could reassure me that they take responsibility in the case that I might have an adverse reaction post vaccination. The council have stated that they cannot take any responsibility. I have responded that I cannot put my health at risk for the following reasons:

I am a sole parent who 3 years ago lost my daughters father to Liver Cancer. I have 100 percent care and responsibility of my child and she needs me now more than ever.

I have supported my daughter through private education as well as psychology throughout this year to try and direct her on a better path forward since losing her father. Now I cannot afford the private education nor the psychology and this is after 3 long years of mental struggle with her.

I am a sole trader and business owner with a new mortgage of just 12 months and a car loan. Both my home and vehicle I utilise daily to educate, nurture and transport children for 8 local families reliant on me. I continue to do what I love which enables them to tend to their own businesses and careers. Suddenly I risk losing all of that, not to mention I am forced to let my clients down.

These mandates have turned my Life upside down. I have lost all income 8 days out from Christmas and everything about my future is now uncertain.

I am now set to lose 8 small children and 8 families who will be left without day care indefinitely. We live in a small community where day care is scarce. Larger centres take children after 15 months old and I am the only day care educator who takes the very young children in my town. Of course, on top of that there is the loss of personal relationships and the disruption to the babies I have worked tirelessly to bond with and settle in to my home. These children and families become like family and it is devastating to have that taken.

I have worked hard for 5 years to build my reputation and support my family and other families amidst losing a partner and the challenges were many. I survived and succeeded, all to end up sitting here today writing my story and fighting for what is rightfully mine.

Please hear my story and please fight for these mandates to be removed so as I can continue to do what I love in my community.

Educator 360

My name is R, male, and I have been a high school teacher for 48 years, fulltime. As of 2021, I was the HOD of Mathematics at my school, a lead endorser for QCAA in Specialist Mathematics, was a member of the Expert Writing team for Specialist Mathematics, previously a panellist for 25 years, and for the last 13 years the panel chair for Maths C, Sunshine Coast. In recent years I have been teaching senior Maths Methods and Specialist Maths and have taken our Maths department into the new system and have taken 2 yr12 classes to the first external exam and one more this year. Academically, I have a Masters' of Education degree, and a Bachelor of Science degree. My gift as an educator is that I know my subject material, I know how to present the nature and insights of the topic material and how to process and present the mathematics. My love of Mathematics and my passion for the subject and student growth pedagogy and practice is well known.

I have made it clear to the administration that I would like to teach on for another year perhaps 2; I feel I have some unfinished business and I have students wanting me to take them through this year and the next, and I want to do that. I have also made it very clear that I will not be vaccinated now or in the future. The response from admin was to make it clear to me that non-compliance will end up in my being stood down from my job, according to the State Government mandate. The actual dismissal notice hasn't been given to me, but it is obviously coming in the new year, as I was prewarned.

Financially, facing job loss has left myself and my wife with an income issue; so, we have recently sold our house and intend to rent next year and hopefully financially it will work out for us ok. For me personally, I am angry and very disappointed that my teaching career has ended this way; guess I was hoping to pick my time, but not now. Clearly my decision to not get vaccinated is my call, but information I have suggests to me that it is dangerous, unsafe, and not as effective as it should be. Limited access to restaurants, functions, etc. seem ludicrous when we have more to fear from the vaccinated than the other way around. I do understand both points of view; I have had numerous arguments in relation to vax safety and Government mandatory rules. I have been coerced to concede to vaccination, so I don't create issues for the school and my students. So, basically, I am very close to being homeless and jobless; which after 48 years of service, is hard to take. While I am a strong-willed determined person, the effect of all this repetitive pro-vax narrative and coping with being sacked, imposed rules for the unvaccinated, more nervous, upset, uncertain, even fearful of what comes next, and feeling some depression and anger.

I want the truth to be revealed, in all directions and at all levels; in relation to the dangers of the vaccines (I was originally trained as a biochemist, so I do understand what the experts are saying), both short term and long term. Why were those contracts with Pfizer et al ever signed and so little checking of them done? Why has the use of drugs that seemed to be very effective have been avoided, lied about, and been made illegal? Why has more not been said in relation to everyone's health regime, like taking vitamin C, D, zinc, and other remedies. The continual narrative and brainwashing by government and indeed the media needs to stop; broader and more balanced accurate reporting is required, truths about the number of people badly affected by the jabs, and why anyone with sense and concern would vaccinate children; it just horrifies me and why this is happening just does not make sense; particularly with the people we have entrusted with our votes and democratic governance.

Educator 361

I am a teacher in Central Queensland and have been Director of Outdoor Education at two P-12 private schools over the past 24 years. I am 50 years old, my wife is also a teacher and we have three teenage kids.

In my role as a Director of Outdoor Education I run outdoor, overnight and expedition based adventure experiences closely tied to a sequential personal growth, values, team building, leadership and pastoral care programme.

My work is very rewarding and I love seeing the results of students and staff learnings make tangible contributions to individuals lives and our community. As part of my role as Director, I live on site with my family at the schools 100 acre Outdoor Education Centre, have staff and facilities to maintain and operate, including a sizable budget. I also deliver a VET Cert II in Outdoor Recreation to Year 11's, run the Duke of Edinburgh Award Scheme from Yr9-12 and are part of the Round Square International network of schools.

In early December my employer announced the mandate for the double jab. This was delivered as a fairly stern legal letter, mentioning the possibility of termination, should you not comply, and gave me and my family a matter of weeks to seek medical and professional help to make a decision.

Given I had anaphylactic type of reactions to vaccines as a child and more seriously in my 20's, I was confident that I would be able to gain an exemption. After seeing a few doctors, it became apparent that the conditions for an 'exemption' were so tremendously narrow that my doctors advised that, despite my medical history, they could not help me with an exemption. It was obvious to me, that their hands were tied by Government directives and they apologised for their inability to help me! Even if I were to get an exemption, my school released a policy stating that exempt staff would have to have a PCR test every morning before work. (this would be unrealistic in my role and due to the nature of my work. They would not consider the 'Antigen' test as an alternative either) I now faced a challenging decision, do I risk having the vaccine to face a high probability of having a serious reaction but keeping my job, or not have the vaccine and likely losing my livelihood and profession?

Given the value I place on my health, and have reservations about the vaccine given there have been no long term studies on the effects of the jab/s, I have chosen not to get the vaccine. I never thought that my career would be in jeopardy over such a situation.

To add to the consequences and situation we face, my wife, for religious and other reasons, has chosen not to be vaxxed. This means that within the space of a few short weeks, we will likely both be terminated from our employment and be removed from our accommodation on site, which is part of my package.

With the total loss of income and accommodation in our family of five we are naturally facing a serious crisis. The mental health effects have been noticeable on our whole family and we are still coming to terms with what the future may hold for us.

In addition, I am extremely concerned for the students I teach and the community I belong to. To find replacement staff of my wife's and my experience will create a gap that cannot be easily filled in a regional area. An instant and catastrophic loss of key staff across the state will have an immediate and rippling impact. If we think of the state wide implications on schools, communities and the medium term effects of placing greater strain on staff in the system....I am truly concerned and can see a second wave of stress, sick leave and unsustainable work/life balance emerging for teachers/schools/communities .

As a matter of potential solutions and requests for change moving forward:

- I would like to see schools removed from the mandate given the strong research that shows that school students in particular face a low risk of the effects of COVID.
- Reinstatement of staff that are non-vaxxed but with daily antigen testing and PPE being utilised as a strong measure of defence.
- I would like to see the 'Antigen' test become an alternative to the PCR and would gladly pay the daily cost for it, if it meant I could keep my job!

My career, finances, housing and place in my community are on the line today and my family and I are facing an immediate critical challenge.

Should you be able to lobby for realistic changes to help my wife and I keep our jobs, remain in our community and support the full staffing of the education system, I/we would be very grateful.

Educator 362

My name is K, and I am a 44-year-old woman living in Mackay. I completed my Bachelor of Education degree at Central Queensland University and began my journey as a primary school teacher in 2000. I work as part of the Catholic school sector in the Diocese of Rockhampton and have done so for the past 21 years. For 10 years of my career, I have worked in a full-time capacity and have more recently moved to part time work. In the past 2 years I have also worked as a supply teacher, regularly servicing 5 schools in my area. I believe I am a caring, fun-loving educator who prides herself in assisting students with special needs and developing a personal relationship with my students.

When news of the Covid-19 vaccine mandate was brought to light, my employer emailed all staff with as much detail as they had received about the mandate. In subsequent emails, they asked us for our vaccination status to determine numbers of employees continuing in their role and who would not fill the vaccine requirements and need replacing. I wrote to my employer expressing my concerns regarding the mandate, however they simply stated that they needed to comply with the requirements and Public [REDACTED] lives.

This mandate has placed enormous pressure on me and my family. We are in the process of building a new house and are relying on dual incomes to pay back our loan. My husband has felt it necessary to receive the vaccination, but as I don't suffer with any underlying conditions, I have never felt the need to be vaccinated for Covid [REDACTED] mandate has fuelled arguments between my husband and I - about the need to provide for our [REDACTED] our mortgage should I decide not to take the vaccine. In the end, I felt I had no choice but to be vaccinated because I am afraid that any other job would not satisfy the requirements of our loan. The future of our marriage also hangs in the balance.

The news of the mandate has also had a devastating impact on my mental health and the mental health of my family. The stress and concern of not being able to provide for my family has me constantly on edge. I have been riding an emotional rollercoaster as arguments between my family members escalate and I feel like I cannot win, no matter which path I take. My youngest child (11) has been very concerned for my wellbeing since I have taken my first vaccine as he sees the stress it has caused both parents.

I have grave concerns for the students who I have in my care. There is no doubt in my mind that there will be a shortage of teachers this year, and this will force the students into larger classes which in turn creates a less personalised approach to learning. Students with special needs will be lost amongst classes with many children. I have seen the impact of the pandemic response on my students since the pandemic began, and am afraid the mental health of the students will continue to deteriorate with the loss of teachers. The impact will also stretch to the volunteers of our schools (e.g. canteen, P &F) as numbers for these were already low. This will put more pressure on staff to do more in an already overloaded job.

I believe that vaccination should be a choice. People deserve the right to weigh up their options when it comes to anything that has a direct impact on their health. Making the Covid-19 vaccine mandatory for educators, or any other profession, takes that choice away. What I would prefer to see is people making decisions about their own health without undue pressure, coercion and the threat of losing their job.

Educator 363

My name is R, male. I am 41 years of age and I am a Secondary School Chemistry and Biology teacher. I am currently working at a remote Indigenous school. After many years working in the Civil Construction Industry, I decided to go to university to study education. I am now in my third year of teaching. I believe that my gift as an educator is life experience, and the ability to connect with disengaged and unmotivated teenagers, as I was once one myself.

My wife, who is also a teacher at the same school, and I recently had a meeting with our Head of Campus to talk about the vaccine mandates and the fact that they could jeopardise our positions at the school in 2022. She was very understanding of our concerns with the mandate, and also very disappointed that she could potentially lose us as staff members. She described us as two of her best teachers, and expressed how concerned she was about how she would replace us, given that her job of staffing the very remote school is already an enormous task. She said that she would advocate for us to be retained as employees with the college if possible, while staying within the directive of the CHO, and see what the future holds.

If we are faced with termination from our employment, financial repercussions will follow bringing an immense impact on our young family. My immediate concern is that the department has threatened that we will need to pay the cost of our relocation across the length of QLD, and back again. I have just received advice that for a family of 6 to move with the departmental movers to our home the cost will be over \$90,000!

How can our family be expected to pay \$90,000?! I feel infuriated by this as I have just completed the 2 years teaching in a remote [REDACTED] department to pay for our move. As a family we have decided to stay here longer (which is beneficial to the department and the reason why they incentivise longer stays in remote areas), but because I did not transfer out at the end of 2021, we are being punished by facing the cost of \$90,000 to move ourselves because I am being dismissed on new contractual terms!

The imminent financial strain is causing our families' mental health to suffer. Children are intuitive and I know that ours realise something scary is happening. My wife and I have tried to push the worry down for the sake of our kids Christmas but they know something is up. As I write this letter, worry sick about how we will make things work, and read through email after email from the department demanding my vaccination status, my children ask me to play with them. It's Christmas time and I am not there for them, not physically or mentally.

Earning the trust of the students is a gradual and precarious process in Indigenous schools. Often teachers only stay for the minimum required time to be eligible for a transfer, which is two years, and then off they go. The students and community know this. There is a collective view amongst the community that "white teachers from down south" only come to use and abuse the community for their own personal gain, and then leave. I have just completed two years at the school, and in the last few weeks of the year I had many students ask me "Sir are you gonna be our teacher again next year?", to which my answer was "Of course I will be". It makes me incredibly sad to think that my students, who I feel have finally started to trust and value me as part of their lives will feel rejected and deceived by me, when a new and unfamiliar face stands at the front of their Science class next year. I fear this will tear apart intergenerational emotional wounds that I have invested so much energy into healing over the past two years.

I am currently sifting through a plethora of information to make informed decisions regarding my health and I am seeking advice from my GP on this. I have been looking into the Novavax Vaccine as it is based on more traditional and longer studied vaccination methods. Novavax is expected to pass TGA approval in late 2021. If this is the case I would feel much more confident to pursue this avenue, however the current deadlines imposed by the department will not allow me to do this. Perhaps the department could be allowing more options for teachers to work from home for the beginning of 2022, which would allow more processing time for the rushed through mandates. Rapid Antigen tests could also be made available for teachers to help ensure that infected teachers do not go into schools and further infect staff and students. This seems like a more logical solution than solely relying on vaccination, given the evidence that the vaccine is not reducing transmission.

I hope that by reading this letter, you realise that I am not just another crazy conspiracy theory, anti-vax nut. I'm a dedicated father, husband, and teacher who is trying to do the right thing for all.

Educator 365

My name is J and I have worked for the last 24 years as a Business Manager for a school in the Ipswich area. This is not just a job to me but part of who I am, with a long connection to the families in that community. We have family history associated with the school and have invested many hours into the school and the community alongside the children.

I love that I can see past students many years after they have left and know that I had an impact on them growing up. Those students then return to enrol their children at our school. It is not just about keeping the school running which I do well but building a strong team who work well together and create a safe and caring environment for our students.

The parents know the [REDACTED] side in all staff as they feel we are extended family to them. I cannot believe that I will be forced to walk away from a job that I have committed to because of a health choice being forced upon me.

I don't understand how a school environment can go from a low risk environment in 2020 to a high risk environment in 2021. We have been continuously told that at 80% vaccination rate [REDACTED] and life would return to normal. We have reached 80% vaccination rate when the mandate was imposed upon us, so why the need as the children are at no risk of dying from Covid-19. This mandate will achieve nothing but pain and anguish for a very large group of staff and students.

Over the years my family have invested hours of blood, sweat and tears at countless working bees, fundraising events and community events for the benefit of providing infrastructure and resources for the school and the students. Many things are done outside of the working hours so that students can benefit.

I believe that alternatives to vaccines can be used to keep a safe and effective workplace with social distancing, increased sanitising and work from home arrangements are all protocols that have and can continue to be effective.

Educator 366

My name is J, female (56) and I am a teacher's aide at X State High School. In my department, there are between 3 and 4 teacher's aides that may not be returning next year because of the mandates. That will be about 50% experienced teachers aides all have been there approx. 10 years. I have been with X for approx. 10-11 years and have been a teacher's aide for about another 4-5 years prior. I have a Cert III and Cert IV in Education Support as well as certificates for office, MYOB and Information technology. In my current employment, I work with students with disabilities. This provides me with much satisfaction, continuing to be a part of these student's development and being able to celebrate their successes. Teachers' aides work with the most vulnerable in our community and I feel lucky to be able to be a part of that. I have watched students I work with not being able to sit through a lesson in class to become B students. It comes with a lot of hard work and experience to be able to help a student achieve this. As a result of the mandates, it would appear that I will be unable to return to work in a job that I love when the students return because of my decision to decline the vaccination for Covid-19.

When we were first advised to the requirements to be vaccinated by 17/12 and the second one by 23/1, I contacted our union, who basically told me, too bad. In fact, I have sent an email to them regarding termination rules and they have not replied. I heard about the Red Union from another staff member who was able to provide us with the support we require. I am not sure I am going about my decision the right way but unfortunately it is my only choice to fight this decision so far. The Red Union has a series of letters that we are required to send to our line managers, which I did. Essentially they advise that I am willing to work and to request a copy of the risk assessment. They are supposed to be written by solicitors and we have been told not to change them. My line manager is the Business Manager so I sent it to her. We do not have contact with her on a day to day basis and have to make meetings to see her and these are not necessarily timely. Regardless, I know that she is unable to do anything other than to convince me to get the vaccine. The response from this letter was that I was 'rude and disrespectful' and she even saw fit to show it to my HOD. The whole department knew despite me not telling any of them except the others who were also doing the same. On my last day, I advised my HOD, who told me to discuss this with my doctor, which I had already done. He then suggested I get another opinion and to get another lawyer as the letters were incorrect. I have access to another lawyer too. Further letters have been sent to my Principal as per the union's advice. His replies were generic letters that seemed to have been written by the department in response to the letters. I have had no contact with anyone to discuss in person.

My doctor told me to get the vaccine as it was the way we could get rid of this virus and compared it to smallpox. He also told me I should trust him. I replied with 'but the vaccine stopped Smallpox!' Every time I saw him it was the same story, get the vaccine despite it not being the issue I have been seeing him for. At the time, I was supposed to be being referred for a colonoscopy and I did not receive the form and when I rang to check, did not get a return call. I feel as though this is all linked.

My mental health has deteriorated as a result of the Covid-19 mandates. I have been crying all the time, depressed, staying at home too scared to go out in case I am victimised for not being vaccinated, including going to the doctor. I wake up, and the first thing I think about is Covid and how I am probably losing my job, what will happen to the students I work with and what will happen to me. At my age it is difficult to find employment and even more difficult because I am not vaccinated. I am scared to get vaccinated, scared to not get vaccinated, and scared that the virus or the vaccine will make me ill or dead too. Mostly I am scared about the way it has left people who are normally friends fighting with each other for the choices they are making. I am also concerned about my future. At my age, I need to be building my superannuation and preparing for retirement but I am now going to be going backwards. I called the Employee Assistance Program and the woman I spoke to was very helpful but it doesn't solve the issue that I no longer have a job and I feel as though I have let the students I work with down. I didn't even get the opportunity to

prepare them for me not being back next year and I work with some high needs students and worry about them.

My decision to not get vaccinated is for a lot of reasons including my health and safety. The vaccination is only Provisionally Approved according to the TGA. To me, that means it has not completed full testing. The negative effects of the vaccine outweigh any benefits it may have with over 80000 reports of illness as a result of taking one of the vaccines (according to TGA). And it doesn't even stop the virus! Every day the politicians change the goal posts for when the vaccinated will be allowed their freedoms. Information provided is often contradictory to each other - masks don't work and now they do; Astra has age limits and Janette Young is recommending not to have it, then its ok; don't need boosters and now we need to have them - not every six months - suddenly its ok to give them every four months. When is it going to be enough? Most importantly, the people who were the safest, i.e. teachers and teachers' aides, who were required to babysit students during lockdowns because it was safe as Covid left our students alone, are now at risk more than other jobs in the community. People are losing jobs and their rights and freedoms. There are many other examples of these types of incidents. Most importantly though, we are not getting unbiased reporting in the media and it is concerning. We are all Australians and we are no longer equal. We are squabbling about who's right and who's wrong. No one is either. We all have different ideas on how to fight this virus and mine is to use my own immunity. That's what we were given to fight all diseases and if I am to die as a result of this virus, then that is what was intended although I feel I would be extremely unlucky for this to happen. At the moment, I feel safer to remain unvaccinated and risk Covid than I am to have the vaccine. Too many people are having extreme side effects within days of having the vaccines and they can't all be coincidences and the TGA website would appear to confirm this.

I would like to see an unbiased discussion take place showing both sides of the story so we can make informed decisions on our health. A politician is not qualified to give out medical advice and health care needs to be individualised. There needs to be consistency - how can an unvaccinated person have less rights than a sexual offender or criminal. They can go to the movies, get health care, sit down in a cafe and have a cup of coffee. From the 13/12 to 17/12 we could all enjoy the same things. The borders were opened and Covid was free to roam around the community without discrimination. What's changed? Most importantly, no one should be penalised for not being vaccinated, especially having their job taken from them. I want to work in a job that I love and with the students I care about and I know I contribute to their successes. I am prepared to continue wearing masks if that's what needs to be done to keep me employed, but don't punish the students because ultimately they will be the ones who will be left without their familiar support people that make their days a little brighter.

Educator 367

My name is M and I am passionate and dedicated EST (Experienced Senior Teacher) at a primary school on the Gold Coast. I completed my Bachelor of Education at Griffith University in 2000 and have been teaching for the last 21 years, 12 of which have been with the Department of Education QLD. Over the years I have been fortunate to take on many roles including; classroom teaching, STLaN (Support Teacher of Literacy and Numeracy), BAT (Behaviour Advisory Teacher), Deputy Principal and SEP (Special Education Program) Case Manager. I have led professional development sessions at my school from PBL (Positive Behaviour for Learning) to current effective and evidence-based pedagogies (Kagan Co-operative Learning). I've also mentored student teachers throughout the years and initiated environmental and well-being clubs at schools. In recent years, I have undertaken the HAT (Highly Accomplished Teacher) process to add to my qualifications, after recommendation from the administration team.

I'm writing to inform you that the current mandates to retain my employment have caused considerable distress and angst for me and my family. The constant emails, text messages and suggestion to 'just get the [REDACTED] only the department, but from within the workplace, have felt extremely threatening and bordering on harassment.

I have always gone above and beyond for the department but more importantly for the students I have in my care, day in day out. Their education, personal development and growth mean more to me than anything. I have always [REDACTED] students that they have the right to say no and have autonomy over their body. Yet I feel [REDACTED] the very thing that the government is aggressively imposing on our profession. Despite the Prime Minister stating on many occasions, "We do not mandate," this order is still being given by our state government and I now face losing the very job that gives me meaning and purpose in my life.

We are not just numbers that can be easily replaced. More than just job, teaching is a passion, a calling. Just having a qualification isn't enough. You need heart, patience and a love of helping others succeed. I really despair for the children and the wider school community if this mandate is to remain, and terminations commence. Not only will students lose caring and dedicated teachers committed to the very best learning outcomes, but the department will be losing years' worth of teaching experience which will be in dire contrast to their statement of 'Every Student Succeeding'. The loss of teachers will also impact our colleagues' workload which has already been flagged as a concern and is currently being addressed in the EB9 agreement. Putting strain on an already stressed system will result in the diminished capacity of schools, but children's education and consequently lead to negative impacts on society.

I understand that Covid-19 is a major concern worldwide, but I don't believe mandating vaccinations is the answer, especially with such high vaccinations rates currently nationwide. A one size fits all approach, often doesn't fit all. If we really want to be safe, we need to consider other possibilities and measures to mitigate the risk but to also continue with life, whilst respecting the rights of all.

I implore you to think beyond just now and what the future impact will be on generations to come. You may not always be in this privileged position you are in now, as politicians and parties come and go. Consider where you might be in years to come, and will you be able to look back with pride or regret? Did you act, not only in the best interests for you, your family and your political party, but for society as a whole? The power rests with you. Decisions you make today will either have positive impact or a detrimental effect on community and ultimately the nation.

My hope is that the right decision will be made, that these mandates will be revoked so that we can continue to guide, educate and nurture these children into the future in a respectful and safe environment.

Educator 368

My name is J. My experience in the Early Childhood industry is vast. I currently work as an Early Childhood teacher in an Early Education centre attached to a private school in Townsville, Queensland. Previously, I worked in a long day care setting and before completing my degree, I worked as a lead educator and even centre cook. I love supporting children to learn and feel Early Education is vitally important and more emphasis should definitely be put in Early Education centres. They should be seen as education, rather than day care.

I received a letter from my employer on the 6th December, whilst I was on leave, before the mandate was written, telling me that I would need to be vaccinated by 17th December in order to keep my job. My employer did state that they were awaiting further information however, I should let them know if I was vaccinated or not. I also received a personal text message, from my director to ensure I had read the email. This was very upsetting. I was confused and felt violated. On the 10th of December I received another email stating that the mandate had now been written and it was a requirement that I send through my vaccination status to a special email and cc in my director by 17th December. This email followed a text message [REDACTED] had an important email that I needed to read.

I agonised over my choice to vaccinate or not. I couldn't sleep and was spending my holidays researching ways in which I could keep my job but still follow my personal beliefs. I was anguished over my decision, as my 18 year old son had previously been vaccinated and had a serious reaction. In choosing to not, I would have [REDACTED] without my income which pays my mortgage, my children's school fees and other expenses [REDACTED] impact our families lives. I had no choice but to be coerced into taking the jab. I was very upset and was even in tears during the process. I felt like a coward and like I was betraying my beliefs. My children were asking me why I was so stressed and upset, why I was crying.

I am most upset about this situation because I remember last year very clearly. In March 2020, teachers and educators were the 'essential workers', the 'heroes on the front line'. This was when Covid-19 first hit Australia and there was fear and panic and everyone was worried, the future was the unknown. The whole year last year, I attended work with only 2 sick days. One of those days, I had to use a phone doctor and the doctor gave me a medical certificate for 3 days. I went back to work the next day because so many teachers and staff were sick and we had no replacements. Staff were away because they had to wait on testing results. I was at work. I was not vaccinated. Now, I can't be at work, even though I am perfectly healthy, willing and able, unless I am double vaccinated with an experimental drug.

I am concerned that the government will make vaccinations mandatory for children as young as 5. There are no unbiased studies for the long-term effects of these experimental vaccines. When there is a risk, people should have the right to choose. I am very worried for my students and my own children.

I am hoping that they scarp the mandates and people can choose freely for themselves and their children.

Educator 369

My name is ET and I am almost 64 years of age. I work at X State Primary School and X State High School as a Cleaner. I am permanent/full time. I have been working as a Cleaner since 2017. My role as a Cleaner gives me a sense of pride in my school communities as it's my responsibility to ensure a clean school for students and staff.

The response from my employer at Primary school has been that the Principal informed me of the mandatory vaccination announced by the Government, in the middle of Week 9. The Business Manager at the Primary school spoke to me of "strong words" used by the Department for employee's who are not vaccinated. The last two weeks of Term 4 were very stressful, and so much confusion.

The mandates have brought much stress and worry of what is to come, a deep sense of insecurity and fear for myself, and my husband. What should have been my enjoyable holiday time, for us to spend a relaxing time together, a long year, has been very traumatic, the fear of the unknown. I feel pressured to have the vaccine and fear losing my job if I do not comply.

The impact of the mandate has brought upon me is feelings of insecurity, loss of interest in many everyday activities, sleep problems, feeling overwhelmed with so much going through our minds, very anxious all of the time, no concentration on any task as well as a profound sadness at the likelihood of not ever returning to the way it was. My life is changed, drastically.

My concerns for the students at school and the community as a whole is the loss of connection and the support we all have come to know well. School has always been seen as the focus of daily life for families and I am concerned about the division the mandate will bring.

I am asking for mandatory vaccination to be removed, so that life for us all can return to normal and we can all return to the jobs we love. I would like to be given back the freedom to make choices I feel are right regarding my own health.

Those of us that work in education, no matter what our role, feel a great sense of loyalty and have strong dedication to what we do, it's not just a job...it's a way of life!

Educator 370

- KF Female, Primary teacher/Guidance Officer, Part time, Cairns region.
- 48 years old, 7 years of tertiary education including Masters degree.
- 12 years of service committed to the next generation of children.

My gift as an educator is extensive knowledge and dedication to the wellbeing of children, particularly those who have suffered or witnessed trauma (estimated 50% of children). All of my life's work and experience has been dedicated to the future of these children.

In 2021 I completed over 600 hours of professional development at my own expense with the aim of improving the wellbeing and resilience of the next generation as well as the teachers who teach them. This training included holistic approaches to health and wellbeing which date back thousands of years (movement, breathing, meditation, diet and lifestyle practices). The key takeaway from this study was that our minds and bodies are able to overcome anything, given the right attitude, diet and lifestyle. I know my immune system is healthy and able to fight disease or virus as necessary. I know that my risk of dying from the SARS-CoV-2 infection is much less than my risk of serious adverse effect from the Pfizer, Moderna or AstraZeneca vaccines.

I have now been told that I will not be able to enter my workplace unless I have been vaccinated with one of these vaccines.

People who work in the community are compassionate, kind and open minded. When I heard that I was mandated to be 'double-jabbed' I began to feel highly anxious for my own health and concerned for the loss facing students I work with, mostly Indigenous and many in foster care placements or out of home care. I began to feel suicidal. I spoke to my doctor, who told me to phone Lifeline, and placed me onto a high dose of anti-depressants. This goes completely against my natural instincts.

I am a single mother and aside from my daughter, my work is my life.

Research has shown that children are barely affected by Covid-19, unless they have comorbidities. The current Omicron strain is spreading quickly through vaccinated people and appears to be overtaking the Delta variant, with only mild symptoms and very few hospitalisations. (see studies from South Africa, where vaccination rates are around 30%).

It is difficult to replace someone of my experience, knowledge and talent and this concerns me, as the children and families I deal with require expert support. It takes hours, months or even years of effort to build trusting relationships within these communities.

Please allow me to continue in my profession within an Education Queensland school without the mandate to be double vaccinated. The easing of this stress upon my family, myself, my colleagues and the community I work within will be incalculable.

Before it is too late.
Thank you.

Educator 372

My name is K, and I am a real person and a mother of a high school student. I work as a permanent part time Teacher Aide/Learning Enrichment Aide at an independent school on the Sunshine Coast. I work in the primary school with young children particularly those with learning disabilities. As I only have 20 contracted hours per week as a Teacher Aide I also work as an Educator at Outside School Hours Care where I am part of the core team. I do this to supplement my income as a Teacher Aide and usually work five shifts a week. I am 57 and my whole world has been turned upside down! I believe I have a gift for working with children with learning disabilities and those that have social and emotional issues. I have a heart to help children that can feel lost and different in a mainstream educational setting.

Initially my employer sent me the standard letter stating that all staff need to provide our vaccination status. This was fairly stressful as most staff seem intolerant of those that are unvaccinated. There is little or no understanding that we have concerns and that we believe that we should be able to make an informed decision regarding our own health and bodies. Later once the Health Directive became official those of us who are unvaccinated were extremely stressed by the situation and not being able to work in the future. I am still try [REDACTED] through the situation with my school.

The mandates for those in education to be vaccinated has severely impacted my family and I. I am reluctant to receive the injection as more and more evidence has come to light that it does not actually protect you from getting Covid. However, I continually feel forced into a corner to have to take the vaccination. If I am unvac [REDACTED] I lose my job that I love. Consequently, I can't support my family, pay rent, put food on the [REDACTED] expenses. Unfortunately, I am not in the position to have funds to live off for a while. The daily mental stress of how we will survive is huge as well as having to make a decision that can impact the rest of our lives. The feeling of not having control over one's own life has a negative impact both mentally and physically.

With the mandates coming into effect and the huge loss of teachers, aides, educators, parent and grandparent volunteers, tuckshop staff, uniform shop staff, groundsmen etc. and all those involved in the education sector there is a real concern that school and education as we know it will be forever changed. Many teachers and parents are now considering home schooling their children, myself included. There will be a severe shortage of excellent teachers and staff. The education of our children will be impacted, and the level of teaching and schooling will drop. What future will there be for our children? In the future students leaving school will be reluctant to study teaching, those that are and choose not to be vaccinated can't complete their studies. Where will it all end? Our school community will be forever changed and not in a positive way!

As the supposed Lucky Country, Australia doesn't seem so lucky anymore. Australians should be able to respect each other's choices and decisions. We should be allowed freedom of choice, not have our freedoms taken away and be made to feel like a criminal for standing up for what we believe in.

Lives and families are being changed and severely impacted with the implementation of these mandates. We are more than statistics and numbers

Educator 373

My name is L, I am 33 years old. I am a single mother to a son (12) and a daughter (11). I am Head of Special Education Services (HoSES) in a small mining/farming town of X, two hours west of Rockhampton. I work between a cluster of five schools and deliver an Early Childhood Development Program (ECDP). I hold three tertiary qualifications: Bachelor of Arts, Master of Teaching and Graduate Certificate in Autism Studies. I have been employed by Department of Education, Moura State School SEP Cluster since 2016.

I have worked tirelessly since having children in my early twenties to build my career, provide for my young family and to become the best teacher, leader and community member that I can be. I am a staunch advocate for students with disabilities, having to cater for all students, those with complex communication needs, mobility requirements and personal health and safety (feeding, toileting) as there are no special schools within the area. All of my students participate in all school activities alongside their typical peers including carnivals, sports, camps, discos, EVERYTHING! My students are part of the school, the community and I go that extra mile to ensure that their needs are met through all aspects of school life.

My strengths are around leading complex case management, dealing with high levels of emotions, implementing evidence-based [REDACTED] and being able to overcome the challenges that arise each and every day with a positive attitude. These challenges are often associated with residing in a rural area. These challenges include understaffing, accessibility issues (two story schools, asbestos, no footpaths) and small pool of resources.

Despite my ongoing comm [REDACTED] potential termination from my beloved job due to the vaccination mandates. I am unwilling to [REDACTED] approved experimental vaccines due to numerous of my young healthy friends experiencing severe adverse reactions, requiring hospitalisation and requirement for lifelong treatment as a result of their injuries. As a single mother, I need to ensure my health and wellbeing to continue to care for and provide for my children. Given extremely small risk of me dying from COVID19, if I am to contract the virus, I have made an informed risk-benefit analysis and I am unable to provide informed consent to have the two jabs (or possibility three or four in the future).

It has been well known that the schools in my cluster struggle to find and maintain staff. There has always been a high turnover of staff, teacher shortage and high proportion of early career teachers in Central Queensland. These mandates put significant stress on the entire region, the teachers and leaders who complied with the mandates, the families of students and will unfortunately adversely impact on student outcomes. I hold concerns that the entire system will be at breaking point and teachers and leaders will leave the sector in droves. I am concerned for my students and my own children's education.

I would normally spend money on travel, gifts and entertainment with my children during the holidays however due to certainty, I have had to save my money. Most nights I wake up in the middle of night feeling sick with worry, and at times I have dreamed of those I love having strokes due to the jabs. My son has noticed me gazing off into space numerous times each day, and will come and cuddle me and say "Mum, stop worrying about the vaccines, it will go away." The fact that this has impacted on my children devastates me. My concentration and mental health have deteriorated significantly.

I would like to note that during the separation of my children's father, I turned up to work each and everyday and was able to function better than I am now.

The only reasonable response of Government is to overturn these mandates. The vaccines efficacy does not trump the wellbeing of the entire education system.

Please I am begging you, for the sake of our students, our teachers and our education system to reconsider these mandates.

Educator 374

My name is G, and I am a 40 year old female teacher who has worked in the Private Education system on the Gold Coast for the past 19 years. From as early on as I can remember, I have wanted to work with children as an educator, mentor, confidante, and support. I have aspired to help all children joyfully reach their full potential within an environment where they feel loved, heard, and supported.

After graduating high school, I studied my Bachelor of Teaching specialising in Early Childhood and began my teaching career in 2003. During the past 19 years I have worked across the Early Years as a classroom teacher, curriculum representative, year level leader and coordinator of APS Prep Networking meetings. As an educator, I pride myself on the positive relationships that I build with my students, their families, and my professional colleagues. Just recently I applied for and was appointed the role of Assistant Head of Junior School: Leading Learning for 2022. This is a position that I have worked hard to attain, and I am confident that I can make a positive impact on my school and the wider school community.

My employer, who only a couple of months ago saw me as an invaluable staff member and promoted me to a position of leadership within our Private Gold Coast School, is now telling me that I can no longer step onto my school grounds as I am 'unvaxed'. I have been told that my role cannot be fulfilled off-site and that I am to be stood down without pay. I have also been told that my newly appointed role of Assistant Head of Junior School is being given to another staff member in my absence. I am beyond disappointed in the lack of support shown by my Headmaster, Head of Junior School, Independent Education Union, and the whole education system. How can someone be of such value one week, and then so rejected and discarded the next?

As a result of this vaccine mandate, I have now lost my employment, my livelihood, my sense of purpose and my income. As a wife and mother of three children, this is huge! This affects our ability to maintain our current way of life; our mortgage repayments, car repayments, school tuition, and ability to feed and clothe our children. I have felt coerced to take this vaccine and have felt completely backed into a corner. Take the vaccine and keep my job and way of life, or choose not to take it, and lose everything that I have worked so hard to achieve. Teaching is all I have ever known and all I have ever wanted to do. It breaks my heart that I have had to choose between doing the job that I feel I was born to do or choose to prioritise my health and safety, and the safety of my family from an experimental vaccine.

I have cried more in the last month than I have in the last 14 years. I have not felt this fragile since the loss of my baby daughter, 14 years ago, and my mental health is suffering. I find myself withdrawing from others as I am made to feel dirty and rejected. I pride myself on being strong for my family and yet in the past month, they have had to bear witness to me breaking down on a regular basis and have had to hold me and cry with me in my dark moments.

I have lost all trust in our family GP who offered no empathy to me or to my family situation. Once again, I felt coerced as my GP dismissed all of my concerns as mere consequences for a choice that I was making. Even when I expressed that a consequence for not taking the vaccine would be to get Covid, and that losing my employment was not a consequence, but rather an ultimatum, he had no response for me. I left the medical practice feeling unheard and rejected once more.

I have enormous concerns for my own children, the students at the school I work at, and the wider community. The division and segregation that is being encouraged and driven by the media and the Government is appalling! As difficult as it is for us as adults to process, it is our children who are truly suffering. Children are now witnessing their parents losing their jobs, losing their friends, and being shunned from social gatherings and events. Children will return to school without their beloved teachers and potentially face being placed in larger class sizes in order to cover a teacher shortage. How on earth will this teacher scarcity be covered when schools struggle to find quality relief staff to cover teachers who are sick on any normal given day? What happens when vaccinated staff contract Covid, which they can and will? Who will replace those teachers in order to continue our children's education? Teaching is an art and a science, and one cannot simply step in and replace the years of knowledge and experience that a teacher brings to any classroom on any given day. Not to mention the relationships that children have already formed with their teachers over the years. Relationships are pivotal in schools and there are children who will regress substantially without their loved and trusted support person alongside them.

I implore you to rethink this mandate. I plead for you to stop and think of the wellbeing of our children, of our future. You have reached your target vaccination rate of 80% and in fact, have exceeded that target. Why lose highly trained, experienced, and valued educators when you have so much to lose and so little to gain by enforcing this vaccination through mandate. The pressure that this will place on our already strained education system is unfathomable. It is not too late to remove this mandate. Act now to save our jobs and to advocate for our children and for our future.

Educator 375

I, E, am a female primary educator on the Sunshine Coast and Gympie area. I am 61 years old and have served as a Primary teacher for the last 30 years. I have a Diploma in Teaching, A Bachelor of Education, a Masters' degree in Education, and a Graduate Certificate in Research. Last year I embarked on supporting schools with Professional Development in Arts Education with running practical workshops. I have a passion for equipping primary teachers with expertise in how to implement education in the Arts.

I have been notified from one school that I can no longer work unless I am vaccinated due to the recent mandate for teachers. This impacts my future employment prospects as I can no longer approach a school and offer my services. This has had a severe impact on my mental health as I have studied for an extra 5 years to go into this new field of professional development in the Arts and see this area as vital for students and staff. Primary teachers are not well-equipped to teach the Arts and support is very much needed to give students creative opportunities and develop skill sets in arts subjects. I will lose my ability to earn money and contribute to my families' needs; from this exclusion from the workforce from the mandate.

I would like to see this mandate lifted and replaced with measures such as showing a negative rapid test before running a workshop. I would also like to have the opportunity to do relief work without the coercion of having to get the vaccination. Finally, I would like common sense and respect for teacher's welfare more thoughtfully considered. It is not consent, to be made to have a vaccination to keep your job. I hope you will carefully consider the above and remove the mandates for teachers.

Educator 376

C: The past 16 years of my life have been spent in service of education in the field of Health and Physical Education, Junior Science and sport. I have worked in Primary Schools, Tree Top (P-10) and Secondary Schools. This has predominately been in a full time capacity for the state sector (and as a parental volunteer when working part time). I studied a Bachelor of Applied Science (Human Movement Studies) and finished with honours and have a plethora of coaching and educational qualifications that span my career in Education. The suite of knowledge, experience and continued learning that I bring to my students and the schools I have worked in have been my gift as an educator that have had an impact and benefit in each role, regardless of location, size of the school or age of the student before me. I believe I also serve as a positive role model as a man and adult for my students.

I have successfully gained a transfer to a new school for the start of the 2022 school year and have been looking forward to beginning my new role within the school. At this stage, the response from my employer has been very difficult to process and realise. The idea that I have to voluntarily inject myself with a vaccine that provisional approval, no liability and without any long term assurance of protection for my Health is staggering. It is compounded further by the assertion of my employer that I must do this or face losing the job and career that I have worked very hard to craft over the past 16 years. I have been [REDACTED] throughout the Pandemic to pivot and adjust to the various safety requirements but feel that the mandate to be vaccinated with only the options available at the present time are unacceptable. To be told that suddenly I am unable to perform my duties because I have not been vaccinated is absurd. This has been without proper consultation and the investigation of alternative solutions that may be equally or more effective.

The news of the mandate for Covid-19 vaccination for employees on school sites has impacted my family and me personally. I have resisted when [REDACTED] intimidation to have a medical procedure that I am not confident will be good for my short term or long term health. It is incredulous to think that my employer has never imposed a vaccination requirement for my employment throughout my career but suddenly has that power. The effect of the mandate announcement has been profound on my family through the stress caused, strained relationships and a rift with family members over the issue. The summer vacation has not been a festive one with lots of cheer and happiness due to the effects of the mandates put in place. It has instigated a split in my family that caused a split Christmas. It has affected the quality of my sleep, changed my appetite and feeling of goodwill toward others. It has put a dampener on what should be a powerful 'honeymoon period' in my personal life since I was married in early November.

There are huge consequences for the community and my students if the mandates continue to be implemented and indoctrinated. The mandates are becoming more personal and are affecting personal rights to choose what people do with their bodies, informed consent, relationships and respect. There are a lot of elements within my teaching of the Health and Physical Education curriculum that seem to be overlooked by these measures that contradict and are hypocritical of that learning. My fear is that this will negatively impact the learning of students and not allow them to develop into the citizens we are looking for in future generations.

The imposed mandates are a slight to fundamental Australian values and beliefs as well as an overreach by those who are empowered to protect and uphold those values and beliefs. The vaccination mandates for workers in Education settings needs to be revoked and a reasonable and logical process to assess and mitigate the risk of any Health issue affecting school sites put into action. Vaccination is one strategy and tool in the tool box to defend Health of students and teachers alike.

To conclude, please revoke these measures so that educators like me can get on with the very important work I do with the effective health and safety measures already put into place within schools during the pandemic. The discrimination of vaccinated and unvaccinated teachers has no place within schools and the detrimental effects of such a policy will reverberate for generations to come.

Educator 377

Considering the current mandates, I would like to take the opportunity to express my thoughts going forward. My name is M, and I am currently a 60-year-old Secondary teacher on the Redcliffe Peninsular with just on 20 years' experience. Before my time in education, I had a successful career in the Banking and Finance industry. I hold tertiary qualifications in both faculties. Making the transition to the teaching profession has enabled me to embed real world experiences into my teaching practice and has also enabled me to give my time back voluntarily as a Board Director of a private Secondary College. As it currently stands, I will not even be able to do this.

Two days before the end of my school year I had a 'general chat' to my Principal regarding the recently released Qld Government Mandate. Whilst he acknowledged the difficulties I faced and the personal nature of the decision making process for me going forward and the fact that he did not want to see me 'lost to the profession', he also stated that unfortunately under the mandate directives if I had not complied I would be in breach and could not step foot onto school grounds after the government directed date. Obviously subject to communication from my employing authority going forward. [REDACTED]

Unfortunately, this COVID education mandate is a 'double whammy' for my family, as my wife works in Health and is in a similar situation (even though she works part time and mainly from home and has no patient contact). Added to this pressure, I am power of attorney for a family member with an Intellectual Disability and [REDACTED] advised that her NDIS funding will be decreased placing her present accommodation in [REDACTED] circumstances I am extremely stressed. With such a small window of time to comply, I am not in the position to make an informed decision (informed consent so to speak). I am aware of a number of colleagues who grudgingly complied by the first due date 'just to keep their jobs'. All left it to the last moment and I have sat with them as they cried over their coerced decision.

I have been at my school for a very long time and over the last 5 years we have undergone a great deal of personnel changes. I have been a 'constant' for many students and run some major programs. For me to not to be there on January 24th and beyond will cause angst and a deal of conversation as to 'why'? People must understand that student's 'belief' in their school is a very fluid phenomenon and often they do not understand why people leave and think simplistically that it's 'the school'. Such and such teacher have probably left because 'we aren't that good'.

In my case, I don't want to leave, I am being 'forced' to. Some people may say that I am not being forced as I have a choice, i.e. take the vaccine and work, or don't take the vaccine and don't work. Where in this "choice" is there real consent? When you consider that teachers have stood in classrooms all over the country for generations during the usual winter flu season and specifically over the last two years with COVID 'rules' safely, having a mandatory vaccination seems excessive. With a family member in the Health sector I am looking for the Governments of Australia to lift the Mandate, have informed debate with a cross-section of specialists (from both sides of the argument) and not just roll out the usual 'experts'.

From my point of view as a teacher going forward, if I am to teach students about democratic processes and the so called freedoms entailed, I cannot do so legitimately, if I now question their existence or relevance when I have no freedom of choice myself and I see the breakdown of Federation before my very eyes on a daily basis.

John Howard always talked about the 'quiet Australians', and believe me when I say, there are large number of these people in the Health and Education Sectors across Australia and their families who are being unnecessarily adversely effected by these Mandates. These quiet Australians will find their voices and when they do, they will roar.

Educator 378

My name is K, and I am a female Teacher Aide at a school on the Gold Coast.

Four years ago, at the age of 47, I approached a school to volunteer my time two days a week, and I undertook a Certificate Three in Education Support. Whilst volunteering, I worked with students from Prep to Year 6. After a few months, I was offered a position as a Teacher Aide in a Prep classroom, in a “whole class” capacity. I love all aspects of my job, but my biggest joy has been helping those who need a little bit more assistance – seeing how much their skills and comprehension improve with my help throughout the year is incredibly rewarding.

I work for a wonderful school, and the executives have shown compassion and empathy, but they feel they have no option but to abide by the mandates, and as such will not permit anyone who is unvaccinated onto the premises at the start of the school term in 2022. I know that this has not been an easy time for them. [REDACTED]

When the vaccination mandate was announced in November 2021, I was recovering from a period of anxiety and depression that had accumulated throughout the year, contributed to by the mandatory mask wearing. I felt very closed off from the children when wearing a mask, as it removed all evidence of smiling and facial expression. [REDACTED] resulted in me requiring time off from work in September/October.

The latest mandate announcement has caused renewed anxiety, lack of sleep and poor diet. My husband and I are very stressed and our relationship is not strong. I have concerns about the adverse side effects of the vaccination and accordingly am not prepared to be vaccinated at this stage, which means I will lose my job. We have a high mortgage, which will be impossible to pay off on my husband's wage, so will need to consider selling our home. I'm also extremely concerned about my own children not being vaccinated and needing to explore distance education or home schooling, if it becomes mandatory for them to attend school.

Many of my colleagues have also chosen not to be vaccinated at this time, and our schools are going to experience a great loss of incredibly experienced and caring educators. The knock-on effect that this will have to the quality of education is devastating. Class sizes will increase, meaning less time for teachers to spend with students; new graduates won't have the mentoring that is so valuable from experienced colleagues; educators may be required to teach subjects in which they don't specialise.. all of which will put an immense amount of pressure on the staff in the classrooms, their own families, the students, administration etc.

Throughout all of this, we need to constantly consider the children. Their education, their welfare, their growth, their mental and physical health. We worked alongside these children throughout the lockdowns in 2020 and 2021 – we were with them every day, unvaccinated and mask-less, as we were needed at school for the children whose parents were essential workers. And we need to continue to be there for them.

Whether to be vaccinated or not should be a personal choice, not a coercion, and I implore the government to reconsider their stance on this issue. I really want to be able to go back into the classroom in 2022 and continue doing a job I love.

Educator 378

V: Working with children has been my passion and lifelong career since starting babysitting at 12 years of age. I completed a 3 year Bachelor of Teaching degree after high school but decided to travel and worked as a nanny and preschool teacher overseas. On my return to Australia 7 years later I worked as an early childhood educator, completing several TAFE courses to work in this sector. After starting a family, I began working part-time as a X Kindergarten assistant and Playgroup QLD specialist co-ordinator. I completed the required extra year at Uni for my Bachelor of Teaching to be recognised and applicable to register and become a teacher. I worked part-time/full time in various roles focusing on Prep to Year 3 – relief teaching, contracts as classroom teacher, reading special teacher, SLD and librarian. I have been working with Qld Education for 9 years.

One and a half years ago I took on a challenge and moved to an on-line school, working in the Inclusion Student Support (ISS – formally SEP) Department as a Case Manager and Differentiation Teacher, supporting students and teachers in Years 7,8 and 9 Maths. I worked hard to learn the new roles, the way of teaching on-line and working with ISS students as well as older students. I wanted to succeed and continue working in these roles as I really enjoyed the school, colleagues and the difference I was making with student learning. Maths HOD and teachers continually commented that I was the best support teacher they have had for the students and themselves. Data results showed growth in students results. My ISS HOD accepted the permanent application from the Education Department and I received a full-time position for 2022. My continuing Differentiation and ISS role would benefit students I work with many are diagnosed with anxiety. The student relationships of trust and feeling safe have been built since 2022 support straight away. Teacher relationships have also been built and they understand the support process and feel comfortable to have myself and my team in their classes. Teachers were seeking my support, advice and using resources I provided. HOD requested my presence for 2 days a week in the Maths building in 2022.

I was very excited and proud until the mandate was suddenly announced. I had recently spoken of mandates to my colleagues and HOD during a lunch break, asking if they thought one would be placed on QLD teachers. My HOD thought if schools were seeing high numbers of infections then yes. I openly expressed my concerns of the vaccines and my decision not to consent after reading the QLD Government and TGA websites. The QLD Government sites key points on Covid-19 vaccines states 'you can choose to have the vaccine or not.' It goes on to say read before consenting. I read provisional vaccine, may not protect, ingredients hydrochloric acid and hydroxypropyl betadex, do not know how long it is effective, side effects of rare heart conditions and Thrombosis Syndrome, deaths, do not know long term effects and evidence is from on-going clinical trials and vaccinations in the community.

When called into ISS HOD office to hear my positions for 2022, I was asked of my plans with mandate. This question overrides my delight of my 2022 positions. I explained I will be looking into my options, researching trials of a safer vaccine and a union to join. In the last week I was called in and asked again. I spoke of working with my Dr to assess my medical options. I let her know I am extremely affected by the mandate announcement and have been crying about the thought of losing my job and crying with the thought of getting the job. I was told that my position would not be mine on my return due to my uncertain vaccine mandate decision as she wanted to employ someone who could begin and continue the position for the whole year.

The last few days of work was painful. I did not enjoy the festivities due to having the loss of my job over my head for an informed decision I can rightfully make but is overridden by the Queensland Government's Health Directive mandate. I am being forced to have the job to keep my job and my financial security for me and my family's livelihood.

This angst has created sleep deprivation as I wake in a fearful state, my mind goes 100 miles an hour trying to sieve through it all. I go to bed late from reading and when I wake early hours I read and read about the vaccines to help me come to a decision of job or no job which translates to job or no job. The

more I read I become more convinced the vaccines and its chemical ingredients are not what I want in my body. I read of alternative vaccines trying to be approved which are showing low side effects and more effectiveness. These I would consider. Most conversations at home revolve around this nightmare. At times this creates tension/distress. Holidays should be a time to relax for teachers but I have not as I am actively trying to change this unjust situation. Christmas is a time to celebrate, give and share love. This year I was wary of spending money, wary of not talking of the vaccine mandate on Christmas Day, not talking of my no job dilemma as to not upset my mother. Not to scare her of her future health after being double jabbed as I would speak of why I have made the decision not to comply to a vaccine that I feel is not safe after reading all the facts. I did not want to feel I was pressuring her not to get the booster.

The mandate was enforced due to our workplace being high risk, although, as an online teacher I am not in contact physically with students. I work 2 days a week at home and my school workplace is a cubicle in a demandable building with up to 20 other colleagues. Our FWA is rostered so we do not have full staff capacity. Where is the high risk in this?

My New Year's Resolution is to continue to work at keeping myself safe and starting my permanent position. I ask for the Government to overturn the mandate decision so schools, all staff, volunteers and students do not suffer and continue unnecessary stress. I feel there will be a snowball effect and hope I do not go down a path of losing my house, becoming homeless, divorced from the stress on my marriage or my mental state to contemplate suicide. Who knows what the future holds. We did not see our lives being [REDACTED] forward to seeing what it looks like in 2022.

Educator 379

My name is S,

I am a fully registered female primary school teacher on the Gold Coast, and I am due to start back at work in a full-time position in January 2022. I love my job and I was so looking forward to starting with my new class in 2022. I am now devastated to realise that I will now be letting the children, their families, my principal and all the staff down because I cannot possibly take this full-time teaching position because I will not be fully vaccinated as it is against my best interests and the best interest of my family.

I have spent a decade teaching our future Australian Citizens because I absolutely love guiding and teaching our younger learners to reach their full potential. I inspire children to believe in themselves, their intuition, and their abilities, so they thrive. I also like to fuel a child's capacity to always ask questions, even when those around them don't, that is how we learn. Imagine a world where no-one asks 'that question' the one we all secretly want to ask but are too afraid of the recriminations. In asking questions my children in my class thrive and grow. Finally, I always encourage children to show courage and be brave, because to do the right thing especially in the face of adversity allows you to develop and become the better version of yourself. Unfortunately, I won't be able nurture and grow our children by working in a mainstream classroom until the [REDACTED] teachers to be fully vaccinated ends.

I had my first vax in September because I was coerced by work 'colleagues.' I had adverse reactions to this. When this happened, I did not know who to turn to as it was nothing that anyone wished to speak about or acknowledge. I was also told there was no recognised sick days, so I made sure I had this injection after work on a Friday so I could have the weekend to recover (just in case). My weekend was focused on healing myself and recovering from this injection. I did no planning for school and [REDACTED] had to 'fend' for themselves. As a single parent, I would rather give up my 'job' than my health. It's as sad and as simple as that.

Instead of being a successful career woman paying my taxes and raising my children independently from Government handouts, I will now have to apply for Government handouts for my family due to the loss of my job and loss of income, all because I do not agree with this mandate as it goes against my health and also against everything I have taught both my own children and my children in my classroom- believe in yourself and your intuition, ask questions, show courage and be brave.

Since the mandate (that was introduced a week after my work finished for the year) I have felt isolated, confused, and terribly worried about what the future holds. The Christmas holidays have always been a shining beacon, especially in those long 12-hour days-60 hour week long sessions, where as teachers we are over worked and micro managed. I have not slowed down and rested, I have not had the opportunity to be proud of my past year accomplishments and thus recharged enough to start afresh for 2022.

I am extremely concerned that this teaching mandate will have a negative impact on our students, families, and staff. Not just financially, but socially and academically. What will happen to all the students if they do not have access to a teacher that has been trained to teach and successfully unpack the Australian Curriculum? How will these students learn if their learning environment is impacted by higher-than-normal teacher to student class ratio's because teachers like me have lost their careers and there is only a skeleton staff to teach. What will happen to the children that seek safety, support, and kindness because they come from a hectic or abusive family life. Who will be their voice in an overworked stressful classroom environment, because the school is lacking specialists, teachers and teacher aids?

In closing, I would like to say thank you to all those wonderful MPs and senators who love and respect the work we do as teachers. To those who are making a choice on behalf of myself and my brilliant teaching colleagues: Have courage and please be brave for us as the future of our children's learning and their ability to contribute as active citizens in future years depends on you.

'Courage is the most important of all the virtues because without courage, you can't practice any other virtue consistently.' Maya Angelou

Educator 380

My name is Lauren. I live and work in SEQ and just finished my first year working as a Primary School Teacher. Previous to this, I worked for 15 years as an Early Childhood Educator. I have a Bachelor of Education (birth to 12 years) and no matter which role I worked in, from assistant to director to teacher, I have always had a knack for connecting with people. I pride myself on connecting with the individual, be it parent or student, and supporting them in the way that they need -to best serve my community. I am extremely passionate about a holistic approach to teaching.

Since the mandate for school teacher vaccination came into effect, my principal has done everything they could to relay the most accurate and up to date information to the school staff. I work for an independent school, and the principal is respectful of every individual's choice. The school itself has continued to operate in line with the CHO directive.

The mandate has impacted my livelihood. Removing my right to work in a field that I love, should I not comply with mandated vaccination, is heart breaking. It has taken away my ability to make a living, as educating children is all I [REDACTED] since entering the workforce. My family are also worried for me as becoming a teacher is something I worked tirelessly towards, putting other areas of my life on hold to achieve my dreams. Despite this, I have not been coerced into receiving any vaccination, and face losing my job in the new year.

My mental health has suffered [REDACTED] weeks following the Premier's statement about mandates, and then following this, the CH [REDACTED] let down by the Government, who I worked to support as an essential worker throughout lockdowns over the past two years. I feel under constant stress and worry, not only for myself but for the education sector.

This mandate will have a negative impact on students and the greater school community. The shortage of teachers (which was already a problem before the mandate) will worsen, and it will lead to over worked and burnt-out teachers. This will, in turn, lower the quality of education that students receive. Students have already had a disruptive 2 years of school, this mandate will only make things worse. Specifically to my students, who I was due to have in my class again this year, parents were counting on me to teach and love their students for a second school year. I spent 2021 building trusting relationships with those students in particular who hadn't had the greatest start to school, due to the pandemic. These students need consistency.

I believe that the mandate for school staff to be vaccinated should be revoked. Non-vaccinated staff members can easily provide a daily rapid antigen test, which is sufficient evidence for absence of infection. They are being used in other applications which are just as important to our community for safety (i.e border crossing).

Please let our schools return to some sort of normalcy during this pandemic. Our students need us.

Educator 381

My initial is 'A', I am a 45 year old female who works in a public high school at X in the Wide Bay region. It is the only high school in the district. I work fulltime over 2 roles, Admin Assistant to the BM (3 days/week – mainly Accounts payable, Corporate card, Assets, Facilities, BEMIR, NCCD, Staff/excursion accom bookings, MyHR WHS, Events Coordinator plus numerous other admin jobs) and Computer Assistant (2 days/week – mainly coordinating the Laptop hire program, processing warranty claims, reimaging devices, OAMPS file uploads for new devices, maintain day loan/teacher bucket devices, maintain school public website (newsletter, calendar events, news articles, photos, enrolment information, documents, staff contacts etc) stocktake, budget planning, equipment installation, problem solve software issues etc). I have been with this school since 2011. Apart from the numerous Departmental accreditations we undertake on an annual basis I ensure I actively seek out IT based courses and sessions to keep me up to date so I can perform my roles to best of my ability. I also hold a Cert III in Business.

I have sent 4 written requests to my principal seeking a risk assessment and requesting meetings for a discussion to be had – to [REDACTED] onses I have been emailed back have been either to contact the Qld vaccination email hotline, or the generic Departmental blurb that everyone else seems to be receiving. I have had no personalised reply, nor has the principal or my line manager spoken directly with me regarding this matter. I have been avoided.

As my husband also work [REDACTED] school (as a support staff member) we will lose our entire household income if the n [REDACTED] to be coerced into taking part in a medical trial and be injected with an experimental substance. We have 3 children we support. We have a mortgage. This is incredibly stressful. We do not have an exorbitant amount in savings as together we earn well under a teacher's wage.

The stress has caused me to lose a lot of sleep, have reoccurring headaches/migraines and at times lose the ability to see any sort of happiness in my day. I am generally a happy person so this is detrimental to my mental health. I have even resorted to calling the Employee Assistance Program hotline which I have never done before. The person I spoke to was fortunately very understanding and felt for myself and my husband and agreed that the situation we (and others) found ourselves in was ridiculous – everyone has a right to work to feed themselves. I have sick leave and my husband has nearly 1300 hours that will be wiped if/when we are terminated. How unjust is that for being a dedicated employee?

I fear for the school students in that, if the mandates are upheld, there will be no free thinking adults left in the school community to look out for them and guide them. I fear that students will be coerced into getting the injection when there is no medical basis for them to do so. I fear that these mandates are already causing a 2 tier division within our community which will continue to widen as time goes on.

Ideally I want the all vaccination mandates to be removed immediately from all workplaces – it has been proven without a doubt (and has been publicly acknowledged by politicians) that vaccination does not stop someone acquiring nor transmitting Covid-19 so there is no logical basis to continue the mandates. Therefore, there is no reason to exclude non-vaccinated people from the workplace as they pose no more of a risk than a vaccinated person. All it is doing is causing division, fear, unemployment, mental health issues discrimination and financial stress to name but a few issues.

Educator 382

My name is Deb G, I am a Female Secondary Teacher, with a permanent part-time position at X State High School, in Central Queensland. I am 44 years of age and have just finished my second year of teaching after a long period off. I have five beautiful children and one foster child.

My gift as an educator is inspiring young people, especially those who find school life difficult, to believe in themselves and to strive to achieve their very best. I believe I am able to impart an attitude that says, "I can do this", instead of "this is too hard I won't even try".

The principal at X State High School is a great man who is interested in the welfare of his staff. I believe I have a positive, respectful relationship with him. Recently I have made an informed decision not to be vaccinated, despite the mandate for all teachers and school staff to be vaccinated. Throughout this time my principal has continued to treat me with respect and care and has been willing to listen to my concerns. My principal, however, was unable to provide me with a risk assessment for my position at the school.

The mandates brought in for teachers have had a great impact on my family and me. We are a family of 8 (2 adults and 6 children). Having this permanent part-time teaching position has been a real blessing for us adding to our overall income. The thought of having this provision taken away from us because I am not vaccinated seems unfair and unreasonable. I am highly uncomfortable about receiving this vaccine and [REDACTED] not do it. Of course, the possibility of losing my job over this has caused times of anxiety [REDACTED] ver, I know that living with an injury from this vaccine, should that happen, will bring much greater stress and anxiety to our family.

The impact this has had on my mental health has been minimised by my faith in God. I have found myself fighting to stay in the present so I can keep calm and remain in a place of peace. It is essential for me to stay strong and keep my thoughts in check because I have 6 little people who rely on me and need me to stay strong. My children are aged 6, 8, 9, 10, 11 and 12.

If these mandates continue as they are, I am concerned that there will be great loss within the education system, with many highly qualified teachers losing their jobs. This of course will be a terrible time for these teachers and their families, but it is also a very sad day for our education system and state. I am concerned that with a loss of such highly qualified and experienced teachers that our children's education will be compromised. As we are already struggling with teacher shortages across this nation, I hold great concerns for the welfare of teachers remaining in the profession if this mandate is allowed to continue. The pressure and workload on these already time poor and over loaded teachers will only increase.

As a passionate and committed secondary school teacher in Queensland, I am asking that this mandate for teachers to be vaccinated or lose their job, will be dropped. I am asking that all teachers be given the right to make their own health choices with regards to having this vaccine. As a committed, willing, and able Queensland teacher, I am asking for my permanent part-time position to continue through 2022 and beyond.

Thank you for taking these matters into consideration.

Educator 383

My name is H. I am a primary technology teacher and teacher-librarian in X. I began my career as a teacher with Education Queensland in 1989 and have worked many different roles during the past 30+ years. I have a Diploma of Teaching and Graduate Diploma of Education. I am a passionate, caring, experienced and well-loved teacher with a love for literature and technology that I instil into all the children in the school in which I have worked for the past 14 years.

After two years of immense hardship and anxiety due to the pandemic, when I heard of the vaccine mandate for teachers I was gutted. I couldn't believe that the Education Department in which I have worked for so long had let us down to such a degree. I have been told that if I do not have the vaccine by the time school starts again in January I may lose my job – the job I love and have put my heart and soul into and the only career I know.

The vaccine mandate has affected my family, my friends, my colleagues and all of my relationships with them. I feel like I am being judged by everyone I come in contact with. I am seeing people turn against each other, friendships broken and severe stress and anxiety amongst everyone I meet who is affected by this mandate. I am being coerced into taking [REDACTED] instead of being given the opportunity to make my own informed choice. [REDACTED] and worrying, and it is being enforced at a time when we as teachers are meant to be recharging from a stressful and difficult year. This only makes the impact greater on the mental health of myself and my colleagues, which is already stretched to breaking point.

As I have decided not to take the vaccine, I am looking at the possibility of losing my job. This will have a huge impact on not only our finances, but my personal self-worth and confidence. I have had to deal with bullying in the workplace before, and I have fought against it, resulting in high levels of stress and anxiety, up until the issue was resolved. These issues always leave a mark, however. I have never experienced workplace bullying to such an extent as is happening right now, and it has affected me deeply. As a result, this has also affected my family and loved ones. My two sons (one who has just finished his teaching degree and is unsure what to do), and my daughter who is heading into year 12, are all under enormous strain.

I am worried about the children in my school and all the families in our community, as the love and care which my school has been renowned for is going to be severely affected. They are heading into a very uncertain time. Students who I have worked with over the years and who I have a close relationship with will suffer, will wonder why their favourite teachers are no longer there. What will they be told? The truth?

My hope for the future is that the mandates are lifted, and we can all go back to our jobs with professionalism and trust in each other – trust that has been eroded recently. My hope is that I can do my job without judgement and scorn. I am so tired of living in fear.

Educator 384

My initial is 'A', I am a 54 year old male who works in a public high school at X in the Wide Bay region. I work fulltime as the Schools Facility Officer – Grounds. I have been with this school since 2010. Initially when I started at this school I was a casual teacher aide then went onto win the permanent Ground position. Prior to starting at X SHS I worked at X SHS north of Brisbane for 21 years as a Science Laboratory Assistant, so to date I have worked for Education Queensland for 32 years. I hold all the standard Departmental accreditations as well as a Cert IV in Laboratory Studies, Safe Application of Chemicals Accreditation, Tractor licence, Chainsaw Accreditation and EWP Accreditation. I have a Defined Benefit account with QSuper which I can access next year on my 55th birthday – if Education Queensland terminate my employment that won't happen, it will be rolled into my accumulation account and I won't be able to access it til I'm 60.

I have sent 4 written requests to my principal seeking a risk assessment and requesting meetings for a discussion to be had – to date the responses I have been emailed back have been either to contact the Qld vaccination email hotline, or the generic Departmental blurb that everyone else seems to be receiving. I have had no p[REDACTED] reply, nor has the principal or my line manager spoken directly with me regarding this matter. I have been avoided.

As my wife also works at the same school (as a support staff member) we will lose our entire household income if the mandate is enforced as we refuse to be coerced into taking part in a medical trial and be injected with [REDACTED] ntal substance. We have 3 children we support. We have a mortgage. This is incredib[REDACTED] korbitant amount in savings as together we earn well under a teacher's wage.

The stress has caused me to lose a lot of sleep, the worry of how we are going to source alternate income keep me up at night. I don't have or use a phone so my wife is dealing with all the union/paperwork side of things which is an added strain on her. The entire situation is ludicrous – everyone has a right to work to feed themselves. I have nearly 1300 hours sick leave and my wife has a small amount as well that will be wiped if/when we are terminated. How unjust is that for being a dedicated employee?

I fear for the school students in that, if the mandates are upheld, there will be no free thinking adults left in the school community to look out for them and guide them. I fear that students will be coerced into getting the injection when there is no medical basis for them to do so. I fear that these mandates are already causing a 2 tier division within our community which will continue to widen as time goes on.

Ideally I want the all vaccination mandates to be removed immediately from all workplaces – it has been proven without a doubt (and has been publicly acknowledged by politicians) that vaccination does not stop someone acquiring nor transmitting Covid-19 so there is no logical basis to continue the mandates. Therefore, there is no reason to exclude non-vaccinated people from the workplace as they pose no more of a risk than a vaccinated person. All it is doing is causing division, fear, unemployment, mental health issues discrimination and financial stress to name but a few issues.

Educator 385

My name is SR. I am in my fourth year working with the DoE QLD and I am currently employed as a Business Manager for a school in Ipswich. I have a strong finance and admin background which has helped me to grow and gain sound knowledge in the BM role, which I am thoroughly enjoying. I am an incredibly hard worker and a dedicated employee. I respect and value all others regardless of their individual choices and preferences. The vaccine mandate announcement on 30 November has caused a significantly negative impact on my health both mentally and physically. I am usually a happy and positive person but I have been losing sleep at nights and feel so much anxiety and stress. The last two weeks of term were extremely hard for me as I tried to focus on completing my huge end/start of year processes while constantly thinking about making a personal health decision in order to continue to work in my school and earn an income. While my colleagues were getting excited for a well-deserved holiday break after what has been a taxing and stressful year, I am battling with worry over the uncertainty of my position in the school in 2022. I have not been able to enjoy the summer holidays at all with so much weighing heavily on my mind.

My partner is also employed by the DoE QLD in a special school and so we face losing our entire household income.

I am concerned about so much for 2022; not only losing our jobs and income but also the enormous impact my absence as Business Manager at my school will cause to my colleagues and school community. I have built strong working relationships at my school and offer so much support. In recent years my colleagues have had issues with past leadership staff and we were all so excited for having such a harmonious and collaborative 2022 team. I have written to the department asking them to consider my colleagues if I am absent as there is an incredible amount of work to be done as a Business Manager in the first weeks back to school and this extra workload and pressure should not fall back on to my colleagues to complete - this is not fair on them at all.

Personally I do not believe that anyone should be coerced into being vaccinated in order to remain employed, particularly at a time when the Omicron variant seems to be the weakest variant yet. I feel that having the vaccination is a very personal health decision. Each and every one of us know and understand our own bodies and it should be our own choice to research and weigh up the options for ourselves - no one has the right to try to make, or even force, that decision on you. I feel there has also not been any options provided for staff who choose not to be vaccinated i.e. is working remotely from home an option, could the staff member wear a mask and/or perform their duties isolated in an office, alternative working times (outside of school hours - for schools officers for example), etc.

I want to see the DoE QLD seriously consider all of the impacts that this mandate will have on both unvaccinated and vaccinated employees. Is this decision really what is best for staff and school communities? How will this impact on staff wellbeing? "Wellbeing" tends to be a hot topic with the DoE QLD but obviously actions speak louder than words in that subject. We don't know what the future will bring and it would be an absolute shame to lose wonderful, dedicated and knowledgeable staff over what seems to be a very rushed and 'present' action.

Educator 386

My name is M and I am a Hospitality high school teacher in the Wide Bay area. I am a fulltime permanent employee, and am one of the few trade qualified teachers in my region. I work at a state high school and absolutely love my job. But more than it being a job, I love seeing students who are struggling to stay in school begin apprenticeships and traineeships in the Hospitality industry. This is so important as higher education is not suitable for everyone, and work force pathways are crucial for many of our students. Hospitality is also a subject where students who struggle in core subjects generally shine in the practical areas and receive success when they need it most.

On Tuesday the 20th of November I was sent an email that turned my world upside down. The email told me that I was mandated to be vaccinated for COVID-19 or lose my job that I love so much. At the time I was in the middle of filming cooking demonstrations for my year 10 students for 2022. These short demonstrations are for students who are away, or suspended (which is a regular occurrence in this age group at my school), so that they can continue their learning from home. After reading this email I had to fight back every tear and fear that I had, to continue filming for the day, as I did not want the students to see anything but the happy and smiling teacher that they know. After all, this is about the students is it not???

I am being given the choice of being mandated to inject a trial vaccination into my body or lose my job with the possibility of “facing disciplinary action” like a criminal. As teachers we teach students to be critical thinkers and examine things from many angles, yet I am being told to be vaccinated or lose my job. I am being mandated to play Russian roulette with a vaccination that does not have enough data on it to guarantee my safety.

Needless to say since the Premier announced this mandate, followed by the Chief Health Officer, I have cried every day for my students and my job that I love so much. I have spent 8 years studying for my ‘forever’ job only to have it taken away from me and my family. My family loses an entire income and we are facing the possibility of losing our home. This will then mean that my children will possibly have to be home schooled as we will no longer be able to pay for the school fees. This is all in the name of a vaccination that is meant to keep everyone safe.

People are now given the opportunity to use a rapid antigen test to enter our state and be among the community, so why are not teachers to ensure that we are ‘safe’ to do the job we work so hard for? My school was already struggling to find supply teachers, so what does this mean when teachers are stood down next year? Will the vaccinated teachers be required to have larger classes and risk being burnt out? How is this fair on staff and students? Will I be replaced with an equally qualified and trade experienced teacher to ensure the best outcomes for students?

I am one of many teachers who are being coerced into a decision not of my choosing. This heavily impacts students, parents, vaccinated and unvaccinated teachers, and the entire education system which is already struggling to supply enough teachers.

Our students deserve better than this.

Educator 387

Hello, my name is D, aged 51, mother of two teenagers.

The uncertainty of what 2022 will look like has weighed heavily on my mind since the introduction of vaccine mandates in the Queensland Education sector.

I have worked in a Qld State High School in the Moreton Bay Region for the past four years. I began my journey in Education as an SEU Teacher Aide and completed my Cert IV in Education Support. This was not just a job for me, it was a calling. I eagerly went to work each day and performed more hours than for what I was paid. I did this as I cared about the students and acknowledged that the additional time was necessary to properly fulfill the role. I supported students both academically and emotionally with passion and care. Earlier this year I was offered the position of Enrolment Officer, which I accepted with some hesitation about losing contact with students, though thankfully this loss of contact didn't happen.

My current role entails the following, daily...

- I support all students, including the most vulnerable, the children who have suffered unmeasurable trauma. I am privy to personal stories that are unimaginable to the point of horrific.
- I tend to their first aid as a trained first aider within the school setting.
- I take care of them when they are unwell and dispose of their sick bags.
- I comfort the students who have been sick and collect them from sick bay.
- I give girls back their dignity and provide them with essential products and a clean uniform.
- I tend to first aid of the Principal and Deputies, Teachers, groundsman, tuckshop workers and any visitor to the school.
- I field incoming calls from emotional and errant parents, demanding to speak to a Teacher or the Principal.
- I diffuse hostile situations, both over the phone and in person to protect our students and staff.
- I support staff with reducing their admin load any way I can.
- I liaise with visitors to the school and perform WWCC Blue Card checks, along with visitor Mandatory Training and checks. (a system of student security and safety measures).

Despite the above, I fulfill my job description to enrol students and maintain confidential student records all while maintaining a happy disposition and professional attitude.

I have respect for, and I love my role at the school.

Unfortunately, since the announcement of the vaccine mandates my Principal had ceased his daily, friendly discussion/s with me and avoided me. The HR manager avoided me like the plague, completely out of character, and only spoke to me to harass me into completing the 'Education Queensland survey' with threats like "if you don't complete it be end of the day you will be getting a phone call!" (purportedly, from Ed QLD Head Office). This transpired daily until my final day of term. I note that I have until the 7th of Jan 2022 and reserve my right to complete it by this date. I was shunned in the office and gossiped about behind my back. My personal Cov-19 vaccination status and information was leaked to staff outside of our office without my permission - alerted to, by staff members approaching me to say, "so sorry to hear you're leaving". That was news to me at that time, as I didn't believe I was going anywhere and is still not confirmed. I made a formal complaint in person and supported in writing to the school management and was subsequently advised the matter would be investigated. Despite follow-up communication, I have had no reply to date.

I emailed my line manager and requested a 'risk assessment'. I received a cut 'n pasted reply saying that Regional Office are dealing with it. I sent another email requesting again. The same reply was again received. My manager then came to me and verbally told me he was instructed not to talk about it by the principal. I emailed again, stating risks mitigation suggestions for my role and that I can work from home as I had previously done in this role during lock down. Again, the same cut 'n paste reply. I had recommended to the HR manager that a Perspex screen could be installed around my desk and someone else trained to provide first aid. She just laughed in my face and walked away!

I have been subjected to colleagues and one of our four Deputy Principals referring to me as a “bloody anti-vaxxer”. I have been subjected to colleagues constantly playing government updates on loudspeaker on their phones during work time pushing for all to be vaccinated. I have witnessed colleagues giving their own medical advice to students telling them to “get vaccinated otherwise you won’t be allowed in places” or high-fiving them when they leave the school early to get vaccinated. I’ve received unsolicited and unwanted work emails by colleagues about pop up vaccination clinics. again; my vaccination status should not be their concern. Undergoing a medical procedure, I do not yet subscribe to, has previously never been a condition of my employment.

The last day of term 4 is normally a day of fun and celebrations. But I could not bring myself to get out of bed let alone go to work. It was the first day I have ever felt so mentally broken.

In the early hours of December 10th, from my bed and sobbing, I wrote an email to my Principal, Deputies and immediate colleagues explaining that while everyone around me is celebrating the last day of term I felt there was nothing for me to celebrate. I had nothing to look forward to. Contemplating how was I going to support my family in the future. I wished everyone well and a safe holiday. Only the day before while at work I had spent it in tears, all day, with not one person from HR or Senior Management asking if I was okay, bar one, a Deputy Principal opposed the Mandates but has a supportive view on the vaccination. This was the only kindness shown to me at work since the mandates were announced. She had stuck up for me against another Deputy calling out “bloody anti-vaxers – should just go and get vaxed”.

I have kept a diary and copies of all emails and have witnesses verifying my statements above.

The impact these mandates have had on me personally have been immense. Today is the first day I have been able to find the strength to face an uncertain future. Not just for me but for my family, my students, and their families.

My own daughter, aged 16, has had to give up her two jobs, a school-based traineeship in Early Childhood Education and her casual job at Baskin Robins Ice-cream. She too has no income and now faces choosing a different career path in her final year of high school. As if being a teenager isn’t hard enough! Her mental health has plummeted. My oldest daughter, aged 19, received the vaccine for fear of losing her apprenticeship in hairdressing and now lives with constant anxiety about the future potential medical impacts on her body. She would not have gotten vaccinated if not for the mandates. She was 100% was coerced by the mandate implications and not fully informed of risks.

And I won’t even go on with stories of how society has shunned my family since the mandates were introduced. Then there is the broken hospital system; being told by a hospital employee last week that I cannot enter the building for my procedure to screen for cancer as I’m not double vaxxed. Mandates are putting unnecessary pressure on families, mentally, financially, socially, and physically which makes the mandates more devastating than COVID 19 has conjured.

I beg you to please help save our lives.

These mandates are killing us!

Educator 388

My name is D. I am a proud First Nations people supporting my community as a Schools Officer at a special school in Ipswich. I have been employed within the department of Education Qld since 2019. In this time I have worked hard to develop a sound professional understanding of my role. I have joined and formed a network with other SO's to deliver training sessions and connect SO's to information that is important to our roles. My supervisors and colleagues would attest to my vast knowledge, diligence, excellent work ethic and commitment to my school community and the needs of students and staff.

Since hearing of the vaccine mandate on 30th November, I have received support from my principal and business manager in regards to making a decision to be vaccinated or not. I have emailed the DoE Qld asking for further information on the vaccine and other questions to which I have received a very vague response to, and a response which did not satisfy my questions. My mental and physical health has taken a massive blow. I can't sleep, I'm stressed and worried. I haven't been able to enjoy Christmas and the holidays. I haven't been given any information about what is going to happen with my position next year. There is so much uncertainty and I am not coping well. Usually I am a very positive, happy and energetic person but I don't even feel like getting out of bed most days since I found out about the vaccine mandate. This has had a flow on affect to my partner and family, who are very worried about me and the situation. My partner is also employed at a school with DoE Qld so we both face losing our entire household income.

Working at a special school has high demands and WHS risks which I am solely responsible for. I am concerned that my absence from duties next year will negatively impact my school, colleagues and students. Every day is a new challenge for all staff and we all play a part to keep our students safe. I have built strong working relationships with my colleagues and the students, who often do not cope well with change. It has been wonderful getting to know the students and knowing that I have a positive impact and contribute to supporting them.

I want to see the vaccine mandate dropped or some reasonable measures to be put in place so that I can remain working and supporting a school and team that I love working with. As a Schools Officer I have the capacity to work alone or outside of school hours if required which could be a simple solution to assessing the risk of contact with people. I do not support mandating the vaccine. I believe this should be a personal choice.

Educator 389

My name is K, I am 56 and I have been a School Administrative Officer for 15 years. I work at a local state primary school on the Gold Coast. I work in the front office and perform a variety of duties. I am also the Enrolment Officer and I have the pleasure of answering all enrolment enquiries, providing information to new families on the enrolment process and welcoming these new families into our wonderful school community.

Like all Qld Education staff, we were advised via email from the Director General of the vaccination mandate. At that time, my Line Manager was unable to provide me with any further information as to the implications. To give myself some time to consider my options, I applied for Long Service Leave, however as at the date of writing this I have still not received a response whether it has been approved or rejected. My Principal has advised me verbally prior to the end of the school year that any LSL requests will be unlikely to be approved.

The mandate has turned my world upside down. The possibility of losing my job because I am uncomfortable taking a ne[REDACTED] something I never thought I would be faced with. This will have an immense impact on my life financially, professionally and personally. My job is my financial security and without it I am not sure how I will be able to manage. I am fortunate that I have a supporting partner, however he faces the prospect of possible mandates in his employment in the future. We have a small amount of savings, but I will need to find another job as soon as possible. I am too young to retire and [REDACTED] t to have to go onto Centrelink benefits. Like everyone we have bills to pay and financial c[REDACTED]p, my career goals and ambitions will all be destroyed. I have worked very hard over the past 15 years to acquire my knowledge and experience and will be faced with trying to start a new career all over again.

The pressure, stress and worry over this mandate has been immense for myself, my partner and my extended family. It's the last thing I think about at night before falling asleep and the first thing I think about when I wake up. It feels like I have lost a loved one or suffered a relationship breakdown. I cannot underestimate the impact it has had on my mental health.

I am currently the longest serving Administration Officer at my school. I am very experienced and have a wealth of knowledge gained over years and am often called upon to give advice to my superiors. I have very close connections with the school community which takes years to build up. Parents and community members know me well and trust that I will do all I can for them. I care about the students, the community and our school. It will be a very sad day if that is taken away from me.

I am asking the Queensland Government to reconsider these mandates. It was shown recently that as soon as the Queensland border opened and only vaccinated people allowed to enter the state that Covid immediately spread to other people whether they were vaccinated or not vaccinated. Therefore, vaccinated school employees can and will spread Covid to others. This shows that the mandates are completely unnecessary. Also, statistics have shown that Covid is a mild illness in children which they recover from quickly and gain a robust natural immunity. Now with the emergence and spread of Omicron, the government have told us that everyone will contract it. If this is the case, why do we need these mandates?

Please allow us to return to the jobs we love so we can continue to serve our precious children and our school communities.

Educator 390

I write this letter to you with much expectation and hope to give you some insight in to what my life is and what it will become because of the Queensland government mandates.

I am a 64 year old single woman who has worked for the Queensland Education department for 26 years. I work 25 hours/ week at a large and growing Special school. During the entire 26 years I have worked in special needs. I have a Certificate III in Special needs. I started doing speech language programs with individual students, then moved onto literacy programs and eventually worked mostly with students with high behavioural needs. I have worked at my Special school for 15 years. The last six years I have worked in the Library and organise the resourcing for the school. I absolutely love my job because of the diversity of staff I am privileged to work with and the many challenges my position presents.

I have been extremely disappointed and saddened with the response of the Education Department, the unions who are supposed to represent their members and the school's Principal. My Principal cornered me in my office and informed me " I will not be the meat in the sandwich" and he then said " I'm not the one who has to check the staffs vaccination status". Because apparently it's all about him. I have changed my union membership to a union that actually supports their members. I have 9 emails from the department wanting to know my vaccination status, plus text messages and messages from the principal.

I am lucky, my children are grown and have their own lives, incomes and choices to make. So, that means I really only have to think about my choice. There is only one choice. I will not have a vaccination. I will never be coerced, bullied or intimidated into it. I will not work for an organisation that forced me to have a medical procedure I do not need or want. I would be disappointed and ashamed of myself if I did. Although, if I can't find other work I may have to move in with my daughter.

With the mandates I have found it hard to see what my future will look like. I was hoping to work another ten years but I will walk away from the job I love and the financial security it provides and I will make a new start. The main issue for me is what the future will be like with no income. I haven't spoken to my children about what will happen in January much. I don't want them to be worried about me. I was always proud that I was a single woman and provided for myself and lived my best life.

I worry about what next year will look like for the remaining staff and the students. I fill a unique position and support all the staff, all the students and therapists that visit the school. I work closely with the administration to provide the resources they need to get the best results for our students. No one is indispensable, but there will be a period of chaos at the beginning of the year, simply because no one really knows the full extent of my job.

Teachers and educators should be the thinkers and the stalwarts of our freedoms. They are supposed to teach the students to think, to question. In 2021 schools were teaching the students about consent. How is that lesson playing out in the real world?

Please reverse the decision about the mandates for schools. It does not benefit anyone. Not the students, not the staff and certainly not the community. Let's us go back the careers we love. Let us show the students what consent really looks like and how it operates in the real world.

Educator 391

My name is D. I am a 48-year-old Primary School Teacher in Central Queensland with 26 years of service, all in regional areas. I have always loved school, and teaching is all I have every wanted to do from a very young age. I was excited to receive my first preference at university and then, when I completed my Bachelor of Education, be placed in front of my first class. I love teaching and, when I see the smiles on the faces of 'my kids' as they greet me each morning, and past students run across a playground just to say hello, I know they feel safe and love being in my class.

In the classroom, we teach students to form opinions based on the information put before them. I had made the conscious personal choice to not have the Covid vaccination, based on the information presented to me, and was gutted when I first heard of the mandates that all education staff must have the vaccination to continue working in their chosen field.

I expressed my concern, asking for a risk assessment, to my employer (the school at which I am based), who passed on an email address to contact. Upon doing this, I received an automated response that a case management had been set up for me. Another email from the Department of Education has indicated that those who do not comply will be terminated from their careers. Imagine receiving that correspondence when you've just purchased your first home, thinking you were secure in a position that you've held for over 2 decades. A position for which you'd just received a glowing reference from your Principal and heartfelt thanks for the care and effort taken with children, from grateful parents. It's simply devastating.

These mandates have taken a huge toll on my relationships with colleagues, friends and family. Many are complying to keep their jobs and are very vocal in berating me for my stance, causing significant strain to these relationships. This is adding to the mental anguish of the situation. I have difficulty sleeping and now take a sleeping pill to get to sleep, only to wake in the middle of the night, gut churning, wondering where the money will come from to pay the mortgage on my newly purchased first home for myself and my daughter. The situation the government has put us in, is on my mind, every waking hour. The anxiety is beyond anything I have ever experienced before.

I also have concerns for students and the community. I have personally witnessed classes being split or specialists taken from their own duties to take the classes, 2-3 times per week in my school due to insufficient relief staff. Once in 2021, when visiting another school, the Deputy-Principal said they had 5 teachers away, who they could not replace, with each class being split and sent to other classrooms. With the number of competent, capable and dedicated staff who will be suspended or terminated, I wonder how this will be managed. Larger class sizes? Specialists taken off their regular duties? On-line learning? In 2020, during the period of lockdowns and on-line learning, parents were trying to home-school, run a home and business or hold down a job. The majority of parents who did this reported the toll it took on them and their families and the education of students definitely suffered, including my own daughter's.

I am asking that the Department of Education reconsider the mandates that we must be vaccinated against Covid in order to continue doing what we love to do. I am asking that they weigh up the emotional cost to education staff, parents and students. I am asking that Rapid Antigen Testing being considered as an alternative so that we may all continue doing what we love.

Thank you for taking the time to read my story.

Educator 392

My name is L and I am school officer working on the Gold Coast. I am 58 years young and have been working in education for 25 years, 20 of these years in the same school. This year I received my 20 year badge with Catholic Education which I was really proud of! I love working with children it is my passion to watch them learn and grow.

Since the mandate has come in for Education, I have been so highly stressed and upset. I have been through breast cancer and chemo but never has my job been threatened. I am a single mum with 2 teenage children living at home with me and I don't know what I am going to do financially as my employer has stated I will not be allowed on the premises if not fully vaccinated by 23 January 2022. Where is our freedom of choice? Shouldn't it be my decision what I put in my body? I am terrified to lose my job as I am of mature age and not as many options available for me now. I never thought it would come to this! I have been forced to take LSL for Term one 2022 which I never wanted as I was saving this for a special time but again no choice.

My 19 yr old daughter has [REDACTED] school and was accepted into TAFE to complete a childcare course in 2022 and she has now had to withdraw her application because she has also chosen not to be vaccinated. She is devastated as am I for her. All her hard work and study at school is now useless to her. She also now suffers with extreme depression and anxiety due to all of this and now must take medication. Breaks my heart and there is nothing I can do to help her.

I have young grandchildren [REDACTED]es, watch movies at the cinema, go out to dinner at restaurants etc because their parents are unvaccinated. How is this ok? What sort of life are they going to have feeling like a second class citizens?

Please withdrawn these mandates, so many families have been torn apart, businesses lost and so much segregation in society. Shouldn't we be starting to learn to live with this virus?

Educator 393

My name is J, male, and I have been working in a regional city as a manual arts teacher for over six years. After completing a Bachelor of Engineering I stepped into Teaching and did my Graduate Diploma of Teaching and Learning to become a teacher of Engineering.

On the 30th November, my employer demanded that I be subject to a medical procedure in order to keep my employed position as a teacher at my school. Due to not wanting to have this vaccination forced upon me, I have actively sought from my principal a completed Risk Assessment for COVID-19 and the associated injection. I have not received a suitable response from my principal. Rather, I have been informed that Regional Office is working on this and would respond to me within days upon receiving this information. Up until the time of writing this letter, I am yet to receive a Risk Assessment and therefore cannot give informed consent to receiving this medical procedure.

The pressure that my employer has had an enormous effect of my life including the stress and fear of losing my job. The decisions made with regards to this injection are informed by not only science, but also statistics and other data from around the world showing that I have every right to be concerned about the mandates currently being imposed on me. As a father of four children and a husband of someone who has also lost their job in the health industry, there has been much unnecessary coercion placed upon me to have this injection and it is not fair or equitable to have to go through this considering the circumstances.

I am extremely concerned for the future of my children, having them grow up in a society of exceeding government control and the removal of our sovereign rights as individuals. For me as a teacher who is continuously embedding critical thinking skills into my students, it saddens me to think the calibre of such teachers who also do this will be stripped away, leaving a shortage of not only teachers in schools, but also a shortage in freedom of thought, and other values that we once held dear.

We must see these mandates dropped due to a lack of sound reasoning behind them. The education system will collapse if current government control is not reversed. I have a right to choose what happens to my body and I should not have my employment and the ability to provide for my family affected by those decisions, which inadvertently do not affect anyone else.

Educator 394

I have been teaching young children for 11 years in Brisbane, I am predominately a Prep and Year 1 teacher. I specialised in Early Years whilst at University. I spent 5 years at university specialising and currently enrolled in a certificate of Autism Studies to further my own speciality. In my ROLE for 6 hours a day I fulfil for 4 and 5 year old's the following **roles teacher, mother, nurse, negotiator, cleaner, psychologist, occupational therapist, counsellor** plus much more. I have done this for 11 years to a multitude of students, I would estimate over 500 students throughout my various positions. I have worked as a reading recovery teacher to assist struggling students, I have worked as a specialist science teacher extending gifted students, I have worked in special school in both the early years and the senior years. I have taken on roles in classrooms, I have also taken on roles supporting new graduates, I have worked as a relief teacher. I have extensive experience and knowledge that cannot be replaced by a graduate. **This expertise will be lost when your mandated vaccinations come into effect.**

Currently, my principal has been unapproachable due to the culture in my school. I have not felt comfortable to express how I feel about the new expectation to be vaccinated against my will. I have witnessed people being bullied when discussing how scared they are to have the vaccination, I have witnessed many people to be told to shut up and stop being anti-vax. I would not classify myself as anti – I would classify myself as being pro-choice. I do not mind if you want to have the vaccination [REDACTED] mind that I cannot complete my job – a position that for the last 2 year has been the 'lowest' risk in all professions is suddenly high risk and getting mandated. I do not want administration at my school to know my personal medical history. It is like asking a man if he is circumcised or a woman if she has had a hysterectomy. It is none of my business. This is also none of their business.

I have felt isolated and alone at my workplace. I have come home many days and cried. I am petrified of the outcomes. My own daughter had a vaccine [REDACTED] receiving her DTaP vaccine. Her GP suggested she not have any future vaccinations – now however [REDACTED] of this conversation. I am petrified of the side effects that have been reported. I am scared for my family's future when I believe in all my heart that if we were to catch covid my whole family would fall within the 99.7% recovery rate.

My daughter is 10 and she is feeling the social impact of not being vaccinated. She is missing going to dreamworld, the movies, lunch outings and basic rights. I feel the social impact. We have been segregated. We have all experienced depression and anxiety. I have experienced dark thoughts with what the future holds. My whole family have been stressed about how I will put food on the table. I can't sleep at night because I worry about how I will pay my mortgage. The mental health of my family alone is heartbreaking. I feel sick about the current situation.

With all this experience forced out of the profession. What does the future hold for or future generation?

On the 19th December the contact tracing was a cinema and a pub, at this stage only vaccinated people were allowed at these venues. Therefore, the vaccinated are spreading covid. Thus, an easy assumption to make is that the vaccinations do not stop the spread of covid. Also, for the past 2 years children have been shown to have a low rate of contracting and spread covid. With this in mind I want to see the mandatory vaccinations be withdrawn from education settings. I want the future students to be able to be taught by experienced passionate teachers.

I want our lives back. Freedom without mandates attached to it. I want to be able to vote for someone that believes in pro-choice and not in segregation or mandates.

Thank you for your time.

Educator 395

I write to you in the hope that you will come to understand my position as a teacher in the current climate of Covid-19 mandates and be sympathetic to my situation...

I am a male secondary school teacher with 32 years' service to Catholic Education. During my career I have taught in NSW and now Queensland, on the Gold Coast. My areas of speciality are English, Religious Education and History where, as a male, I tend to have a profound impact on the students, particularly the boys, I teach.

In addition to teaching I have also fulfilled the roles of Year Coordinator, Subject Coordinator, Residential Care Supervisor, Head of Department, Coach and Vocational Education and Training & Careers Program Leader. It is in the areas of VET & Careers Leader and Coach that I enjoy my job the most. These areas allow me to use my rare skills to create relationships with students and their families along with the broader community to achieve wonderful outcomes for girls and boys. I have many years of experience in these areas and provide something that is very much needed for our young people today.

When the Vaccine Mandate eventually came down for teachers it was at the worst possible time with only a few days of school to go before the end of Term 4. This unfortunate timing at the busiest time of the year, which came with little detail about options, did not allow for an opportunity for me to discuss my options at length with leadership before dispersing for the 'Christmas holidays'. I immediately spoke to my Principal who granted me extended Long Service Leave for the first half of 2022 to allow me time to see how the situation played out and if the Covax/Novovax vaccines would become available. This LSL has now been put on hold, by my employer, while I go through a system of appeals to be granted time which is I have earned over 3 decades and is rightfully mine. My understanding is that teachers in my sector may be eligible for a maximum of 30 days LSL at the start of the year before being stood down. I am still awaiting guidance around these areas:

- What does 'stood down' mean?
- Can I wait for the protein based Covax/Novovax vaccines which I would be happy to take?
- If I catch COVID-19 am I then immune and able to return to work?

All in all, the response from the Queensland CHO and my employer have been unsatisfactory given the timing of the announcement and the information that has not been disseminated. It has left me in a very tight spot.

I am a law abiding citizen who has always been employed, paid my taxes and worked extremely hard for the betterment of others. As an adopted person with no access to biological family medical history, hence no explanation as to why I have a chronic cardio condition the impact of the mandate to receive one of the 3 available vaccines has been massive...I am being coerced into receiving a vaccine, which is not the best one for me, and face losing my job...my life long vocation. My wife, who also has a heart condition but is willing to have either the Covax or Novovax vaccine, has already lost her job in the Childcare Industry where she has worked for nearly 30 years. This situation could prospectively leave us a zero income couple looking for work in our 50s but barred from our industry.

I am generally very good at dealing with the pressures of family and work life but this coercion has become too much. For the first time in my 53 years I have had to start seeing a psychologist and my GP about my mental health. The uncertainty around my future and that of my family is overwhelming. I am constantly anxious and angry, suffering relationship pressure, have trouble sleeping and doubting there is a way ahead. The situation ruined family Christmas celebrations and is constantly on our minds. Two of our children are fully vaccinated teachers and are now filled with disillusionment and disbelief at what is happening to their parents. Personally, I am feeling very depressed about the lack of respect and appreciation I have received after devoting everything to my career for so long...I know that you understand that it would be shattering to have to walk away from a job that you love where you make a difference to peoples' lives..

Adding to my sense of uncertainty is my concern for the students and families that I assist on a daily basis in my roles. I am worried that the programs I coordinate will lose their impact and cease to run. While I am not indispensable, I have a way of doing things that less experienced and committed teachers do not possess. Many colleagues and parents have been in touch with me expressing the same sentiment. I worry that if we lose experienced teachers from schools what will happen to our level of holistic education in a society where we are already trailing many other parts of the world while the levels of distraction on students continues to sky rocket.

I thank you for taking the time to read this letter. It is my hope that our politicians find a way to move forward without mandates for those who were not classed as 'essential workers' earlier in the piece. There are numerous other methods on the table for testing and protection which are available in the meantime while people like me wait for another safer option (Covax/Novovax). Despite what people say, there is no substitute for experience and when we consider the future of our students we must keep our best teachers in the game.

I hope and pray that good sense prevails and that we can once again put our children's educational needs at the forefront.

Educator 396

I am a qualified primary teacher with over 30 years experience, I have taught full time and part time in Regional areas, as well as Redcliffe. I am currently doing supply teaching and tutoring in the Hervey Bay region.

The impact of these vaccination mandates means I will not be able to continue these roles in schools and therefore, my income is severely affected. Nor will I be permitted to go to school grounds to perform my Youth Mentoring duties, which is voluntary but very necessary for these children in need of extra support.

The impact for these students is devastating and the extra support it gives the class teachers will also be severely missed.

I implore you to remove all vaccination mandates from schools, teachers and students.

J

Educator 397

My name is L and I am currently employed by Education Queensland as a primary school teacher on the Sunshine Coast. I am 56 going on 57 years of age and a female. I have a bachelor of education and a diploma of early childhood education and have been teaching for almost 30 years now.

I have taught children from prep to year 3 for all my teaching career and children are always excited to be joining my class each year while others are sad to be moving to a new teacher at the end of each year.

I have always worked hard to develop the self-confidence and self-esteem of children as well as academic skills through creative ways and seeing how children progress has always been rewarding to me.

I have great behaviour management skills and every year am given difficult children to manage and help.

It saddens me that teachers are being coerced and forced to be given a vaccination in order to keep their jobs.

The department has been constantly texting and emailing teachers and other staff since before school finished ,asking us for our vaccination status and this is starting to boarder on harassment.

I have never in all my years of teaching had to disclose any of my medical information unless it's something that I need them to know for my own personal safety. For example Anaphylactic as they would need to know this to save my life if something happened at school. Staff have always been offered the flu injection and it's always been a personal choice and no one judges others for that choice nor has anyone not been allowed to work if they don't have it.

The mental health of others I know in education has slipped with all the vaccination requests now and many are at breaking point.

I personally am feeling this as well and I am now wondering what the future holds for education in this country, as we have always taught children that bullying is not okay, that bystanders are important in stopping them and that to recognise, react and report when things don't feel right is critical for our safety. (Daniel Morcombe foundation).

I feel like if people do something they don't feel comfortable with then they are saying the complete opposite to what we have always taught and teaching children that in fact bullying is okay and if enough pressure is put on you it's best to do as the bully says!

I have not been vaccinated and I say no to bullying so now look like losing my job in 2022.

This is so sad for all the children and parents who were excited about having me as their teacher in 2022 .My family will suffer financially and just basic living is going to become a struggle.

It's not okay to request people to do something that feels uncomfortable to them and to take away a person's career because they choose not to take vaccination .This is criminal especially when the last few years teachers have been classed as essential workers and could still work online from home if necessary.

I would love to see mandates in education a no go. Let the staff who know how to work, plan, and educate children do the important job they always do !

Educator 398

My name is H and I am a female Early Childhood Teacher. In 2021 I opened my own Family Day Care service in X, north of Brisbane and I currently run a kindergarten program for 2.5 - 5 year olds from my home. I have been working with children for over 20 years in a number of different capacities, before, during and after receiving my Bachelor of Education (Early Childhood). As a nanny, as the ECT in the kindergarten room in child care centres, as a full time mother and as a family day care educator on two separate occasions. Parents value my gentle, well-considered, child-centred and holistic approach to early childhood education. I have children in my care who are thriving where they once very obviously struggled on a daily basis in centre-based care...I saw that with my own eyes.

Although I work as a self-employed business owner, the Family Day Care scheme I am registered with have recently delivered the news to all of their educators that they can no longer have educators registered with them who do not provide proof of double vaccination against covid-19 by the end of January 2022. My scheme claim they are pro-choice and want to support all of their educators but they have also explained that they feel their hands are tied when it comes to this mandate as they would receive large fines if they were to continue to register educators without proof of vaccination.

The impact of this mandate and the decision by my scheme is significant and devastating to my income and what I can provide for my family of 5. In order to continue working with the current families of the children in my care I have been forced to consider how my service looks to families and myself without access to the child care subsidy that we had up until December 17th. This means I either continue with my current fee schedule and the parents pay full fees – double, if not more than what they currently pay OR I reduce my income by approximately half to continue to provide an affordable service to the families using my service. This is a very unfair and difficult decision to have to make in a position where bonding and connection is a key component to my success. Of course the other option would be to close down my business altogether which would make paying my mortgage a lot of strain on my husband, his health, our relationship and our family in general. Not to mention the impact on the children and families who consider my service their second home.

Over the Christmas period when I went away on holiday and I should have been feeling excited, relaxed and joyful. Instead my mind was constantly racing about what the future holds for myself and my family. The pressure was immense and there was a massive sense of force and feeling trapped. My mental health certainly took a dive into decline. All over a mandate that makes very little sense to me in my occupation. Throughout the 2 years of this pandemic, children have consistently been deemed low risk with extremely low numbers of cases and deaths from the virus. It seems all of a sudden the Queensland Government has decided that these children in the low risk category are now high risk. I work only 3 days per week, in my own home, on my own with 4 children at a time, one of which is my own child. It baffles me as to how this environment could be considered "high risk" and that it is essential for me as a healthy 35 year old woman to be vaccinated. I do not consent and my medical information and choices should be a private matter. I do not work when I am sick and the children do not attend care when they are sick.

My concerns for the community is that great teachers and early childhood educators are leaving the education and care industries in droves because of this mandate that violates freedom of choice. How will the positions be filled and by whom? Will we end up with education and care systems that do not meet the needs of children because all they are left with are the workers who are very inexperienced or are not in the job for the love of children and their passion for it. What does this mean for our future generations? Or will these industries crash altogether? It makes me sad and very uneasy to think of those possibilities.

I would like to see that vaccinations remain optional as they always have been. That freedom of choice and bodily autonomy be respected among all humans. I feel there are many other possible ways to handle a virus such as the current one we are dealing with without forcing people who love their jobs to choose between their health and their livelihood and passion.

I urge the Queensland Government to hear the people that they are elected to serve and respect their basic human right to earn a living and their right to freedom of choice. What we put into our own bodies is a personal choice and should not be clouded by force or coercion. This vaccine is experimental and still in its clinical trial period. Medical procedures cannot be performed without informed consent and how can we be properly informed of the risks involved in this rushed, experimental vaccine without any long term data? I value my health and the health of my family over everything else. I will not put that at risk.

Educator 399

My name is L, a 59 year-old female teacher from Bundaberg. Throughout my 24 year teaching career, I have taught predominantly in the Primary sector with Ed Queensland, Catholic Ed and Independent Christian Schools. My main area of expertise is as a Phys ed Specialist with a focus on Early Childhood Development. I have also taught Adult TESOL, and for the last 3 years, I have taught as a Relief Teacher. I hold a Diploma in Teaching, a Diploma in TESOL, Qualifications in Learning Connections and am a Provider for The Listening Program. I have a high degree of organizational skills and an ability to detect issues, assess and implement programs for children with developmental issues or who may be on the Spectrum. My Relief Teaching role has taught me to be very flexible and adaptable, and exercise my exceptional ability to empathise and work successfully with all cohorts of children, especially those on the Spectrum.

The responses from my employers have been extremely impersonal, with no personal conversations. Catholic Education sent me a computer generated, tick box sheet for vaccination status. The Christian school tried to contact me the day before the 17th Dec deadline. I had to send a quick email, explaining that I would not be disclosing personal medical history, that had already been lodged with the federal government, with the no third party access. Due to not disclosing, the principal of the Christian school wrote a quick reply regretting that I was no longer able to [REDACTED] worker. There is no response as yet from Catholic Education. Having been a reliable, flexible and committed teacher to both schools, I found the responses very disappointing, but I also understand that they have been coerced to follow the mandates on their teachers and at a very inappropriate tie of year.

Coercion has come from the State Government, which has then been passed down to employers, who have pushed, 'take the vaccine or [REDACTED]'. There have been no personal conversations or interaction. I have become an expendable num [REDACTED] come. These mandates have caused stress and anxiety as to where do I find work now. At 59, I'm too young to retire. Due to the timing of the mandate, there was no time to discuss my Relief teacher position with either employer or to have the chance to farewell my teaching colleagues. The Catholic school has been my main employment for 18 years. This is extremely sad. I now feel like an outcast as I'm not allowed to set foot on the premises of either school. I have given sacrificially to both schools and been available, extremely flexible and helping out both schools when they found themselves in exceptionally needy situations. I have always been there to help them out and now I have been stood down based entirely on my right to refuse third party access to my medical /vaccination status.

My mental health has been affected due to the anxiety of the unknown, unfair coercion tactics at a very inappropriate time in the last week of school and having no rights to defend my decision to remain vaccine free. All of this has preceded what should be a restful holiday period, but the opposite has occurred. Sleepless nights, constant researching and networking with other teachers to give and gain support has added pressure to my life. Mandates against the unvaccinated in general has just compounded all of this. I feel very discriminated against, especially as I am a very healthy individual who has worked hard to maintain my health and fitness.

I have grave concerns for our community with many teachers having lost their jobs. Many others who felt coerced to get vaccinated, are regretting their decision and are having extreme anxiety over having to have done that. They will not be highly functioning in their roles going into 2022. Many other teachers will have the added pressure of having to deal with the loss of staff. There is also much divisiveness. I know of many parents who will be pulling their children out of schools and so I believe there is going to be a huge upheaval to the entire education system.

No one should have to lose their careers, lifestyles, income, friendships and more, based on whether or not they have been vaccinated. Most of us have done the research for ourselves and have made informed decisions, based on a risk / benefit analysis. I would ask that these decisions be honoured and these mandates be lifted for all workers.

Never in the history of mankind has there been a mandate to vaccinate, with the loss of freedom and rights. Pandemics have come and gone before. Cures, medications and methodologies have always been discovered. Some have been catastrophic eg. smoking was good for you; thalidomide caused birth defects; spraying DDT caused many polio cases; aspirin must be used with caution etc. Hindsight can tell a different story. These vaccines have not done the trials and should not be used on humans until the long-term side effects have been discovered. It should be a choice as to whether someone wants to be a part of the trial experimentation.

Educator 400

My name is J and I am a female Design and Technology teacher and work in a private school on the North side of Brisbane. I am 43 years old and have worked as a teacher for over 9 years over the last 20 years. I am a specialist teacher and have a Bachelor of Technology Education. I am qualified to teach students how to use machinery and tools in a workshop. I have also specialized in teaching the new QCAA subject, Design over the last couple of years and have really enjoyed that challenge.

In early December we received an email from our principal saying the government was mandating vaccinations to teach the following year and we needed to oblige in order to maintain employment. . My employer has followed through on the mandates but has graciously allowed me to take the first term with leave without pay as the current state of emergency has been made until week 9 of Term 1. They are disappointed in the mandates but have no choice but to follow through on them.

Financially this move will have a significant impact on our family. We are hoping I can find part time work or get my small business going in order to make up the difference. I'm not ruling out the fact that I may be coerced into taking ~~it due to the~~ need to maintain employment – eventually.

This past term has been very stressful knowing that mandates were imminent after seeing them come out in other states. I have had many sleepless, teary nights and lots of stress related headaches. I wouldn't say I suffer from anxiety, but this has had a huge toll on me. In the week leading up to the 17th of December, I broke out in hives at 3am ~~one morning~~. This only happens when my body is under huge amounts of stress. I simply could find no peace ~~at all in taking the vaccines on offer~~. I didn't rule them out completely and researched both sides of the situation. I only found peace when I decided to let my job go and trust provision would come through alternate sources.

My husband suffers from acute anxiety and has spent the last four years trying to get off medication he has been on for over 20 years. He has suffered greatly over the last year and has had to continue taking the medication he's trying to get off of.

We are passionate about health and spend lots of money eating organically, home cooked, gluten and dairy free meals. We both do not feel safe taking part in a drug trial.

I am very concerned for the health and wellbeing of students. I personally know two students have had significant life altering adverse reactions. I cannot keep up with the stories I've heard from friends of friends regarding reactions.

My other concern is the bullying and segregation that will occur because of these mandates. Adults – let alone children – are having trouble navigating how to accept people who have differing views. We as a nation have fought for freedom of choice and against bullying for so long and with these divides the disunity between friends and family is becoming very apparent.

I hope that the government will look into alternate treatments that have been proven to be effective in other countries and see that the efficacy of the vaccine is underwhelming. It would be great if we could choose how we look after our bodies – build our immune systems and stay home when we're sick... etc. I would love to return to the job I love and continue teaching.

Educator 401

My initials are TB, I am 38 years old and have worked for Education Queensland as an Early childhood trained teacher for 14 years. I have worked as a classroom teacher (prep to year 4), a specialist in ICT and as an inclusion teacher. I have spent my entire career teaching in a low socioeconomic area in Ipswich, which just so happens to be the primary school I attended as a youngster (I feel very privileged to have been able to give back to the community I grew up in). My first few years of teaching were full-time, however I have been part-time since becoming a mother and trying my best to have a work life balance. I have been successful in a transfer for 2022 to a Brisbane school and have my fingers crossed that this will still eventuate and my career will continue.

When consulting with both my former and future principals about the mandate for teachers to be vaccinated I was given the same response. I was told that the department was working closely with Queensland Health and that if I have further enquiries I was to email staffvaccinationstatus@qed.qld.gov.au. I did email an enquiry to this email on the 10th and am yet to have a reply.

I remember reading the email telling Ed QLD staff of the mandates (before the CHO had put the directive in place). I was on my non-contact time finishing off overviews for 2022. My heart sank, I felt sick. I rang my husband in tears. I had been so excited for 2022 and now it felt like my career was coming to premature end. For the rest of the term it was extremely difficult to get up and go to work. I couldn't talk to anyone at work about what was happening as I was in fear of the reactions from others. I was nauseous and on the verge of tears when my beautiful students would hug me and tell me they were so sad I was leaving. Losing my job was always at the fore front of my mind. I cried myself to sleep and wasn't sleeping properly, often waking up several times a night thinking about what was to come. Since having time to process, I have asked my parents to sell their home, pay off my mortgage and move in with my family in the new year, all so that my children don't lose their home. My parents are amazing.

Christmas has always been my favourite time of year and I have tried so hard to bury my feelings and make it magical for my children, but I feel I failed. I feel sad about no longer teaching and anxious about being jobless. I'm not myself and my children have noticed. It breaks my heart every time my children ask to go somewhere or buy something and I have to explain that we can't afford it right now because Mummy may not have a job next year.

It's not just the future of my family that I lose sleep over, but also the impact of the mandate on students and colleagues. There is already a short fall of qualified teachers in Queensland, now there will be more. Are classes in 2022 going to begin without a teacher? Are classroom sizes going to go up? Is there going to be a greater work load for colleagues? Is the government going to employ unqualified 3rd year university students to cover the loses? We have been fighting for better teaching and learning conditions, now this could make it ten times worse! My students who require additional support to be able to have success in mainstream classrooms will go without. Will they be put at the back of the room and not included with their peers? I cry just thinking about it. It's not the country I know and love.

I am not asking to go on paid leave until covid-19 is gone. All I am asking for is to do my job. To continue shaping the minds of today's youth to become positive members of our society. I want the government to consider precautionary measures other than mRNA vaccines. I am willing to wear the necessary PPE and to do rapid antigen testing. I am asking for the vaccine mandate to be dropped so all students can have their teachers back for 2022.

Educator 402

I am L. I am a female Senior Experienced Teacher in a small school in the Warwick area. I am 54 years old and have been teaching for 18 years, I was a teacher's aide for 4 years before becoming a teacher. I have a Masters Degree in Educational Leadership. I was an Acting Small School Principal for 16 months but due to the relocation process, I have been back in the classroom for 3 years. My superpower as a teacher is the teaching of reading and building relationships with children.

Up until my current placement (3 years ago), I have always taught in challenging schools, some of the most challenging in the state, in fact. I have been the 'safe person' for many, many children and have also been a role model for many, especially Aboriginal children, as I am a proud Aboriginal woman! Every school I have taught at has seen a substantial improvement in reading data in my class and/or the children I have worked with. Seeing children grow from not being able to write their name, to becoming competent readers is an absolute joy and so rewarding!

In Term 4 of 2021, there was some pressure from other staff at my school to be vaccinated and there was also some talk of me 'letting them down' to them because I was not vaccinated. I was very lucky to receive an empathetic response from my principal, who approved my long service application for Term 1 of 2022. I suggested and helped arrange my own replacement so my class (some who would have been in my multi-age class for a third year in a row) would not be disadvantaged by my absence, because as teachers, we truly care about the little people in our care. We so often put our class's needs before our own because that's what teachers do!

From the time NSW mandated teachers to be vaccinated, I (and two other staff) have been under a lot of stress, knowing the mandates would eventually come to us and affect our employment. I have acted as a support person to these staff as our unions would not offer any support in this area. One of these colleagues felt 'backed into a corner' and got the vaccine, which she already regrets doing. My other colleague is a single mother of two and is fearing homelessness come the end of January. She bought her children swags for Christmas in anticipation of having nowhere to live. The stress has been huge and the tears have been many.

I have been forced to take my long service leave, which I had been saving up to tour my husband's homeland of Greece. Now, our trip of a lifetime will not happen as my leave will have been exhausted because of these mandates. It seems such a shame to waste this leave that I have worked so hard for to just stay home, when I am ready, willing and able to work. Once my leave runs out, I face an uncertain future and probably unemployment!

As it has now been proven, the vaccinated can contract and transmit Covid just like the unvaccinated, there is no necessity to mandate the vaccines for public safety. It seems to me, that eventually, everyone is going to contract Covid and how we choose to combat it should be a matter of personal choice, privately discussed with our doctor. In most cases, Covid is a mild disease and most people are told by their doctor or the hospital staff, to go home and self-isolate until they are well. In this light, all teachers should be back to work as per normal, perhaps with some extra sick leave entitlements if we are diagnosed with Covid. In addition, any leave we have been forced to take due to these mandates should be reinstated!

On the second last day of school, I announced to my class of Preps and Year 1s that I would not be back to teach them at the beginning of 2022. They could not comprehend why and I wasn't allowed to tell them.

Many cried.

I cried too!

Educator 403

My name is P, and I am a male working as a HOD in an independent school in Brisbane. I have been a teacher for over 40 years. I have a Masters Degree in Physics as well as a Teaching Diploma and a significant number of other qualifications and certifications.

I have presented at State, National and International Conferences and been involved in the development of a number of the new ATAR Syllabi for Queensland. I am also an author of a number of books including some academic Senior Secondary textbooks.

I love teaching and find I can effectively communicate and teach students from Year 5 to 12, though most of my teaching is in Senior High School. Many of my students have excelled locally, nationally and internationally and also remain in touch and at times return to share their wisdom with my current students.

I believe that one of my greatest strengths as a teacher after being able to establish excellent rapport with my students and pre ██████ passion for learning and seeking knowledge, is my subject expertise, which is enhanced by my very refined research skills.

I also believe that I have an outstanding ability to take challenging academic material and make it accessible and relatable to my students so that they can grow in their understanding and skill acquisition. This ability is ██████ my classroom teaching and in my work as an author.

To date (late December 2021), my employer has reminded me that I have not notified them of my vaccination status, but their written Covid-19 policies make it emphatically clear that my non-compliance with the vaccination mandate will result in a charge of serious misconduct, resulting in Leave Without Pay and ultimately my being fired from my senior role if I remain uncompliant with their Covid-19 policies.

The vaccination mandates have already resulted in two of my adult children losing their jobs and being unable to continue with their University courses. My wife, while already forced to retire due to ill-health and chronic pain, is now very much on the edge due to the significant added stress of this situation. Her mental health has been very negatively impacted, especially as losing my job will force us to have to sell our dream home which we only purchased some 3 years ago.

The tyrannical measures that have already been enforced on my school community and students have had a serious negative effect in a number of ways. Students wearing masks seems to me to be a form of child abuse and an alleged health measure that has no scientific justification, but which has already impacted the health of a many students in a negative manner, as well as impacting the quality and effectiveness of classroom teaching.

I believe it is way past time for our political leaders and our employers to recognize the moral and ethical error of all the tyrannical measures they have imposed on us from masks, to lockdowns and vaccination mandates and put an end to this tyranny which has no health benefits whatsoever and which is seriously damaging the economy and personal lives of millions.

Educator 404

My name is SJM. I am a 39-year-old female primary teacher based on the Gold Coast. I found my calling later in life to become a teacher and in June 2021 completed my Bachelor of Education (Early Childhood Education). Prior to this I completed my Diploma in Early Childhood Education and Care. I have been studying for the past five and a half years (total cost exceeded \$35 000) to achieve my goal of working in my dream job teaching Prep to Year 2. During the last week of my internship I was offered a fulltime contract teaching Year 1 for the remainder of 2021.

Unfortunately, my decision not to take the Covid vaccination has resulted in me not being able to continue my employment for 2022. My employer is supporting the Queensland government mandates for all staff to be double-vaccinated by 23 January 2022.

These mandates have had a massive impact on myself and my family. My husband has been terminated from his employment in the medical field due to the vaccine mandate, leaving us to support our two young children with no income. This has caused an enormous amount of stress and anxiety in our household. In addition to the loss of income and employment, the mandates have forced us to step down from community volunteer roles (Queensland Surf Lifesaving nipper age manager, official and junior club secretary). I am an extremely passionate teacher who cares deeply for my students' development and wellbeing. I have put in a tremendous amount of extra effort in developing an environment, lesson plans and resources to get the best out of my students and have been looking forward to a long career setting children up to be lifelong learners. This has been cruelly and unfairly ripped away from me based on an unscientific mandate.

I hold grave concerns for the education system in Queensland which has already been under pressure and is now losing hundreds, if not thousands, of dedicated teachers. I would like to see these mandates revoked immediately as it is now well documented that the Covid vaccines do not in any way prevent transmission of the virus and therefore unvaccinated teachers pose no greater risk to anyone compared to vaccinated teachers.

Educator 405

My name is K and I work in a High School in Gympie. I work in Special Education and have done so for 22 years.

If I do not take the vaccination, I will be stood down. I live on acreage as a strong and independent woman and operate my farm solely. If I should fall ill as a result of the vaccination, I will have to sell my beloved horses and cattle and move to an area closer to town. If I get stood down, I will not be able to support my beloved horses and cattle.

I urge you to remove the mandates and allow us to retain our employment. I work with special needs children because they never cease to amaze me with their ability to learn and adopt in a society that views them as a minority. I am passionate about disabilities and an advocate for those unable to express their feelings, excitement, fears and other emotions that we all take for granted.

Please reconsider the mandates as allow me to continue to provide the love and support that these special humans need in order to survive and flourish in these changing times.

Educator 406

My name is P, and I am a 32-year-old male teacher from the Moreton Bay Region. I have a Bachelor of Music and Grad Dip in Education and have worked as a teacher for 9 years in different educational settings including Special Education and Music. I am passionate about students finding their voice in music, and also in special needs as they discover their innate abilities.

This vaccination mandate handed down from Queensland Government and enforced by my employer has silenced my voice. My employer has repeatedly told me that they won't or can't negotiate the terms of this arrangement, and repeatedly refused to meet with me to discuss the implications for me or for my workplace in enforcing these mandates.

This mandate has caused immense anxiety and stress in my family, as I am the sole income earner in my household and this will affect our standard of living. My wife and I have had countless arguments over getting the current experimental vaccines, and I have had other family over to my house trying to coerce me into having the [REDACTED] my children and financial commitments as emotional blackmail. I have been told on a weekly, if not daily basis, by my principal and/or other admin to get injected or face not coming back to a job in 2022. This alongside pressure at home has made me at times feel despair and hopelessness at my work prospects and providing for my family. My wife has been frequently in tears and has laid in bed all day in a state of anxiety and depression because of me facing losing my job, and [REDACTED] have frequently asked if we will lose our house if I can't work as a teacher next year.

I am concerned for my students and other colleagues who are left at school having to fill in the gaps inevitably left because of teaching and other staff shortages. Teaching shortages will be felt throughout my school and many other schools in Queensland because of these mandates, and I am concerned for students who will lack of access to quality teachers and the impact to their learning as a result.

Just like students with special needs need to be heard in the classroom, I would love for my voice to be heard by my employer. I want to be able to discuss alternate ways that I can ensure staff and students are kept safe which does not result in me having to get an experimental vaccine, so that I am able to do my job teaching students.

Educator 407

My name is B, I'm a 26 year old female and worked as an after hours cleaner for 3 different schools in Hervey Bay. I lost my last job working at music festivals because of the lockdowns, so for the past 6 months or so I was working for a company cleaning schools after hours.

When the mandates for Queensland educators came in, I was forced with the choice of get vaccinated or lose my job. I am unable to receive the vaccine due to existing heart problems, but a medical certificate was refused to me by my doctor. My employers were devastated as it's hard to find good cleaners. They tried to fight for me to stay but unfortunately were unable to overcome the mandates.

This has greatly impacted my mental health and ability to earn income. My choices of work are limited due to my existing mental health issues, so cleaning was perfect for me as it was after hours and I was alone. Now, not having an income and having limited job availability, I am struggling and falling into a depressive state. I don't want to put my heart at risk any more than it is, however I need an income.

I would love to see these mandates abolished. Too many people are having to choose between their health or their income. It is devastating to see such a free country turn into a place where we can't even choose what goes into our own body. It's my body, my choice and I will always stand by that. I have to be extremely careful with what medications I put into my body as I react so highly to many different things. I shouldn't be punished for that. Never have I been ashamed to live in this country, until now.

Educator 408

I would like to introduce myself, my name is B I am female, 60 years old and live about 20 minute drive from Bundaberg in a small town called X. I have worked as a teacher aide in schools for the past 8 years. I enjoy my role as a special needs high school support teacher aide working with students who struggle every day to learn and fit into society. I am patient and kind and also have a great sense of humour and energy for life. My previous work experiences as a secretary, vet nurse, motel receptionist, library technician, horse riding instructor and horse breaker have given me a wide range of experiences with which I can relate to most situations in the classroom.

Currently I'm studying to be a permaculture teacher with a passion for living with nature and enthusiastically spreading the love of gardens and the embracing of a low waste life style. I enjoy walking, bike riding, horse riding, growing our own organic food, eating well, creating low waste household products and personal hygiene products which has meant throughout my life I have enjoyed wonderful health and vitality. My health is my biggest asset as such I rarely take time off from work due to sickness.

I have never needed a flu shot as I haven't had the flu in 15 years therefore the mandating of Covid 19 injections to be able to work has been [REDACTED] upset for me. Although I am not against vaccines I feel that they should be a personal choice and the ability to know your own circumstances is paramount. My decision at the present time is that I do not wish to be vaccinated therefore I am denied the right to work. My husband has been forced out of the workforce as well, leaving us without any income. This has led to deterioration in my mental health something I have never suffered from in the past. I have had one session with the Employee Assistance Scheme and feel I will need ongoing help from now on to cope with the extreme changes in our lifestyle due to income stress [REDACTED]

This seems to fly in the face of the words of Michael De'Ath email dated 23/12/21 " *looking after yourself and taking time for recovery make it possible for us to continue to deliver our important work and provide high standards of service*"

I can assure you I have always taken time to look after my health, I have weighed up the risks of vaccinating and at this present time the risks from the vaccine far outweigh the benefits as I notice the rising cases of double vaccinated being infected with Covid 19.

Then the words of our acting Director-General, Craig Allen in his email dated 6/12/2021

"Building an inclusive culture allows us to perform better, attract and retain the workforce we need, and deliver services that support the communities we serve."

How can schools be inclusive when they are currently segregating the non-vaccinated staff and ostracizing them by excluding them from their jobs?

Again another quote by Craig Allen, email dated 6/12/2021

"Currently, more than one in five people in Australia have some form of disability who are supported to succeed in our schools, but vastly underemployed in the workforce"

This sentence shows that the need for my role as a teacher aide of students with disabilities is an essential role and one, which allows these students the ability to succeed outside the school grounds. For example one of the students I worked with over a number of years was non-verbal on commencement of her schooling and in year 12 she completed three certificate II qualifications. Another student graduated this year with a certificate III in Hospitality. Her smile on graduation day was priceless. I know that my teacher aide role was pivotal to them gaining these qualifications.

I've been forced to take long service leave at half pay in the hope that the Queensland Government renounces the mandate and allows all staff to make an informed choice in regards to a medical procedure. I would dearly love to return to helping more students achieve goals and become independent workers and members of the community. **Our fate and the fate of our students is in the hands of the Government and you can build an inclusive workforce by giving everyone the chance to decide what medical procedures they require for themselves.**

Educator 409

I am A and I am a 31 year old female primary school teacher working full time in the outback town of X, Queensland. I am a 7th year teacher, and have worked all of these years teaching in the public sector, all in remote and rural locations (Mount Isa and Greater North West QLD). The majority of my work has been in distance education. My gift as an educator is to be able to form caring, growth nurturing, authentic relationships with not only my students but their families and wider community. I truly believe this is my gift as it allows students to access learning in a safe and supported learning environment where they feel more than just a number in a school, they feel like a human being who is being listened to. My gift as an educator is that I care deeply.

The response my employer about the vaccine mandates has been extremely disheartening. I feel as though anyone who wasn't vaccinated at the time the mandate was announced was immediately on the outer with absolutely no support and no information pertaining to the situation we were put in. Since then, whatever little support I felt by those in leadership at my workplace has been dwindled down to what feels like nothing with my job being advertised pre-emptively through Facebook, emails sent detailing pre-emptive plans for impending staff shortages with absolutely no hint of empathy for those who are being forced out (knowing that they would also be receiving the emails), and no reply to my request for leave without pay submission. I find this completely heart wrenching as I have given my heart and soul to this job for 6+ years and to feel so unsupported and disregarded is like a slap in the face.

These mandates have impacted my family significantly. While we are respectful of our opinions, I feel a divide between vaccinated and unvaccinated members of my family that wasn't there before, and that saddens me to my core. My friendships with co-workers who are vaccinated have been affected, again feeling that there is a line between us now which makes me want to withdraw myself from my social circles as it's easier to be alone than continually having to justify what my choices for my own body to not receive the vaccination. I'm distraught about this divide as I am someone who loves to be social and loves to connect with and for people. These mandates have put a stop to that. I have not succumbed into getting the vaccine, but each day I feel it wearing down on me. I'm not sure how much longer I can take the pressure, but I have applied for special leave without pay (which has not yet been approved) in the hope that I can give myself time to make a choice that's right for me. Whether my leave is approved or not, in applying for this leave I face losing my home also as I am living in a remote location in departmental housing as a result of the vaccine mandate. .

The vaccine mandate has had a significantly negative impact on my mental health - I feel as though I am in shatters. I am experiencing high levels of anxiety daily, it is difficult for me to imagine a future that is not doom and gloom, I am angry, I am sad, I am scared. Without tuning into breathing exercises and using the strength of my mind to keep calm, I feel on edge for most of the day, and my sleep has also been effected as I have been waking up gasping for air in the middle of the night. I have difficulty concentrating and often have to fight off feelings of panic. I am someone who is quite self-aware, and what I am experiencing now as a result of the vaccine mandate is mental hardship unlike I have experienced before.

The concern I have for my students and community as a result of these mandates is overwhelming. Coming from a remote and rural location and working in distance education, I know first-hand how difficult it is to find quality staff. I am willing and able to work, yet these mandates are stopping me from servicing my communities. These isolated students are already at a disadvantage, why are we disadvantaging them more by taking away willing teachers. I fear for the education community I am being excluded from.

I am asking for the mandates to be dropped, allow teachers to do the jobs they love and support the students they care so much about. Risk assess and consider other options for protection other than a vaccine mandate.

While perusing Facebook I saw a fellow teacher posted this on their page:

'I know it's holidays because my mind is clear, my heart is soft and I can breathe'

For me this holidays have been the exact opposite. My mind is full, my heart is strained and I feel like I can't breathe. It is this vaccine mandate that has done this to me. Please drop the mandates so that I, and others, can continue to be the best version of myself.

Educator 410

My name is J and I am 46 years old, a single mum raising two boys and a Special Education Teacher. I have a Bachelor of Education with a Specialisation in Early Childhood. I have worked for Education Queensland since 2009 on a part-time and full basis over the years. Although my job was often challenging, I got up every day because of the students whose lives I impacted. For many of my students I was their safe contact, their consistent person who always showed up for them. In many cases I supported parents as much as the students. I did this with an open heart and a desire to give all students an opportunity to have ownership over their futures as they moved into high school and beyond. I gave them the gift of hope and possibilities.

My Principal has responded to my news of not being vaccinated as helplessness, reminding me that she is an employee just like me and her hands are tied.

[REDACTED]

The mandates have impacted my ability to provide for my children as I will very shortly have no income to meet many of their needs. This is not the future I envisioned for my children. I do not feel hopeful for their future or mine, I feel powerless and defeated. My children are fearful [REDACTED] us as the future looks uncertain and unclear.

[REDACTED]

My concerns about the fallout from these Mandates is how our community/students will be impacted. The additional changes and fear of losing familiar Teachers combined with the stress of COVID concerns will greatly impact children's mental health. I have seen an increase in this over the last couple of years. Where is the hope for our future generations? What world will our kids, grandchildren and great grandchildren live in?

I am seeking the right to bodily autonomy, everyone should have a choice regarding what they put into their body. Let me make the decision without being punished through a loss of income because I see things differently. I am willing and able to teach, that is my destiny.

Educator 411

I am a primary languages teacher (BA, Grad Dip Ed) and work in Brisbane. I am in my forties, married and have young children. I also have over 10 year's experience as a teacher, having followed my dream in my thirties, with the financial support of my husband, to quit my banking job to become a teacher. It was the best decision I ever made – even though I earned considerably less money at first than banking, because I absolutely, unequivocally LOVE my job.

My mum, aunties and grandparents were all teachers. It runs in my blood. It was what I was meant to do – and I am OUTSTANDING at what I do. Of course I get regular recognition from my administration team, but it is the response from my students that really lets me know that I am making a difference in the nearly 700 students I teach a week. I love teaching because I love children – the children know this and respond to this. This is key to my success – it is literally that simple.

Because I have autoimmune diseases and am a naturally cautious person, I did not rush out to get the mRNA jab when they were first released. I like to do my research with long-term safety data. I think it was a big surprise to my principal when I first asked for the risk assessment in Week 10 following the announcement the department was going to mandate the jab for all teachers. Whilst I did not wish to disclose my own private health information, that has no impact on me performing my duties, I felt I needed to explain that I am already suffering from inflammation caused by the autoimmune diseases I suffer from and was concerned from reports of myocarditis, pericarditis, clots and strokes, etc, which seem to be higher in those that with pre-existing autoimmune conditions like myself.

The vaccine is provisionally approved. [REDACTED] would like at least this time for the data to be collected before I take something that may indeed injure me further, or even cause my death. I explained that given my age, if I do get the virus, I have an exceedingly high chance of survival (greater than 99.9%). I also explained that according to many scientific papers, such as the Lancet, that a vaccinated person is just as likely to transmit the virus as an unvaccinated person. Also, unvaccinated does not mean diseased – you still have to catch the virus before you can transmit it. It should not be assumed that just because I am unvaccinated I am somehow a diseased, second class citizen.

I also expressed my dismay that I had [REDACTED] time during the last two years during the pandemic with no concerns. There was no way I would not want to teach my children [REDACTED] it was important I was there for them, and I wanted to be. Indeed, the Department even went so far as to reassure us that we were in no way posing any risk and that children were unlikely to become sick from the virus or spread it. But with a similar profile to the annual flu, I was happy to take my chance anyway. I never get the flu shot – again, concerned with autoimmune flares from vaccinations and adverse reactions that I have had – and I never get the flu. I look after my health, eat well, exercise, etc so I feel completely confident to go to work and trust my natural immunity. And just like that, the department has decided we have gone from low to high risk! How convenient.

Whilst my principal was sympathetic and didn't want to see me sacked for not taking the jab, I did feel that he was probably more concerned with the problem of replacing me. He even said his first thought when I sent the risk assessment request through was 'how am I going to replace a languages teacher'? That made me feel sad because I don't want to be replaced and I shouldn't have to be. He said this had nothing to do with the quality of my work – which is exemplary, but all down to the department's mandate. I'm just beyond devastated that this could even be happening to me. I've only ever wanted to be a teacher and I have poured all my blood, sweat and tears into this job. I worked hard and topped my university degree, I was so dedicated to fulfilling my dream. I have never worked so hard in my life at anything. And I have never, ever been threatened with disciplinary action or the sack in my life. It makes me sick to my stomach. May I also mention, I still have not received a risk assessment from my employer.

Thankfully my husband still has a job. I do not know what is going to happen to me but my husband loves me and does not want me to suffer an adverse event should I get the jab. He wants me alive and not injured to look after my family. We are going to have to sacrifice, reduce our mortgage and goodness knows what. We are going to trust in God's provision solely. We are going to pray the department changes their mind and reverses their decision on these mandates.

I just want to be a teacher. That is all I have ever wanted to do. And now this is going to be taken away from me. Our family has suffered so much with these unjust segregation laws since Dec 17 where we can't even take our children to the ice-skating rink or movies. The whole response to the pandemic has left me depressed and scared. If it weren't for my children I would be almost suicidal – as it is I have fantasies of just running away or jumping off a bridge to escape the horror.

Finally, I am scared. I am scared by the government and the bureaucrats who have so easily and callously destroyed my life. I am scared by these coercive bullying tactics. I have only ever been a good citizen. I've always worked, I've paid my taxes, I've raised two amazing children, I have never been a drain on society or claimed benefits. And I am being paid back by being sacked, segregated and 'othered'.

Please, let us go back to the way things were. Let those who wish to be vaccinated be vaccinated and respect the wishes of those who would like to exercise caution and wait for the long term safety data. Please let us going back to the Australia we all knew and loved from two years ago. Let this nightmare end.

Educator 412

My name is J, I am a mother of 3 from South East Queensland. I have a certificate 3 and 4 in Education Support, and I am an inclusion aide working with children with disability.

I don't just assist the teacher. I work with children who have anxiety, intellectual disability, autism and cerebral palsy. I also administer medications and inject insulin to two students with diabetes. I coach and support the students to play in the playground, eat at lunchtime and interact with others. I encourage the students to walk to their classrooms when their anxiety stops them from being able to do so. I am their constant safe place and they trust me to help them get through their day.

I am on a wait list to see a specialist about my medical conditions and therefore cannot be vaccinated until after my appointment, so now I cannot enter my workplace and help the children who rely on my every day to get through their school day.

I am concerned for the children I have worked with daily for the past 4 years. Will they regress? Will their anxiety become worse? Will school become a terrible place for them again?

Since the mandate date was released, I have suffered anxiety and panic attacks and cried in the car on the way to work. I also experienced workplace discrimination, when I was told by another staff member that I didn't deserve to keep my job if wasn't vaccinated. My mental health has suffered, I haven't slept in weeks worrying about how we will pay the bills and keep my family in our home. Where will we get the money from if I can't work? How do we explain to our children that mummy can't keep her job because she is too sick to have an injection?

My biggest concern for my community is who is going to look after the children if there are other teachers and teacher aides like me, who want to work but can't because of a medical condition and are on a wait list to see a specialist.

Who will support the children and help them get through their day?

Who will be their safe person and a person they can trust when things go wrong?

How big are the class sizes going to be? Will that cause stress for the staff left behind while they wait for our return?

I love my job and I love the students I work with. I want to see all teachers and school staff back at work so we can all do our jobs so the children don't suffer.

Educator 413

My name is MM and I am a 51-year-old female living in Brisbane. I am a teacher aide at a local high school which I absolutely love. I have been in this job for 14 years. It has been very rewarding and definitely challenging at times. I love being able to leave work with a smile on my face knowing I have been a positive influence on teenager's lives. Some children from not so happy homes need that support person in their life and I believe I am that to many.

I have not had any response from my employer yet regarding if I can return to the job I love or not.

I have not been coerced into taking the injection and am facing losing the job of my dreams (one I have worked so hard for). The mandates have affected my family as well as close friendships. It is tearing us apart. Everyone wants to know if you are vaxxed or not. It is no one's business but our own. Now we get uninvited to some events because we are not vaxxed. This is just awful.

It has caused a lot of friction and arguments between my adult children. One of my daughters is a registered nurse. She got treated so disrespectfully and unlawfully by members of her own nursing team. She was so down and very upset by this for weeks. She even got in trouble for speaking to her work mates about this. My son also got let go from a hospital because he did not want to get vaxxed right then and there.

Some concerns for the students [REDACTED] talk about this Vax. Even teachers are asking the students if they have had the Vax. This is so wrong. Where is the medical privacy in this? I really don't want to see this be made mandatory for students. Some students look forward to going to school to socialise and especially to escape their home life if it isn't that good.

I am asking that these mandates stop immediately. It is causing a divide in our community, mental health problems, stress from losing jobs and just a whole lot of heartache for everyone.

Let's all work together and do what is best for everyone, including our students and our families.

Educator 414

My name is A. I am a qualified female teacher with a Bachelor of Education who has worked full-time in the private sector for 30 years. Approximately 20 years was in Primary school and the last 10 years has been in High School. I have been teaching at a small country school for the past 15 years. I am a very flexible teacher who can work across almost any area, filling needs as they arise. I am currently a homeroom teacher to the Yr 11 & 12 cohort, teaching English and Mathematics and several LifeSkills Programs. I also have a Certificate IV in Career Planning. I have a passion to assist the senior students with their career pathways, assisting them with SETPlans, Employability Skills, Work Experience, undertaking Certificate courses through external RTO's and university SUN (Start Uni Now) courses. I also teach Work Studies to Year 10 students. I work with our Senior Student leaders to develop their gifts in leadership, both within the school and local community. My gift is that I see each student as an individual and am wanting to assist them in developing a unique, individual SETPlan that caters to their gifts and interests.

My employer said that he is personally against mandating any vaccinations as a requirement to teach but feels that his hands are tied and needs to enforce them.

The mandates have and will impact my family greatly into the future. I have weekly, monthly, yearly bills to pay which will do not miraculously stop when I lose my job. My daughter, her husband and two children plus one on the way (my grandchildren), live with us and they rely heavily upon us for financial support. I face losing my job and there is going to be a major change to our standard of living.

This mandate has taken a heavy toll on my mental health. I have been very angry but I am trying to keep that emotion hidden from my family and not put it on them. I do feel like I am getting depressed. This Christmas has not been a time of peace and goodwill for me.

I have grave concerns for my school community. I work in a small rural school and have always been understaffed. We often find it difficult to obtain teachers. The teachers in our school do not get any non-contact time and most of us undertake break duties 5 out of 10 break times throughout the week. With limited staff and less staff next year, this is going to impose so much more pressure for the staff next year. The staff are already under pressure, and I am afraid that some of the teachers may leave the profession due to this.

I have grave concerns for my students. As we are a very small school, I am the only high school teacher who teaches Math and English and I am afraid of what that would mean for the students. Perhaps that means that these students will not be able to complete these subjects and therefore not receive their QCE. This will have a massive impact on their ability to follow their career paths, whether that be to university, to undertake a trade or progress into the workforce.

I am asking that these vaccination mandates be removed for teachers.

Educator 415

My name is LG and I am a female Special Needs Teacher Aide working at the same public primary school in Bundaberg for the past 15 years. I became permanent in 2011 and presently work 28 hrs per week on a permanent basis Monday-Friday. I am 63 years of age and mainly work from Year 1 to Year 6. Qualifying with my Cert 4 in teacher aide studies in October 2003 as an older employee has allowed me to wear several "hats". You could say I'm only a special needs teacher aide but that is only my title. To many of my students I am their confidant, friend, educator, listener, replacement nanna, extra shoulder to lean on (physically) not to mention a few extras I do lovingly and willingly.

As the year was ending, so came the Special Broadcast messages about COVID-19 from the DG and Acting DG. In relation to my email request 8/12/2021 for the risk assessment regarding vaccinated/unvaccinated staff at school I was sent a generic email 10/12/2021 being the last school day of the year and a very busy cleaning/moving classroom, which advised that the ADG message on 1st December 2021 was information regarding high risk settings including schools. This message incorporated FAQ but did not justify how I am more of a risk at school than vaccinated staff nor did it mention the only difference between vaccinated and unvaccinated staff would be the severity or possibility of hospitalisation. Included in this mentioned message was the question "Do visitors including parents need to be vaccinated?" If you refer to that question you will read that the vaccine requirement does not apply to visitors including family members and yet I am posed as a risk to my work environment? I would also include the fact that there are teachers with partners/spouses that are not vaccinated and may pose a medical outbreak. As evidence and living with this virus shows, being vaccinated does not stop this virus, it only minimises your symptoms.

In relation to the last school week and the new mandate that was directed by the Premier in the ADG message 1/12/21 to have been vaccinated with the 1st dose by December 17th 2021 and then amended to 6th January incorporating the 2nd dose by January 23rd 2022 caused me stress, many tears, insomnia, bewilderment and shocking fear that there was a possibility I may not be able to see "my kids" and continue teaching. I live alone so the immense impact resulted in a doctor's appointment on December 13th, resulting in a prescription of escitalopram 20mg for anxiety due to the mini breakdown I had in her surgery and to stop the nausea as well as 3 psychologist appointments beginning in January 2022 all due to the possibility of these mandates and my decision not to be vaccinated. I might add that I have never had any anxiety/nerve issues before this mandate and I am a healthy 63 yr old that engages in 2 hrs of clogging (American tap dancing) per week.

We have Behavioural/Special Needs Teachers along with the HOSE at school but many troublesome students "hunt" me out just to have a chat and to "breathe" with me because I am their safe place to fall and they know I'll hear about their behaviour and they know I'll be disappointed. They see the school hierarchy, get their consequence and chat with me. This is done usually at lunchtime when they see that I am free. This is not common knowledge but just another special touch I make at my school. Yes we have a chaplain 2 days a week, but these students need ongoing guidance which I provide daily. I implore you to come and see my daily playground duties when many students run up to me as soon as they see me or regularly ask if I'm on playground duty at the break and then do a high 5 when the answer is yes! Teachers teach, as an aide I have small reading groups and have a much more personal relationship with the students and regularly inform the class teacher with new information that they just don't know because they teach 25-30 students. As a senior and older aide my workplace needs me. My concerns are many in particular "my little boy" at school with Spina Bifida that I have nurtured and toileted for the past few years. He is now 10 and is more confident in toileting himself but our relationship goes way beyond just that. I am known as his "go to" person and during a bitter separation battle he needed me in words that can't explain. He was very distraught, confused and involved in adult conversations including the court hearings that no young child should hear. What will happen to him? I could not say goodbye at Christmas to him as my emotions were already sky-high with the mandates.

I run speech programs for selected children and liaise with the education departments visiting speech pathologist and have done so for many years. This is my specific job description that cannot be easily reassigned so my concern is for these students. I am the Easter Bilby bearing chocolates at Easter and share the joy around the prep classes. This job is hot (wearing a furry costume) and not one with many volunteers opt to do. As we have several newly graduated aides, they need my guidance and knowledge and tactic tips in times of tantrums and unruly behaviour that textbooks and other mainstream aides just don't provide. In short I am a very valuable, respected and a necessity for my school that needs to be taken into consideration and a concern that is continually on my mind.

So I am imploring for the government to allow me to continue to teach, care, love and nurture the students of my school. I need to get off this medication and get focused and ready to start 2022 where I belong! at my school, educating.

As Mr Morrison once said, we all have to learn to live with this virus and we are, whether we're vaccinated or not as this vaccine and virus has shown us, none of us are protected.

Educator 416

TG: I am writing to express my disappointment and dismay at the mandates that have been put in place for staff who work in the employ of the Department of Education in Queensland.

I have been a teacher- and more recently a HoD- with the DoE in the North and Central Queensland regions for twenty-eight years. This is a profession about which I am passionate. I have worked in small, remote schools with student populations of 200, as well as large regional schools where the enrolments are more than 1200.

I love my job. Because I love my job, I have taken on additional roles in my capacity as a teacher – school camp co-ordinator, assistant director of school musicals, Creative Writing School of Excellence co-ordinator and teacher. I have also acted as a mentor for beginning teachers and assisted with induction and transition days. I have undertaken these additional roles because I am invested in State Education and feel that I am able to make valuable contributions in my place of work. Good teachers are invested in their students but unfortunately, I will no longer be able to make a contribution if the vaccine mandates are upheld [REDACTED] cause of great angst for me. Good teachers will be forced to leave the profession if these mandates are upheld.

I know that the consequences of my not returning to work or having my employment terminated will not only impact me but my school. As you are no doubt aware, teachers are already in short supply. My position as HoD means [REDACTED] ff will be without their facilitator. Whilst I have done everything in my power to [REDACTED] school year will run smoothly and my staff are professional and capable, my absence will be felt. It also means that members of Administration will have additional stresses placed upon them. The people for whom these mandates will have the greatest bearing, however, will be the students!

Because of my individual circumstances and the fact that members of my immediate family experienced adverse reactions to the vaccine, I felt that I needed more time than that asserted by DoE to make an informed decision about my options. My principal was supportive in this regard. I am very concerned about receiving the vaccine- for a multitude of reasons- and the fact that I face losing my job because I am hesitant about being vaccinated is distressing. I have spent many a sleepless night agonizing over these mandates and what it will mean for my family and me. The cold sores that have adorned my face for weeks and the sick feeling in the pit of my stomach are testament to the stress that these directives are having on me and sadly, my family. I urge you to rethink the directives. There are real people being affected by these mandates. Each person has a story. Each person will be impacted by the mandates being introduced by the government... and the fall out will be extensive and wide-ranging.

I want to continue in the job that I love. I want to continue to support the students to whom I am dedicated. I want to continue to be able to make a choice.

Educator 417

My name is C, I'm a teacher in Mackay, 41 years old and have been a teacher for 20 years. I possess a Bachelor of Education (Secondary) and a Bachelor of Arts (Visual Art). I loved art as a child and had some wonderful inspiring teachers that taught with passion for their subject area; my gift to my students is to also pass on this passion and promote creativity which has become increasingly important in innovation as we prepare the next generation for jobs that do not even exist yet.

As I work in a private, independent Anglican school; I was expecting that my principal would be willing to negotiate the terms of vaccination requirements and as a valued staff member, that he has told me that I am many times I expected that the response to my not being vaccinated due to being registered for a Covid-19 trial on the 16th of December would be centered around risk management such as rapid antigen testing for example. I was entirely shocked that instead his response was that if I did not receive my first vaccine dose by the 17th of December and if I'm not otherwise exempted meant that I could not lawfully perform my duties and therefore I'd be suspended without pay from the 20th of December (5 days before Christmas), unless I provided proof of first vaccination dose. I immediately replied stating that I believed that I was entitled to my holiday pay and asked when this would finish and when the suspension was to start and he did not reply. To this date, I have received no further communication from the school although I did receive a full pay on the 24th of December, so I can presume that for now the that the reason I was told that I'd be 'suspended without pay' was a scare tactic or bullying tactic to coerce me to have the vaccine. I find his behaviour disgraceful and un-Christian for a man that proclaims to be one of faith. In the meantime, I had a very stressful lead-up to Christmas, wondering how I would support my family if I was no longer receiving any holiday pay. As my children attend my school and I receive discounts and I salary sacrifice for their fees this further impacted my mental health as I was and still am facing having to withdraw them from the school that they love as we simply could not afford the fees if I was not working there and was not receiving any income.

I have been seeing my GP who has been investigating a possible heart condition since October; I was unable to see him prior to the 16th December deadline that I was given by the school as it is weeks to get an appointment. He has since recommended that I not have any vaccine and has given me a medical certificate as a temporary exemption until I can have further tests to check what is happening with my heart. I passed this to my principal on the 28th of December and again have received no response. I've been informed by Red Union that no principal in Queensland has accepted a medical certificate as an exemption; another part of the directive for high-risk workplaces that puts teachers such as myself at further unnecessary risk to have a currently available vaccine or lose my job. As you would be aware, the Temporary Exemptions that are available through Medicare do not include being investigated for possible heart conditions and I find this to be nothing but negligence for the health and well-being of Queenslanders such as myself that have been mandated to be vaccinated to be employed in our field of choice.

My husband is also a teacher with Education Queensland facing dismissal and so we have taken the drastic decision to sell a property that we own to cope financially so that we can continue to live and pay our mortgage on the house we live in for a time if it comes to it. It was never our intention to use the profit from this property in this way. This property was purchased as a nest egg when we were newlyweds for our children's future and we didn't expect to be selling it until they were at least of the age that they were completing their Year 12 studies. Both of us are worried not just for our own future but for that of our two young children aged 5 and 9 and what the future will look like for them if their bodily autonomy is taken away by government.

I am concerned not only for the future of my children with regard to mandates that strip their freedoms to be full participating members of society; but also for the future of my students that may be starting their year in 2022 without me. My Year 12 students have their first ATAR assessment due early in Term 1 and will definitely be impacted without my support. I provide a welcoming and supportive environment that

includes everyone for my students and I actively support those students suffering from mental illness such as depression and I fear for them if they do not have their art teacher to come to and make lunchtime projects or for a chat. I have built positive working relationships with all of my students that I teach from Year 5 to Year 12. I am also a Lead Confirmer for the QCAA, and if I am not teaching Year 12, then I will also be unable to fulfill my duties in this important role to verify results in my subject area.

I am asking for the vaccination mandates on schools to be removed. Schools have not been deemed high-risk through the entirety of the pandemic and yet suddenly they are now. Teachers such as myself continued to work, and at my school we continued to work face to face with students and also online simultaneously for a term in 2020. I turned up to work every day and my school never shut due to Covid. Schools should not be mandated, children should also never be mandated. It is a personal choice to be vaccinated and each person and parent should have the right to weigh up the risk and benefit to being vaccinated as I have; and I've made my choice. I simply do not understand how I am a risk to my students and colleagues by not being vaccinated, when the vaccine does not stop the spread or prevent infection. The risk of not being vaccinated is only to myself as the vaccine reduces symptoms- I am not anti-vax, my family is vaccinated for many diseases but I do not agree that I should have to have a Covid-19 vaccine as a condition of my employment when the vaccine itself is not without risk.

I have been told that due to the mandates that insurance companies for private schools will not provide insurance coverage for schools that do not have fully vaccinated staff- this means that, even if staff have Medicare exemptions they will not be allowed to work if the school chooses. My school has a Vaccination Policy and it states very clearly that even if a staff member is in a Trial, Temporarily or otherwise permanently Exempted that the school may determine that they cannot perform their duties at the school. Perhaps the government did not foresee this impact, that insurance companies would do this. The mandates have locked everything up so tight that no teacher can not be vaccinated and still be guaranteed that they can still actually teach. Even though there are some provisions in the directive for high-risk settings, schools have been given the power to disregard any exemptions as it is their choice to allow unvaccinated staff on-site or not.

With such an uncertain future, my husband and I are looking for alternative work; my husband is so jaded by all of this he feels that he may never return to teaching and is starting training in a different industry in January. For myself, I am hopeful but not counting on that I'll be able to continue with the career I chose and that I love.


I hope that my message to you is heard and if you are reading this far down in my letter then I thank you for taking the time to read it.

Educator 418

My name is S, I am 72 years old and have been employed by the Queensland Department of Education since 1970. In that time, I have taught every Grade in Primary school, been a Maths Advisor for the new Government initiative of Shaping the Future, moved into Behaviour Management after completing Graduate Diploma in same.

In 1998 I was the inaugural Principal of the Toowoomba X School where I was supported by Rotary to provide opportunities for young people who were faced with significant social and emotional disadvantage making it difficult to engage fully in a regular school.

After 10 years in that position, I returned to the classroom and now teach fulltime Music and EAL/D to Primary School children.

As I have progressed through my chosen career, I have seen many changes, some good, some not so good. This has led to my  and beliefs and constant updating of my practice.

Like most teachers I work long hours, I work at home, I work on holidays. I live and breathe teaching and it defines my life. The impact a teacher can have on a child is huge and is not represented in our pay or in the lack of respect we are shown as professionals.

Never has the lack of respect been more obvious in the current situation where our employers (either Government or Private) have decided we are no longer needed because we remain healthily unvaccinated. I have not made this choice randomly and have read many relevant articles and research studies on the subject. I make sure that they are mainly peer reviewed as this process ensures that the quality of the research and validity of the findings is high.

My future career as a teacher is uncertain and this has resulted in both financial and emotional stress in my life.

I am not anti-vax and am up to date with the vaccinations recommended for my age group. I am merely exercising my right of informed consent to not take the COVID-19 injection.

Educator 419

My name is Y, and I'm a 48 year old single mum of 3 teenagers, 2 of whom have managed to complete their final year/s at high school during 2020/21. I was blessed to be a stay at home mum until my youngest commenced school in 2011. Having 3 children in 3 years was hectic, but I believe it set me up to become a great organiser, scheduler, and planner – skills that I display in my role as an administration officer in a state school in Brisbane. When my youngest son, now almost 16, started Prep, I had just finished my Cert III in Education Support and worked as a casual Teacher Aide at local schools. In Term 3 of 2011, I gained a contract at a school in an adjoining suburb - initially I was employed as a teacher aide, and then was given an opportunity to work as part of the Admin Team, which lead to a full time position at the end of 2018. I love my job, I love that every day is different. I love the students, who come shyly into the office and their faces light up with gappy grins when they realise I've remembered their name. As each year ends, another cohort of students who I met in Prep, transition to high school - watching them grow, learn, adapt, persist and become school leaders is such a privilege. I love my co-workers, some of whom have become wonderful friends. I love the school community as a whole – the joy we share when new babies arrive, or the sorrow we share when there's a death in the family, or just an understanding between parents that the parenting gig is sometimes pretty tough.

When the first email arrived from the ADG on November 30th advising of the mandate, my heart sank. To learn, to read in black and white on my computer screen, that I had two choices – submit to a vaccination, or lose my job. The job that I love. I walked around for the rest of that day on auto-pilot. I just had to focus on the tasks at hand, to get through that day. Honestly, the rest of the term just feels like a blur. I learnt to put [REDACTED] at work, but at home, I couldn't hide it. My children knew something was up; I tried [REDACTED] could, but the bubble finally burst and I knew I had to tell them the truth. That my job was on the line. I had to choose between the job I love, or submit to a vaccination.

Finally, I saw my GP. I spoke to her about how I'd been feeling and learnt that I was suffering from anxiety. NEVER in my life have I suffered from anxiety. I've been a confident, independent woman. I travelled alone overseas in my early 20's for 18 months and thoroughly enjoyed it. I worked in high pressure Executive Assistant roles and thrived. But the thought of having to choose between having a vaccination or losing my job, had rendered me anxious and in need of professional support. I have worked with women with Post Natal Depression, as an advocate, and would always reassure them that it is ok to ask for help, it's nothing to be ashamed of. Now it was me, needing to ask for help and trying to deal with the shame.

I hold grave concerns for other members of our school communities. It's been a tough 2 years and we possibly can't even imagine what some of our families have been dealing with – whether it is family members overseas or interstate they haven't been able to see, small business owners doing it tough due to the lockdowns, mental health issues due to the lockdowns, stressed families due to learning at home, anxiety due to the mask mandates.... The list goes on. My heart goes out to children unknowingly bearing the brunt of households where their parents have had to make decisions they never dreamt they'd be coerced into, to provide for their family.

How did it become that Australia, The Lucky Country or Queensland, Beautiful One Day, Perfect The Next has been reduced to this level of coercion?

Educator 420

I, L, am a special education teacher aide and an education interpreter at X State School, I have been working at the school for over 2 years and am enjoying every minute of it, learning new strategies and building my knowledge.

I have received numerous emails and text messages regarding my vaccination status from Education Queensland but no information or contact directly from my line manager or Principal. I am assuming it is because it is school holidays and we all know no one likes accessing work emails on holidays.

The current education mandates have terrified me. I really enjoy my job. I love turning up to work to see the children I work with daily. I've now been given an ultimatum, get the vaccine or you are not welcome at the school. This is coercion and I'm not happy about it.

I have had so much information to process, constant worry, feeling of failure, financial strain with the prospect of not having a job and helping to support my family is terrifying.

The concern I hold for the children is that they won't have consistency. In my role as an special education teacher I support with many special education children and I feel they will now have to build this all over again with other staff. It is a rewarding role and I am very saddened that it could be taken off me because of these imposed mandates.

Please help to have these mandates revoked, so I can get back to the job I love. Get back to the children that need me. The feeling of letting these children down is weighing me down because of a health decision I have made.

We weren't in a high risk setting at the beginning of all of this Covid-19 pandemic but now we are?

Educator 421

Hello, My name is A and I have been a Teacher Aide for 13 years in the Bundaberg region. I have been a special needs TA but the last 7 years I have been specifically trained in one on one reading/decoding and writing programs. These programs have been very successful for our school in getting our students to meet their reading & writing goals and I'm very proud to have been an integral part of this success. I am also our P & C president and volunteer tuckshop conveyer.

I have been very lucky to have a Principal who has been understanding in relation to my position in regards to these vaccination mandates. He is incredibly disappointed and absolutely frustrated to be put in this position. He feels as though the rug has been pulled from under him as he has no choice either.

These vaccination mandates have devastated me. I don't believe that the vaccination is the best and only way to combat Covid-19 so to mandate it and force me to continually inject something into my body to keep my job is absolutely appalling to me. To walk away from a job, students and co-workers is soul destroying. I have shed so many tears over these mandates. This is supposed to be a happy time celebrating Christmas with family and I have barely been able to keep my mental health together. I have tried to make this a special time for my family but it's taking its toll. Getting emails and text messages every other day about our vaccination status is ridiculous. This is our annual leave, how can this even be appropriate when they stated we had till the 7th of January to respond. Education Queensland is using nothing more than bullying tactics.

Our school will be greatly impacted. We are a small school of 40 students. We have been a well-oiled machine these last few years and now we are losing many years of combined teaching experience through these mandates. Our small school community has also been ripped apart by stopping unvaccinated volunteers from working in the tuckshop & organising school events. How will these volunteers be replaced? Volunteers are a dying breed. Will our tuckshop just fold and the students miss out?

Having to replace teachers also makes me, as a parent, nervous. My daughter had a wonderful teacher who is now fighting for her job. Who will my daughter's new teacher be?

Please understand that the vaccination mandates are causing more destruction to our families, students and schools than the risk of Covid-19 ever will. Data shows the risk to children is minimal, in fact this was a phrase used regularly when we were open for the children of essential workers in 2020. Using RAT testing makes far more sense than forcing vaccinations onto our hard working staff. Let us be responsible for our own health care.

Educator 422

I am writing to you today to express my sincere despair over the current vaccination mandates for all education staff. At the age of 22 I graduated from USQ in 2011 and since this time have been a fulltime employee of Education Queensland. I completed a Bachelor of Primary and Middle Schooling majoring in Special Education. Upon graduation I worked for four years in Central Queensland in both Primary and Secondary settings. I then worked three years in Townsville as a Special Education teacher and I am currently employed in the Lockyer Valley as a specialist Special Education Educator. My true passion is providing a safe space for students to learn and provide them with a curriculum that is aligned with their peers but at their level to ensure success.

The last weeks of the 2021 school year were the most distressing time of my working life. I felt completely at loss with the prospect of not being able to work in the place I love the most because of a personal medical choice. I spoke with my Head of Department and the Principal, both were incredibly supportive of my decision but they were at a loss of what my options moving forward were. M [REDACTED] as, 'it is still early days, we will wait and see what happens.'

When I am at school, I have a class full of students that come from vulnerable, un-settled and broken backgrounds. School is their stability. I am their constant.

These vaccine mandates [REDACTED] affect me and my students, it affects all my loved ones. The financial hardships that [REDACTED] cried look on my three-year-old daughters face when I suddenly start crying when I remember our uncertain future.

2022 would be my 10th year teaching. Teaching has been my life. What will next year look like for me and so many others who are facing losing their career and their passion? Every day I wake up hoping that this is all just a terrible dream.

I sincerely hope that you re-consider this mandate. I am not just losing my job. I am losing my passion. My current and future students are not only losing a teacher but losing their stability and support base. My family is not only losing money but losing their future financial support.

Educator 423

To whom it may concern. My name is J and I have been working as a teacher aide for 14 years, predominantly at X State School, in Gympie. I am 63 years old and have been forced into early retirement by the Ed Qld vaccination mandate as I am not due to retire until 67.

I have a Science degree and an Arts degree and have had a career for many years as a Medical Laboratory Scientist. Once my family had grown and achieved successful educations of their own, I felt it was time for me to give back to the education of other children, and this has been my passion and purpose in life.

I have worked across all year levels and special needs areas in Primary school, and as well have had extensive training in delivering Speech Language Programs in the early years where oral language is so fundamental to all learning. Also, due to my scientific background and interests, I have run, as extras for different year levels, special enrichment programs in science, typified by exciting, hands-on, scientific experiments. In practical terms, really, there will be an expertise vacuum that will take some time to fill, if at all, (and one that was ridiculously cheap in monetary terms to the State too!) . My Principal kept stating that he wanted me to make an 11th hour change of mind [REDACTED]ted.

Sadly, it is the children who will suffer, especially since Gympie South State School has one of the lowest socio-economic cohorts in the Gympie Region, which is well noted for its very low AEDI figures, especially those concerning oral language. Also, I can't even count the number of my "science students" who have come and told me they want to become scientists when they grow up. This inspiration for the future and benefit to the community is not quantifiable [REDACTED]st one lowly teacher aide! Multiply this experience and aspirational loss across the board!

I will sorely miss the children and the colleagues/friends I have so happily worked with over the years, but I do find that my extremely strong work ethic has waned a little since I have been so severely disenchanted by Ed Qld's dreadful vaccination coercion and the debilitating effect on colleagues' morale. It is very, very wrenching to have your friends crying all around you in the workplace. Rarely have I felt so completely helpless in the face of such anguish. Not to mention the heart-rending splits in families it has occasioned. And I was so happy to contribute as teachers work so exceptionally hard and so caringly on all levels of their vitally important vocation; and this vaccine coercion is a dire blow to their already beleaguered mental health.

I fear the vaccination mandate, unless revoked, will catastrophically impact on current and future students and therefore all of Queensland society. The irreplaceable loss of the wealth of professional experience, expertise and committed caring of our school staffs will lead to the monumental desertification and decimation of the Queensland Education system.

Educator 424

N. 55 years old.

I have been off on medical leave for over a year with migraine and dizziness issues which has impacted my ability to do everyday things. It has been a long, frustrating, confusing, arduous journey to get to a point that I feel I can return to teaching on a return to work basis. I have been a special education teacher for 23 years. I thought I would be doing this job until I retire.

Over those years I have taught children from prep to transition, with physical, intellectual, behavioural and emotional challenges. I have bonded with students, staff and parents over small victories, medical emergencies, reaching goals and death. Special Ed is an intense and rewarding sector. It isn't a job that suits everyone and not everyone can do it well. These students and parents have so many challenges in their lives and limited support. Having consistency and reliability in teaching staff is essential. Putting teachers into positions who don't have the proper training or insufficient training is going to impact the students on many levels.

[REDACTED]

These mandates have added so much stress and uncertainty for everyone involved. I have chosen to not be vaccinated because I did not want to risk current condition being exacerbated by any of the adverse reactions that are being contracted by the vaccinated. My physical health is strong, I trust my immune system. I am now being told, because I don't want to be injected with an experimental vaccine, that I can't go back [REDACTED] I love and do best. 23 years of history and experience being tossed out the window. Parents [REDACTED] be there for their child and them. Will they know the intricacies of their child's disability and needs?

I am struggling with the uncertainty of my future, the stress of being bullied and coerced into doing something that my whole being is telling me is not right for me. The sense of being discriminated against. The fact that my career is over. Why isn't the education system or the government for that matter taking this on a case by case basis. Some people just can't have the injection and they are being punished. I have faithfully turned up for work all these years, now where is my support?

I want the choice! I want to be able to do my job! I want this to all stop so I can support and care for my students.

Educator 425

My name is C, I am a female contractor to a small rural Primary School in X, Central Queensland. For the past year of 2021 I have been offering my services running my Active Kids Workshops to this Primary School that doesn't have access to a Health & Physical Education Teacher due to staff shortages and location. My Active Kids Workshops run weekly every Wednesday for 45min each for grades K & P, G1 & G2, G3 & G4 and G5 & G6. My workshops are a blend of Yoga, Mindfulness, Pilates and PE style fitness activities and games. Every session has a Positive Affirmation and theme associated and is designed to complement the Australian School Curriculum stage that the students are working through. Not only do the students develop physical health and fitness skills, we also work on breathing exercises, emotional self-regulation, team work, communication, and visualisations.

At this stage the X State School has asked me to continue my Active Kids Workshops next year being 2022. I believe closer to the new year I will hear from someone in the role as to my vaccination status and continuation of the contract.

Due to the serious adverse reactions that are happening due to the vaccine and due to the lack of true protection of the virus I will be receiving any vaccination protection and will continue living my healthy active lifestyle focusing on nursing my immune system until an alternative option is available. As the Education Department is having these mandates imposed on them, it is now appearing that I am being coerced to take the vaccine to be able to run my Active Kids Workshops at Primary Schools in this new year.

This has caused immense [REDACTED] ache to myself and my family as I have spent the last 3 years completing Nationwide qualifications, hours upon hours of building my own business trying to meet a need in an area that I am getting qualified in and trying to offer a service to rural communities that are missing out due to lack of staff. Developing a program that is tailored to the mental and physical health of the future generations. To have all this pulled out from under me due to a mandate of a Provisionally approved vaccine which is having serious adverse reactions and is not offering any real protection to Covid-19 is just absurd.

The students prior to me running my workshops would have no physical education or health time delivered to them in the school setting. They were sedentary and not meeting the minimum requirements for their ages of physical activity daily let alone building their skills and abilities on balance, coordination, fitness, proprioception, agility, ball skills, focus, teamwork, mental strength and regulation etc. etc.

I am truly concerned and immensely worried about the ripple effect that these mandates will have on the education system. At the school where my children attend, we have lost 3 teachers and 1 teacher aid due to the mandates. I'm unsure what teachers will be staying at X State School as I don't believe vaccination status is a public matter, it should be between client and doctor so I am yet to find out what teachers will still be at X State School next year. I am also terrified what will happen after the 10th January where this Provisionally approved vaccine will be made available to Primary aged School children 5-11 years. My understanding is that there will be limited students to attend if the mandates are extended to include this age group and this may result in there not being a X State School any more due to lack of student numbers to run a school.

I would like to see the Australian State and Federal Governments look at the true results of this vaccine, look at the true cases of Covid -19, look at what other countries are doing alternative to us and listen to the Australian people. Listen to the Doctors, the nurses, the people with the years of experience and qualifications telling them how none of this vaccine or the mandates makes any medical sense and stop the coercion and divide they are creating Australia wide. Enough is enough.

I pray to God that us the people of Australia don't continue to fall on deaf ears and arrogance of our MP's and Politicians anymore.

Educator 426

My name is K, I am a 50-year-old female, senior teacher of near 18 years. I hold a .2 position at X State School and relief teach the other days of the week. Throughout my career, I have been a classroom teacher, an enhancement specialist teacher in Literacy, funded and implemented a school organic gardening program, created an arts program for students during lunchtimes, I have fulfilled the role Teacher-Librarian (running and promoting the school's Bookfair) and most recently, I wrote and implemented an enhancement program for writing with year 2 and 4 students. I have a Fine Arts degree and have also attained a Health Coach Certification, featured in a national gardening magazine for my organic gardening, I hold several yoga teaching certifications and am an accredited Mindfulness Meditation teacher.

Above all I am a life-long learner who embodies a holistic approach to learning, health, and well-being – while working as a teacher. I have had the privilege of implementing Mindfulness Meditation into classrooms of schools that I have worked at as well as providing yoga and mindfulness practices to teaching staff after school to improve work/life balance.

Above all the listed credentials and experience I possess, my gift as a teacher is the passion and ability to build rapport with students and motivate them to develop inquiring minds. Minds that go beyond their initial abilities or grades they may be demonstrating. Minds that see value in who they are and their special and unique talents. Minds that find a self-worth, which promotes an intrinsic motivation for each student to reach and engage with learning and make decisions that enhance their own experience both as a person and [REDACTED] was and remains my number one motivation for being a 'teacher'.

To foster the ability to be a discerning learner is not only my motto as a teacher, but also a personal one I have embodied for many years. A disposition that led me to not to participate in the vaccination trial (ending 2022 and 2023) as I do not have enough information or evidence to feel comfortable and safe to receive it. The response from my principal has been an impersonal generic one, filtered to her from EQ head [REDACTED] asked me to refer my questions to a staff vaccination status email address. There has been no personal conversation [REDACTED] at all. This saddens and disappoints me, as my principal has been very engaging and helpful with my return to work. She has always been my first and only point of contact.

The mandates in place have had a devastating impact on me, and my family. Even though I respect each person's right to choose, I have been labelled and discriminated against at work. I quickly realised my work environment was one where I could no longer speak freely or express my personal choices. I have felt segregated at work and opportunities were limited as I was no longer able to apply for or be considered for contracts. Now, it appears that I am unable to return to work, to engage in ANY form of relief work and am effectively both unemployed and unable to get any form of benefits to help with my living expenses – unless I take a medical procedure I do not wish to have.

In 2018 I was on income protection for 18 months for a medical condition which has since been resolved. During this time, I separated from my husband and endured a near 3 year, very long and acrimonious divorce, which took its toll on my mental and physical health. Just as I was in a healthy place to return to my permanent work, re-establishing stability and security in my life, it has been taken from me. This has led to significant issues with my mental and physical health. The stress is multifaceted. Stress over not being able to financially support myself and family, of being unable to participate in society, stress amongst friends and acquaintances who pressure me to conform to a medical trial, stress of even feeling like I am upsetting my principal and co-workers to the point that I worry, if I ever get to work again, will I be welcomed or not? Every part of my waking day has significant stress. Quite honestly, I am just frightened all the time which has a flow on effect upon my family.

I worked as a relief teacher throughout the entire pandemic, interacting with students, teaching, and supporting them. I have comforted them around their own fears, with the unknown and scary new world they found themselves in. I connected with them as if they were my own children and made sure their hearts were being loved and cared for and their minds were still bubbling with inquiries and wonderment. I worry about my future students and how will this holistic approach to learning and teaching happen? It's not enough just to 'deliver' curriculum – it's just not enough!!

I seek the right to work and earn a living. I am a highly skilled worker with many years of wide and vast experience who is ready, willing, and able to work, and has been stripped of my right to engage in my role due to do so. I can shop, catch public transport with the public – yet I am unable to work, to teach. I understand this is about risk management (even though I have not received a risk assessment from my school), but it is incongruous that unvaccinated parents are allowed to enter school grounds and unvaccinated teachers are not. To me, it feels like a punitive response from the government rather than a real heal initiative.

I want to see these mandates dismissed and the right to choose re-instated. I want to see, not only myself, but all unvaccinated teachers able to return to their jobs and be allowed to get on with what they love doing – teaching! I want my right to exercise discerning choice reinstated – so that we can demonstrate (to our students) that questioning, discernment, critical thinking and personal choice are highly valued, and above all – that discrimination has no place in our society.

Educator 427

My name is EM and I'm a Primary qualified Teacher working for the Department of Education, Queensland. I'm also qualified with an Early Childhood Diploma which allows me to work in Early Childhood environment and be the Kindergarten Teacher. I am 32 years old and have been teaching part time for 6 years. I have three small children and a husband.

At present, I have a contract for next year and my school admin had firmly indicated to me I must obtain the vaccination to secure this teaching opportunity for 2022. I confirmed to them via email that 'I am seeking medical advice for this'. After doctor input, I chose against the vaccine.

Clearly now, I am not vaccinated and with the current mandate for me to continue my passion I must comply. As a result, I am struggling to cope knowing I only have one pay left before I am terminated from the Department. I have no idea how the next 3 months will look for me and my family financially. I'm frightened and despondent as to how we will get through day to day living. It's getting closer and every day and I'm totally devastated that my career path has come to an end. For now.

I have cried most days since November 30th. I nearly have no tears left. My 7-year-old son asked me 'mummy do you have a job anymore?' and I had to be honest and tell him the basic truth. I don't go into too much detail as he is a child and does not need to bear the brunt of adult problems. This saga has affected my emotional and mental health in ways I could never imagined. At the end of the day my family and I will not be coerced into allowing a trial drug to be pumped through our bodies.

After this is all said and done, it's the children in my school who I love and thing about most days of the holidays that will miss out. I offer them hope, love and support they do not receive from home. The community will miss my help on P and C and the extras I do for the school, the kids and the wider community.

Educator 428

My name is B, male, 53 years old and I teach full-time in the TAFE English as a Second Language sector in Cairns. I would say I am quite experienced. I have worked in this field for 11 years in Queensland, with 1 years teaching overseas in South Korea and hold a Bachelor of Primary Education, a Master in Applied Linguistics and various related Certificate IV courses. I am a down-to-earth teacher, and love to use humour and include student's life experiences in the classroom to stimulate my students' learning. The student cohort in the classroom is widely diverse so flexibility is key.

I have been asked of my vaccination status by my supervisor in December and when I responded that I had not been vaccinated she replied that from the 1 January, 2022 I will be unable to attend the TAFE campus.

This is a great weight on my mind as I love this occupation, and my students, and believe I as their teacher help my students to not only progress with their English abilities (some are assisted towards their first employment in Australia), but also to learn of the nuances and aspects of Australian culture that they need to navigate day by day.

The mandate that teachers be double vaccinated needs to be reconsidered and repealed. Much invaluable experience and passion will be lost if unvaccinated teachers cannot retain their jobs and students will experience a sense of loss in losing valuable teacher friends that assist, often over and above, with their education and calling Australia home.

Thank you for your consideration of this email and its contents.

Educator 429

M. 56yo female.

Two state primary schools in south east Queensland. 10 years of teaching and coordinating Religious Instruction (volunteer). Connecting with students to represent the interest that local Christian churches take in them; teaching the values of the Christian faith through key stories of the Bible, from Creation to Jesus, his miracles, teachings, and actions; what it means to be a Christian, how we are all imperfect people, that we need each other and how having God in our life helps us live positive, productive lives; allowing students opportunity to explore and develop the spiritual and moral side of their lives, even if they never embrace Christianity.

My team of RI teachers and the Principal of the school where I am currently teaching have expressed sincere disappointment that I will not be continuing this role in 2022 due to the vaccine mandate. My departure will exacerbate the difficulties already encountered in finding enough volunteers to fulfil this role.

[REDACTED]
While I have always stayed away from school when unwell and fully respect the need to protect children from viral infections (that can then be taken home to their families), this mandate makes no sense when there is no evidence whatsoever to support a view that by enforcing an experimental vaccine onto teachers, students are protected from catching the virus.

I would like to see the ma [REDACTED] achers who have been forced to resign be given back their jobs without any loss to them, and that the push to vaccine children be STOPPED IMMEDIATELY. A safe and common-sense approach to containing the virus is to have teachers and students stay away from school if they are unwell. **The holiday season and re-opening of the borders on December 17 has clearly shown that vaccinated people carry the virus!**

What is the sense of destroying so many teachers' (and others) careers, livelihoods and incomes with ineffective and damaging mandates?

Educator 430

My name is N. I am a Special Needs Teaching Assistant at one of the largest public schools on the Sunshine Coast. After a lot of international travel and living abroad, the Sunshine Coast became our home. I have a BA degree in Personnel and Business Psychology but chose to get a qualification in assisting students (past 11 years) with special needs in education. I have always been blessed and I wanted to give back to my community. After all, as a person who has a relationship with the Living God, it is a command to love our neighbours – and in my special way, treat and love those (especially my special needs students) with the dignity and respect they deserve. I am also qualified in Braille and assists vision impaired students to be the best person they can be. I have a passion for serving and it is a special gift I hold dearly.

The response from my employer regarding the vaccine mandate is nothing short of nothing. The survey we must complete is very one sided and does not allow for anything other than “had the first vaccination”, “had both vaccinations” or “unvaccinated”. The impact this have on me, and my family is significant, and I feel bullied by the constant text messages and emails as a reminder that I will not be able to work [REDACTED] the survey in (we have until the 7th of January to do so, and I will do so).

My students (and colleagues) will surely miss the special care and unconditional love I show towards every one of them. They will miss my positive attitude and my contagious smile. They will miss me reminding them [REDACTED] in achieve anything that they set their mind to and overcome anything that poses as h [REDACTED] example that I live by. Nothing is ever too hard, and every hurdle is temporary and designed to build character.

All I am asking is for common sense to prevail. The evidence is clear. The mortality rate is clear.

Educator 431

My name is Ms J and I have been a special education teacher since 1982. A total of 39 years' experience working in special education with all ages from 2 – 18 years and all disabilities. The last 15 years of my teaching career has given me the opportunity to engage in a variety of Administration roles from Head of Special Education Services, to Principal, and Regional roles. At present I am working with children and families in the special education field.

On receiving the email from my employer – Department of Education I made an appointment to speak to my principal. I informed him that I could not guarantee that I would be vaccinated by the beginning of term 1 2022. My principal was compassionate and understanding and suggested I see a doctor as I was clearly in a severely stressed state. I was not able to make any medical decision due to my extreme anxiety state. My principal suggested I take leave to give me time to speak with my specialist doctors (oncologist) before making any decisions on taking a vaccine. I was able to talk with my principal on several occasions before the end of the term. My principal also supported me to tell my staff of my decision to take leave. This was extremely difficult for me as I love my team and I felt overwhelmingly sad about not being able to guarantee my return to school for the beginning of term 1 2022.

My husband has been wonderful, supportive and kind. He has understood my medical reasons for waiting for the vaccine. We are one of the fortunate ones as my husband received a promotion in his job the same week I was applying for leave.

This mandate has created a level of stress in me that I have never experienced before. The threat of possible disciplinary action for not complying with the DoE's timeline around the vaccine is unconscionable. The thought of me losing my job fills me with sadness as this is the only career I have known. I love teaching. I am so blessed to have been given this profession. Teaching is something that you are called to do.

The last two weeks of term 4 were very difficult. Fear overcame me for most of the two weeks. Fear of losing my job and fear of taking a vaccine that I had seen others take and experience a wide range of medical emergencies. I was not able to sleep and stopped eating. I did see my doctor who provided me with a certificate detailing that I was unfit for work. I found myself crying uncontrollably at different times during the day whilst at school.

The sadness I experienced overwhelmed me and I found it very challenging to complete my end of term responsibilities such as report writing, parent interviews, children's parties, end of school graduation parties etc. The pressure to complete my responsibilities with the knowledge that I would not be returning for term 1 2022 was unbearable and have never experienced such horrendous emotional turmoil.

My deepest concerns is that it is highly unlikely my replacement will be experienced (if they can find one). My families are unaware of my absence for term 1. They were expecting me to continue as the manager of the program. As I interview all families who engage with the education program, I have developed relationships of trust with all of them. They will be devastated. The children I have been working with for the last 1 – 2 years have developed trust and love towards me. Children take time to develop their social emotional maturity to take on learning. They require supportive trusting relationships which are only developed over time and with caring and sympathetic personnel. We already know there will be a lack of teachers to fulfill the roles required due to these mandates.

I would plead with this government /DoE to Stop the mandates which will in turn stop the segregation.

The Queensland Borders were opened with only 80% of Queenslanders vaccinated. Most schools will have 85-90% of teachers, groundsman, cleaners vaccinated. Allow Schools to risk managed the COVID situation. We all managed perfectly well with no staff vaccinated at the beginning of 2021. And we can do it again. Schools can risk manage all situations and circumstances that arise and this COVID situation is no different.

My final message is this. - Our education system is committed to establishing schools that honour and support all people diversity regardless of culture, gender, and disability.

These mandates are creating a 2-tiered society. The vaccinated and unvaccinated. As an education system we must model how to support all people regardless of their medical status.

I would earnestly request that our education minister and the Union fight to ensure discrimination is NOT introduced into our education system.

Educator 432

RH, SEP Teacher Aide, X SS, 13.3 hours/week

Just received permanency after 5 years, previous 7 or so years experience before I had children at previous school and had maternity break and resigned until kids were older and returned just closer to home.

I love my job, I love working with kids with special needs, but it shouldn't have to come at a cost to my health and having an injection to continue working. You never force tetanus or other on us, so now why?!!! It is ridiculously unfair and I am looking into further legal options as am so against this.

No jab, no job. Absolutely no exemptions. If I have not had first dose by 10th Jan, I will be stood down unless I can show just cause as to why I have not been vaccinated. Even having an anxiety, a heart murmur and heart conditions throughout our family, is no exception and no Doctor will issue me one unless an adverse reaction to injection.

We cannot afford for me to [REDACTED] from the hard work of the last 5 years, just to get some permanent hour's again.

I've been forced to have one dose, to have the second before school resumes. Never felt so sick in my life as I did for few days, they told me the second is worse! My anxiety is heightened and I am forgetting things all the time and just super depressed which is not me.

It has increased my anxiety [REDACTED] where it usually is, and I am so unable to get motivated, and forget so many things I was just doing... this is not normal behaviour and I have had one dose so far.

It affects my family as I am the memory bank and engine that drives everything and I can't remember things how can they?

It affected them when I was sick for almost a week post injection, it affected their mental health as they could see I was struggling with mine. My husband was sick from my shedding. And he is not coping with me not coping with being coerced into a decision that is now not mine. I hate myself for putting something in my body that my gut screams against, I buy organic and try to live healthy and well and I don't put poisons in. I manage my anxiety through natural therapies and yoga, breathwork and don't take medications as all psychologists have always said I can go without and I don't want medication.

I am concerned as there are so many who I know cannot and will not be vaccinated easily with their conditions. I also after listening to many chief health officers remember hearing time and again, children do not need to be vaccinated. I am concerned as you can see the effects of shedding in the community, and the spread through all of the vaccinated people, doesn't matter how many jabs or boosters they are all still contracting it.

Remember last year in all our lockdowns and we were safe – we couldn't catch it from the kids and they wouldn't catch it either we worked the entire periods through to support!?? What suddenly changed??!!

No mandates. Retract them, or let us have a choice. My body, my choice.

If you mandate the kids, mine will also be pulled from the system – it will collapse.

Just think of how many families and communities you have segregated over this.

There was never a need to mandate Education or other industries and come election time, I am sure you will find many of us who have always supported a Labour Government, or any other of the main parties, will never again. We will not forget or forgive. My grandfather and others would turn in their graves to see their families fighting for their freedoms and rights as human beings that they all fought wars for. Stop the mandates now and let us get on with living and becoming whole again.

Educator 433

G, male. I am writing to you as I am absolutely filled with stress and anxiety with the Queensland Government mandatory vaccinations required for all people delivering a service in School effective Dec 17 2021.

I am a Secondary Teacher and 53 years of age. I have a Bachelor of Learning management Secondary VET. I am located in Brisbane and have been teaching for 14 years in the area of Design and Technology.

My employer has notified me via email and has basically given me two choices. To be fully vaccinated by 23 Jan 2022 or unless having a medical exemption I will face disciplinary action and be stood down without pay.

This has caused enormous stress on my family, as both my wife and I are teachers. My wife will also be stood down and we become another Australian family without an income and ability to provide for our children. I have been forced into taking an experimental medical procedure that isn't effective and is yet to be proven safe. I don't feel it is the best option for managing my health and the health of others.

I am concerned for my students as my teaching skills were already in short supply and there will now be a significant impact on the future teaching of Design and Technology which will impact schools ability to provide students with the best learning experience for their students.

The discriminatory decisions of the government and the divisive outcomes of its decision will have long-term detrimental outcomes for our students and their families.

Please stand up for me, my family and our future generations against this segregation that the government is imposing on Queenslanders. I have a freedom of choice about what I put into my body and am not an experiment and no government should be taking away my freedom. I am young, very fit and healthy and have a good immune system. There are other ways to protect against Covid 19 and deal with it if one contracts it.

Educator 434

M, Brisbane. I am a Primary teacher of ten years. I obtained a B(Ed) degree (Honours) in 2011 and a Graduate Certificate (TESOL) in 2021 at Queensland University of Technology. It would be impossible to tally the hours and effort I put into teaching. Initially, I routinely went without a day off on weekends. Even nowadays, I mostly leave work at dusk, but often pick up my laptop after tea at night, to work more or mark assessments. I do so because I am committed to doing my very best in the classroom to serve the students in my care. I also work hard to establish good relationships and connect with students. My desire is to see transformation in their lives. I have seen students (who initially performed dismally in learning) improve, not only achieving better results, but also gaining greater self-belief. Being a male teacher has also impacted positively on many students who do not have good male role models to look up to. I have been more than a teacher (of academics), which has made a difference in students' lives. And that is my reason for teaching. I do not purport to be the best teacher, but I give my best, which is appreciated by students, their parents, my colleagues, and management.

My wife lost her job in late November, due to the mandates. Two of my daughters completed their Occupational Therapy degrees this year (at Australian Catholic University) and gained registration to practice. They quickly found jobs but have been informed that they **cannot be accommodated** due to the mandates. Hence, including me, four of us have lost our employment, with very limited opportunities for work in 2022, due to the current Queensland Government mandates (which are not endorsed by the Prime Minister of Australia). My eldest daughter did not want to get vaccinated but felt under enormous pressure to do so, so recently had her first Covid-19 vaccination. May I add that every person in our family has had all other recommended vaccinations. We simply wish to wait until the current Covid-19 vaccinations are no longer under trial, and have **not** additional TGA approval, as per other medications.

Consider this extract of the Chief Health Officer's Public Health Direction (copied from the QLD Health website) titled COVID-19 Vaccination Requirements for Workers in a high-risk setting Direction

PART 5 — OTHER MATTERS

33. Nothing in this Public Health Direction prevents a **worker** who does not meet the **COVID-19 vaccination requirements** from entering or using the services of a **high-risk setting** as a client, or visitor or to accompany a person who uses the services of a **high-risk setting**.

Example: an unvaccinated plumber can only work on a school premises in an emergency, but can attend parent activities at the school. A relief teacher must meet the vaccination requirements to continue to work at a school, but may attend parent teacher interviews as a parent if unvaccinated, or other parental responsibilities.

<https://www.health.qld.gov.au/system-governance/legislation/cho-public-health-directions-under-expanded-public-health-act-powers/workers-in-a-high-risk-setting-direction>

So, as I read it, an unvaccinated relief teacher is deemed a health threat when on the school's property to work, but is not deemed so when on the premises in a parental capacity, perhaps to attend an athletics carnival (where they can transmit Covid-19 to others). This logic perplexes me. It also puzzles me that schools were deemed, by government and medical experts, to be low-risk settings (at the outset of Covid-19, when no vaccinations were available), but are now considered high-risk settings.

I am struggling under the stress and strain and trying to cope with the grief of losing my job (I have been offered Leave Without Pay for 2022). Our family home goes onto the market soon, as we cannot make mortgage repayments without income. Appealing to my local, state and federal representatives has been fruitless. For example, in reply to my letter, Ms Grace Grace (QLD Labor MP - Education) suggested that I "talk to [my] principal" about the concerns I have regarding the new mandates. However, the school noted that they cannot do anything about the matter and are simply following the new government directives. So, what does one do when everyone you talk to shifts responsibility by telling you to talk to someone whom you have already spoken to?

I respectfully appeal to you to take firm, decisive and quick action to ensure that the mandates imposed by state governments are repealed.

Educator 435

For the past 31 years, I have worked across a wide range of education sectors in Queensland and in Western Australia and have continued to develop my expertise and my qualifications. I am a primary school teacher majoring in early childhood with a Post Graduate Diploma in Special Education and a Masters in School Guidance and Counselling. Over the years, I have worked as a kindergarten teacher for Creche and Kindergarten, primary and special education teacher with the Department of Education and as a support teacher for students with diverse needs and most recently as a school guidance counsellor with Brisbane Catholic Education.

Working in education has been very rewarding. Children who learn differently need teachers who celebrate their successes while understanding and supporting their challenges. I teach because as a teacher I am in the enviable position that I can support students to believe in themselves. My role enables me to assist children in discovering their unique gifts and abilities and that life is worth living. Many students live in complex family situations and do not have consistent adult role models. As a teacher and now as a guidance counsellor, I become their cheer leader by developing a genuine connection with them. This positive relationship has been proven to make a significant difference particularly for children who have experienced or are experiencing trauma.

The vaccine mandate will result in me not being able to attend my school and function in my role as guidance counsellor. This means I will be leaving many students who I have developed a trusting relationship with, and who need continuity of emotional support. Additionally, I have also developed incredible collegial relationships with school staff which will be very distressing and impactful for all if I am forced to leave.

I am being coerced to participate in a medical procedure that does not have long term safety data, otherwise I will lose my job and means of income. Losing one's income is hugely significant, however, the impact is not simply limited to the financial burden. Increased anxiety has caused other health issues which are being investigated by my GP.

I am facing increasing anxiety which I am aware is impacting my physical and mental health as a direct result of this incredibly distressing situation. Additionally, I am aware of others that are being forced to sell their homes if they choose to not vaccinate which is heartbreaking. This government mandate is displacing families and communities. Wellbeing is an area that the government claims to be very concerned about, yet the vaccine mandate is contributing to widespread hardship, mental health challenges and illness.

Brisbane Catholic Education introduced the mandate as per the Queensland Premier's announcement which preceded the Chief Health Officer's advice. There was no consultation with staff, with no provision for a conscientious objection or an option for a religious exemption. As a religious community I find this particularly questionable when we are encouraged to embrace and support the marginalised of society. Subsequently following union requests, Brisbane Catholic Education produced a draft Vaccination Policy which allowed for staff feedback, albeit after the required date for the first injection.

The vaccine mandate has required changes in our family's plans. We were planning on building our new home in 2022. Our building plans are now suspended as it appears that I will be stood down if unvaccinated by 23rd January 2022. Suspended building plans will have a ripple effect on other industries and across the community.

In a democracy, the people should not fear reprisals for their personal health and safety decisions – especially reprisals that impact livelihoods. These mandates are causing great harm to me personally and across the community and need to be revoked.

From T (female teacher and school guidance counsellor, North Brisbane, Qld)

Educator 436

My name is P and I am a female primary school teacher in Brisbane. I am 47 years old and have been teaching for 25 years under a Bachelor of Education where I received Deans Commendations. I am a Special Needs educator whose desire for inclusion and needs-based education, ensures my lessons provide the greatest possible outcomes for each individual student. My passion for these students with extra challenges, and their families drives me to provide the best care I possibly can.

During the past 2 years of the pandemic, I have worked tirelessly ensuring my students had enough work during lockdowns, home learning and absences. I made regular contact with parents and attended many, many information sessions to improve my professional development with new technologies to ensure these processes could occur, much of this in my own time.

The mandates were thrust upon me with only 5 work days before the end of the school year. The enormity of the vaccine ultimatum, with such limited time, was unfair and cruel. My employer was very kind and explained that her hands were tied and she had very little information to share going forward as these mandates had been dropped into her lap too without any explanation. I felt pressure every day from colleagues to participate in conversations around the mandates and have been belittled for my differing viewpoints. I have been ostracised from activities and the constant pressure of coercion has caused me great grief and depression.

My family have had to watch [REDACTED] loss of weight, insomnia and constant emotional upheaval as I try to cope with daily pressures of potentially losing my precious job of 25 years. For the first time in my life, I've had panic attacks and have had to receive counselling. The anxiety from this has been enormous and has impacted my family greatly. My children are very concerned about their mum's health and their own futures. The pressure that these vaccine mandates have placed on my marriage is immense and all my relationships are suffering.

I am extremely concerned for my students, as they are expecting me to return next year to continue my support with them. Due to their disabilities, they will have little understanding of my absence and this will add even more anxiety to their already challenged world. Their parents too are relying on my continued care and will be concerned for the upheaval this will cause for their children.

I am also troubled by the impact these mandates will have on my community. Many parents are worried that their children's future schooling needs will not be met due to the shortages these mandates will create. The increased workload this will create for teachers will be huge and I am worried about how this will add even more stress to their already over-worked loads and thus cause a decrease in learning outcomes. This is not fair on students or teachers or school communities.

"Every student succeeding" is Education Queensland's motto yet I believe this will not be the case if these mandates are actioned. I believe students' learning will suffer. I believe teaching staff will suffer. I believe school communities will suffer. It will be heartbreaking to watch all our hard work unfold. I would like to see all teachers returned to work so that we can continue our important jobs of providing quality education for all.

Educator 437

I, V, am a 39 year old, female teacher for Education Queensland. I am currently working in a remote, Indigenous community school (X State School). I have an undergraduate degree with Honours in Theatre Studies and a Masters of Teaching in secondary English and Drama. I also have an additional qualification in Special Education. I have spent my career dedicating myself to the disadvantaged. I have a firm belief that EVERY child deserves an education that will support their growth towards a happy and successful life. I believe every child from any cultural background, ability or community needs someone to cheer them on, believe in them and support their growth and development. Often times, this cheerleader comes in the form of their teacher, me.

My principal has been supportive in listening to my opposition in taking this medical intervention. She remained open and approachable, however, she is following state orders and has told me that I would lose my job if I chose to remain vaccine free.

These mandates have impacted my family immensely. My husband is a police officer, who was coerced into getting the vaccines, in order to keep his job. He is dedicated to X local community, going above and beyond in his role. It caused incredible stress being forced to be vaccinated in such a remote town. There is a clinic, with only doctors present Tuesday-Thursday. My husband received the vaccines and now has suffered an adverse reaction. He became ill, the clinic could not provide the treatment. He suffered for 6 days until the police flew him out of community to receive care. This has impacted my children and as their sole carer in that moment, I would not risk myself getting the vaccinations. My mental and physical health has deteriorated due constant worry about losing my job if I do not have this experimental procedure. I feel incredible stress because there is no long-term safety data, and as seen by my husband, there are risks in taking it.

X State School is remote and has lost more than half of their teaching staff. The Indigenous students from this community are incredibly vulnerable. Most have extensive and on-going experiences with trauma. Their difficulties lead to major behavioural issues and learning difficulties. They rely on us to feed them breakfast and lunch and to support their differentiated learning. More specifically, I work with a student with Downs Syndrome, he has many challenges but he has made incredible improvements in the time we spend together. However, due to staffing, if I am not present, he has NO schooling. I am the only trained educator in Special Education at the school. Without teachers to replace others, this student will not receive the education he deserves. The remoteness of this community, means teachers are living here with limited resources/support and access to everyday luxuries. I make these sacrifices because I'm dedicated to my students. They will suffer immeasurable consequences without teachers like me, in their school.

I want to see the cancellation of all mandates that oppose our bodily autonomy. I want to see the government acknowledge and collect authentic data on the adverse reactions occurring all around us. I want to see equality for all workers in choosing what is right for their own body. I want to see ALL teachers valued and respected, despite their medical choices. I want to see the government uphold the Privacy Act of 1988 and our constitutional rights as free, sovereign people.

As a mother and teacher, I fear for the future we are creating for our children and students. I am standing up for their health and freedom.

Educator 438

I am B. I am a female, Food Technology and Hospitality teacher on the Gold Coast. I am 36 years old and have been teaching for 12 years. My undergraduate degree is a Bachelor of Primary Education, I also have a Certificate II in Hospitality and a Certificate IV in Training and Assessment. My 10 years of working in the hospitality industry along with my extensive travel experience has allowed me to incorporate my real world skills into the classroom. I believe I offer my students the opportunity to learn from a person that is passionate about the subject and endeavours to provide hands on experiences to develop real world knowledge and skills. I truly love my job and every day, prior to the mandate, I was grateful to be in my position.

After the initial notice of the mandate, my principal welcomed anyone concerned to have a discussion. I was hesitant to begin with as, at the time, I felt very isolated in my belief and scared to make it known about my vaccination status. However, through the realization that I was not alone I made the appointment to speak with him. My principal was welcoming and simply laid out the policies/standing point of the department. He was neither comforting nor forceful but I left feeling hopeless.

The last day of the school [REDACTED] celebratory as it normally would be, in fact I felt an overwhelming sense of stress and anxiety. With the follow up email from the department, stating that those who refuse the vaccination, will be asked to show cause or risk disciplinary action was heartbreaking to say the least. I had a constricting feeling across my chest and found it extremely difficult to hold back my tears in front of my colleagues. Since that day, I find myself addicted to checking my phone for news [REDACTED]s, You Tube for any unbiased information about the law, the virus and the vaccinations [REDACTED] media' I have spent the majority of my days on technology. I have not been mentally present for my husband or my children when I am supposed to be on holidays experiencing joyful times with my family. My energy has dropped and I am always on the verge of crying. This is not me, I know it is not me, yet I cannot help but continue these behaviours. I am usually a go getter, seize the day kind of person that loves interacting with others and being fit and healthy both physically and mentally. However, the prospect of losing my job, livelihood and career has destroyed my mental and physical health.

My subject area often attracts a mix bag of students. I have had the opportunity to teach these students across years 9 to 12. This has enabled the teacher student relationship to blossom as I am the main Hospitality teacher at my school and subject coordinator. I know my students likes, dislikes, behaviours, family life, academic abilities and goals and they know me. I believe a replacement at this point in time will be a detrimental interruption to their learning and senior school experience. If these students lose multiple teachers to this mandate, it will have a huge impact on their education as a whole.

I want to see the mandate dropped as evidence purports that schools are not a high-risk environment. I want to see the government abide by the Australian Constitution and Immunisation handbook and remove all coercion and threats from the government and media to reinstate citizens bodily autonomy. I want to see authentic data showing an unbiased opinion and remove all medical apartheid from communities.

It was only three months ago where I was having a discussion with my year 11's about my Australian pride and how our culture embraced egalitarianism. However, presently I could not be more ashamed of my beloved country and our 'so called' leaders.

Educator 439

My name is E and I am 39 years old. I have been a teacher on the Gold Coast for 18 years. I have a Bachelor Of Education degree in Primary Education and have recently completed a Graduate Certificate in Religious Education, forming the first part of my Masters in Leadership and Religious Education.

I was drawn to be a teacher from a young age. I adore the students entrusted to me every year and delight in them making progress and achieving their goals. The children in my care feel safe, loved and respected, which is sadly more than some of them can vouch for in their homes. We celebrate every little success and become comfortable in failure, knowing that when we make a mistake, we are a step closer to "getting it".

The children in my classes look forward to coming to school everyday to be a part of the classroom environment I have carefully constructed. Beyond the curriculum, they develop social skills and friendships, resilience, confidence and a "give it a go" attitude.

I am a person in my school workplace who instigates school spirit, organises staff and community events, and implements valuable sustainability education, recycling and composting programs. All in my own time... because I am passionate about making a difference and creating the community environment I want to be a part of!

In regards to the recent mandates imposed upon teachers and education settings in Qld, I have felt unsupported by my employers. They feel it is out of their hands in regards to decision making. They have said they don't agree with the mandates but can't see how to help. I have applied for long service leave and my principal has supported my application. But even he is not sure whether it will be approved, when normally it is at his discretion.

These mandates are also affecting my family. I am forced in a corner to choose between my job or a job. Losing the security that pays my mortgage and puts food on the table for my family is a very difficult decision to make. I do not wish to take the injections and now am faced with losing my job, my career, my passion! People say we aren't being forced and it is still a choice. But a choice of the injection and food on the table for my family, or sticking to my beliefs and instincts and rejecting injections, losing my career... what kind of a choice is that?? It's not a choice, it's coercion! If it wasn't coercion, I would be allowed to freely take long service leave that I have worked hard to accrue. I would be allowed to take unpaid leave for a period of time to weigh up my options.

These mandates are affecting my mental health and that of my family. Every day I wake up with anxiety, feeling sick in my stomach. I practise mindfulness, meditation and breathing exercises to attempt to regain control. My husband and I fret about our finances and try to think of alternate ways to provide for our family.

Our family is very health conscious. We make our own deodorant, self-care and cleaning products. We grow some of our own food, cook nutritious meals avoiding processed foods and additives. We promote good health by incorporating a healthy diet with exercise, fresh air and sunshine.

I have two daughters aged 8 and 10. My younger daughter has never had panadol or other medications in her life and my older daughter only after breaking her finger last year and needing 2 surgeries to repair it. We are a healthy family and very conscious of every single thing that goes into our bodies. And now we are faced with undertaking a medical procedure against our will due to extreme coercion. This is not fair.

I am sad for the students I won't get to teach now. Sad I won't get to enrich their lives and connect with them and empower them to be the best version of themselves! I am wondering if anyone will run our school sustainability and recycling programs? Or if they will fall to the wayside without anyone passionate enough to run them... I am wondering whether there will be enough teachers volunteering for out of school hours events like disco supervision, mothers and Father's Day breakfasts and Christmas concerts - all things I gladly volunteered for, every single time. And not just me, the other teachers like me too. My school is faced with losing 5-10 AMAZING teachers. The ones with passion and values and dignity and critical thinking skills. These mandates are stealing the cream of the crop. Sadly the disinterested, mediocre teachers aren't facing losing their jobs.

What I would like to see happen is teachers to be allowed to remain in their profession without being coerced into medical procedures. There are other ways to maintain health and safety without having to have a Covid vaccination. This current variant Omicron is not prevented from being transmitted by vaccinated people, and they are still getting sick. I know this first hand from people I know, both vaccinated and unvaccinated who have contracted Covid recently. All had similar symptoms and durations of illness.

The unvaccinated are really not presenting much more risk than the vaccinated people. Schools have been considered low risk environments from the start of this pandemic. Remember when most industries were forced to lockdown early to mid 2020? Everyone except schools and health and supermarkets. Now, with the mildest variant yet, now we are considered high risk? Children will be allowed to get vaccinated soon, if their family wishes. That should be enough. Let the passionate unvaccinated teachers work and continue to inspire our children, our leaders of tomorrow!

Educator 440

My name is K, I am a female Primary School teacher working in the Lutheran Sector on the Sunshine Coast. I have worked at my school for seventeen years, and thirty years as an educator. I am 52 years old. I have travelled the world teaching and bring a gift of knowledge of the world outside of Australia, integrating best practice from all of the curriculum programs I have worked under to my classes. The greatest compliment I receive each year are the Christmas cards from my students and parents, saying how much they have loved working with me for the year.

I have to say I have been shocked, traumatized by the response of my school when I upheld my decision to choose not to be vaccinated. As others were farewelled for their years of service, with big send-offs from staff and students, I was unceremoniously booted out the backdoor. I wasn't acknowledged for my years of service, and had to pack my room in a panic for fear of being locked out and not allowed back. I was expected to meet my next year's class, even though this wasn't going to happen. Those children still expect to see me at the start of January. I was treated as though I had chosen to do something criminal, something so wrong that no-one would speak about the injustice, or even speak about their be [REDACTED], in case they were tarred with the same brush. And I can tell you that there were many who agreed strongly with choice, and others who had no choice but to comply, as financially, they couldn't choose otherwise. This was the most heartbreaking of all, to see your workmates forced to take an experimental drug against their will. My principal has denied me taking leave, and I will be dismissed. I feel betrayed, that after so many years of service, I am not even worth being placed on leave [REDACTED]

The mandate has had massive impact on my family, both financially and mentally. We have become divided over the matter, at a time of when I most need support. We have been isolated on purpose by your decision, to sway us into coercion. I have been prevented from seeing my family in others states without following rules and jumping through hoops that the vaccinated do not have to comply to, even though both can pass on Covid. I have no idea when I will be able to see them again, heartbreaking really. The distrust that has been sewn unnecessarily in the community is disturbing. Whilst my friends are aware of my decision and accept it, I have become socially isolated, as others are afraid to be anywhere near an unvaccinated person. Meet ups have to be carefully orchestrated so as to not offend anyone, whilst I feel like shouting that I have not done anything wrong.

I now have a deep understanding of the effects of discrimination, how undermining it is. How black, gay, transgender, Muslim, migrants, anyone who is different to the norm deals with this constantly and still remain a positive, contributing member of society is beyond my understanding. It undermines all that felt secure, not knowing who may respond aggressively towards you.

I normally am very generous at Christmas, in particular to charities who help the less fortunate. It was with great embarrassment and shame that I had to cut those charities short, stating that I was going to lose my job, and couldn't afford to support them. Not only has the mandate affected my family, but those that we usually support. Our Christmas was very sparse, as money needed to be saved for mortgages, food, power and fuel. To know that I may be reliant on handouts next year breaks my heart. How can someone's livelihood be threatened to comply?

My mental health has deteriorated. I find it hard to sleep, waking up with panic attacks about not being able to see my family, and how I am going to survive. Constantly having to defend my decision due to the very negative picture the media is painting of merely choosing a medical alternative takes its toll. Being socially isolated, when everyone needs comfort at this time is criminal. I worry about every dollar I spend, and how long I have until things are desperate. I have seen my GP regarding my mental health. I cannot comprehend how I was a frontline essential worker, expected to turn up to a job for two years when there was the same threat of catching covid, yet now I am the threat. I feel used.

I have been a part of my school community for seventeen years. Families cannot wait to see if their child is in my class, particularly if a sibling was in my class previously. I have nurtured and cared for a generations of children, being a role-model and inspiring them to do their best. I have been removed from their lives without even being able to say goodbye. How does this affect children and their trust in the governments of the future, if they know that anybody can be denied work and making a living at the behest of a government, with no discourse or recompense.

It is well known that vaccinations do not stop the spread of covid. Vaccinations have not shown to provide immunity that was hoped for. The unvaccinated are the ones that will eventually slow the rate of transmission as they gain natural immunity. How do I know this? On the recommendation of the ex-vice President of Pfizer, I got a blood test showing that I have T cell immunity. Many others would have so as well, yet you have banned these tests, fining GP's \$20,000. Why? If we are aiming for herd immunity, surely it is valuable to know who already has immunity. It is highly likely that I caught SARS in Vietnam, 18 years ago, and today the immunity remains. Where are the studies on this?

We have the right to make [REDACTED] to what medical procedures are performed on our bodies, this is no different. I am asking you to stop the mandates. You have reached the percentages you set out for through coercion, for which you should be ashamed. Leave the us in peace to live our lives, as well as care and provide for our families and communities.

The mandates are unnece [REDACTED] against basic human rights. You have lost some of the workforces' most ethical and loyal wo [REDACTED]ffer. I want my rights to be upheld and to be able to work as a teacher again.

Educator 441

My name is A, I have been a high school visual art teacher for 24 years. I have spent 22 years in one school on the Sunshine Coast, because I love the school and my job, and now my children go there. I have just been identified as being eligible for the Experienced Senior Teacher 2 Classification in 2022, which means that the education department values my years of experience in the classroom and dedication to my profession. My gift as an educator is that I recognise my student's artistic potential, which builds their confidence to develop critical thinking skills and creative success. It saddens me that this will be taken away from me because of the vaccination mandates.

My employer, Education Queensland, has stated to me in an email that they may "suspend (me) without pay and commence disciplinary processes to examine why (I) should not have (my) employment terminated." My principal stated that the mandates have not come from him but from the department and his hands are tied in relation to how he can support me. Fortunately, my amazing deputy was disgusted and outraged by these mandates, and granted me a year's leave without pay. I was lucky, as for now, I have some breathing space. But no income next year.

Through the whole of term 4 I was stressed, as I watched mandates roll out in much of the country. My family and close friends were aware of my anxiety and noticed a change in me. The announcement of the mandate greatly affected my mental health during the last two weeks of term when I was trying to complete marking and reporting on top of dealing with this incredibly stressful situation. I am normally self-contained but I was at breaking point, I wasn't sleeping properly, I could barely eat. The emails and [REDACTED], particularly the one from the education department on 9/12/2021, which stated "If staff make no attempt to comply, and there is no exemption or reasonable excuse, the staff member may be then asked to show cause on liability for discipline and proposed penalty of termination of employment." The mandates are illogical because the vaccines don't stop people from getting covid or transmitting it, so how are vaccinated people different from unvaccinated people? Why am I not allowed to set foot in my workplace next year because I have analysed the risk/benefit for myself and deemed the vaccine to be more dangerous to my health than getting covid? Since when does an education department in a democratic society have a right to demand a teacher have an irreversible medical procedure or lose their job?

My concerns for the students at my school, and all schools is that the loss of teachers next year, will impact the quality of education they will receive. Another concern is that no information is being given by the government or media to the public about the needless dangers of injecting children with these experimental vaccines. The coronavirus case fatality rate for healthy kids under 18 is close to zero, and they have a far greater risk of being injured by the vaccine, according to the TGA and VAERS reporting. I am concerned as a parent that the jabs will be mandated for children. I worry about our children's future rights and freedoms, as we continue down this path of mandating a medical procedure for a virus with a 99.997% survival rate! What will be next?

I would like to see a stop to vaccine mandates and passports, and segregation of society. I would like the government to apply some common sense to their health messages, through education about boosting your immune system as well as implementing instead of suppressing the use of early and preventative treatments. I would like to see everyone who declined the vaccination return to their jobs, including me.

My final message – 7 Queenslanders have died from SARS-COV2 in just under 2 years. I do not believe this justifies mandating a vaccine for healthy people and destroying people's livelihoods. I love my job, and I don't understand why my 24 years of experience in the classroom which was highly valued up until these mandates, is now worth nothing. I am willing, able and ready to work.

Educator 442

My name is B and I am a teacher in Toowoomba. I am 42 years old and a mother of 3 children. I have taught primary and secondary school students in both the public and private sector, as well as in distance education. I have worked with beautiful children, over the many years of my career since graduating 20 years ago. For the past few years I have worked mostly with those who have Autism and other special needs, to enable special one-on-one attention to help them reach their full potential. This year, one of my students graduated year 12, despite his Autism, anxiety, OCD and personality disorders. I am so proud of him and so pleased he was able to build that connection with me to allow me into his personal circle of trust, so that I could help him understand his studies. My teaching career has been a true delight and I am honoured to have been part of each of the lives of my students.

Unfortunately, due to mandates, I am no longer allowed to teach. After having some time off from full-time teaching, I was to go back to supply teaching in January so that my husband and I could save enough money to buy our own home. As a professional, my income earns me approx. \$400 per day and supply teachers are highly sought after, especially since I have a PE specialisation, so I was likely to gain work every day and earn up to \$2000 dollars per week. Our plans to own our own home are now devastated as it is very difficult to find a job that does not require me to be vaccinated, and cleaning or ironing or gardening jobs will not earn even close to what my professional earnings gave our family. Not only that, but we will struggle to now pay our rent as a result also, and it just went up by \$30 per week and our 19 yr. old daughter was contributing to this but she works in hospitality as an event manager and must now lose her job because she is also not vaccinated, and cannot contribute her portion of rent. My husband and I are consequently very stressed financially and stressed in terms of our mental health and being able to provide for our children. We can't sleep at night and yet, every few days I receive an email from my employer Education Queensland, asking me to take an updated survey about whether I have now taken the injection so I can remain as a teacher.

I feel threatened and coerced to have this vaccine. On the one hand, I love my job as a teacher but I am being told that I cannot work as a teacher in a school unless I have this procedure that I don't want, and the prime minister says I have a 'choice', but really I don't. If I 'choose' to have the injection, I am told I can keep my job, but if I 'choose' not to have the injection then am told I cannot keep my job. I feel that is actually a threat, not a choice. The choice should not affect my job. Especially since children are the last to be offered the vaccine because there is least amount of concern about them getting the virus because they are so young and strong, so I believe I am not a threat to the students. Now that Omicron is the dominant virus and it is proven to be a weaker strain, we have more reason to be less concerned about students catching the virus. It is also proven that the both vaccinated and unvaccinated continue to transmit the virus, so unvaccinated teachers are no more a threat to students than their vaccinated teachers. All students will have access to the vaccine that is supposed to keep them safe, so that is an added layer of protection.

I am concerned about our students in schools, my own children included, because of the huge disruption to teaching staff and admin staff. Many teachers and aides who have been part of these children's lives and know the families, have been stood down. The schools are now scrambling to hire new teachers for 2022 who don't know the school and the culture within it. Especially for special needs students who take a long time to adjust to new people and who need to earn the trust of these new teachers and aides before they will make connections and allow them into their trust. In distance education, students remain with the same area teacher for their whole schooling. My autistic OCD student who just graduated year 12, took 6 months of rapport building before he would allow me to work with him on his assignments. Some of these kids are in senior years and don't have that amount of time to waste to get used to a new teacher. And on that note, why are distance education staff included in this anyway? They only visit family homes once per term and do the rest of the teaching via online methods.

I think it's time that this mandate was revisited, now that Omicron is the new, less severe virus variant.

Teachers, and aides should not be required to be vaccinated to keep their jobs.

Distance Education teachers and aides should not be required to be vaccinated to keep their jobs.

Schools should not be allowed to choose individually if they want to exclude the unvaccinated.

All teachers and students should be required to stay home if they have any symptoms. The vaccinated have made their choice to have the vaccine that they believe will protect them. Those who don't want the vaccine know the risks of becoming ill if they come into contact with the virus and they will remove themselves from work and remain home until well. Both vaccinated and unvaccinated will still transmit so if unvaccinated must be terminated, then vaccinated must also have their teaching employment terminated as they are of equal risk to students.

Educator 443

K. Female. I work full time in the IT Department at X School. I am 56 years old and have been working in the field for 6 years, before that I was a Teacher's Aide for 10 years. My gift as an educator has been to educate both staff and students on how IT works and how it is not as scary as it looks. The reason I do the job is because I want to help & support both staff and students in their journey at school, I certainly do not do it for the money!

The response from my employer has been underwhelming to say the least. As long as you make all the right noises that you will be there next year, they don't seem to care.

The fact that the mandate came down two weeks before school finished, when everyone was at their lowest point, was cruel. I knew that this was coming & it felt like I was waiting for the axe to fall, hoping to get through until the end of the year. I am not taking the jab and so I am looking at losing my job. This means that I will lose a job that I love and that I feel I was making a difference in.

The impact on my mental health has been huge, just waiting for this to happen. It hasn't affected my family as all my children have left home BUT, it has placed enormous strain on staff that work together as no one is sure who will be there next year. It has also made staff take sides & ostracise those that are against taking the jab. It has been horrible to watch!

My concern for the students will be less staff to help them as a lot of the experienced staff are walking away. Public schools are in a very low morale and this is just going to make it worse.

What I want to see happen is that people are allowed to do their jobs without being forced to have a medical procedure that they do not want. There is enough pressure at work without the added medical enforcement of vaccinations.

Educator 444

My name is K, I am 40 years old, a mother of 2 and have been working in education for 3 years. I have a Certificate 111 in Education Support and whilst working casually as a Teacher Aide, I moved into Early Childhood education. I am currently employed as an In- Home Day Care Educator to 4 children aged between 18 months and 4 years with another on the way. These children live approximately 60kms from the nearest day care so, to provide them with educational activities and opportunities to explore and expand their knowledge has been a pleasure for me. It is the highlight of my week to see their faces when they learn something new or see something for the first time.

As of the 17th December 2021, I can no longer be employed by the Day Care provider because I have chosen not to be vaccinated against Covid 19. I have lost my job, my income and the opportunity to work with these beautiful children who look forward to my arrival each week [REDACTED] do something different to their usual farm routine.

I have a very supportive employer who cannot understand why these mandates have been put in place especially as I am working on a family farm where the parents ultimately decide who [REDACTED] ir home.

I feel that my mental health has suffered, I have been in tears, lost sleep and have been angry about the vaccine mandates. I worry constantly about the financial impacts this will have on my family as well as worrying about the children and parents that my decision has affected. I am concerned that the distance to the nearest town could mean that these children, particularly the older ones will miss out on early childhood education which may lead to them not being ready for school.

I believe everybody has a choice about what they put into their bodies and are responsible for their own decisions. I would like to see vaccination mandates abolished so that I and others can return to my work and continue to educate children in regional areas. Thank you for reading my letter.

Educator 445

My name is M and for the last 9 years, I have been the full-time Teacher/Director of a stand-alone Kindergarten in Mackay. My teaching career has spanned 11 years since graduating from university at the age of 20 with a Bachelor's degree. I am a passionate advocate for early childhood education and care and I am proud of the Exceeding rating my Kindergarten service currently holds. I am also immensely proud of my diverse and eclectic Kindy community which includes children, families and staff from a range of socio-economic backgrounds and educational levels, EALD families, Aboriginal and Torres Strait Islander families, children with medical conditions, developmental delays and additional needs including autism and intellectual impairment.

The not-for-profit organisation I work for has made the decision to actively support Government health directions in relation to mandatory COVID-19 vaccination for all staff which is in direct opposition to the organisations' purpose, values, philosophy and anti-bias curriculum approach which seeks to promote fairness, empowerment, respect, equity and inclusion.

I am responsible for a small [REDACTED] at my service. Conversations on CHO Directions, COVID-19 vaccines, mandates and vaccination status within the workplace has put a strain on relationships between staff members. As the Teacher/Director, I was directed by my employer to have conversations with each of my staff members on their vaccination status which was incredibly uncomfortable for both me and my employees and did nothing to support the cohesive and supportive team we have nurtured over [REDACTED] years. Instead, it created undue stress at an already busy time of year.

I received multiple emails and phone calls prior to the CHO Directions being released, all in relation to the necessity of my staff and I uploading our vaccination status. These emails and calls were received from both direct-line managers and from the central office of the organisation. Each point of contact I received escalated and was bullying in nature; each demanded action in the last week of Kindy when I should have been celebrating the learning journey and accomplishments of the Kindy children and their families.

Against my beliefs and values, I have received two doses of an approved COVID-19 vaccination. The CHO Directions removed any choice I had so I was coerced into this decision. As a result, I will be returning to my role as Kindergarten Teacher/Director this year, however, should mandates continue to be enforced, particularly in relation to COVID-19 Boosters, my continued employment as a Kindergarten Teacher/Director may become untenable. This has caused me a great deal of stress and mental anguish which has deeply affected my physical and mental wellbeing of late.

When children leave my Kindy at the end-of-the-year, I hope to see them leave as independent, agentic, confident, understanding and inclusive four and five-year-olds who have a thirst for knowledge and a love of learning. The requirement for me to be vaccinated in order to continue to work as a teacher, makes me feel as though I have lost my independence, agency and confidence. These mandates and those tasked to enforce them do not seek to understand me, nor include me in this decision.

My wish, is that the legislation you work to form, enables all people to be empowered in the way children at my Kindergarten are empowered. Empowered to become unique individuals who act with agency, independent thinkers who respect and celebrate each other's diverse thoughts, ideas and strengths and active citizens who contribute, seek to understand and are inclusive of others. The hope we hold for our children is a beautiful thing and it should also be the hope we hold for ourselves.

Educator 446

My name is J and I have been a primary school teacher in the independent schools system my entire 28 year teaching career. After having my children I went back to full time teaching at the same time as studying, in order to upgrade my Diploma of Education to a Bachelor of Education. I believe at 59 years of age my teaching gift has always been in the early years of schooling and as such became a pivotal member of staff in setting up the Prep program when Prep was introduced to our school in 2005.

When the mandate was imposed, my employer could not answer some of the serious questions and concerns I had regarding the impacts of the vaccine and merely fobbed me off to the Dept of Education. My employer said if I could not comply with revealing my vaccination status or have the vaccinations, I would need to take leave without pay. The hypocrisy in all this was I was unable to meet in person on school grounds due to being unvaccinated, but it was all right to come in the next day to collect my personal belongings.

These mandates are impacting both my mental health as well as my physical health. Having a cancer diagnosis last year already [REDACTED] impact on myself and my family, and so after consultation with my medical team (some of whom said I should go ahead and others who said it was totally my decision) created a such a sense of anxiety I became extremely emotional and depressed, unable to sleep properly and wanted to withdraw from everyone. After much consideration and in all good conscience could not agree to partake in the Covid 19 vaccine program due to all the unknown repercussions this could create with my existing health co [REDACTED]

The depression and withdrawal became exacerbated from bullying by other members of staff saying I was selfish and becoming a laughing point in their overtly loud conversations in the staffroom.

My concerns are for my students who have already met me and know that I am their teacher. Some of these children have high needs and that is why interacting and becoming familiar with them prior to school starting has been so essential for their own mental health and social needs. I now worry how they will settle and start school with an unfamiliar person.

The other concern I have for my students is that they will be next. Will they too suffer discrimination and segregation if a vaccine is required for school enrolment?

I am asking that all these mandates be done away with and no one is discriminated against because of a medical procedure. As a society we don't tolerate it for skin colour, age, gender, religion etc so why now for a vaccine?

I would like to see those in authority and leadership supporting these mandates to be held to account for the discrimination and segregation this is causing to so many.

For those bullying staff members I would like to see them attend some type of anti-bullying program.

Educator 447

I am writing to you with my concerns regarding mandating the Covid-19 vaccination for employees in the education sector.

I am a primary school teacher and a passionate child advocate. I am 34 years old and have been teaching in the Brisbane Metro South district for 12 years now. I hold a Bachelor of Education (Primary) which I obtained from QUT and during my time as a classroom teacher have taken on roles including key maths teacher, year level co-ordinator, mentor teacher and have supervised university students undertaking their practicum in my class. I have run professional development sessions for my colleagues outside school hours and modelled lessons in my classroom for fellow teachers to observe.

Before the end of the 2021 school year the Queensland Government mandated the Covid-19 vaccination for all teachers and employees in the education sector. The response from my employer was that this was non-negotiable and my concerns about this and the negative affect on my mental health were not valid. [REDACTED]

This mandate has negatively affected my mental health. It has induced anxiety and depression. I have had a hard time sleeping due to these mandates. To have to weigh up and decide between a concern for my health if I accept being bullied and coerced into having a vaccination I do not believe is for my wellbeing or risk losing my [REDACTED] being able to financially support my three young children has caused uncalculated stress [REDACTED]

Not only am I suffering, but also my family. I have had to pull my son out of his private school as without my income we will no longer be able to pay school fees. We have chosen to home educate in 2022 to protect him from an educational system that is happy to coerce and bully teachers into a having a trial vaccination. These mandates also put undue pressure on my husband to take on over-time at work to support his family with his wife forced out of a job.

I have many concerns as a result of these mandates. I am concerned for the students. With a system that was already in need of teachers now losing thousands of amazing and dedicated educators and support staff it will ultimately be our students that suffer. They will, without a doubt, be stripped of support where needed due to a lack of teaching staff. They will find themselves in over-crowded classrooms and being dispersed among other classes due to not being able to find relief staff. My fellow colleagues will suffer. With extra work load, over-crowded classes and a lack of support for their students.

Educator 448

I am a male, teaching Secondary Education full time in a private school in Brisbane. I am 32 and I just completed my 7th year of teaching. I have a Bachelor in Building Design and Grad Dip Secondary Education. I teach Practical skills and technology often to students who do not fit the academic picture but would become incredible in trades.

The response my employer after I had met with my Principal is essentially if I am not double jabbed by return to school, they will have to “re-evaluate” my effectiveness in my role even though I taught all through last year through the lockdowns without the jab.

The mandate has affected both mine & my wife’s livelihood as we both work in education. Both of us have been given the order, no jab = no job. Financially this has also impacted us & has forced us to sell to help stay financially secure - for a short time. We have not been coerced but being told, no jab no job for a career I love is unsettling. I do not feel it is time to finish up being a teacher however this mandate is pushing me that way. [REDACTED]

The mandate forced me to look more closely at the “vaccine” and had started to cause significant anxiety which I have never had before.. I sort a legitimate exemption due this and was told by my GP of over 15 years that it was not allowed. I am currently waiting to get heart tests done due family history of bad heart conditions. [REDACTED]

I am concerned that the mandate has caused major division within the community over something that has been our basic human right. The loss of educators & other supporting staff will impact not only the students, but other remaining staff.

When it has been proven to not be a safe vaccine, why is my employer & state government forcing it when no such direction was given by ATAGI.

I would like to see the mandates removed & the QLD state government own up to the lies or the fact that there are other alternative treatments that do not include the vaccine. I want to continue to teach at the school I love & continue to make positive impact on my students. Pre Covid I saw myself teaching at my current school for a very long time. This Mandate risks losing numerous passionate teachers & support staff in an already strained industry

Other front line staff I have heard have continued to work “unvaxxed” in their chosen field, so why can’t I.. I did last year when we first went into lockdown, and I believe I can continue to do so.

Educator 449

My name is M and I am a male graduate teacher in Brisbane. I am 25 years old, and I have received my bachelor's degree in primary education, having graduated this year. My gift as an educator is to be inspiring for young Australians to be enthusiastic about their learning, to cultivate good citizens through growth in knowledge and skills that will help their future selves navigate through this life.

I am currently seeking a full-time primary school teaching position.

Mandates have deeply affected me and my family, as we are not sure whether we will be able to work and feed our kids. I do not want to be forced to take an injection to work in the field of education which I have worked so hard to get.

This has had a great deal of stress on all of us mentally. We thought that Australia is a safe free country, as did my parents when moving here. Now it seems that people are being forced to take medical procedures, and it takes away our rights.

My concern is that teachers should be able to choose whether to have an injection or not. And it is completely private and sensitive information, on asking someone whether they have had a certain procedure or not. Is this even lawful?

I want free will. I want Australians to have choice on what they put in their bodies. I want to work with children, it is my dream job. With all this stress around, don't be surprised to see lots of depression and suicide. You need to give Australians a voice, and we never should be forced to take an injection. It has to be one's own free will to do so, not forced by an employer or government.

I am hopeful that we can see change in these mandates in the near future, as you will see many, many sectors in Australia lose employees because of your actions.

Then all of Australia will suffer. Think before you act. Question everything.

From M, a graduate teacher from Brisbane seeking a primary school teaching position.

Educator 450

My name is D and I am a 50 year old, full-time teacher in Middle school teaching the core subjects STEM and Humanities. My school is a private school located on the Sunshine Coast. I have taught for 16 years in primary and now teach middle school. Although I have a degree in education with a post-grad degree in teaching English to second language school children, I believe my years of primary experience, together with my passion for building relationships with these beautiful teenagers is what makes me a gifted educator.

The introduction of the mandate to vaccination has had many severely negative effects on not only me and my family, but on my relationship with my school/employer. They have placed my employer in a very difficult position whereby the principal has seen himself backed into a corner. He is aware of the strong feelings a large number of staff have against taking this vaccine, but his response has been unmoving as he sees no way he can work with these staff. This has caused many sad responses and a large chasm between these staff and their beautiful school.

After years of life, I am a strong lady. However, these mandates have been unbearable. I am a single parent to two beautiful teens, one of whom has a chronic (and expensive) disease. I find myself locked between a strong fear of this vaccine (not all vaccines) and the fear of losing my income and therefore my ability to care for my kids and meet their medical bills. I have felt like a lab rat locked in a nightmare box running around trying to find an exit point. The coercion has affected my emotional health (lots of crying) – I can't sleep or function well and I am forgetting things or muddling things up. This is not how I usually function. I have been angry, scared, and grumpy. This then has a knock-on effect on my two girls. They see their mum, who usually guides and leads them well, become unsure/worried and scared.

Yes, teachers can be replaced, but this is not just a teacher at a school. This is an experienced teacher with a love for the school family I have been involved with for many years now. Students and their families search you out for their next child or sibling. Relationships have been developed which support students/families in many areas, not just academics.

I do not want to lose my job. I do not want to be coerced into taking a vaccine when there are many other ways to safeguard our schools, teachers, and children. I want to continue developing students and teaching them with the freedom to decide what to do with my own health.

I would like the leaders of my country to protect me and support me too.

Educator 451

My name is A and I am currently employed as a Teacher Aide in a Toowoomba Primary State School. I am 56 years of age and have been working at this school for over ten years in various roles including Prep and SEP and am currently working within our Intensive English Centre (IEC).

Our school is unique! There are over 40 languages spoken at our school!

Several years ago, I enrolled in a TESOL Cert 4 course (at my own initiative and at a cost of over \$2000) which has enhanced my skills, confidence and abilities to be able to work with these children, many of who that are traumatized because of where they have come from. It is such a joy to work with children that arrive at school with virtually no English and sometimes within 6 months are able to translate things to their parents. Building relationships with these precious children is so important. They need to feel loved and valued.

I know that I am held in high regard at my school, teachers often request to have me working in their classrooms as I am easy to [REDACTED] with, always reliable and the children love me!

Education Queensland have shown no regard to my experience nor my personal health issues in regard to this mandate to have the vaccination. I have been in consultation with my GP for several months now in regard to the vaccination and how it would impact on my individual health issues. In the past 3 years he has advised [REDACTED] to have the Fluvax because of my individual health concerns, yet previously I always had [REDACTED]

We have also been dealing with some mental health issues which my BSM and acting Principal are aware of. These mental health issues have been largely brought on because of matters that have occurred within the leadership where there is an ongoing investigation.

If I do not comply with the mandate and have the injection then I will lose my job!

Since the beginning of school holidays, we have been sent several texts and emails to bully and harass us in regard to complying. Certainly not a restful break knowing that I will be unemployed.

I would like to ask that we have the freedom of choice in regard to having this vaccination. When has my medical information been relevant to my employment? In this day and age when there is to be no discrimination on age, gender, sexual preference, religion etc., why is this being allowed?

I HAVE DONE NOTHING WRONG!

Please consider the impact that this mandate will have across Queensland within our schools. Our children need us, people that care! Often we are their safe place, they know that we want the best for the best for them.

Educator 452

Miss J is what the students call me. I am 39 years old and have worked at my Southeast QLD school (Logan Area), for 8 years. Initially I started as a Teacher Aide. In the years that followed, I was blessed to experience the hard workings of a Teacher Aide. After 5 years I moved into Administration, where I have spent the last 3 years as the First Aid and Administration Officer. My school has a student population over 1000 and staffing numbers of more than 100, the office is always busy, three Admin Staff work in there permanently. My duties are vital to the daily running of the office.

I am the person students come to see when they are injured or sick,
 I am the person called upon if there is a medical emergency,
 I am the person calling an Ambulance if needed,
 I am the person that sits and calms the nerves of students during moments of uncertainty,
 I am the person making the phone calls to parents informing them of their child's wellbeing,
 I am the person that loves my job and all it entails.

Every student that attends my school with a medical condition is assigned to me. Communicating with families and understanding each individual's medical concerns and needs is my duty. The ability to connect with each family, gain their trust and confidence that they have left their child in professional and capable hands is a gift I have been honored with.

It came as no shock to me when the vaccination mandate was first announced. During this period my relieving BM was understanding and supportive. I was encouraged to let my permanent BM know of my decision as soon as possible. The principal to [REDACTED] approach abruptly told staff if we did not follow through with the vaccine mandate, we would [REDACTED] stood down without pay. There was no support, compassion or understanding.

At this point I am on a tightrope, the threat to losing my job is real. If I do not follow through with this coercive threat and get the vaccine, I will be stood down without pay. This means I will have NO income to feed my children, pay for their high school resources, keep a roof over our heads and pay for our everyday living costs. The impact this vaccine mandate brings is a weight like no other. There is no doubt I would do anything to ensure my family do not go without. Having the choice taken away and being told to undergo a medical procedure against my wishes or lose my job, is the most heart wrenching decision to make. It is on my mind constantly, heavy, and deeply saddening. For me and for so many others.

My concern doesn't just resign with my family, it extends to the students and families that I have built relationships with over the past 8 years. Knowing the uncertainty that they will be faced with having no one there who understands the medical history of their child. That familiar face the students are used seeing when coming for their daily medications. Many ADHD and ASD children rely on familiarity and routine. This is something I provide them with daily. To have this taken away from them is also a huge tragedy for their daily functioning.

There are my fellow colleagues who will be greatly impacted if the vaccine mandate does not get lifted and if I am stood down from my job. The workload each of us carry comes with enormous responsibility to the daily running of the school and the beginning on the school year brings with it many challenges and is also extremely busy. There is no doubt I am prepared and ready to fulfill my duties at the start of Term 1 without putting extra stress on my colleagues, provided this vaccine mandate does not impose any threats to me working as per usual.

Please find it in your heart to see the real impact the vaccine mandate is having on mine and many other families. Reconsider this option and allow the freedom to choose without the threat of losing our incomes and so much more. Allow me to continue to my job as I have always done, I should not be punished for my choice to not undergo this medical procedure that is the vaccination.

I believe we can find a way out of this current situation. All it takes is for you to listen to the people, pull the vaccination mandate and reinstate each person that has been brutally removed from their employment because they did not want to undergo the vaccine. Commonsense has not prevailed here, it is about time it does.

I pray you do what is right.

Educator 453

Hello. My name is S and I am a 31 years- young-lady who has my Certificate IV in Education Support. I started teacher aiding at 17 years of age, straight after graduating school at a Private Christian School in Rockhampton. It is this same school that I have been teacher aiding in for the past 14 years.

During the past 14 years I have worked in Kindy through to Year 12, across a range of subjects and areas including but not limited to English, Maths, Science, History, PE, Art, Library and Tuckshop. However, my predominant area over these years and the area that I love, am highly skilled in and have been full time in is Industrial Technology and Design, Furnishings and Engineering Skills. I had an excellent teacher when I was at school that taught me Furnishings (woodwork) and helped me achieve a Certificate 1 in Furnishings and ignite a passion in me for this area. From the skills he taught me I have not only gone on to make designer creations of my own, but helped, inspired and shared this knowledge with hundreds of my own students. The students and teachers often seeking my help on how to do things due to my experience and having spent 20 years in that department as a student and then staff member. Due to the unique nature of the ITD classroom, it is in these classes that I have had many opportunities to be the listening ear of those students that are going through stuff that don't always have someone they can talk to, which has then allowed me to get them the relevant help they needed. My role as a Teacher Aide in ITD varies from cleaning, preparation of materials, tool and machinery maintenance and sharpening, ordering and other admin tasks, setting up for classes, making demo projects, working with students and teachers and so much more. In 2019/2020 I was a major part in the redesign and redevelopment of the department, which resulted in a renovation of the workshop and classroom areas and introduction of Engineering Skills (metalwork). When the mandates on Education were announced my employer contacted two 4th year medical students to help explain how the vaccines work and answer any questions of staff and once the Health Order was released they emailed out a document of requirements for staff to comply with the new directives in order to remain employed.

Since the introduction of mandates in health care and education all four adult members of my family that I live with can no longer work as we are refusing to be coerced into taking this particular vaccine. We are not anti-vaccines and have had the other vaccines you get as a child and tetanus when needed, but we are choosing not to have this particular vaccine. My mother is currently undergoing Cancer treatment and these mandates have meant she now has to go to her appointments and treatment alone. The introduction of mandates has caused stress, uncertainty about finances and career, grief of losing a job I love, loss of access to tools and machines to build and create and no longer working with staff that are not just colleagues but friends.

My concerns for schools and students is the loss of their much loved and dedicated, quality, highly trained and experienced long term staff. Losing these staff will leave schools short staffed and students not getting the education they deserve from these passionate, highly trained staff and therefore increasing the demand and pressure of the remaining staff who chose to have the vaccine. The area of ITD is a unique area that already struggles to find staff and these mandates will not make this any easier. Schools in regional areas are the hubs of the community and these mandates will also impact volunteers and parents who choose to help in their children's classroom, participate in the support-a-reader program, at the pool, in the tuckshop or P & C fundraising events. All these roles volunteers and parents play within the school are vital to keep smaller schools running and educating their students. For some students school can be a safe place, a home away from home and a second family. The loss of any much loved staff member, whether that be their teacher, bus driver, teacher aide or school nurse will be greatly felt by the students, their families and remaining staff.

I would like to see Mandates being dropped completely and giving the individual back the choice to choose for themselves without coercion or risk of losing their job, if they want to take the vaccine or not. I would also like to see the opportunity for discussion of alternate risk management strategies eg. Rapid Antigen Tests instead of the PCR test.

Educator 454

M, female, EQ Special Education TA, Ipswich 13 years

I have been fortunate enough to work for Education Qld for the past 13 years to which 11 of those years have been in a permanent position in a special school. This has been a very rewarding job to be able to work amongst other professionals like myself who go to work for the pure love of the job. Having worked in this setting for all these years I have learnt a lot about different types of disabilities such as autism, cerebral palsy, down syndrome and also a range of different health issues such as epilepsy, students who need to be peg fed just to name a few. This job is not only challenging but also rewarding especially when you see students face such challenges every day to which they do with a smile on their face and these are the challenges that we take for granted. My qualifications in this field are to provide different medical care to students' needs, to provide and accommodate different learning strategies for their different needs.

I have not sent anything to my employer as yet, I was on long service leave when this all started and have not checked any of my emails. (to scared too)

The mandates have impacted my family as I am forced to have one or could lose my job. I am on a TA wage and that is nowhere near enough money to live on and no way I could possibly afford legal representation on this wage. The thought of having this poison against my will makes me sick. I have just recently finished a degree to which I was going to change my position but won't be able to change that role within the education department now. My anxiety is increasingly high as the closing date gets closer for me to either have or not have the first job in order to be done by the 23rd. This decision to not have this will impact us financially but the biggest impact of having this and getting very ill will be a financial burden for a short period (hopefully) as I will not then be able to take care of my kids at all, be around them or my first newborn grandson.

My concerns for the students/community is the health and wellbeing of each individual, you may not have any reactions straight away but no one knows the long term side effects either. This vaccine has not had the proper amount of time for it to be enforced, there are too many side effects reported and ignored. My concern for students is are they going to be affected in the long term? Will they be able to have kids of their own one day? Will they have heart issues for the rest of their lives? will they be physically able to play sports or participate in any activity that they wish? If you can still spread it with a vaccine then really how is that looking after the community?

What I am asking for is some good common sense to begin with, we as a country have the right to choose what we want to put in our bodies. I am not anti vax BUT I am pro choice and what I want out of this is for the government to prove this is for our health by providing other alternatives which are available but have been taken away. All I hear is that we have to take care of everyone else, your neighbours, family members and the community but at what cost? Provide other alternatives and let me and everyone else choose which one is right for them and not just what the government wants you to have that is not caring about my health that is about power and greed.

My final message well let me see without me having to sound like I'm repeating myself:

To the Government,

You want everyone to have a vaccine to protect everyone Covid-19 but yet you will not provide all alternative medicines to give each individual the right to choose what they want in their body. You want us to cave in to your cohesion, bullying and abusive tactics to gain power and make a fortune from a vaccine that is only a trial vaccine and has not done at least the 7 years that is required in order to prove it is safe for human consumption. You want to force this poison onto children whilst still in trial stages. You want to continue to be greedy and make a fortune at a cost to peoples lives while you don't have to have it yourself as you're exempt. How do you sleep at night knowing that this can kill people including children? How can you sleep at night knowing that there are even more businesses suffering more than ever? How long can you continue to lie about the numbers when it shows that it's incorrect when you see so many businesses struggling, having hundreds of cancellations due to unvaccinated people not being able to enter? How do you as a human being think it's okay for people to keep suffering and struggling? How far are you going to push people till you realise we are not giving in?

You have lied enough, seeing as this comes so natural to you I'm pretty sure you can think of another one in order to change this ridiculous illegal mandate rather than admit you were wrong. Remember this, you work for us and you too will soon be unemployed,

Educator 455

Firstly, I would like to introduce myself, my name is PT 55-year-old male teacher and I have been working in the Beenleigh area for the last 13 years. I have a Bachelor of education specialising in HPE. From the start of my teaching I have done a balance of HPE and behaviour management. My current role is a lead teacher in the tier 2 engagement team, I construct and implement the boy's programs at my school which is a unique position require a set of skills above the normal teacher.

Education Queensland has mandated our profession and this will not affect me until term 2 as I am currently on long service leave, but it is currently a major concern. My admin staff have been very supportive of my situation as I suffered a heart attack at the end of 2020 which saw me dead for 15 minutes and placed in a comma for two days which lead to me having term 4 off with rehabilitation and a defibrillator implant place in my chest.

I have not yet been vaccinated as I am extremely concerned about possible side effects from the current vaccines. The amount of stress this is placing on me with the possibility of losing my job if I don't comply to the mandate. I am not [REDACTED] most of the conversations I am having with friends and family nearly always comes back to the topic of vaccine mandate and the possibility of an uncertain future employment wise. I have always supported myself and been gainfully employed with a very strong work ethic, now I face not being able to pay my home loan and utilities if terminated.

My students are selecte [REDACTED] ber of reasons to take part in my programs, ranging from behavioural, social emoti [REDACTED] small groups and build a solid relationship with not only my students but their parents and careers through constant communication.

I am a worker and I love my job, I just want to do my job working with an extremely difficult group of boys and I am happy to wear a mask each day or have a rapid test each day to prove I am covid free. I truly believe I should have a choice in what injections I have without the been coerced into taking the current vaccines with the fear of employment termination.

I appreciate you taking the time to read this letter all I want is to be able to teach and do the job I was meant to do, helping the next generations become contributing members of society.

Educator 456

My name is C, female, age 53 and worked in Ed Qld and Independent schools as a primary, instrumental music and Secondary experienced teacher of 31 years. In Bundaberg, I have held a role as Head of Department for English and The Arts and LOTE for 11 years. I have coached many first and second year teachers, supported and tutored many prac teachers, designed quality work programs and established The Arts as a life long learning experience. I have a BA in Music, Grad Dip Ed Sec Teaching, AMUS A, LTCL in music performance and recently completed an Advanced women's leadership course in Education with Monash University.

I had made the decision to create greater professional challenges for myself by leaving my school of 16 years and am signed to start work in 2022 in a much larger school. Something that took risk as I would lose 320 hours of sick leave that I didn't use due to my good health and high work ethic.

The vaccination took me by shock as this would never be necessary due to so much health advice having previously been told about high immunity of children and myself not being in the high risk category either. My new employer [REDACTED] been very respectful and considerate of my position to not be coerced into a mandated vaccination against my will. My previous Principal has not shown such empathy towards staff and I feel grateful for my new position even though I stand to lose it all together.

As a healthy fit person, I have [REDACTED] any evidence that convinces me that I need to have an experimental vaccine that [REDACTED] implications as adverse reactions so I am standing by my principles to not agree to a mandate based on my professional skill as a critical thinker.

Since receiving the directive, and knowing I stand to be unemployed for the first time in my life I have felt quite sick from the nightmarish mental state it has caused. There is no rest during this 'holiday' time when it is most needed. I am reading and keeping up to date on political viewpoints and statements as well as health reports, not to mention praying for those less off than I.

I would expect that simple RAT test at the start of each day could quickly provide a health status for those teachers who aren't vaccinated to be able to enter school and do their job. However, given the so called 'vaccinated' teachers are still able to contract and spread the Covid so what's the difference? I am expecting to wait for the hyperactivity to settle once it becomes an endemic in the people and the mandate is deemed unnecessary.

Please listen to us and help resurrect our profession which takes a huge heart to face day after day even without Covid.

Educator 457

My name is P. For the last 3 years, I have held the position of Director of Coaching – 'X (sport)' at X College on the Sunshine Coast. I am 53 years old, a qualified Teacher, former Olympic 'X' Coach, have coached multiple National champions, junior and senior teams. I was employed to develop a 'X' culture and program at the school and from all accounts have done a great job.

In November 2021, the Director of Sport made it a point to acknowledge the job that I had done as the participation numbers of the 'X' program have grown considerably and the competitive results and opportunities had also improved dramatically. He asked if I was willing to continue and verbally suggested that the school would 'roll on' my contract into next year.

I did not comply with the request to provide evidence of my vaccination status by 17 December 2021, and on 30 December 2021, I received a payslip stating that I had received 'Annual Leave on Termination'. I have since requested confirmation as to whether I have indeed been terminated as I had received no other notification of this, but have yet to receive a reply.

Whilst the income I receive from X College is not my primary source of income, if indeed I have been terminated, it will place my family under financial pressure as I will need to supplement this loss somehow. This is obviously concerning.

I took great pride and satisfaction in establishing a vibrant culture at this school and culture takes time. 3 years is significant time to establish a culture and then build again from. This will be lost now and it is disappointing for the students who were beginning to grow in confidence through the programs that had been established.

I am disappointed that the school failed to protect my basic human rights and blindly follow these immoral mandates. It is clearly apparent that the vaccinations we are being coerced to take DO NOT prevent infection or transmission and that they come with very real and serious adverse reactions. To discriminate and make employment conditional based on taking something like this is simply wrong and these mandates must be stopped.

Educator 458

C, female, Primary School Teacher and bring my trained and certified therapy dog as part of my role. I have been teaching Part Time for 4 years and full time for 13 Years previously in Catholic Education, North Queensland. I am 40 Years old and have been teaching for 17 Years.

I hold a Bachelor of Education, Graduate Certificate of Theology and have completed two Therapy Dog and Animal Assisted Interventions Certifications.

My strengths as an educator are to help students see and realise their gifts and talents. My greatest strength has been to help those who have social anxieties, selective mutism, or little speech due to autism, become more verbal, relaxed and social by including my trained and certified dog in my work at school.

I have had a 'black and white' response from my employer. My serious personal/medical circumstances have not been taken into account by my employer. There has been no understanding, at this point, given around the [REDACTED] my specialist is on holidays and cannot see me until the 20th of January 2022. I asked HR for an alternative arrangement for a few weeks, however they said I have either had the vaccinations by the due date as the Queensland State Government has mandated or I haven't.

The mandates have impacted [REDACTED] much because I will now lose the job I love. My family's income and way of life will [REDACTED] having to think of other ways to make an income to pay the mortgage, bills and feed ourselves.

The situation has been quiet anxiety provoking because change and making huge life altering choices is one of the hardest things a person can do. There has been much worry and concern for the future. It has also been challenging mentally to realise that my personal medical circumstances do not matter.

I am concerned that my community will think I just abandoned them without any goodbyes. My biggest concern is that our students will never know what it meant to have autonomy over their own bodies. The children are taught, "My body belongs to me." Will they now? Will they grow up in an Australia where segregation is accepted and normalised?

I would like to see Rapid Antigen Testing Introduced as it has been in other workplaces so that we may keep supporting our community and ourselves in these trying times.

Rapid Antigen Testing is a sensible way forward and will solve the issues illustrated above and those of others. Particular to my circumstances, I will be able to continue making an income. I am already dealing with the life altering and great challenge of stage 4 cancer and also having to make an income for my family.

Being able to do the Rapid Antigen test would turn an already extremely trying and challenging situation into much more manageable one.

Educator 459

I am a 42 year old, casual teacher aide who has been working at X State School for over 7 years. I have worked regularly with students with special needs and as a general teacher aide, supporting teachers and students with their learning. I am also a pre-service teacher due to complete my Bachelor of Primary Education in September this year, with my third practical placement commencing in January and my final placement in July. My current qualifications include a Diploma of Child Care and Education and a Certificate IV in Education Support. I have a passion and gift for caring and educating children and can think of no other work sector that I would be as effective in or that I would enjoy, like that of education.

Upon implementation of the mandate for education workers to become vaccinated, my workplace had informed me that I cannot work without getting vaccinated. My university has also informed me that without being vaccinated I cannot complete my third practical placement and will fail the subject that I have already been invoiced for and completed assignments for. I believe that not being able to complete this placement at this time will also result in me having to wait for one whole year before I can take this subject again and enrol in three of my five remaining subjects, as this placement is a pre-requisite. This means that if I cannot undertake my placement starting this month, I will not be able to complete my degree and commence work at the end of this year, as my family and I have planned and relied on.

These mandates requiring education workers to be vaccinated have impacted my family tremendously. I cannot be vaccinated for several reasons, including:

- advice from my long term doctor that physically it is not beneficial for me, with autoimmune diseases running in my family,
- the available vaccinations have not completed sufficient, unbiased approval and are still in experimental phase, and question [REDACTED] potential to interfere with our bodies DNA and RNA,
- ethically, as a Christian [REDACTED] uses aborted foetus cells to be produced,
- my value of freedom in my country of Australia, and how hard my grandparents fought to maintain that freedom and democracy, I cannot support mandates like these,
- our family has invested too much time, effort and value into being healthy for a decade now, finding alternative medicine to prove to work better for our body types than the allopathic medicine model adopted by these mandates.

I am so sad and stressed about it. Those eight words, *I am so sad and stressed about it*, are inadequate in summing up my last few months. They are easily read and skipped over to the next sentence. However those eight words represent many, many nights of broken and insufficient sleep, heightened stress and tension within our household effecting my husband and children, a sickened stomach for two months that has impacted my physical health, and emotional instability with crying, lethargy and anger, among other things.

Despite this massive impact on my own life and that of my family, I stand by my decision to refuse to be vaccinated. I am ready, willing and able to work, but the government won't let me. I really want to work and be able to finish my Bachelor of Education this year. I want to be able to give back to my husband, who has supported me financially, physically and emotionally to allow me to undertake university study at this stage of life. Our plan was to do the study now and be able to afford to take a holiday, fix cars and the house, pay for our children's extra-curricular activities of ballet, AFL and cricket. All of our plans are under a huge amount of growing pressure and doubt, without me being able to work as a teacher aide now, let alone finishing my degree and working as a teacher by the end of this year.....

I ask that these mandates be revoked immediately. They have eroded our Australian values of democracy and freedom and leave me unable to plan, dream or live out my life as I should be able to. They scare me of the power the medical industry over our elected government, making me fear for my children's future and freedom to live long, healthy lives of their own choosing. The medical industry you trust in does not cater for every individual successfully, as these mandates do not either. Please restore proper democracy to our country right now, it is effecting so many lives negatively every single day. I know I only have a few days left before my plans are ruined.

Educator 460

My name is K and I'm a 49 year old female who taught 'educational dance fitness' in 10 different childcare centres throughout the Gold Coast. It was my full-time occupation. Even though I'm a sole trader I work under the umbrella company 'X Fitness'. This meant that when the government mandate took effect on the 17th of December I had to hand over my business to a new instructor. I've spent 4 years building my little business and had formed beautiful relationships with the directors, educators and most importantly the children at each centre. Happy Feet Company said they'd have me back if the mandate is lifted in the future, however I'd be starting from scratch and couldn't return to the little business I've poured my heart and soul into.

Having struggled with allergies and adverse reactions to medications and vaccinations in the past I made the decision not to have the current vaccinations available. I spent over a decade of my life improving my health and I am not about to give that up. When you work hard to improve your health and quality of life you realise how valuable making the right decisions for yourself truly are. I tried to get a medical exemption from 4 different doctors but I didn't meet the very slim criteria. I was told it's virtually impossible and t[REDACTED]ds were tied. So in the end I had to choose between my health and my job! What a choice hey!

It broke my heart to say goodbye to the gorgeous children I teach and they won't know I'm gone until next year when a new instructor takes my place. I'm sure there'll be some upset little faces. I never felt like 'just an instructor' and [REDACTED] purpose was much bigger. Besides the health and fitness aspect, I taught self-love and com[REDACTED]h child feel special and most importantly heard. I nurtured troubled or shy children and watched their confidence grow. I know the name, personality and characteristics of over 170 children I taught so I knew how to adapt my teaching methods for each. I received many emails from parents sharing the positive changes they saw in their little ones since starting with me. This was my greatest achievement.

So what's next? I have no idea! I'll have to look for a job that doesn't require vaccination if I can find one.

In my last weeks of working I came across many educators and directors who were also in the same situation and found themselves making impossible decisions. There were many tears and concerns being shared.

I'd like to see this ridiculous mandate lifted so that the many talented and caring teachers, educators and subcontractors can return to their jobs and do what they love. For me it's too late as I've had to hand my little business over but it's not too late for the many whose jobs have not yet been filled. Please have a heart and do what's right.

Educator 461

I'm a Primary Teacher with over 14 years' experience and I have worked with indigenous students, students with additional needs as well as students from a variety of different socioeconomic backgrounds. The school that I am currently working at has a vast number of students who come from very low socioeconomic backgrounds and struggle with developing confidence that they are able to achieve a better life for themselves in the future. I love seeing each student's development and being able to contribute to their life by providing supportive education to increase their ability to have a successful future. As an educator I always teach my students to be brave, not to discriminate, not to become a bully, never give up, believe in yourself, follow rules and do the right thing. In my opinion the above-mentioned are basic fundamental skills required for the next generation to be successful in life.

Currently within Australia I believe that we, as a country, have been clouded by fear. I have seen a lot of people including myself get affected by fear where this fear has been created by mankind. The biggest fear that has been introduced to our normal life is introducing mandates. Mandates create fear as people are faced with losing their job unless they comply, conflict occurs amongst family and friends due to divided opinions, as well as dividing society by labelling individuals as either vaccinated or non-vaccinated. All of these fear tactics go against the guiding principle that has been implemented to protect our society and to promote individual choice and freedom.

As a professional and educator, I always teach my students to follow the rules that have been set. Rules have been set within the immunisation hand book to protect individuals based on our rights to choose what happens with our own bodies. The immunisation hand book states "for consent to be legally valid, the following element must be **voluntarily in the absence of undue pressure, coercion or manipulation**". The introduction of mandates forces everyone to be vaccinated as "no jab, no job". This policy goes against the rules set out within the Immunisation Handbook.

Creating division between individuals due to their vaccination status has had an enormous impact in our society. As educators we constantly teach and reinforce to children that we don't discriminate according to an individual's race, religion, colour or physical appearance, and yet, here in our society, there is a division beginning to occur between the vaccinated and non-vaccinated. What sort of message is this sending our children?

For me personally, once the mandates were announced, I have felt a lot of mental anguish whereby I have to decide between a job that I love and can make a difference to many different students, or get a vaccination that I don't know much about and what long term effects it will have on my body. To make matters worse, boosters are being promoted whereby you have to get a booster shot on a regular basis.

I believe mandates should not be in place as every individual citizen should have the right to choose freely what they have placed in their body. As Australians, we should not have to choose between our job or a vaccination and subsequent boosters.

I am deeply concerned with mandates as we need follow the immunisation policy that states "consent must be given **voluntarily in the absence of undue pressure, coercion or manipulation**", we don't have enough data stating that any covid vaccine is safe; and lastly, we don't know if there are any long-term adverse side effects. From this it can be seen that there are so many facets of the vaccinations that are still unknown. Don't you think it is wrong to force such a vaccination onto individuals' where we have limited long term data on its effectiveness and side effects? Don't you think it is wrong to introduce fear into our country? Don't you think it is wrong to divide our society according to an individual's vaccination status?

You have the power to stop these mandates. You can abide by the rulings and law that has been in place in Australia and is clearly stated that we as a country can choose freely without coercion to get vaccinated or not.

Educator 462

My name is E. I am currently a Primary Learning Support Teacher Aide working Full Time at X School of Distance Education. I have been working her for the last 12 months on a permanent basis. Before that I have been working at various state schools in the town for the past 8yrs on contract. I am currently studying my Cert III in Education Support and absolutely love my job. I currently moderate 50 online lessons a week, interacting with well over 50 different families around the Distance Education District. My gift as an educator is that I am there for the children. I love forming bonds and relationships with them, especially on this platform here they don't have usual interactions like they would in a classroom setting. I often get emails and messages from the children and the families, about how much they enjoy their online lessons with me. They become extended family, and I love catching up with them everyday and seeing the progress they are making in their education.

The response from my employer, was to say the least a little disappointing. My BM in particular has always been know for 'having our backs' as support staff, however in this instance, she was completely disengaged. I had made it known, that I was uncomfortable, as had others at the school, about the vaccine and yet she did not attempt to have a conversation on the topic as to my options. It wasn't until the last day of term, that I made a time to go and see her, to explain that I was trying to seek a medical exemption (due to a big list on contraindicators with the medication I am already on) and I basically got told that if I wasn't vaccinated by the said date, I would be suspended. I asked for how long, she didn't know, I asked could I work from home, she said she wasn't going there, all she offered me was a 4-page PowerPoint that the department had been sent with information on it. She also stated that if it was a medication, I had been on all my life, I had had plenty of time to seek referrals and see specialists, she couldn't not see that I had the same amount of time as everyone else due to the short notice mandates. I felt completely unsupported, and undervalued. I had only just had a meeting earlier that week and she had nothing but praise for my work and how much she loved having me as part of the SDE team. I again offered if they were short staffed I was happy to work from home (very easy as all online and no contact with children daily anyway).

There has been a huge impact on [REDACTED] the mandates. So far I am the only one in the family to have been mandated. I worry about the financial pressure I will put [REDACTED] through on the suspension. Thankfully my husband is still employed, but never in a million years did I ever see myself suspended for making a health choice to look out for my family. I have never put a foot out of place in the department, and I have worked my arse off for them for 8yrs. I have always been the one who puts her hand up to help others, volunteers time outside of work hours, assisted with special needs kids when others wouldn't.

My mental health has suffered. I am no longer the eager, keen to get back to work person I was. I feel I am just a number in the system that never valued all the extra I brought to my position. It has made me angry, here we are trying to teach and instill in our children and the next generation to stick up for yourself, have your own back and work hard, and yet that same system is crucifying people who do. The last week of term I was a blubbing mess. Crying at the drop of a hat, questioning myself, worrying what my husband and kids would think of me if I stood my ground for what I believe in. I am now in a good place and willing to tackle whatever is thrown my way. I am not one to back down from a fight and this is a massively corrupt fight, but I ready to give it a go.

I worry that education as a whole is going to suffer greatly. I myself, interact with 50 different rural and remote families every week. I would hate to think I have let them down, and I have offered many times to be able to continue my lessons from the safety of my own home, but have been denied. I am willing to wear PPE and have a test every single day in order to keep these lessons up to these struggling kids. I am looking beyond my own bank balance and I can see that some of these kids who have taken nearly a whole year to open up, will become quiet and withdrawn with the introduction of new or no staff.

All I ask is for options to work around the issues. As said above I am willing to wear PPE and had tests daily, which I have heard other industries allow. I also work in a SDE. Which ironically is the same set up as a 'District Office' for the Dept, and as I asked them the other day on my phone call about why our school is deemed 'High Risk Setting', they themselves are not mandated. I would in a huge office with only 8 other people in the room. All of which have their own office space at least 3-4mts apart. How this is high risk I will never know! I have also requested I work from home. The HOD's have been supportive of this idea, however our BM and others have dismissed this. Seems they would rather replace us that keen hard working loyal employees.

In closing, as I could go on for ages, I would like to see an end to the mandates and let us hard working frontline workers, who were all ok to work through the beginning stages of the pandemic, be able to return to work like normal. If this does continue, I feel my heart won't allow me to work for a department that was so willing to let me go and not fight for their employees and seek another career path. I don't just want to be a number I want to be valued. I want my kids to see I'm valued, otherwise what hope do they have for their own future if they know people as so easily replaced and not cared about.

Thanks for all the hard work you guys have done behind the scenes. I myself have emailed and written to everyone possible. Got my politician of a Grandmother doing the same trying to push as many important buttons as possible. As she said to me " Well at least you didn't go out without a fight!" I endeavor to give this everything I have.

Educator 463

My name is R and I am a secondary Agriculture, Science, Business, Digital technologies, English and junior Italian Teacher. I am a full time teacher and 51 years of age, I first started teaching in TAFE QLD partnering with Schools in 2005 then moved into Schools in 2009, I am a Teacher, a lifelong learner and I am qualified to teach the above areas as well as having qualifications in Sport & recreation, Management and additional qualifications in IT.

My Employers response to the mandate has been minimal, it has been very hard to find out any information by my employer, none of the concerns that I expressed, have been able to be addressed and I am simply left with the information that if I want to keep my job I need to be vaccinated. I have requested more information in writing although I am not being provided with any additional information and feel I gain more information by watching the news which makes me feel the situation is unclear and this makes me uncertain.

I am a single Mother with a son suffering with Proximal Femoral focal deficiency where he is unable to walk or stand unassisted and [REDACTED] with prosthetics. As I am the only income earner, being faced with loss of my income is most alarming and emotionally difficult. I have clearly been told that if I do not take the injection I will not have a job for 2022.

My mental health has always been strong although, being faced with the mandates and not having a job, has me concerned about feeding [REDACTED] I have started having disturbed, minimal sleep combined with nightmares.

At my school I have had a strong connection with community and been the driving force in instigating transferrable skills into industry, this is due to my years of experience in TAFE and Senior pathways. I know my students rely on my experience and skills and I know they are going to feel let down, like I have abandoned them with the current mandate and not being allowed on site for 2022.

I love my students, my family and I would like to be able to look after my family, function in society by being able to pay my bills and put food on the table as well as continue to educate, support and guide my students into industry or further study.

I guess I am asking for a small miracle where I don't have to put my health at risk by taking the mandated vaccine and continue to help, guide and educate my current cohort of youth.

Educator 464

My name is M and I was an Educator in early childhood. I was working part time in Coorparoo Brisbane for X Early Learning before they stood me down as a result of the covid-19 vaccine mandate. I have was working as an early childhood educator for the last 7.5 years.

On 27th September, my employer has created a Covid-19 vaccination policy based on the government mandates and directives for the Covid-19 vaccine resulting of me being stood down from my position. Since the announcement of this policy, I have been trying to communicate with my employer asking question to help me make an informed consent on the medical procedure mandated on me. My questions are all around efficacy and safety on short, medium and long term data. Why are all the vaccines being offered to the public on provisional approval, when permanent approval will be given and why haven't the employer consulted with me or any of my representatives before deciding to implement such a policy in the work place. Despite many emails sent with letters expressing my concerns and asking my questions, none of them have been answered or fully answered. With the lack of response from X company, I went to my Doctor with my questions. My Doctor was very clear to me that these vaccines are all [REDACTED] mental stages and that's why they are provisionally approved. My doctor could not guarantee the safety and efficacy of any of these vaccines in the medium or long term as data is still being collected. Despite sending this information to my employer, I still have not got any response to help me make an informed decision to follow their policy. As a result of it I was stood down from my position since 29th November 2021 till this date.

This mandate has put a lot [REDACTED] between husband and family. I am no longer myself as I and constantly anxious. I am not able to create an income and it puts a lot of pressure on my husband that are supporting the family on his own now. Not being able to work doing what a love to do has affected me on many levels - emotional, financially and even the sense that I no longer have the chance to contribute in society. I do feel very sorry for the children that were in my care the whole year and all of a sudden have to have a new educator in the last weeks of the year without time to transition. I do feel that 7+ years of experience and at least 2+ year creating connections with community, families and children in my last workplace to be taken away just like that will definitely create trauma for not only educators and children but for the entire community.

I really hope that the people in power of these mandates can realise that the damage being created by their choices, will create permanent damage in many layers of our society and our future generation will be the ones most affected by them.

No Covid-19 variant to date have discriminated against vaccinated and non-vaccinated people nor should the leaders of this countries creating or agreeing with these mandates.

I hope that truth and moral will be the compass to lead each individual that can help change this serious situation in our state and country caused by these mandates!

Educator 465

Hi my name is M. I have been teaching Physical Education full time for twenty-three (23) years in the primary school sector. Twenty years of that was as an Itinerant PE teacher on a circuit of small schools. I have been in the Wide Bay Region since 2004.

I am 46 years old with a Human Movement degree and Grad Dip Ed specialising in PD/H/PE which I received from Southern Cross University Lismore NSW.

Aside from teaching thousands of students, thousands of lessons over the years, I have specialised in convening many sports events, from school to district and at regional level. I've noted over the last few years that the older guys are retiring and there are less of us willing to put in the many unpaid hours of extra work as coaches, managers, trainers and conveners of school sport. This makes me really sad for the students who are coming through, especially in a country regional town where opportunities are already limited in comparison to our city cousins.

The mandates which have been rolled out by the Department of Education over the past month or so have been quite shocking to me, considering that last year I was considered an essential worker and was required to show up and teach students of high risk/essential work. In the space of two years, schools have suddenly become high risk unless [REDACTED] so are unable to provide me with any reassurance of the risk associated. I am essentially being bullied by an employer that puts so much emphasis on anti-bullying; it's ironic. The pontification of health and wellbeing of employees is a joke.

The impact of this has been incredibly stressful; it seems we are not even able to make the choice of having a different vaccination (e.g., Novovax), let alone having the choice to not participate in this (until 2023) experimental procedure, as I will become unemployed.

My children have experienced my stress and anxiety; none of us sleep very well and I feel like I have done nothing wrong and essentially been betrayed by my employer. I have faithfully executed my duties for the past 23 years, and have many past students and colleagues who can vouch for this.

I sit with the very real concern that many years of experience developing programs that are fun, safe and concentrate on whole class participation will be lost. It isn't easy to incorporate all types of fitness and skill levels into 30-minute lessons. Students will be denied opportunities to try new sports and consequently opportunities to learn the all-important social and life skills will be lost. Many beginning teachers do not want to give up their lunch times to coach a footy team. My own family has come second to my school duties many times over the years.

This experience over the last few weeks has made me realise that we truly are just a six-digit employee number. All the extra hours, heart, days of going to work when unwell, has not been valued at all. Fancy dropping this bombshell a couple of weeks before Christmas.

Educator 466

Greetings, my name is S (50) from Brisbane, QLD. I have been employed in the Education Sector (administration) for 15 years, most recently holding the position of Registrar. I completed my legal studies (B.Proc, LLB) in South Africa and operated my own legal practice between 1998-2005. Arriving in Australia, I decided to utilise my managerial skills and accepted a managerial position at a Sydney school (3 years), continuing in Brisbane as Office Manager and Registrar's Assistant (12 years). As Registrar, I dealt extensively with international students, their visas and ensuring compliance with the ESOS Act and all other related Government legislation.

Apart from my administrative duties the last two years, I've spent many hours connecting on a very close and personal level with my international students (50 - 65 beautiful young people). Stepping up as emotional support person for these young people who, in many circumstances, have not seen their families for more than two long years, was a great honour! My school Board/Principal has been wonderful in implementing countless initiatives to keep going in the uncertain times. Being classified as "essential workers", we did our utmost to remain a 'calming constant' for our students in a volatile situation. My deepest concern is for our young students! No longer able to support my international students moving forward saddens me immensely and makes me worried for their social emotional wellbeing.

Teachers shortages in QLD was already critical and finding seasoned, highly educated staff is near impossible. Losing staff with many years of valuable experience due to mandates will exacerbate the shortage issues exponentially and negatively affect many students' education. Australian children already lag behind many other countries in their education - we can't afford to discard passionate, qualified staff deemed no longer suitable solely because they don't meet the requirement of a medical mandate. Losing volunteers, teacher aides or [REDACTED] staff is just as unfathomable. Who will run the uniform stores, canteens, organise the fund [REDACTED] students? All negatively affecting students.

My life has been turned upside down because of my choice to forgo a vaccination on personal medical grounds. It has led to many negative impacts on my mental health and that of my family. Lately, I find myself questioning my sanity, principles and self-worth very often. I have always been a positive, persevering, hard-working person however losing a job (and the only extended family I have in Australia) has caused a loss of identity and put me in a very dark place. To go from a valued member of society (even an "essential worker") to being shunned for your medical status, has been unbearable. When I look in the mirror, I no longer recognise myself - my self-worth has been degraded. Becoming a burden to society, unable to provide for my family and being treated as a second-class citizen has taken away my dignity.

Some may say - "terminating teachers/staff that don't comply with mandates because they are selfish is good" and "choices have consequences". I say, I believe in freedom of choice, equality and no segregation or discrimination - coming from South Africa, this is hugely important to me. Australia stood against apartheid - what has happened to our nation??? Respect needs to be placed above all else.

With my legal background, I see many issues arising with these medical mandates which is totally unnecessary. In the decision of Kimber v Sapphire coast, Deputy President dean stated:

"The risk of spreading COVID only arises with a person who has COVID. This should be apparent and obvious. There is no risk associated with a person who is unvaccinated and doesn't have COVID." Mandatory vaccination does not eliminate any risk of COVID as both vaccinated and unvaccinated people can be infected and transmit COVID. Science does not support mandates and threats. Let's use science and all the tools at our disposal to create a strong, united and inclusive society.

Please, please I believe we can work together in many ways to maintain the Australia the ANZACs fought for - free and united!! I ask that we work together to find a solution, other than mandates, to protect our entire Australian community. Reverse the mandate requirements. I put to you that it would be far safer and more effective to allow rapid antigen tests instead of mandates. Let us implement new projects for example ventilation and air purifiers. These measures would restore the divide created in our society and stamp out division based on vaccination status.

Character is shown in how you treat those who can't do anything for you. I support peoples' choice to get vaccinated 100% (if it is their decision) however, I do not support tyrannical mandates. It was my duty and honour to be there for my students! I hope to continue this calling in future.

God bless

Educator 467

My name is NDC I've been a teacher since 1999 with a BCom, Grad.Dip.Ed, and Master Special Needs Education. I have worked in the private, public, and international sectors. I've taught Year 1 to Year 12, I've been a Deputy Principal, an Associate Dean of Teaching and currently I am a Special Needs Teacher. I've worked in metropolitan and vastly remote communities, one of which was only accessible by boat and plane for six months of each year. My placements have been diverse, each has taught me new skills in my love for learning, learners and bringing those two loves together.

I live in a small, country town, where I support my husband and two, teenaged children from a previous marriage. My husband finds work when he can. X, in North Queensland is one of those country towns where if you are not employed by the services, it's difficult to find consistent work. Unemployment is high. My daughter is starting Year 11 and my son is in his 2nd year as a building apprentice. My income supports all of us.

I've shared with my family that I may be stood down in the new year. My daughter's response was, "Just get vaccinated." I tried [REDACTED] the ethics within the situation as best I could. She offered to drop out of school and get an apprenticeship to help make ends meet – bless her. It was a difficult conversation to have, as my actions may have placed the people that mean the most to me, in direct risk of not having a roof over their head or food on the table. I feel extremely apprehensive and guilty about that.

Early 2021, I gave up my [REDACTED] Education to take a contract with back Education Queensland (I had previously been a permanent employee with EQ). I took this personally, unwise, leap of faith because of a student I had taught four years earlier – he needed me. He had become violent often destroying learning spaces and physically hurting staff as well as himself. He was permanently placed in the Special Education Unit, the situation was dire, and the parent was called (often several times a week) to collect her son due to the threat he was posing to himself and others.

Almost immediately, the behaviour stopped. I know the student's frustration with not being understood, not being included, being made to complete tasks with little to no relevance to himself. I have the skill set, years of experience, patience, and determination to make a massive difference. We worked hard on many things including developing language to be able to name emotions. The student went from being largely non-verbal to expressing three- and four-word sentences in a matter of months. Lashing out to show disagreement, became, "No thank you." The family, school and I worked together to find support outside of school.

Sometimes this meant supporting mum and the student in transporting to and attending medical appointments. We organise NDIS funding. Together we managed to get the student seen by a pediatrician, examined by a dentist and have much needed x-rays taken. All tasks no-one, including mum thought were possible. This is my gift and as Picasso once wisely commented, "The meaning of life is to find your gift. The purpose of life is to give it away."

Why then, would I put my family and the students that need me at risk by potentially being stood down in January? Why should I not "just get vaccinated" as my daughter suggested; after all, I'm not against vaccinations and have received many? It took me several days to work through these questions. The following is condensed summary of the journey I took.

The day before my surgery, you could have pushed me over with a feather, I was astounded. I sat, trying to process what had just been said by our Principal, "You will need to be vaccinated or you will not be permitted on campus" and then came the written mandate. To be served an ultimatum; be injected or face being stood down ... I was in a state of shock. It seemed as if all my receptors had shut down, and I had no idea why.

I'd been told before that I give too much to my job. That I "was just a number, and I could be replaced," and I would defend my viewpoint. "Education as a calling, something you are," I'd say. However, I was now faced with a cold and heartless reality; I am a number. It hurt, it hurt deep and felt foolish for having believed differently. That night I wept.

The next morning, I put the grief and the shame I felt from having my ideology shattered on a shelf to be unpacked later, I had to make sense of this situation. This is what I learnt:

I have absolutely no doubt that vaccines are a highly effective tool in protecting us against a variety of diseases and I consider myself to be pro-vaccination. I am however, concerned about the justification of mandatory COVID vaccination policies as to do so imposes on other laws, liberties and rights that currently still exist in Australia.

I learnt that consent of medicine was penned in the Nuremburg Code, in 1974 (The Nuremburg Code, 2021) as a response to doctors performing medical experiments on people during WWII; it states: *The voluntary consent of the subject is absolutely essential. This means that the person involved should have legal capacity to give consent; should be so situated as to be able to exercise free power of choice, without the intervention of any element of force, fraud, deceit, duress, overreaching, or other ulterior form of constraint or coercion; and should have sufficient knowledge and comprehension of the elements of the subject matter involved as to enable him to make an understanding and enlightened decision.*

I read the Australian Government's Consumer Guide to Clinical Trials, and it states, "It is important that you never feel forced to take part in a trial" (CHF, 2021).

My intrinsic awareness that vaccines should not be mandated was further reinforced when I learnt COVID vaccinations were only provisionally approved for use in Australia by the Therapeutic Goods Administration (TGA) and are hence still part of a clinical trial (COVID-19 vaccines undergoing evaluation, 2021). This status brings with it legal and internationally binding requirements encompassing clinical trials; a participant in such a trial must provide consent free from coercion or duress.

The knowledge that important and influential bodies emphasise the importance of informed, voluntary consent encouraged me. However, I still could not make sense of the public health orders. If their purpose was to reduce the spread of COVID, the practice of banning people who do not have COVID (which is easily established with a rapid antigen test) from their workplace, has no foundation (vaccinated or unvaccinated). Similarly, a vaccinated person who contracts COVID should be required to isolate.

I found solace in the words of Vice President Hatcher and Commissioner Riordan when they summarised their recent findings:

In making blanket rules in PHOs which deny people their fundamental right to work or operate to "lock them out of society", and which denies them freedoms which are a fundamental and essential part of any democracy, concepts of reasonableness, necessity and proportionality arise. Teachers and school staff more generally continue to work in the EU without a COVID vaccination and can instead participate in regular testing. What, then, is the basis for mandating the vaccine for all school staff? There is no justification for doing so when other measures are available and are widely in use across the world. Such a mandate will not be the 'minimum necessary' to achieve public health aims ([2021] FWCFB 6015, 2021).

One thing was clear, the science that COVID is less serious in those that are young and otherwise healthy compared to those who are elderly or have co-morbidities. The World Health Organisation has stated that most people will recover from COVID without the need for any medical attention

(Coronavirus, 2021). If you combine this knowledge with known side-effects and unknown long-term effects of the new technology found in viral vector or mRNA injections (COVID-19 vaccines undergoing evaluation, 2021), the vaccine hesitant not only have a right but good reason to feel apprehensive. Perhaps TGA approval of the Novavax, a protein-based vaccine will alleviate some of the hesitancy. Personally, it would be my choice of vaccination and many of my colleagues have expressed they would, “compromise and take a protein-based vaccination to save my (their) job.”

Through this process, I have learnt that my intrinsic response to the mandate was warranted as coerced vaccination of people though denying them the ability to work is the converse of all we know and value in our democracy. To deny a person the ability to work unless they comply with a mandate to be vaccinated is not only ethically but legally unjust.

A far more democratic way of addressing the possible spread of COVID and arguably a better control measure to vaccines is being tested with a rapid antigen test because you can determine if someone does or does not have the virus regardless of vaccination status.

It is through developing the above understandings that I began to comprehend the intensity with which I wept the night of the mandate. It was not because of the realisation I was a number. It was for humanity. All Australians, vaccinated, unvaccinated, those that can't be vaccinated and those who are vaccine hesitant should reject a system of segregation. Denying people the ability to work is not a measure to protect public health is not warranted or reasonable as such action does not address the actual risk of COVID. The measure does not lie in removing rights and civil liberties that are fundamental to our democratic way of life and it certainly does not lie in the use of highly coercive, undemocratic, unethical mandates as “no jab = no job”.

It is my hope that you will help right this wrong.

My position does not concern the status of vaccination but rather the status of our democracy, that is the reason I risk the wellbeing of my family and students by being stood down.

Educator 468

My name is RS and I am a 58 year old female who works for Education Qld as a teacher aide. I live in X FNQ and have had the opportunity to work as a TA in the many public schools in the area.

In 2021 I completed my Cert III in Education Support as I felt having these qualifications would further assist in my role as a TA and support the children I work with.

I have also been a private music teaching with my own studio for the over 40 years now and have had the privilege of taking many a student through piano exams and eisteddfods over these years.

At the end of 2021 I was told by two schools that although there were no official permanent hours in 2022 this would change once the school year started and that I would most definitely be called to cover sick staff.

The mandates have impacted my life immensely as now I cannot work in the education system unless I am vaccinated. To add to our [REDACTED] band has been diagnosed with cancer and as we would have been relying on his income we are not not sure where this is going to take us.

Our mental health is at capacity and we feel like we just can't take anymore of this. I am constantly coping with panic attacks and worry what the future holds for our health and financial well being.

Last year the schools in this [REDACTED] [REDACTED] with teachers and I can only imagine what these mandates will do to students when staff won't be returning in 2022 because of these new rules.

I implore that you please let us all get back to work. We just want to do what we love and that is help our teachers and children to a better education and to live the life we love. Schools are not coping now with a shortage of staff so imagine how this is going to impact our children from here on.

I thank you for taking the time to read my plea. Just stop these mandates and let life get back to how it was.

Educator 469

I'm writing to advise how the current mandate of required teacher vaccination has impacted me.

I've spent the last 26 years teaching in primary schools. During that time, I have fulfilled the roles of early childhood and primary class teacher, but mainly specialist teacher of Music and the Arts. I have worked in State Schools in Queensland with enrolments from 6 to 850+ students and thoroughly enjoyed teaching them all. I've been based in the Wide Bay region since 2004.

I come with a Bachelor of Education, Grad Dip and Masters degree, which illustrates my dedication to furthering my capacity as an educator. This is for the benefit of my students and basically because I love what I do.

When the mandates were rolled out by the Department, I was surprised, and somewhat confused. In 2020 I was happy to answer the call and teach both online and at school. My workload increased, but the students were still being educated. This year I will unceremoniously lose my job if I do not agree to be double vaccinated by the time school resumes. Over the holidays I have received numerous emails to my work and private email, along with text messages every couple of days to update my (private up until this point) medical details. Very different to how teachers handle things in the classroom; no allowances will be made, no discussion will be entered into, no negotiation. Thanks for your previous 26 years of service but we don't want you if you're not double vaccinated.

When I requested information from my employer, I was directed to a website.

These mandates have affected my mental health (although I was directed to a helpline by the government for 4 free sessions). I struggle to breathe sometimes when I think of how me, and my partner who is also a teacher, are being directed to do something with no long-term studies on safety yet, or lose our jobs and our ability to care for our family. I am experiencing typical physical stress reactions such as heart palpitations, panic attacks and sleeplessness. My kids are noticing and they are experiencing high levels of anxiety about the future and what will happen to Mum and Dad.

As we head into 2022, I know this will be a year like no other I have experienced. I am concerned for students as they will be missing out on a combined total of 49 years of teaching experience from my household alone. The way the government is attempting to fast track people with another degree into teaching is shameful. Teaching is a craft which takes years to finetune. Students deserve more.

Educator 470

My name is D and I have been teaching for over 20 years in Primary Schools including supply teaching and permanent positions in the private and public sector from northwest to southeast Queensland. I have had experience teaching in a variety of roles such as Learning Support Teacher, Pre-school Teacher, Support Teacher and classroom teacher and within Special Education units.

At my most recent school, I have been heavily involved in our school's Student Engagement program (behaviour management) for many years. I have also had the great pleasure to have many prac students in my classroom, particularly final year students and have had Mentor Teacher training.

Although, physically, I can be replaced with the stroke of a pen, these years of experience within the school community cannot be bought or replaced. Together with life experiences and a love of learning and working with children, this is my gift as an educator.

During the final week of the school year, we meet with our students for the following year. Throughout the next few [REDACTED] people come running to greet us with big smiles, brimming with confidence, saying "You're going to be my teacher next year!" But these mandates, will wipe their smiles and confidence, when on January 24th, I am not there to greet them. The alarm and fear that many of our little people will feel on their first day of school is horrendous. All the work we have done to prepare them and ease their anxieties of first day jitters is being torn apart by this vaccination program. [REDACTED]

I have not received any risk assessment as requested by my employer or any alternatives to vaccination. These mandates have turned my entire family's world upside down. My career, and sole income earner for my family, is being stripped away from me. The stress that this has placed on my entire family is immeasurable.

This can be resolved with sensible, researched solutions. The wearing of masks has been recommended and practiced as a solution since covid was introduced to us. We have been teaching in Queensland classrooms, all this time, with no Covid deaths in 11years and under. Regular testing with reliable and proven tests is another option. Social distancing should continue.

I ask that you use research honestly and with integrity so that we may continue in our chosen careers and continue to grow and support our future generations.

Educator 471

My name is K.D.P, a 20 year old female. Prior to the mandates, I worked as an assistant in a Brisbane school's uniform store for 5 years and recently began working in the school's science laboratory as a lab technician. I also frequently volunteered within the school community, particularly in the library.

As a result of the mandates, my employer have terminated my contract at the school; hence, I have lost not only my job but also my opportunity to volunteer within the school community. This has cut off my income and has impacted my ability to financially contribute to my family and support myself.

Furthermore, the mandates and loss of my job have impacted my mental health in a negative way that I had never experienced prior to this. I have been left feeling worthless, unwanted and like a burden on my family as I am unable to contribute in a time when it is most definitely needed. Moreover, I have lost friends as they believe that I am a risk to them. This has left me feeling lonely and isolated, further [REDACTED] impacting my mental health.

My concerns with these mandates are that they are not only discrimination against people who have taken their own health and body autonomy into consideration but that it has led the community to have a false sense of security. A false sense of security in that the vaccine protects them from catching coronavirus. A false sense of security that they cannot spread coronavirus. A false sense of security that [REDACTED] and mutation of coronavirus.

I am asking for the mandates to end and that people are no longer coerced to take the vaccine in order to keep their jobs or provide for their families.

Educator 472

Hi my name is A. I am a 46 yr old Early Childhood Teacher from North Queensland. I have been working at my current workplace for 13 yrs. I have worked my way up from a volunteer, assistant, lead educator, Assistant Director to an Early Childhood Teacher.

I began volunteering after my work experience in year 9- 1989. From that moment I knew I wanted to work with young children. I have been employed in Early Childhood Education for 28 yrs. I have been blessed to be a part of so many children's learning journeys and get to know many families.

My gift as an educator is to impart not only Early Childhood Education but the values of showing love, kindness, respect and empathy for one another. I take the time to get to know the children individually and enjoy watching them learn and develop.

My employer has sent two emails about the government mandates. I have had a meeting with my up line confirming that I know that as of the 17th December I would not be able to work or return to my place of employment. It was discussed that refusal to comply to the mandates would make me unemployed. The Covid 19 Vaccination Mandates have put a lot of pressure on my family with great uncertainty for 2022. We have a mortgage and 3 children.

Saying goodbye to my workplace after 13 yrs to colleagues who are more like family when it wasn't my decision to leave was heartbreaking. The sudden decision of government mandates at the end of the year did not allow me to explain to children or families that I have known for years why I will not be returning next year.

I would like all Government vaccine mandates removed immediately so that people can return to work in the careers they are passionate about. Please support the removal of Government Vaccine Mandates. Thank you

Educator 473

My name is KP and I am a 48-year-old, female primary teacher in Gladstone Queensland. My teaching experience began when I qualified as a teacher back in 1993 after completing my Diploma of Teaching (Primary) through RMIT in Melbourne, Victoria. It was after this that I began relief teaching and whilst doing this was able to complete my Diploma of Education (Year 4) part time. So, now I was fully qualified and eager to enter into the workplace. I gained my first ever dream position as an Art and Physical Education teacher of a small school in Victoria. It was from here that I was able to broaden my experience and learn from many peers I had met along the way. My enthusiasm and passion for helping children grow continued and I began to want a class of my own. It was the very next year that my nurturing demeanour, my passion for helping challenging children and my positive outlook, landed me my first Grade 1/2 class. It was from here that I was also able to be nurtured as a teacher and was encouraged to grow. This dream found me wanting more. After many years, I decided to move over to England and continue my teaching career there. I was welcomed with open arms and the children were amazing. Having the FREEDOM and OPPORTUNITY to work in another country was and still is something I'll always cherish and recommend to young teachers starting out. It was over there that I met my South African husband. Once our time in England was over, we went and spent 18mths in his home town. My husband's mother is a teacher also. I had the privilege to do many weeks relief. WOW! This made me feel proud to be an Australian and be able to experience the freedom, flexibility of learning and just the simplicity of being able to take the children on a short excursion to the local shops to buy food when completing the "food" unit. My eyes were really opened and I was happy to know my son (who was born there), was going to be immersed in an education system that enabled and supported many diverse learning styles. Now, I find myself having moved from my home in Victoria to a regional area of Central Queensland, back in the thick of things and having to face many new challenges of teaching. I have enjoyed and embraced the challenge and looked forward to many, many more years of freedom and giving my children the opportunities that I had and many my husband didn't. So overall, when you think about it, I have been teaching for over 26 years and still am proud to say that I LOVE MY JOB.

As a relief teacher here in Gladstone, I am currently not locked into a school. So, the response I have had from my employer has been minimal. In saying that, since the end of school year 2020, I have been bombarded with emails and text messages requesting my information. I have been unable to provide this and now have been receiving the same emails from the tracer unit. I only began receiving tracer emails after the close of the school year and I found this to be quite poor, as once the directive was announced, it left many of us TRS teachers not knowing who to speak to in regards to 2022. We felt left out and forgotten.

My family and I feel very unsupported and outcasted due to the imposed vaccinations on our jobs. As there are many teachers who are against the mandate (I for one), I have been approached by many schools asking if I would be available next year. I find this pressuring, as I am having to decide between my health, my family and that of an income, my job. I have never been mandated to have a flu shot every year and this has not affected my ability to work or impacted me on getting a job. I do feel pressured, but know that I have made a right choice in not being vaccinated and won't be bullied into getting it for a job. Schools know, that as a relief teacher, I am willing, ready and able to fill in when needed without the restrictions of mandates.

My family have been under a lot of pressure. My children know that I won't have a job this year in 2022, neither will my husband (in a different field) and they have picked up on this. They know that we won't be able to go places that we would have like to and were making plans to for both reasons, no income and the mandates. There has been talk with my children around the vaccinations and what their choices would be? We have had many discussions and it is worrying my children that they will be help down and forced to receive the vaccination. My eldest, in high school, has already asked if he is going to be mandated to have to go to school. I find this disgusting and already see him closing himself off. We don't at home mainstream news as the discussions, the reporting and the scare tactics are too much for their young

minds. I just want my boys to be able to plan our trips away as a family and use that time to bond and share memories, not "oh we can't go there as it's mandated."

I often worry about the children in our community, I have been a relief teacher in all State Schools in the Gladstone Region. I have seen many children already suffering with mental illness and the pressures of life in general. One of my positions for two years here in Gladstone, was supporting teachers and students with special needs. I was often their first point of call if they needed a debrief about anything. I was the one who encouraged them to go back to class and the one who often provided strategies for teachers to use to support the children and encourage them to be their best. Watching this growth was the best reward a teacher could ever ask for and now I worry, as there won't be as many teachers available to fill in these roles. I could be walking down the street with my boys and have a child call out to tell me a story about how they can now do something that they couldn't before, this reward cannot be measured. Then there are the parents, who are ever grateful for the support and encouragement that you give, not only their child, but them also. So, I do worry about where that leaves the schools when having to enforce these mandates and what impact it will have on the mental health of our community.

I guess what I am asking for is simple. Please, reconsider these mandates. Please don't force schools to lose wonderful, dedicated staff who care about the needs of not only the students, but their families as well. We, (as teachers) for the past two years have been following all the advice and requests the health department and education have put out. Why is it NOW, that you care whether we are vaccinated or not? Why is [REDACTED] forced on us to keep our job? We are in our profession, not for the money, but for the love of watching little minds grow, expand and develop into the little humans and free thinkers they are.

In my line of work (as a relief), I can assure you that if a teacher is unwell, then they stay home and we are called in. Vice versa. I would love for you to put a stop to the mandating of vaccinations and leave it up to the schools to decide what is the best for their children. You have been doing this, not only for the past two years, but since schools opened. Trust in your staff, trust in your schools, trust in your principals and scrap the mandates on vaccinations for your jobs.

In closing, I would like to say that I hope that you can all find it in your hearts to think of the children, think of how school can often be a child's only safe haven. A child's only constant and a think that a child looks forward to daily. These children are now at home after having already been told who their new teacher for 2022 will be. They would have spent some time with their new class and teacher building up a rapport them, getting to know them and where their classroom would be. How do you think some of those children are feeling now? Uncertain, scared, worried, unsupported and insecure. They don't know what they are going to go back to, let alone if they have finally gotten the teacher or friend they have wanted for ages. Imagine the teachers sitting at home not knowing how to inform the students that they may not be able to return to them, all because of a vaccination. Let's remove these mandates and not lose the wonderful educators we have.

Educator 474

Hello, my name is S. I am a 47 year old female, mother to 2 children and live in X, a big country town a few hours away from Brisbane.

I have been a Teacher Aide in X for the past 5 years coming up to 6 years this April. I first started Teacher Aide work after I had had children and they both started school. I was what would be classed as an unskilled worker but have since completed a Certificate III in Education Support through CQU and have taken part in numerous professional development courses to enhance my support abilities since.

To me being a Teacher Aide is not a job. It's my way of living. I give the children I work with more than educational support. I give them the emotional and mental health support they need to WANT to come to school. A lot of the students I work with come from homes that are not the 'ideal' home life you would expect or want any child to be growing up in. Some of these children come from less than nurturing homes, and my style of support and personality is what they need to sustain the desire to come to school and want to learn. My patience, energy and a sense of humour (which I believe is a necessity at a school) is a definite asset in any educational setting. I am always willing to participate in professional development and I do a lot of reading in [REDACTED] ways to aid our students and the teachers I work with.

I am a healthy person. I am not against vaccines at all. They certainly have their place in society if one CHOOSES to have them. I have never had the Flu shot and have not ever been sick enough from it to make me contemplate receiving one. I have worked in a high school and now a primary school and as you could well imagine the times I've [REDACTED] I coughed and possibly had someone's nasal fluids on me are countless and I have not even [REDACTED] against the flu as I am sure my body has built up its own immunity to most of the bacteria relating to the flu. I have also chosen at the present time not to have any vaccines for Covid-19 as I would rather build up my own immunity as well.

Therefore, your current mandate surrounding the Covid vaccine and educational settings denies me the right to work in my chosen field where my abilities are required. Taking away my right has impacted my mental health incredibly, as it is in my eyes not a fair choice to have to make. I have been to seek medical advice in regards to my mental health and whilst very supportive of course the medical practitioner cannot advise me either way to have the vaccine or not, so this leaves me in the same position. I don't even need to mention the financial strain this will be on our family.

I am asking you to reassess your position as far as the mandates and please cease to continue them. It's not only the staff this will affect. The repercussions of this mandate on our children will be more devastating than you could imagine. I am sure that some staff at schools are the reason that many children actually come. We feed them if they have forgotten their food or don't have enough, we make sure they have water, we make sure they're warm in winter and comfortable in summer. We give them high 5's or fist pumps or we might be the only ones to say good morning!

Can you guarantee that schools can provide this genuine care and support with your mandate in place and so many wonderful people not able to be there to care for our children? How can you guarantee an inclusive classroom space when you don't have an inclusive workplace as the first statement of Queensland Education's website quite clearly declares!?

"A great future for every Queenslanders"

We are giving all children a great start, engaging young people in learning, creating safe and inclusive workplaces and investing in communities for a stronger Queensland"as per your website which I just googled.

I implore you to revoke the mandate and allow medical decisions to be taken back into the individual person's hands and make the decision for themselves as they deem fit.

Educator 475

My name is S, I have been working as a full-time educator in Queensland for the past three years, coming to the Australia from the United States. I taught in the US for over a decade in physical education and special education. Based on requirements in the US, I am uniquely qualified with a B.S. in PE; and an M.A. in special education. There is a drastic shortage of special education teachers in Queensland and, usually, unqualified and inexperienced educators are being placed in special education positions. I am now facing no longer being able to work for Education Queensland as a qualified special educator because of personal health choices I have made.

I have been extremely fortunate to work in a building where my principal does not believe that my personal choices are any of her business. However, Education Queensland, as a whole has been contacting me regularly. Like all employees, I have received frequent emails and texts compelling me to complete a survey that is not due until the 7th of January. The "reminders" are sent out regularly, and inundate my text messages and emails every 3-4 days - both a text and an email. The deadline is weeks away, but I keep getting these messages, essentially, harassing me to complete this survey that is not due for weeks.

The stress of the constant "reminders" from Education Queensland and the looming job loss have taken the [REDACTED] falling asleep; found myself awake in the middle of the night with my mind racing considering what else I will do to replace a 6-figure income. I wake up and spend most days or portions of days feeling nauseous and unable to eat normally. My ability to self-regulate and come back to a state of calmness in my body has been wiped out. I have sought professional support to combat the overload on my fight/flight response.

I'm extremely concerned for the year ahead, not just for my family, but the families that I support, as a special education teacher. The comments I get from parents are along the lines of "finally, someone who knows what they are doing," messages of thanks saying that no one else has ever understood their child, in all their years of schooling (middle of primary school). They have been through a chain of ill-prepared special educators whose hearts are in the right place, but their knowledge and skill set are lacking. It is gut wrenching to think that I am leaving these kids and parents behind.

Given the notion of herd immunity, and the way we have understood vaccinations to work for the past 50 years, all of this is incomprehensible. The vaccinated are not, and have never been in danger from the unvaccinated. Never have I been asked about a flu shot or felt pressured to take one. The people who want the flu vaccine get one to provide them additional immune support. That's the entire idea of how vaccines work - a large number get vaccinated and the rest benefit from "herd immunity." In Queensland, we have had hundreds of thousands more deaths (prior to 2020) from influenza, as opposed to the mortality statistics from COVID-19.

The lack of choice, and coercion from my employer has to stop. Stop the mandates. Allow teachers and school employees who love their jobs to teach and work with children. The foundation of any society is the school system. Without a strong educational system, the future of our country will be in tatters. The choices and decisions we make now impact the state of the world to come.

Educator 476

Hello, my name is SB. I am a 43 year old teacher who has been teaching in some fashion (whether it be in the private or public sector) for over 20 years. I have taught both classroom music and instrumental music in that time across the South East region of Queensland. Not only did I attend school in this region, I also studied a Bachelor of Music at the Qld Conservatorium and a Grad Dip Ed at Griffith University. I am a very proud Queenslander. I was born here, schooled here and I decided to invest my time giving back to my state by working in the education sector.

Since the mandate was announced during the last 2 weeks of term, I was able to have a discussion with my line manager about my concerns in relation to what guidelines Ed Qld was putting in place to protect me as an employee. So far, Ed Qld's handling of the pandemic has been appalling. In 2020, when the nation was told to stay at home and to work from home, teachers were told to continue their commute to work as normal.

In this meeting with my line manager, she confirmed that as of December 2021, no guidelines had been put forward by Ed Qld to [REDACTED] life workplace apart from a mandated vaccination. I am a single mother to a child under 5. I need to know that my employer has my best health interests in mind.

The announcement of the vaccine mandate has created a high level of anxiety and stress for me. I have had to contact my EAP for counselling during my school holidays. This is usually a time for rejuvenation, to recharge the batteries [REDACTED] school year but all I feel is triggered. For the last 4 years, I have been working hard at [REDACTED] rebuilding my life after experiencing a DV relationship. The lack of control I had over my own decisions during that time is akin to what I am experiencing now. It doesn't matter what I want for myself, my employer is telling me I must follow their instructions or else. My workplace is no longer my safe space.

I feel that this vaccine mandate will break up school communities. Vaccinated or not, this is having a negative effect on every staff member. Everyone should have a choice over their own bodies and now my value as a teacher is weighed completely on my medical history. To be threatened with a "show cause" is something normally reserved for an act of gross misconduct, not because I declined a medical treatment. Ed Qld could easily bring in new guidelines to accommodate a safe and healthy workplace for those choosing not to be vaccinated. We could easily follow the same procedures as the medically exempt.

I love my job and will happily continue to provide the high quality of teaching if allowed but I will not be bullied or coerced to retain my position.

Educator 477

My name is J and I am a female , full time primary school teacher in the Gold Coast region. I am 46 years old and have been teaching for 6 years. I went back to University as a mature aged student and completed my Bachelor of Education -Primary, because of my love of working with children.

My gift as an educator is the relationships I am able to form with my students. I have high expectations for my class in both; the curriculum and socially and emotionally and work tirelessly helping every student in my class, reach those high expectations. I guide my student to achieve results to the best of their ability by using their individual strengths to achieve goals. Everyone of my student's leaves my classroom with improved results and the confidence and resilience to chase their dreams, as over our year together they have learnt that they are capable of amazing things.

Before the end of the school year, I had a brief and friendly discussion with my principal. I wanted her to know that I love my job and I love my school, but I had concerns about the new government mandate. My principal informed me that she was only doing what was instructed by the department and she valued me as a teacher. I hoped I wouldn't leave.

The mandates have hugely impacted both myself and my family. Unfortunately, I personally know five family and friends that have had documented severe side effects from the covid 19 vaccinations. It has caused me huge amounts of stress and heartache seeing firsthand the potentially devastating side effects from the vaccines. I am unable to risk being vaccinated which leaves me unemployed and not able to work. Being unemployed puts huge financial stress on my family. My children will no longer be able to play sports, I can no longer attend fitness classes, we won't be able to pay phone bills, run two cars, pay the mortgage and to be honest, I am unsure of how we will put food on the table. Remaining unvaccinated is not a decision I have taken lightly.

The vaccination mandates have had a significant effect on my mental health and the mental health of my family. I had never in my life suffered from anxiety or depression and now I am being treated for both. My doctor had to spend 50 minutes trying to calm me down, he has put me on a mental health plan and I am seeking help to try and make sense of this situation. Currently, I am medicated and being taught coping strategies to reduce my anxiety and depression, but I still can't sleep or function properly while trying to make sense of how I lose my job as a teacher, if I don't get a vaccination that has a risk of severe side effects. My 17-year-old daughter has also been put on a mental health plan to help her deal with anxiety and depression, which started at the same time as the mandates. The bullying, segregation, stress and restrictions placed on her being unvaccinated is having a detrimental effect on her.

I have grave concerns for what the future of education looks like. My student's miss out on having a brilliant teacher with an invested interest in them. My own children miss out on having brilliant teachers that teach for the right reasons. They may never know what it's like to feel safe and know that their teacher will always have their best interests at heart. Teaching is not a job, it is a passion and good teachers cannot be replaced by those who are not passionate about what or why they do it. I am concerned about the amazing teachers that are being turned away because of a vaccination mandate.

For almost two years schools were not classed as a high-risk setting. I would like to see the vaccination mandate on Queensland Education dropped and the reinforcement of personal protective equipment, washing hands regularly, socially distancing and the introduction of Rapid Antigen Testing to be used to keep our schools safe and as free from covid 19 as possible.

Please reconsider the vaccine mandates on Queensland Education staff as it is Un-Australian and goes against everything our ancestors fought so hard for. Everyone should have a choice without the fear of losing their job or more importantly their passion to work with children.

Educator 478

My name is J and I am a teacher aide in Townsville, Nth Qld. After working casually for the first year I was offered a contract and became a permanent staff member in a catholic school for another two years. I have a lot of patience and absolutely love working with the littlest people in the school, the preps. I went to work every day not feeling as if I was working at all as I love my job!

The school wanted me to provide my vaccination status which I did not want to do. I emailed the principal with no reply. I then emailed HR and initially got one reply but no reply to my other three emails. I feel saddened and let down that as a leader of both campuses (P-6, 7-12) the principal could not take the time to talk with me about how I am feeling during all of this and neither could HR for that matter.

The mandates currently in place have upset me terribly. I feel like myself and all my ~~other~~ colleagues have been coerced into having the vaccination to be able to come to work. Some of the staff did NOT want to get the vaccination but felt like they had no other choice as they need to work to pay mortgages, have small children etc. I face losing the job I love, having no income and feel as if I am living in limbo. Not to mention the ~~that~~ need to be paid and the expenses of every day living. This brings me a ~~big~~ and a sick feeling to my stomach. The impact on my mental health has been hard. I have felt incredibly sad, possibly depressed when I think of not being able to come into work every day and see the beautiful smiles and silliness that is being a 4-5 year old. My husband has had to comfort me many times as I cried until I couldn't cry any more.

I do feel concerned for the students as I have watched how worried even prep students are at the mention of a lockdown. I do wonder has anyone taken into account the affect the teacher shortages are going to take on our children? Our small and big children who need the guidance in every day tasks and the ability to be able to handle emotional/ stressful situations on their own. Teachers and teacher aides are the ones there, always, to help and give love and guidance to our future generation.

I want to see segregation, discrimination, fear, coercion, masks, forced vaccinations, mandates and lockdowns eliminated. If we don't have a world with love, respect, peace, happiness and everything else that brings us together as a united world, what do we have? I ask that we can come together, go to work, go to school and live our lives as we deserve to, freely.

Educator 479

Colleagues often complain that I always get the easy class. They often state that I'm lucky because I have no behaviour issues in my room while they have so many. I've heard people describe me as a 'favourite of admin' because my class has the 'pick of the bunch' as every time they come into my room my class is engaged and on task. Comments like this start to wear you down after 19 years as a state primary school teacher, especially when I then go home to my second calling in life, being a single mum. Teaching and parenting have many similarities, and most people do not understand this correlation. All children have a desire, and a right, to be treated with respect, and as a teacher and a parent, my approach to both roles is the same. I show them respect while coupling that with instilling the value of integrity into each child. These two words explain why and how I always have the 'easy' class, but as you will note from the recounting of my experiences with other teachers over my 19 year teaching career, not all teachers get this. And this is where the process of terminating dedicated, passionate teachers becomes more than just the loss of an employee.

No one becomes a teacher for the accolades or the 'big bucks'. We don't often receive gratitude for the enormous hours that we [REDACTED] of our 5 hours of paid teaching time a day; however, one of the ways that I did feel seen and appreciated was when the school principal praised my rapport with my students, and mentioned how impressed she was with the growth my class had achieved. A favourite memory of mine is when the principal shared at a staff meeting that the ARD had visited our school that day and spent some time in classrooms. The ARD had made special mention that if the principal had a teacher of my ability [REDACTED] sroom in our school, we would be an award winning school. I've had other experience [REDACTED] syntax/Writing Overview so our teachers know what to teach, and when they should be teaching it. Mid way through Term 4 2021, I was promoted to Acting HOD-C, which included being in charge of some planning days for 2022. The reason I share this long list of achievements is because regardless of all my skills and abilities, at 1:30pm on Monday of Week 10 Term 4 my principal told me that I was *replaceable*. She had asked what my plans were for 2022 and I said that I wasn't sure yet and I'd organise a meeting with her when I was. She told me not to be ridiculous, and said that she just needed to know if I was coming back or not so she could organise someone to take over my class. Our conversation continued with me saying that I was saddened that she hadn't even asked me if I was ok, if I needed someone to talk to, if I had any questions about the process. Weaved between my statements were hers that mentioned things like this was not her fault and she just needed my answer. She became annoyed and started to walk out of the HOD-C office, but she then turned around and said to me, "No one is irreplaceable." At this point I stood up and said that I was leaving and not returning for the rest of the year. She told me to do whatever I felt was best and walked out the door. Prior to this interaction, I felt that I had a very good professional relationship with the principal. She would ask my opinion on school matters, she would laugh and joke with me, she invited my daughter and I to meet up with her and her grandchildren on the holidays, and I could go on. In one conversation though, I went from being a valued staff member to a person that was replaceable.

The day that the mandate was delivered, my mum was rushed to hospital at 2:30am with a suspected stroke. It turned out that she had a blood clot in her leg from her knee to her groin. I was already worried about the health risks from taking the vaccine, but to then have my own mum suffer an adverse reaction, scared me even more. But the horror didn't end when my mum was released from hospital, it was just getting started for me in a different way. I was now faced with the decision of walking away from being a teacher, or succumbing to threats and coercion to be vaccinated if I wanted to keep my full-time permanent teaching position with Education Queensland. The Queensland Teacher's Union had already released a statement saying they were abandoning us, even though there had not yet been a CHO directive. All of this was made so much worse by the fact that people I hold dear in my heart turned on me, and left me to deal with the agony all by myself. My close friend, my father, my 15 year old son..... None of them could understand why I would 'choose' to ruin the life I have worked so hard for as a single mum, just so I didn't have to have a needle. The horrible words, the accusations, and the facial expressions delivered by my loved ones tore, and are still tearing me apart. I feel immense guilt, shame, selfishness, fear, anxiety and depression while I

continue to stand my ground and refuse to be vaccinated just to stay employed in a position that is already rightfully mine, that I earned through endless hours of blood, sweat and tears. The disappointment shown by my son is the hardest to deal with though. No parent ever wants to be the reason their child is not smiling. My son has not smiled since I made my decision. He has yelled, cried, pushed chairs, punched the ground and slammed many doors while expressing his opinions on my choice. My son and I have always been very close. My daughter and I have always been very close. And the three of us were a team. Now though, my son hates me, and my daughter feels hatred towards my son, her brother, because of the way he expresses his feelings about my choice. My family is falling apart because Education Queensland is making me choose between having vaccinations to keep my job, or living a life that may not be anywhere near the life my children deserve since I will no longer have my teaching income.

My guilt is amplified when I think of the students that received a small strip of paper with my name on it as their 2022 teacher. I know that they will be devastated when they turn up on Day 1 and I am not there. Many of these students would ask me weekly if they could be in my class next year when I was on playground duty. I KN [REDACTED] going to be heartbroken. I once had a principal say to me that every second parent was asking her for their child to be in my class for the following year. She said that it was like everyone wanting the Golden Ticket to get into Willy Wonka's Chocolate Factory. I always have fantastic relationships with the parents of my students because I included them as part of the learning process. The student, their adults and I were always a team! But now though, my 2022 team will be left abandon [REDACTED] and I don't even have the ability to explain my side of things to them. I can't even explain [REDACTED] be their teacher. I don't get to let them know that it isn't their fault that I'm not returning as a teacher. I am truly heart broken because I know that I have a positive impact on every one of my students. I have a past Year 7 student that has told me that when she had a difficult exam in high school she heard my voice in the back of her mind telling her she could do it. I received a card this year, written by a father, that shared these words, *'By far, you have been the most influential and amazing teacher for E. She has grown more in this twelve months than any of the other school years combined. Thank you for being amazing at what you do.'* Sadly, no other students will ever have the opportunity to experience what it is like to be a student in my class, to be part of our team.

Crying is part of my daily activities now. I can't recall a day that I haven't cried over the past month. And I can't even begin to imagine how many tears will flow on the 24th of January when I should be welcoming my new students into 4B. I will probably curl up into a tight ball and cry until I have no tears left to give. I just don't understand why I can't continue to be the teacher I have always been. The teacher that cares about every child as an individual, the teacher who sees every child for who they are and what they can achieve, instead of just believing the 'story' that comes with them. I am still exactly that same person! Nothing has changed about me! I hope by now you realise that I have been more than just a person that delivers content to children. I am a true teacher. And yes, everyone is replaceable, but good luck finding someone of my calibre to replace me with. I wake each morning with a sense of expectation. I expect that I will wake up and this nightmare will be over, but sadly that hasn't happened yet. Maybe you can be the person that helps me wake up from this nightmare?

Educator 480

My name is K, I am 51 years old and have been a cleaner at a small country style Primary school on the North side of Brisbane for the past nearly 8 years. I work the afternoon shift and classified as permanent

I have been sending emails to my BM asking for the risk assessment regarding these mandates and have basically been fobbed off and referred back to the Education department, so don't really know where I stand with returning to work .

The mandates have made an impact on my life in a way that I'm not certain of whether I have a job after the 10

th of January. As I am not intending on getting the injection and I face the losing my job and with that losing my long service leave which has been accruing over the past year.

Since the mandates I have been suffering Anxiety over the possibility of losing my job, loss of income and this being out of my control.

This concerns me as if [REDACTED] our school one cleaner down and there is already a shortage of casual cleaners [REDACTED] or on leave.

I am asking that consideration be made for these mandates to be overturned and that everybody should be given a choice particularly when I applied for this job it wasn't in the job description.

Educator 481

I am RA, a female teacher who lives on the Gold Coast and are 39 Years old. I have spent 16 Years of my life serving as an educator.

According to my employer, in their recently released COVID policy, my refusal to have a vaccination will result in disciplinary action, including termination. I have asked for 12 months leave and they have refused.

We have been concerned about spending money at this time, as now neither of us is employed.

Instead of a relaxing Christmas break, I have been rather stressed, frustrated, angry and sad as I have felt different emotions in waves and been experiencing grief. This undoubtedly has a negative impact on my husband and my marriage.

I am concerned there will not be enough teachers across the state and nation. Workloads will increase for teachers, there will be very little release time. More marking per teacher, inappropriate staff/ student ratios.

I would like to see the mandates overturned. Teachers and all other affected professions should not be required to have a forced medical procedure or lose their income.

The world wars were fought for our freedom. We celebrated Anzac Day recently. How exactly are we free citizens if the government dictates how we should live? Why is the government going against it's own vaccination policy by coercing and manipulating 'free' Australians to have a medical procedure?

Educator 482

My name is A. I am a 51 year old female working as a Teacher's Aide at a school in regional Queensland. I started there as a volunteer in my youngest child's class to assist with those who struggled with reading and was fortunate to gain a position on a part time basis after filling in as a casual replacement when other staff were on longer breaks. I have a Certificate III in Children's Services and I am looking at further education to gain a higher qualification to potentially expand my role.

At the beginning of 2022 I shall be commencing my 7th year as a Teacher's Aide. This is not just a job to me, I have worked in many fields but this is a field in which I believe I have excelled. I have managed over the years of working with primary school students to build a fantastic rapport with many of the tricky kids. On many occasions I have managed to divert a difficult situation into one where all parties can move on from potential anger to a calm outcome. Coming from a large family and watching my mum work her magic is where I have gained this skill and it is a skill that I have witnessed the kids that I teach use as well.

During the final weeks of the 2021 school year, I found it very hard to be positive when the vaccination mandate was announced, and my mental health has suffered since. I did not have a conversation with my principal regarding the mandate as I find him quite unapproachable. I understand that he is only enforcing the rule, but he has made his point of view quite clear in emails sent out to the staff.

I have done everything I can to ensure that my own immune system is up to scratch to combat the virus should I encounter it. I am fit, healthy and taking the required supplements to boost my defenses as suggested by my medical practitioner.

In my immediate family, being my partner and 2 adult children, we have had many discussions regarding the injection but unfortunately, my only option was to have it. I have been given not a choice, I have been given an ultimatum - No jab, no job. My partner and I have always done things together, a one in all in approach. He has not yet been mandated but chose to support me by also having it. I am saddened that I have been coerced into this and the knock-on effect it has had with my family members. I feel less safe than if I had not had it at all. I am also saddened that my daughter, who is 19 years old, had the vaccination (not yet mandated in her industry) also in support of me. I wonder about her future, the unknown effects it will have on her especially with not longitudinal or intergenerational data to consult.

I have concerns also for the students that will feel the impact of these mandates particularly if a large proportion of staff are stood down due to holding the line and not being coerced. I worry about the mental health of teachers and teacher's aides that felt that there was no other option but to surrender their bodily autonomy. We all need to pay bills, we all need to put food on the table, but this is not the only reason we have conceded to this. Many have done it so they can continue to educate as best they can even if they are feeling unsupported by those around them. This is how I feel. Unsupported. How can I give my best every day to the little people that need it when I feel so let down?

I can't change what already is, but I can hope that changes are made for the betterment of future outcomes. I want to see broad, open and transparent discussions regarding these vaccinations, and I want to see fair treatment of all staff in education, something that is currently not there. It seems to be US vs THEM not only in life outside of school but also inside the school grounds and this needs to change. You can make that happen.

Educator 483

My name is Fran and I am a female teacher. I am 27 years old and I have been a teacher in Logan for four years now, teaching Year 1 for the most part. I have a Bachelor of Education (primary) and I consider my ability to connect with young students to be my gift as an educator. I truly care for my students, I want to pursue a career in learning support and help children reach their full potential. I can't imagine what I will do if my job is taken away due to the current mandates.

The response from my employers has been confusing. They wanted to know as soon as possible what my decision was about the mandate (to know if they would need to replace me I'm assuming). However, they also agreed that my vaccination status is my own business.

I have felt incredible pressure to take the Covid-19 vaccination. My family has been there to support me but they too are feeling the pressure and are worried and concerned. I have felt coerced and made to feel "selfish" for not wanting to comply with the mandate. I face the loss of my job and putting my whole career on the line due to the mandate, because I make my own medical choices and choose not to partake in a vaccine experiment.

The immense pressure has affected my mental health. I have not been sleeping well. I have what I can only assume are stress induced headaches, which are debilitating. This has affected my holidays, family time and relationships within my family.

I love my school and I love my students. I had been truly looking forward to my next cohort of students. My school community is small and connected and we will suffer greatly from the loss of teachers and all the confusion surrounding the mandates. Parents have asked me what will happen and I cannot tell them. I cannot reassure them, I cannot really say anything.

As I understand it, Covid-19 still has a ~99% chance of recovery and survival. Take extra precautions for the immunocompromised and elderly, but do not coerce me to take the vaccine. Teachers have the best immune systems around, particularly primary teachers who are surrounded by young children who are still learning hygiene and how to cover their nose/mouth when they cough or sneeze. My first two years of teaching were ones where I became sick quite frequently, but this past year I only needed one sick day! My school can and has taken precautions with Covid (masks, extra/focus on hygiene etc) and if I choose not to take an experimental vaccine, then I should not face the loss of my job and all that entails. I do not want to lose my job and I do not want the vaccine. This mandate is unjust and I want to see it completely and utterly revoked.

Educator 484

I am M, a 53yrs young woman, working in primary education. My calling is being a teacher of young children. I earned a Diploma of Early Childhood Teaching at X BCAE - now QUT. I have been with Education Queensland for 31 years - teaching Preschool, Yr 1, Yr 2, Yr 2/3 composite and Prep. Most recently I am teaching part time in Prep at a X school. My talent as an educator is remembering student and parent names, building rapport with the children and their families; providing an inviting, accepting, and safe environment for students to grow and learn; and communicating with parents for the benefit of developing the whole child.

My current and immediate school admin, value my teaching and leadership. In the past year, I have demonstrated reading and writing lessons with my Prep class for the Regional Director, Principals and visiting colleagues. I do not believe my principal wishes to lose my experience and expertise. To my ultimate employer – Education Queensland, I am just a number, a footnote, easily replaced. They have said staff who are unvaccinated cannot be on school premises and we will lose our jobs. Where is the differentiation and inclusion? This goes against our own Code of Conduct and Professional Standards. Education Queensland emailed staff telling us to prepare for home learning as the 2022 year begins - pre-empting teacher dismissal? It is coercion when I must get vaccinated or get unemployed.

The impact of mandates for myself and my family has been impending loss of my career & income, discrimination at [REDACTED] venues, disruption to our business because of supply chain issues. I have been harassed [REDACTED] with a barrage of emails and texts from Education Queensland. We have experienced segregation at hospitals and by medical clinics. A café at a Brisbane private hospital refused to serve me a takeaway coffee, even with a mask and QR app check in as I had no vaccination passport. My 17 yr old ASD son had his regular psychology appointment declined and has lost his job, traineeship and future education and earning prospects because of these mandates.

Our mental health has declined with the social isolation, masks, lockdowns, and mandates. I have struggled to get out of bed, I am often nauseous, unable to eat or sleep, I grieve for my career and my family's emotional and financial survival. I have had suicidal thoughts, skin irritation, headaches, and depressive episodes. I worry how my son will endure with his diagnosed depression and suicidal ideation. My children experience anxiety being out in the world and our community. They are in fear of the intolerance and rejection. We are always in high emotional stress as the rules, regulations, information, and mandates constantly change and contradict themselves.

I am concerned that my children, my students, and community are losing freedoms and human rights. It is troubling that my students will be deprived of face-to-face education with qualified, experienced, caring professionals. I am deeply worried these mandates are instilling fear, removing safety, human connection, and hope. It is disturbing that my students and community are being taught to discriminate against and marginalise anyone who is unvaccinated.

I want to be able to move about freely in my country. I want Australians united as a people not divided by state. I want respect as a human being, with the right to earn a living in my profession. I expect to make my own medical choice about vaccination without coercion and punishment. Halt the dissolution of our society. I want compassion, tolerance and acceptance for all citizens and an end to this discrimination.

Educator 485

My name is G, male, I am 43 years old and I have been a Technologies Manual Arts Teacher for 5 years in Cairns. In my late 30's I took a leap of faith to become a teacher, as I was searching for something more fulfilling as a career. Despite earning less money than my former job as a Project Manager, I have never regretted that decision once. How many people could tell you they would do their job for free? Not many, but I would, and I will explain why. I get to spend my working days with students in a workshop (my happy place) building projects, teaching them my passion. But more importantly building relationships and helping them achieve their goals.

Each year I have continued to improve my practices and hone my abilities as a teacher. Within the 5 years of teaching at my school we went from not being represented at the (BLA) DATTA Awards to taking out a record 18 individual awards in 2021. This is due to the passion I bring for celebrating student success. I was asked at the awards "what makes you so competitive?" I have never considered myself to be competitive, what drive me is creating opportunities for all students to be recognised for their efforts and celebrating their success.

Last year I won the schools most prestigious 'Alan Roth' Award for outstanding service to the community. This is due to the strong community relationships I have established over the years to benefit learning outcomes and employment opportunities for my students.

When I first heard of the [REDACTED] mandates being extended to the Education sector I will never forget the feeling of being [REDACTED] responding to this news and I knew I would not be able to ignore it and toe the line. I had an honest conversation with my line manager and rather than offer any words of support, he told me he needed to know my decision so he can begin looking for a replacement teacher. I was gutted so I sought guidance for my mental wellbeing from the school's Wellbeing Officer and she was unable to make a time to see me.

This government mandate has placed considerable stress on myself and my family. My wife is also a teacher and is one of the most respected and admired teachers at her school. She also feels strongly about maintaining bodily autonomy, so we are both looking at having our income and our passion taken away from us due to this mandate. Since the beginning of the mandate I have been struggling with sleepless nights and bouts of depression and anxiety. I have also developed physical ailments due to the constant stress and worry but cannot see my regular GP of 20 years as he will not treat "unvaccinated" patients. I have spent my whole working life searching for my passion and no sooner had I found it, it is being taken away. I have too much integrity to back down from my stance and want to teach my three beautiful children to stand up for what you believe in. Do not let coercion or bullying change your mind. They attend the same school I teach at, so they have seen first hand how much I love my job and what impact I have upon students, so they know this is a massive decision.

My biggest concern is that all I have worked towards changing the culture of the department and making my school the top of the region will fall away. Including all the community partnerships and cooperative relationships I have established to benefit the students. I have been told by many of my senior students the only reason they are returning to complete their education is because they will have me as their teacher. I feel I am letting them down when they arrive at school for their first day of 2022 and Mr X is not there.

I am a physically strong and healthy individual who wants to work in my chosen profession as a teacher. I do not believe the words mandate and compulsory are words that should exist when it comes to an individual's medical decisions and will only lead to segregation and division in society. I believe I know my body and no one has the right to tell me how to manage my health and this should not affect my career as a teacher. LET ME DO WHAT I DO BEST, LET ME TEACH!

Educator 486

My name is J, I have just turned 50. I have been a Teacher Aide for the last 21 years. I have a Certificate IV in Education Support along with Supporting Students with Disabilities, and Mental Health First Aid. I gained these achievements in 2002. I currently work within the Department of Education, in the Gold Coast working with our high risk, disengaged and most vulnerable students to assist them with reflecting on their behaviour and attitude within the classroom setting. Building positive relationships with our disengaged and vulnerable students gives me a huge sense of satisfaction. From an early age I knew that I would always help those less fortunate than myself. While at school myself, I helped at out at a special needs school and in my early 30's became an organiser and active member of a local cancer charity.

As I'm sure you are aware, my job is at risk if we do not comply with the vaccination mandate. My employer has informed me that I am required to get this vaccination, as my role requires me to work with disadvantaged behaviour challenged students in a "Hub" that has been specially set up for those students who find the mainstream classroom a challenging, fearful, or intimidating setting. While in this setting I am able to build relationships and trust with these students to enable them to feel safe and assist them in being the best they can be. As the Hub Coordinator I am told by my line manager, Heads of Department and Deputy Principals what an amazing job I do. If I do not comply with the mandate that has been forced upon us and get the vaccine, I will lose the job that I am passionate about and good at.

I was raised by my parents to always stick up for myself, listen to my gut and intuition, its usually right. I am now being coerced and forced into a situation where I am having to choose between compromising my health to keep my job that I love or choose my health and family. I have always been an active financial contributor, and this is now being taken away from me, and the people who been everything to me will suffer because my income is being taken away from me. I have a husband and three children who are my world. I have spent many nights tossing and turning and have shed many tears over the last few months. My mental health has declined, and I have forgotten what it is like to sleep a full night. I am now filled with stress and anxiety, not only for myself but my husband and boys. My husband is self employed and his work fluctuates, he too is now feeling the strain of having to solely support our family if I am to lose my job because of these mandates. Our whole household is going to be affected by these mandates.

I have many concerns about the students that I have worked with and their families. I have seen firsthand the struggles that they are going through. Our students and families need our continued support now more than ever. I know only too well how COVID has impacted families. I have built up so much trust with some of our most vulnerable young people, building these relationships in some cases has taken many months and even years, to these students I am someone safe to talk to and school is their safe space. Don't take this away from them.

Please remove these mandates and let me and many others continue to do a job that we love. Let our students continue to get the support, guidance, and education that they deserve. Let us do the job we have trained to do. Let us continue to engage with our students and wider community. Humans are meant to interact with each other we are not supposed to be alone. Please don't cause a divide between us. Life is challenging enough, please let us be there for each other, we need each other now more than ever.

"You can't be human alone" Maggie Kuhn.

Educator 487

I am a school counsellor and social worker at an independent school in Qld, working in the area of student and staff wellbeing , as well as family and community wellbeing P-12 .

I would like to bring you an overall picture of how these restrictions and mandates are impacting the mental health and wellbeing of teachers, students and school community. The impact is already evident over the past nearly 2 years and will continue to diminish the mental health and wellbeing of students, teachers and families. I wish to share my experience, observations and some conversations I have been privy to since the beginning of the COVID '. The recent mandates are enlarging these problems and it is sickening to me to see the effect of people's mental health and wellbeing. I offer this as Practice Based Evidence.

Since early 2020:

- Levels of anxiety in school staff have risen
- Levels of anxiety in younger children has increased
- Levels of anxiety and sleep disturbances have risen in teens (acknowledging that some of this is due to increased screen use, which is a result of online learning , lockdowns, decreased social opportunities as well as anxiety being spread through the media).

There was also an increase of family separations in 2020 (at school and the wider community) which of course has destabilised the children affected, increased their anxiety and added financial strain for parents (among other things).

Since the recent mandates in Dec 2021, many staff have become more stressed, some with high levels of anxiety. Most feel pressured/coerced by the state to be vaccinated, feeling like they have no option: take the trial vaccination or lose their job.

The cost to mental health is immeasurable, much of which will surface at a later life stage at great cost to the Australian community. (ref. research around anxiety in children who were in utero when NZ experiences those earthquakes). They were impacted by the parent's anxiety before they were even born. Children are directly effected by the emotional environment they live in, before and after birth. They have not yet the capacity to block this.

Children in anxiety are simply unavailable to learn. This has huge implications for their now education, later life and for the education system as a whole. Adolescents too are feeling conflicted and coerced to have the vaccination " so they can have a life" and those not wanting to be vaccinated feeling the cloud of depression about their future "what's the point" , what their options will be and what future lays ahead? How is this good for society- how is this for the health of Australians????

Teachers not wishing to take a trial vaccination, are stressed, parents are stressed that their teacher may leave, some are also stressed that their teacher may get vaccinated and shed into the children. Many teachers feel 'Dammed if they do , dammed if they don't', as families in their class have different views.

This is creating division and disharmony in the parent community . Research shows that community building and connection are a vital resource in the wake of a disaster (NZ Quakes). The segregation and rewarding of the compliance is destroying any chance of activating this resource on the scale needed to support children and families through this time. Additionally, the family disconnection that border closures and lockdowns have created has all contributed to people's wellbeing declining, as connection and family for most people are also a valuable and necessary resource to their mental health and wellbeing.

Now the Education mandate has come to QLD Education, the anxiety is elevating. Many teachers are so stressed they are not benefitting from this holiday break. The fear that is now being expressed that the Government will next target 5-11 yr old children, (as watching the pattern and the recent 'approval' from the TGA for 5-11yrs) many parents and teachers are terrified of this.

Our children are our future. This must stop.

Educator 488

My name is PW. I'm 43 years old and I have been a primary school teacher for 13 years. When I graduated with my Bachelor of Education: Primary Teaching in 2008 I didn't think I would go into teaching full time. The first seven years I was working on a casual basis whilst raising my three children. However, when I got my first long term contract I found my calling! When people ask me what my teaching philosophy is, my reply is always simple. I want my students to love coming to school every day. I want school to be a great experience for my students. I want them to learn and explore but also be amazing little humans. I want them to look back and think, that was such a great year! What's my special teaching gift? I make connections and build on it. I connect with parents, and we all know that's not always easy but we need them on our side. I make connections with all my students and it doesn't matter how big or small. They just need to know you genuinely care. If they like you they'll learn from you!

Six years ago, I gained permanency as a Year 1 teacher at X State School. During my time at this school I have added various roles to my toolkit. I'm an Under 8s Day coordinator; crazy but fun. I get to meet community members and [REDACTED] school and seeing the kids celebrate this day is always the highlight of my year. I'm also a Beginning Teacher Mentor. I love teaching and I want beginning teachers to love it as much as I do so they want to stay in the profession. Teaching can be stressful, especially the first couple of years so if I can help them get through that why wouldn't I help? I'm also our school profiler. Next year I was hoping to add a coaching role to my credentials.

An hour before the vaccine [REDACTED] announced I had just been told I would be moving year levels but I was up for the challenge. After I read the mandate email I went into shock. Then being the person that I am, I was feeling guilty that I may leave the school in the lurch if I couldn't return. I was upfront with my line manager and my principal and told them that due to this mandate I may not return. At the time they were supportive and understanding. They told me not to worry as it was just the first email and they weren't quite sure where it would lead. During the last week of school, I explained my legitimate concerns and my principal said he can only follow the directives given to him but he would be very disappointed to lose an amazing teacher.

If this mandate continues I'm going to miss my students the most. 2022 was going to be a year of change. I was moving to Year 2 and some students from my 2021 class were moving up with me. When they found out I was going to be their teacher again they were so excited. Parents emailed me saying how happy they were that their kids were going to have me again. I'll also miss the students I've taught in previous years. Thursdays are my lunch date days for my 1A graduates; a mixture from different year levels. Sometimes I have 2, sometimes I have 10. I think it's pretty cool that Year 5 students still want to hang out with their Year 1 teacher. I'll miss continuing to build these connections with all my students. During our last week together, I didn't have the heart to tell them I may not return. I feel like I'm letting my students and my school community down.

Since the vaccination mandate I have shed more tears than I knew I had. I have always been a positive person but I have to admit, this has affected my mental health in a major way. I have had many sleepless nights and my regular GP will no longer see me as I am not vaccinated. What makes this situation worst is my husband, also a teacher is feeling the same pain. The hardest part was having to tell our children. As teenagers, they are old enough to understand the impact this will have on our family. Our career is being taken away from us and we will be left without an income! How will we keep up with our home loan? How will we feed our children? My eldest daughter will have to give up her first job! She is angry with us, but all we can ask from her at this time is to trust us. It has been a struggle on all fronts.

My biggest pain since the vaccination mandate has been for my husband. In 2015, at the age of 37, he was stressed and still not fulfilled in his career. So, with my encouragement he took a big risk and he left his project management position, returned to full time studies and completed his teaching degree. Being a manual arts and engineering teacher, combining his love for furniture making and sharing

that love with his students is his gift. Since this vaccination mandate he has been trying to stay strong for us but I know he is broken. He has had no support from his school. The last two weeks of school the Teacher Wellbeing officer was always 'too busy' to speak with him. This is the first time in five years I have seen him stressed. I am concerned for his well-being.

I want this vaccination mandate to end, not just for teachers but for everyone who is affected by this ridiculous mandate. What are we gaining from this? It is hard enough keeping teachers in this profession but now you want to discriminate against teachers who hold strong moral values, who believe in bodily autonomy and freedom to choose. If this doesn't end we are going to lose so many wonderful teachers. Teachers who truly love their job. Teachers who truly care about their students. Teachers who turn up every day and want to make a difference.

I want to end by saying, teaching is my second love. My first love will always be my family. I will not be coerced into getting vaccinated, my children will never be vaccinated for COVID-19. I will be turning up to every freedom march, standing up for a world I want my children to live in. A world where there is true freedom to choose [REDACTED] where their voices are heard. A world where they can stand up for what they believe in without fear of retribution, discrimination or shame! I will be fighting for our voices to be heard.

[REDACTED]

Educator 489

My name is LB, and I am a female Bus Driver, Teacher Aid (Prep-12) and Early Childhood Vacation Worker. All of which are casual in the Private sector of Maryborough. I am 49 years of age and have a Cert III in Education and Support. I have 14 years of service wearing all these hats as well as being a school volunteer as well at many functions. My gift to the education system is invaluable. I am a very respected member of the school and community, and I am 100% certain these mandates will affect our school immensely.

My employer has begged me to adhere to the mandate as she said (Principal) is forced to follow Queensland Health Mandates. To the point of offering to come down to get the injection with me. I am not afraid of the injection just what is in it and the long-term side effects to my extremely healthy system and to be putting it in every 4-5 months is horrendous. To which my reply is.....IT IS NOT LAW!! I should not be forced to have something I am not comfortable with and may also affect how my health reacts after the injection. If I am unwell, I will not be going to work naturally. I find this the most discriminating act I have ever encountered.

I am still waiting to hear if I have a job. No correspondence has been received since my last email the 17th of December. I have one letter of termination to Early Childcare already. Broke my heart. Not to mention theirs as well.

The impacts on my Family are stating, As a single Mum of two, our Christmas was non-existent. If I do not have a job, I will all s???? I will not be coerced, and will no doubt continue losing my two other jobs if these mandates do not stop.

The impact on my mental health has declined rapidly since the week prior to the 17th of December 21. Days and nights of tears and pretending to be okay in front of my son when I am clearly not okay at all. Not sleeping, hardly eating and staying home as I feel like I'm the one in quarantine. My anxiety over all of this has risen and now on medication for it.

Another concern on my radar is students and families, this will devastate many for 2022. They have the upmost respect for me as I do for them. I couldn't ask to live in a better community and have such a great rapport with so many- LOVE MY JOB, LOVE MY STUDENTS AND THE FAMILIES AND COMMUNITY SURROUNDING US ALL!! And you could be taking this away from us all!!!

I am asking that all education and childcare be prochoice. Stop the segregation of our community. We have done it here in Queensland before and it wasn't a problem. I would love for these mandates to lift, and everyone go about their business as usual. Those who want to be vaccinated be vaccinated and those who choose not to, be free too. It doesn't stop any contagiousness so I believe it should be a person's choice!!! Not a mandated requirement to continue the exceptional jobs we do!!

My final message, you can stop this NOW!!! Lift mandates on vaccines!!! Please do as mental health and suicide is going to keep increasing over something that hasn't been a person's choice to keep living their life in the new "NORMAL with COVID". Can you live with that???? Not to mention the poverty and loss of houses/ families united etc. Crime may also increase as people need to survive. I know this sounds extreme but it's true. SHOULD BE A CHOICE!!! QR and masks happy to comply with as I know there are no side effects to them and is the very least, I/we can do to protect myself and others. Please have some compassion for many of us against the vaccination mandate. It truly will have a HUGE effect on education in the coming New Year of 2022.

Educator 490

I am a 37yr old female, mother of two young boys and wife, and like so many others (my husband included), just a number on the payroll who can be replaced. I have been a primary teacher, within the Far North Qld Region, with the department since 2006, in various roles including: Classroom & Instrumental Music Teacher, Classroom Teacher, Arts & Technology Specialist, acting HOC, TRS, NCT Specialist, also including admin roles.

According to the Department of Education, unless I am fully vaxxed (currently only 2 jabs but potentially 3) I am unable to fulfill my duties. Due to other personal circumstances, not excluding the stress of the mandate against my own health, I have taken leave for the beginning of 2022 and potentially into the foreseeable future, until I can feel comfortable within my workplace.

I am personally, and rightfully so, asking a lot of questions. Currently, as it stands, we have been told that we can be suspended without pay should we not comply with the vaccination mandate, however there are ways that people can still work without it, as clearly stated on the government health page, should there be staff short [REDACTED] right does the department have to refuse any of our well-earned leaves and entitlements?

As a family, we are concerned, we do not wish to be sick, nor do we wish anyone to be sick, yet at the same time we also do not want to risk our own health without knowing that these injections, called vaccines are 100% safe and [REDACTED] no long term or immediate effects, unlike so many we know who have suffered (& lost love [REDACTED])

Although my own personal & family life can be somewhat stressful and mentally challenging, being told that I am no longer able to do what I love and have done for the past 15 years, is now not allowed. I am not allowed because the government apparently is clearly all over and knowing of my personal health and wellbeing - apparently more so than my own doctors. They have asked us all to jump, yet I am asking how high? The government says we have a choice, however right now, it is not a choice for many - it is a matter of surviving and taking the risk to survive, to ensure they can still provide for their families.

At this point in time, I am in fear. Not only for my own self, but also for my children. I am not sure schools are a safe place to be anymore. I am scared that my children will go to school and be given the vaccination, without me being present, without my consent - as it is happening elsewhere in the world. Who would be responsible for any reactions? Immediate or not.

Currently every contact tracing site listed, within in my region, is somewhere that I am not allowed to go. I am not sure I even want to send my own children to school, based on the current climate of assuming that places only fully vaccinated people are allowed is okay. Let alone stress about whether my students will be sharing with me from elsewhere, or myself to them. How am I, unvaccinated, a bigger risk? None of these mandates make sense. The mandates have created division and developed low morals within our workplaces, as some people have had no choice but to abide by these mandates. These mandates change so often - how are we to continue trusting or believing anything our government says. How is a mandate being treated as law?

How is having a choice, not having a choice when we have our own livelihoods held against us. Why can't we have alternatives? Knowing that vaccination suppresses symptoms - a teacher who falls sick will immediately know that they may possibly have a case of COVID and can isolate, stay home, get tested; compared to one who is vaccinated and unknowingly sharing with everyone. Before the mandate, there was already a high population of departmental staff vaccinated. Cases are not ceasing because more people have agreed to taking the option of so-called vaccination. The data is clear, you cannot make this stuff up!

I am disappointed in what I am experiencing in my lifetime. I am paranoid for the sake of my children's future. I am scared and stressing about what our future as a country will look like. I do not understand what is happening, how other countries can have alternate options for treatment and prevention, yet we cannot.

We are taught to investigate and ask questions from a very young age...

Why is when we ask questions, we are ignored or given a non-sensical answer?

Why is it that our own state leaders are choosing their own adventure with decisions on how to run their states, rather than work together, as a nation, to look after Australia, not just their own states?

How is it that not one politician's income and livelihood has been taken from them? As so many business owners and employees have suffered in the past 24 months, due to mandates, lockdowns, and restrictions.

How is it that mandates are 'legal' when they are clearly not 'law'?

Why can't our medical professionals choose to remain in their profession, without consequence for speaking out? Or helping their patients?

Why are our nurses, police, paramedics, doctors, teachers choosing to step down from their careers - for the time being or forever?

Why has our country banned known medicines from use, that could potentially work for the good? and if they don't help, how are they even a risk that needs to be removed in the first place, if they don't work?

How is it that our government back Australian made and created products - including vaccine development?

What is it that we have not been told?

Why is my mathematical calculations and the math of Qld Health different?

What is really going on and what is the bigger picture that we are not being told about?

Educator 491

I am a 55-year-old, senior experienced teacher currently working in an advisory capacity for the DDSW region in Toowoomba. I have worked throughout our state in various locations in a teaching capacity and more recently focused on the teaching of English as a second language to migrant and refugee students. I have a Bachelor of Education and more recently a Masters in Education (TESOL) as well as many certificates acquired as part of my quest to keep up with the latest evidence-based research to support teachers and students in our schools.

The Department of Education has under the direction of the Chief Health Officer requested my vaccination status. This is my private medical information which I do not believe I should be required to provide in order to do my job. However, I have completed the survey as requested but must say it did not give me the option to explain my unique situation and the precedents set by the department in 2020 and 2021 that would allow me to continue to perform my duties. My upline was hopeful I could continue to provide my advisory services but the department's statement does not allow for flexibility nor indeed any possibility of discussion so that I would not have to proceed to the show cause stage and be suspended without [REDACTED]

I have been a dedicated employee of the department working above and beyond for the students in this state and have followed all procedures and guidelines. I have never put a foot wrong nor ever been placed on a diminished work performance or code of conduct breach. It was my intention to work as long as possible to [REDACTED] the teachers and students of this great state but this mandate will end my career abruptly and [REDACTED] ability to provide for my self and the charities I am supporting in my community (Protea Place, Mission Australia, Australian Conservation Foundation) and worldwide (World vision, Catholic Mission, UHNCR, Oxfam, RACS and Action Aid). This will also affect my superannuation and therefore the ability to support myself in the future.

The career and financial costs are just part of the impact this mandate to vaccinate has had on me. My partner of 6 years has removed himself from my life, I have lost long time friendships and my daughters are extremely worried about my decision as it impacts my ability to be financially independent. It has caused division in the family as I have family members who have distanced themselves and as a single woman this has severely impacted my mental health. I feel I am the victim of segregation in my community and my life and now my job!

This constant bombardment of emails from the department and negative language used to describe my choice not to vaccinate and then not to be able to talk/email anyone in authority in the department in order to clarify and negotiate my position has me reeling with disappointment, disbelief and distress. I am concerned for our community and the students in our region as I know the imminent teacher shortages will have an adverse impact on their education and their mental health. The loss of experienced teachers in schools and advisory officers will impact the entire education department and seriously impact the state vision of 'Every student succeeding'.

Could you please consider the impact this decision to mandate a vaccine will have and how it will affect the department's ability to provide an adequate education to our students? Consider also the impact to the individuals financial and mental wellbeing. The vaccine that is available does not prevent the spread of COVID 19 and therefore the unvaccinated are not at any point the greater spreaders of this virus than the vaccinated population and should not be segregated or punished with loss of employment. **Please reconsider this mandate and allow education professionals to do their job.**

Educator 492

My name is L C, I am a female employed as Uniform Convenor and Tuckshop Assistant in Cairns Qld.

My main position is Uniform Convenor. I am 75yrs old and have held this position for almost 8 years.

I am dedicated to everything that needs my attention.

A response to my position holds grave danger of loosing my job. My Supervisor casually mentioned I would need to be vaccinated to hold my position within the school.

In a casual chit chat, my Supervisor said "I had to get vaccinated to keep my job".

I know a lot of parents are going to turn to home schooling for their children due to the Vaccinating centers being set up at schools. There will be a great shortage of teachers due to "No Jab, No Job"

I am asking that all employees within Qld Education unite against coercion of any kind in our employment.

That the Vaccine mandate be thrown out and cancelled.

For everything that is good, honest and the TRUTH, please please please don't allowed evil to prevail.

I sincerely ask, that the tables are turned for the betterment of the human race and we can once again be THE LAND OF THE FREE.

Educator 493

Hi, I'm Miss S. I'm a 44 year old mother and full time primary school teacher on the Gold Coast. I've loved my job and have poured my heart and soul into serving the families and community at this school for almost 10 years. Having previously worked in early childhood sector all over the Gold Coast for 16 years. There is no greater joy than supporting students development and learning. This joy is closely followed by supporting families and staff members in their respective skill development. I support many families in crisis and many disengaged at risk children. My deepest passion is to help these children believe in themselves and reengage in their education. Supporting individuals, small groups, whole classes, families and community groups to be empowered to improve their lives improves the future of our community. Education changes lives and it has been my passion from the time I was a teenager.

Unfortunately, I am being forced to choose between my health and my passion. I have a complex medical history and very early in this pandemic had been advised if I choose to vaccinate that I should wait for the Covax19 to become available, hopefully due sometime in 2022. So you can imagine my complete dismay at receiving emailed mandates with less than 9 working days before the end of the school year. I instantly called my doctors. I needed an appointment to review the previous advice and receive new advice now that we had so suddenly changed from low risk to high risk. I cannot get in to see my doctor until early February. This is of great concern as I cannot even receive the medical advice I need prior to this mandated deadline. I know many teachers and school staff and volunteers who are in similar positions or many who have not been able to wait for their appointments. The stories of coerced decisions and people receiving their vaccination while crying. How is this informed consent. The pressure of this decision. The timing of the notification and deadlines are questionable. The financial and mental health impacts are immense. This panic has disrupted what should have been a celebratory end of year for my year 1 class. These poor children have had their entire school life dominated by COVID-19. I have struggled to eat and sleep since reading the mandate email. I have been ignored by administration and receive constant and invasive reminders of the impending deadline continuing into the Christmas holidays. Our crisis call centre was down due to the high demand. This is the treatment we have received after loyal and devoted service. The decision I am forced to make is all I can think about. If I become ill from the vaccine as I was originally advised, I cannot work and who will care for my son and ageing mother. It has taken years to rebuild my health and maintain my remission. How can I possibly risk that? But how can I give up my job? How will I provide for my family? To walk away from my passion, all the study (2 bachelor degrees and multiple professional development course) all that hard work along with the pure delight of supporting students development.

Then there's the fear for the future. How can 26 years of experience be replaced? How many brilliant and experienced, passionate educators will Queensland loose? Who will educate our children? They are our future. The risk and damage of unqualified and under prepared staff will have an impact on all of Queensland long after this pandemic is gone. When our Prime Minister says, "We don't mandate vaccination." and medical professionals are suggesting many reliable risk management strategies, I can not understand why these provisionally approved vaccinations are mandated in education settings or any work place. For me the personal risk:reward ratio doesn't balance. As for society the long term risks these mandates pose seem to far outweigh the theoretical rewards. We already have an education crisis and yet they are prepared to fire thousands of teachers and education staff over a medical decision. We have worked through every lock down teaching online and face to face and have always been told children are low risk. We have managed our personal health and served our community consistently. We were yesterday's hero's and now anyone who can't or wants to wait for safety data or alternate options to become available is ridiculed and rejected. We will be stood down without access to our sick leave or other leave entitlements due to time restrictions being that we must apply 6 months in advance while these mandates can be applied within a few days or week without consultation or concerns for individuals circumstances.

These mandates impact all front line community workers, the police, medic's, fire services, mining and education. These are the people who keep our country and communities running. We need your help to bring commonsense back into the running of our states and country because these unfair mandates will have longstanding impacts in the health and financial capacity for our long and short term future. Please support body autonomy and personal choice of medical treatments. Please help remove these mandates and with community consultation help implement balanced, safe and respectful risk assessment and risk management strategies instead.

Educator 494

My name is AJ, I'm a very young 51 year old male working at X State School on Queensland's Sunshine Coast. For the past four years I have been the sole ICT Technician at the school, supporting over 100 staff and over 1100 students. I have a Bachelor's Degree in Technology and am a current Orange Card holder (Queensland's Department of Education ICT Certification). In addition to providing ICT support across the school, I often go above and beyond my role description and undertake tasks to take some burden off my line manager.

Two weeks prior to the end of the 2021 school year it was announced that all school staff would need to have received their first dose of a Covid vaccine by December 17 2021, and have the second dose by January 23 2022. Later communications from the department stated that staff would need to fill in a survey notifying the department of their vaccination status before January 7 2022. It was also communicated that those that choose to not be fully vaccinated will be terminated.

I am the sole provider for my wife and three children, aged 12, 10 & almost 2. Under this current vaccine mandate, the Qld [REDACTED] terminate my employment, and thus terminate the means for me to support my family, if I do not take two doses of a Covid vaccine. It is foreseeable that this will increase to a 3rd and 4th (or more) dose in the not too distant future. Being forced into receiving a vaccine to keep one's job does not amount to informed consent, especially when these vaccines do not yet have any long term safety data. I find it incredible that this is happening in Australia. I am being forced to disclose my medical history [REDACTED] take a medical procedure with no long term safety data as part of my employment.

This vaccine mandate has caused me and my family quite a considerable amount of stress and anxiety since the time of the initial communication. My 12 year old daughter has broken down and cried on several occasions as a result. Just like many people, including myself, she is struggling to understand how is it possible to mandate a vaccine that does not stop a person from being infected nor does it stop a person from infecting others. She has heard of people having adverse reactions to vaccines and is concerned about me getting them. I've tried to reassure her I will most likely be fine, but she knows that cannot be 100% guaranteed unfortunately.

I also have concerns for the school if I manage to find employment elsewhere before January 23 and leave so that I don't have to take the vaccine. Finding a replacement ICT Tech with an Orange Card is often not easy and certainly not a quick exercise. Even if the school finds a replacement quickly, I won't be allowed on the premises at the school to handover to a new person. This will no doubt be very disruptive to the start of the school year as there are some systems in place that only I have knowledge of.

What I would like to see is the removal of all employment vaccine mandates, and see the State of Queensland and Australia as a whole to go back to being free and democratic. Unfortunately at present with the discriminatory mandates that are in place and the segregation that is occurring, Australian citizens are no longer free in the true sense of the word. Conditional freedoms are not freedoms. Anyone that has been watching the regular protests around the country would have noticed that they are growing in size. Many people are waiting for the next elections to replace current parties and leaders with new representatives that listen to the people. Please listen to the people, the people will support you.

Educator 495

I have dedicated 11 years to teaching lower primary children at our much-loved Independent Christian School in Townsville. Our college caters for students from Pre-Prep to Grade 12 with most grades consisting of three streams per year level. For the last 5 years I have held the position of lead teacher of our Grade 1 cohort. In the last year I have also taken on the role of literacy coordinator where I was responsible for implementing literacy programs and providing staff with resources and support. My passion is teaching children to read and spell and witnessing their daily successes!

When I discussed my concerns and hesitancy regarding the vaccination mandates with my upline it was received with a great deal of compassion and understanding. However, I have been told that there is nothing they can do. I received an email to say that if I miss the cut off date for the first vaccination, I would not be able to return to work until I was fully vaccinated and if I intended to not be vaccinated then unfortunately my employment would be terminated. I am still waiting for the official notice of their decision regarding my employment status.

The vaccine mandates have put a tremendous amount of pressure on myself and my family. I am a single mother, and I am concerned about my long-term health if I take the vaccines. The thought of losing my job is extremely difficult, I have a mortgage to pay, and I feel that my purpose has been taken away from me. I am left to choose between these vaccines that are shrouded by uncertainty, or the threat of losing my job.

I am trying my best to stay healthy. My health has certainly suffered due to the mandates. I have experienced anxiety, tightness in my chest and restless sleep, as I worry about what the future holds. My family are naturally concerned for me, as well as themselves. My father is unwell and resides in another state so that has also compounded my feelings of anxiety.

I have serious concerns for my students and our college community. This has impacted every teacher on some level, and I am afraid the overall morale of our college community will suffer. Our college was already struggling to find teachers for 2022 before the mandates were put in place. I am extremely concerned for the safety of our students and their mental health. Many parents will feel pressure to unnecessarily vaccinate their healthy children which will make way for more confusion and fear, not to mention parents are already navigating the challenging questions children have around lockdowns, masks, and messages from the media.

I am making a heartfelt plea that these mandates be removed. Please allow me and others to get back to our lives, our work, and our families without medical discrimination. I fear more damage is being done that could potentially take years to recover from if we do not put an end to these mandates now. Please grant us the freedom to be responsible for our own health and to weigh up our own decisions regarding the risks and benefits.

I would like to finish with this. I pray that the leaders of our beautiful nation would take stock of the last 2 years and recognise the greater impact this is having on our families and communities. Many people are suffering and it's not from Covid 19, the 'fear' of death is doing much more harm. I understand the virus is a real and genuine concern and we need to be careful, but at what cost, I feel we have lost sight of life, family, true freedom, and all that is worth living for in this world.

Educator 496

My name is H and I am 42 years old. I have been working at X State Primary School, Townsville for the past 4 years as a Teacher Aide. Initially employed on a casual/relief basis, I secured contract work as an Intervention Aide and then in the last 2 years my role shifted to working as the Operations and Communication Officer and Personal Assistant to the Executive Leadership Team which includes the Principal, Deputy Principal, Head of Curriculum, Head of Inclusion and the Business Manager. I currently work 32 hours a fortnight and I am due for permanency this year.

My qualifications for my current role at the school include a Cert III in Education Support and I also hold a current first aid Certificate. I hold a certificate of accreditation for 9 units completed for my Cert IV in Leadership & Management completed through TAFE online this past 18 months.

Within my roles as P. A. and Communications and Operations Officer, I look after the majority of school communication through the website, Schoolzine App, including content writing, creating and editing of the weekly school newsletter, data entry on OneSchool (including sensitive information for the Inclusion Support Team and ELT), report card processes, calendar entries, updates and syncing, correspondence and other administrative duties. I enjoy being creative and positively promoting our school community through my role.

Both of my children also attend Cranbrook and I have been an active volunteer at the school for the past 6 years building positive relationships with students, staff and other families. My son has achieved the honour of being school captain this year and I was looking forward to being able to continue to contribute to the school community even more however due to the mandates this has also been affected.

The government mandates have negatively affected my family in many ways including possibly losing my job, which I love. My job is not just a "job" to me, but it also assists my family to pay for necessities such as groceries and some extra things for my family, like my children's school fees, uniforms, shoes, extra-curricular activities including swimming, dance, music lessons, camp fees and school activities.

My husband and I also run a business where we provide sporting services to schools and kindergartens and the mandates also impact on us as contractors, as we are not able to attend schools and kindergartens to deliver our physical program. We were fully booked for this year, right up until Term 4 and now all of these bookings are about to be cancelled due to us not being vaccinated. Our business has been running for more than 20 years in Townsville and we have lost about 70% of our income. This has been truly devastating.

The worry of how we are going to continue to provide for our family and continue to pay our mortgage and bills is constant and we cannot understand the justification for the imposition of these mandates.

I would like to be able to continue to do my job as before without prejudice or ostracism. When coercion is employed it interferes with a person's freedom of choice. And we are forced to make a personal decision out of fear or because of social and governmental pressures that are against constitutional and international human rights.

The vaccines only have provisional approval and the W.H.O has also confirmed it is too early to know the duration of protection of the vaccines and their research is still ongoing.

Because of the newness of the vaccines they also cannot confirm if there is an influence or interaction between current medications and its long term effects are also unknown.

Clearly when these basic facts are presented, coupled with uncertainty and an inability to answer legitimate questions and when it has been stated that the vaccine does not prevent you from contracting covid or from spreading it, we should all have the right to weigh up the risks for ourselves and for our children by exercising our own good judgement.

We all have the right to sovereignty over our own bodies and no one should be ostracised or excluded from daily life activities because of their personal medical choices. No one should have to fear losing their jobs or fear retribution when they are simply exercising their universal right to bodily autonomy.

Informed consent is a person's voluntary decision to agree to a healthcare treatment or procedure. This also means that our consent must not be influenced by medical staff, our employer, friends, family or government.

This also means that we must be informed with all the benefits and risks involved. And where there is RISK there must be choice. When our government tells us NO JAB, NO JOB our decision is no longer voluntary.

No one should have to lose their jobs or suffer retribution when they are simply exercising their universal right to bodily autonomy.

Our country is currently being divided and we are already becoming a two tiered society. The autocratic and centralised decision making that is being rolled out by our state governments is immoral, unethical, discriminatory and un-Australian.

Freedom of choice is one of the cornerstones of our democratic nation and we all have a right to equal treatment, equal access to services and to our livelihood.

Educator 497

My name is M and I am a male high school teacher in Brisbane. I am in my mid-forties and have now been teaching Mathematics and Business for twelve years in Queensland. I was drawn to the profession and brought a wealth of real-world experience to my classroom from a wide range of industries such as technology, hospitality, business, entrepreneurship and trade occupations. In my previous careers, I often gravitated to a coaching/training/instructor role and my strong desire to help others meant teaching was the final logical step in that progression.

As an educator, my gift to my students is empowering them with the ability to think critically and make logical, unbiased decisions based on evidence, not emotions or dogmatic belief. I always try to engage students in the difficult subject of Mathematics which requires them to work hard and make substantial conceptual leaps – not an easy task in this flashy, instant-gratification dominated world. Every year, I receive a slew of cards from my students of all grades with statements such as the following... "You have been an awesome teacher this year! Your real-life stories and teaching ways have made me so much better and confident at maths." "You always made maths fun and understandable." "Thank you for putting up with our crazy class and still being so generous to us, even though we were a pain. I look forward to having you in the senior years."

When compulsory vaccine mand[redacted]duced for all Queensland teachers & staff, I had not been consulted or given any opportunity to provide input during the process. Education Queensland had not considered my individual circumstances and my school principal has no understanding of the details for this mandate. I was simply told that it had "nothing to do with her" and was referred to Education Queensland's website which simply quoted the basic details regarding vaccination requirements. When I contacted Education Queensland, I was transferred between a number of sections with no staff member being able to answer a[redacted]ons and in fact they knew very little about the situation at all. When I received an email response from the De[redacted]ne directive that I had already located myself.

This mandate was planned and announced with no warning at an extremely stressful time for Teachers with many commitments still to be completed less than two weeks before the end of the school year. Despite what the Education Department may believe, the vast majority of my staffroom colleagues who are fully vaccinated, are not in support of the mandate and do not agree that I should be coerced into taking an unwanted medical treatment or face losing my career that I have put my heart and soul into for twelve years.

My family has been placed under intense stress during the last five weeks as I am the sole breadwinner for my wife and daughter. At a time when we should be recharging from a difficult year, we are not in a good way emotionally and I fear for the mental health of my Wife who has just suffered a miscarriage yesterday. The extreme stress caused by the implementation of this mandate and the constant harassment by the Education Department (multiple text messages and emails) has certainly not helped my wife to provide a low stress environment for a healthy pregnancy.

My main concern is that my students will be disappointed and disadvantaged by not having me in front of them anymore and a potential option being entertained by the Education Department is to replace me with unqualified university students still completing their teaching qualifications. I am a well-respected, highly skilled and essential leader in my school's Mathematics faculty. My Head of Department relies on me to assist in a Mathematics Department which is already hobbled by a high proportion of temporary and part-time teachers who are not as committed to delivering a champagne service on a beer budget as I do. I am burnt out and now feel used by an Education Department, who only recently, was recognising some of my recent success with underachieving students.

As teachers, we must complete risk assessments for all types of activities and where hazards exist, consider any hazard reduction options. These have not been discussed or even suggested and many options exist in this situation such as PPE, regular temperature checks or Rapid Antigen Tests which ensure that an unvaccinated person who tests negative poses no more risk than an unvaccinated person on that day. If these tests are good enough for travellers to enter Queensland now, why are they not being considered in a controlled environment such as schools where the general population predominately involves children who have been identified by medical experts as a very low risk population throughout the entire pandemic. This is even more pertinent given the apparent mild nature of the latest Omicron variant.

I ask that you voice opposition to the Education Department's knee-jerk, sledgehammer approach to this very manageable situation and please support any legislation calling for an end to these heavy-handed mandates so we can go back to what we do best, educating our kids for the future.

Educator 498

Since graduating from QUT, Early Childhood Education in 2002, I have taught at 8 outstanding primary schools, both state and private over a 19-year period. I am a 41-year-old mother with three young daughters and am so fortunate to be teaching at the school my children currently attend. I have earned this. I moved to regional Queensland for the Department of Education and I also taught in non-preferred teaching locations before securing a permanent teaching position in an exceptional State Primary School in Brisbane. Through my years of service for the Department of Education, I have become an adaptable early childhood educator with a wealth of skills and in-depth knowledge of the curriculum. I consider myself an extremely valuable asset to any teaching team.

After giving my heart and soul to every teaching position I held, my spirit was crushed when the mandate was announced. I was aware that obtaining an exemption from the Covid-19 Vaccination is extremely difficult due to the strict guidelines enforced on medical practitioners by AHPRA. Disappointingly, my employer was not willing to seek individual feedback and concerns regarding this mandate.

My family has been thrust into a sphere of uncertainty and anxiousness. Since witnessing a serious vaccine reaction in my immediate family, I now read vaccine inserts extremely carefully. As a breastfeeding mother, I also need to carefully consider the impacts to my youngest child. I am not satisfied with the provisional trial information nor long-term data of the vaccines currently offered in Queensland.

With three young daughters to support, my husband and I realise our immediate future will be extremely difficult financially and emotionally. For not taking this provisionally approved vaccine without long-term health data, my wage will stop.

I have recently returned to work following maternity leave with my youngest daughter. This was a time of celebration for my husband and I as we thought the days of managing a young family on a single income were behind us. After the birth of my second child, I chose to take unpaid leave for a further 3 years as I knew I would not be capable of leading a class to my full potential. We sacrificed our finances for the benefit of the school and students. I am appalled as I am now being treated as a second-class citizen for carefully considering the impact this vaccine may have on my health and wellbeing.

With my daughters attending the same school, this mandate is unfair for them to be educated in a community where their mother's private medical information will become public knowledge in the school. I fear for my daughters' wellbeing and whether they will experience complete inclusivity in social settings due to the medical choices I will make.

My Principal, teaching partner, future students and their parents will all be unfairly impacted. I am a fit and healthy staff member with a very strong work ethic. I have extensive sick leave accrued and rarely take a day off work. My school has had difficulty filling leave positions in 2021 and this mandate will definitely place enormous pressure on school staffing. Queensland students will be severely disadvantaged. Experienced, passionate and quality teachers are not easily replaced.

As vaccinated teachers can still spread this virus, I am struggling to comprehend the logic of this mandate, particularly as Rapid Antigen Testing is now being adopted widely within Australia. I plead with you to please support all of the teachers who are choosing to decline the Covid-19 vaccination to ensure we remain employed in the jobs we love.

Educator 499

My name is H and am 65 years old, also a wife, mother, grandmother and teacher aide. I live in the Wide Bay Region and have worked as a relief aide in the state school system and in 2021 moved to private school as a relief, casual part-time and then put on a contract. I was also offered a contract for 2022. I worked in state primary schools and moved to middle and senior years in the private sector. I have been working in learning support to students struggling with learning.

I have great rapport with these students and have aided them in their learning and they may not understand why I am not returning to help them this year. They may feel that I have abandoned them and that is so far from the truth. I loved working with them and faced the challenges they presented with anticipation and loved the camaraderie with the other staff members as we all with great passion pursued excellence for each student.

The mandates have caused a detrimental upheaval at the school with not enough teachers and aides to attend to all the needs of the students. I have felt there is coercion to take the job and if I did not then I would be looking for no employment and to retrain for a different industry at my age does not seem plausible. I love being a teachers aide.

The effect on my mental health is taking a toll and I would love to see the mandates for educational staff be reversed totally. I stood along with others and taught and loved the students thus far through Covid as schools were considered low risk and now suddenly classed as a high risk! There are so many questions needing answers and I don't seem to be getting them.

My great desire would be to return to the classroom to the students and free of any need to have an experimental injection being a mandate- please let us lose the mandates and get back to doing what I and others love - supporting the students.

Educator 500

Teaching is my passion and this passion is about to embark on its 11th year. My name is J, middle aged man, married for almost 19 years and my wife and I have 7 healthy sons. I have taught in a QLD state school, a Catholic school and now an Independent school. My teaching area is primarily in the Design Technology arena – however, my classrooms have also included science, geography, PE and maths. Taking students on a journey of discovery is where the fulfilment comes from. Seeing students rise up to challenges along their learning journeys, experiencing break through as they create pieces in the workshops is what makes it all worthwhile.

When the QLD government mandates came in last month, my employer really did just roll over and follow the narrative and implement the mandates. Expecting all employees to hurriedly fall into line. There was minimal compassion for staff with significant concerns about the vaccines.

The mandates have impacted my family significantly. As a single income family I have no choice but to 'get the jab' in order to keep my employment and remain able to provide for my family. The government coercion is relentless and very tiring.

The impacts on our family have been a noticed increase in tension in the family home, as uncertainty and anxiety invade our homes and lives. This is compounded with the daily changing government rules and regulations, media saturation of the government narrative and the ever-increasing science that shows there are other options. Daily I think of some of my work colleagues and wonder what 2022 will bring for them. Many staff are in the heartbreaking process of leaving the profession after years of service. The school I will return to next year – will be a very different school to the one I finished term 4, 2021. The ambience of the school will have lost its shine with the loss of some of our great staff.

Our students will be devastated [redacted] January to the news that some of their teachers will not be returning to school. Many schools will lose many years of experience and a great depth of wisdom as staff decide not to 'take the jab' and move away from teaching.

The government legislation must be revoked and vaccination must be a choice for each person to make on their own merits and circumstance.

I, along with many of my colleagues love teaching. We are passionate about what we do. It is not a job, not a means of deriving an income – it is a passion, a calling and far, far more than a 9 to 5 job. Many go above and beyond the classroom because we care for the students placed in our care.

All teachers teach – and most, outside the classroom, attend meetings, work through lunchtimes, go on camps, run theatre productions on our weekends and early morning or after-school sports training. We mark assignment after assignment during our holidays and late into the night, and spend days creating individualised reports for each student. We answer parent queries about their child's academic progress, socialisation, friendship groups, learning development and mental health.

We care about the kids we teach and we know them. I often get to know my students' families as well. And, I do 'give a hang' about them. But it's hard to keep up the enthusiasm when the coercion of vaccination hangs over our heads.

Educator 501

My name is CR and I am currently employed as a HPE teacher on the Sunshine Coast, Queensland. As a 51-year-old, I have been part of this industry for almost 30 years. I have developed a highly effective and student focused approach, which has provided countless opportunities to assist disengaged, or at risk students to find purpose and direction. I have taught across a range of curriculum areas including Fine and applied Arts, Design and Technology, Physical Education and Outdoor/Experiential/Adventure learning. Throughout this process, I have completed over 40 external qualifications from Outdoor Activity Instructor/proficiencies to student wellbeing and counselling courses. I have held positions including Head of Department, Student Wellbeing Coordinator and Deputy/Acting Principal, in addition to regular classroom teaching. The rapport that I establish means that I receive ongoing contact from a huge number of past students seeking either advice, a reassuring word or just to let me know about their life.

I recently received several emails from my employer regarding my vaccination status and it's potential impact on my career. While professional in tone, these missives were written using legal terminology that resulted in a level of impersonal detachment. I was required to select from a list of strictly worded choices that failed to cover all potential situations or responses to the request. I arranged a meeting with my principal to discuss my situation. While this was professionally handled and allowed an explanation of my circumstances, it had little, if any, impact. I have subsequently been informed that by the 7th of January, I must provide one of the selected responses or face disciplinary action "... up to and including termination of employment." Additionally, I have been contacted several times requesting information that infers, if not indicates, that my administration team has already decided I won't be returning to my role.

This situation has had an enormous impact on both my family and myself. To be informed that, due to a personal health decision, I was being removed from a role that so heavily impact student lives was crushing. The resultant loss of identity and purpose, compounded by a sense of helplessness, caused high levels of anxiety for both my family and myself. Without my income, the family faces potential homelessness and financial hardship. The devastating consequences of this situation caused us to descend into a state of despair, resulting in the inability to think clearly or function effectively.

Of equal import to me is the potential disruption to students and their families. It comes as no surprise that the past two years have been the incredibly difficult for these groups. My grave concern is that the current situation drives this into the realm of crisis. Students face losing their teacher along with all the collected knowledge associated with learning style, personality and rapport at a critical time. While this impacts all classes/students, the real pressure point surrounds senior students who face this only days from final assessment deadlines.

I would ask that you give considerable thought to alternative processes and take immediate steps to abolish these mandates. While I have stated the personal impact, please also consider the generational impact on the young people whose futures, along with the nations, hinge on the quality of their educational experience that is founded on the support and highly skilled input of their classroom teacher.

Educator 502

Firstly, I'd like to thank you for taking the time to read my letter. My name is BM, and I am a high school English teacher with 21 years' experience. I currently work in the Logan district, and have been in this area for 16 years. People often ask me why I stay in an area that is commonly known as low socio economic, and my response is, "My school needs me, just as much as I need them." You see, to be a teacher goes beyond understanding where a comma needs to be placed, or what an author's intentions are. To be a teacher I need to understand how each of my students, approximately 150 in any given year, think, understand and communicate. I need to ensure that I am authentic in what I am teaching, and most importantly what I am encouraging my students to explore and to learn more about any topic, on their own. I need to ignite passion about an issue, and then guide young teenagers to be able to communicate their ideas and thoughts in an effective way, so as to encourage change. So, I am sure you can appreciate, that during this process, relationships are formed that encourage every student in my class to feel validated, and heard. Every year I have countless numbers of students tell me "I only came to school today, because I had you." As you can see, the job of a teacher then becomes far more than correcting the spelling on an essay, I become the person who will encourage my students to learn. In doing this I give a lot of myself, and each student I have worked with holds a piece of my heart.

I do hope you are still reading, as I would like my story to be heard and feel it is time to inform you of my personal situation. I am a single working mother of six children. Five are still living at home. I am a survivor of domestic violence, and while freeing myself from that situation took years, I have been completely free from it for 3 years. In November I recognised that I was experiencing physical, mental and emotional symptoms, that [REDACTED] for years. I'm unsure if you are familiar with the state of flight, fight or freeze? But all of that [REDACTED] extreme stress and anxiety. When living in, and then leaving a domestic violence situation, these traits or feelings become our every day. I no longer had these traits or feelings, because I had been free from domestic violence for three years. I had regained my confidence and was living in peace and harmony, that is until about half way through 2021. There was so much happening so quickly not only within our world, but in our country, that I did not think was possible. I started feeling similar levels of anxiety that I experienced whilst living in domestic violence. When Anastasia Palaszczuk announced on the 9/12/21 that all teachers were mandated to be vaccinated, I was catapulted straight back in time to where I was punched by my ex, and then had to sit with his family for a family dinner. I will tell you honestly, nothing is more frightening or sole destroying than that feeling. After this happened, I think I functioned as if I were a robot until I could get in to see my doctor, who immediately diagnosed me with PTSD and a mental health plan was set up. I needed the last week off school, with three days unpaid as I hadn't accrued enough sick hours. Once again, I felt like a helpless victim.

I am now in a situation where every part of me is literally fighting to keep my head above water, and to be vaccinated now is like submitting to the continual abuse and control I felt at the hands of my ex-partner. Victims of domestic violence are controlled. Our voice is never heard in that situation. By mandating this vaccination, you are again controlling me. I implore you to please reconsider what such a drastic life altering decision you are forcing onto me. There are other options available, such as R.A.T tests, which would allow me to continue teaching, and supporting my family, and still regain my sense of self-worth.

I appreciate everyone's situation is different, and I thank you for taking the time to hear my story. I truly hope you will consider this when making your decision.

Educator 503

Hi, my name is M, and I'm a female teacher in Brisbane. I'm in my fifties and have given 27 years of service to teaching. My highest level of personal education is a Masters Degree.

I work for the government and my employer has said that I am unable to come to school if I have not had the vaccination or have an exemption.

My husband may also lose his job due to the mandates as he does not want to take the current vaccines. He was hoping to wait for a different vaccine. He is on leave at the moment. I am on leave and may lose my teaching job. My children have lost their part-time teaching jobs (in private schools) and they also may not be able to continue their University degrees due to the mandates.

The strain is tremendous. I am on medication for anxiety. We are all wondering how to proceed in life, what other jobs to apply for. Life feels very uncertain. My children are halfway through a University degree, with all the University fees that entails.

Imagine the stress of having to pay for an unfinished degree: it's heartbreaking. On the one hand we have [REDACTED] of adverse reactions from the injections, and on the other hand we have [REDACTED] (already having lost them), or the ability to complete degrees. My children have lost self-esteem as they can no longer be financially independent.

I feel sad for all those students (and parents) who were expecting a certain teacher in 2022, only to turn up to school and have that teacher gone, with no prior warning. What a shock to those poor students. Where has their teacher gone?

My concerns for the community are that the government can force you to have a vaccine if you want to keep your job? What's next? How many injections will we have to take? I am also concerned about the potential "adverse reactions" of the vaccinations to myself and my family.

I am asking that the vaccination mandates be abolished. Last year schools were low risk according to the government, and this was before vaccinations. Suddenly, with 90% of the 16+ population double vaccinated, schools are high risk? The evidence is clear that all people transmit the virus regardless of whether or not they have been vaccinated. The benefit of the vaccine is only to the person taking the vaccine, and the efficacy wanes within a few months, meaning people have to continue with more and more vaccinations.

Thank you for the time you've taken reading this.

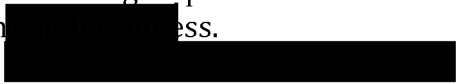
Please help us get our livelihoods back. We are ordinary families. We are happy to work and pay our taxes.

Educator 504

My name is C, male, I have been a full-time specialist teacher in primary schools for 28 years. I started my career with country service in the Central Qld area and have been in north Brisbane ever since. I am more than ready, willing, and able to teach for my 29th year but unable due to the mandate.

So many years in my chosen profession. I do treasure my job as an educator. I would happily have continued to retirement. Being an educator, in the role of mentoring children is an important task where we were constantly building an environment of inclusivity. This mandate role models division and segregation.

Red Union are working hard to represent me and thousands of others in the face of this unlawful directive. I have sent a few emails to my principal regarding the mandate, asking for the required risk assessment for my workplace and to have consultation. The reply is always the same; "I am not your employer and the department of Education is following the CHO's advice. I have forwarded on your request to them". I fear we are prey to the excuse of "Just following orders" regardless of how immoral they are.

During the school year of 2021 it was clear that if you questioned the directives, then you would face being segregated or shut down. Not able to freely speak, expected to interact with colleagues as if nothing is happening but with a big elephant in the room. Many of my colleagues have been coerced and have taken the vaccine. 

I ask you, is this kind of treatment the philosophy we want to instill as mentors and educators to our future generations? I am getting spammed via email and text to get the jab by the Qld ED. This harassment and bullying is exactly what we as educators teach our kids not to do. I am concerned about where we all these controls are going. It is clearly not a deadly virus but the tyrannical choices of government that have created the current situation we face.

In the Herald Sun 29/12/21 a glimmer of truth came through the mainstream media. It stated that; "The danger of covid is far exceeded by the danger of governments using the virus to expand controls over our lives is now almost impossible to deny."

I have done my best to listen to the many doctors around the world who are speaking openly about this since our own doctors are gagged not to by ARPR. With all the information I have acquired, my choice as a free-living man not to take the vaccine means that my job is on the line.

It is uncertain how I will earn a living in 2022. I am fortunate that I am healthy and know how to look after myself. Yet I also grieve the loss of the education system I once believed was generating good for our world. I have moments where I feel despair. I also worry about how I will provide for my family. My wife had to have open heart surgery in 2021 and has not yet been able to go back to work. It has been a tremendously stressful time for all of us. Through all of this, we agree that upholding our freedom to choose is our highest priority for our children's future.

My wish is that we stop all the mandates. That we purge from leadership all that have enacted these crimes against humanity and charge them accordingly as set out by the Nuremburg Code. I pray that our young people can once again feel like there is a future available to them that includes free choice without coercion. That we can all feel empowered with the knowledge of how to create true wellbeing and good health. To make and own our own well-informed decisions for ourselves when it comes to our bodies.

Educator 505

My name is D and I am a female primary classroom teacher in a picturesque, small regional school, in the Scenic Rim. I am in my 40's and have almost 6 years of teacher service behind me. I enjoy seeing my students daily and teaching them to become critical thinkers. My gift as an educator is the ability to build great relationships with my students and helping them become critical thinkers.

The principal of my school has been empathetic and supportive of all staff but unfortunately, the matter of vaccination for Covid-19, has been taken out of her hands. The Queensland Education department's handling of the mandate has been nothing more than confusing and limiting. The dates set for required doses have not allowed for choice of vaccine other than the mRNA vaccines.

Being mandated to take an experimental vaccine has placed enormous pressure on my family and compromised our family values and my own personal beliefs, particularly my religion. I have been coerced to take an experimental vaccine or face losing my job. My job is not just a job, it is part of my life and it makes up who I am.

The pressure of the mandate has taken a toll on my mental health and the mental health of my family. I have felt anxious, depressed at times and unable to think about anything else. My family has seen me go from a happy, enthusiastic mother, wife and teacher, to a teary lost individual. After the first dose of the vaccination, I felt violated of my own basic human rights. My choice was taken from me.

I am concerned for the students and the school community too. As vaccinations have been made eligible for 5-11-year old's, and talk of mass vaccination hubs in school by the mainstream media, has caused angst for many parents. We have already had several families leave the school to turn to home schooling or private schooling, in fear of their child being given a vaccine without their consent. It has caused fear in the students, as well as distrust of teachers and school staff. It has also caused a divide in the staff at the school. Vaccinated versus the unvaccinated.

I am asking for the withdrawal of the mandate and for you to stop the path towards authoritarianism. No-one should be forced to take a vaccine whilst it is experimental and without proper long-term analysis of its effect on human life. Please stop the mandates of teachers and school staff and allow education to be just that, a place for education.

Educator 506

I would like to introduce myself and tell my story of how the vaccine mandate has and will affect my family and I. My name is B and I am a 51-year-old female Prep/one classroom teacher in North Queensland. I have completed 15 years of teaching service and had not considered retiring for at least the next 15 years, and then in December I was notified of the mandated vaccination by my employer and the consequences of not complying. Now I am in constant turmoil trying to figure out what I can and will do. I have taught across primary and secondary school, but my passion is working in the early years as I believe it's vital that students have a solid foundation. I was also looking forward to teaching my own daughter in Prep this year.

The vaccine mandate was announced to teaching staff via an email in December without any consultation with us. Shortly after a questionnaire was emailed out to teaching staff wanting all staff to update their vaccination status. It continues to be emailed to me almost weekly since. I did tell my principle a number of times that I did not want the vaccination. She was supportive, but informed me that I would need to be fully vaccinated to continue teaching from the 23rd of January, 2022.

[REDACTED]

In September, 2021 I did get my first vaccination after constant discussions/pressure from others and the media pushing that it was safe and the right thing to do for the community, etc. However, in the weeks following my vaccination I started having heart pain. I am currently booked in for a stress test, echo scan and a heart rate monitor halter this month to see what is going on. Since my first vaccinations I have been [REDACTED] the effects of the vaccine and decided that I didn't want to get a second dose. Never imagining that there was going to be a push for a booster shot, and left wondering how many more will be mandated in the future. I am extremely concerned that the government will continue to impose more booster shots to be fully vaccinated and make children's jabs mandated also.

As I am the main income earner in my family, I am really distressed and torn about being forced to have more vaccinations to keep my job. So, I can get vaccinated and keep my job or not get vaccinated and be unemployed without an income. I do not want any more vaccinations and definitely do not want my partner or children forced to have any either, but I cannot afford to be unemployed. I can't believe the government has placed their employees in such a predicament and shown such little respect for our freedom to choose what we put into our bodies.

As a family we have been trying to focus on enjoying our holidays together. However, I am now suffering bouts of anxiety and it's affecting my mental and physical health. I am having trouble focusing, sleeping and find it difficult to put into words the sheer desperation I feel about having more unsafe vaccine injected into my body or I will lose my career and income. I don't believe I have been given a choice, but instead I am being blackmailed to get vaccinated to keep my job. Our whole life and future have been turned upside down because the government has taken away our freedom to choose what is best for our own bodies.

Educator 507

I am writing to express my great distress at having to choose between my employment as a teacher and taking an experimental vaccine. I came into the teaching profession at the very mature age of 50 and have now been teaching in a variety of teaching roles for three and a half years. As a single mother who came back to live in Australia in 2007 in order to give my children a better future and more opportunities than I thought my home country offered; it took a lot of determination and hard work to get to where I am today. I had to complete my Master of teaching degree, jump through the hoops to gain my teaching registration and incur a debt in order to access the career of my choice, which I enjoy and where I can make a difference in young people's lives as well as making a living.

As a casual and contract teacher I have worked in a variety of teaching roles ranging from students in public schools to students with disabilities and newly arrived students from war torn countries. In all my roles I always give my students the best of myself; encouraging and supporting them through their learning and catering to their social and emotional needs.

As the school year neared its end, I was looking forward to new teaching opportunities to support students, broaden my experience and continue to grow and flourish as a teacher until the mandates came in. I was devastated knowing that I had to choose between getting vaccinated with an experimental vaccine and my teaching career.

I believe this choice is unnecessary and deeply unjust because it goes against the principles and values such as equality and freedom Australia is founded upon and my god given right to work and provide for myself and my family.

At this stage I do not know what I will be doing next year but I know is that I will not be coerced into taking an experimental vaccine.

I call for an end to these unnecessary, unjust mandates and for Australian values of freedom of choice and non-discrimination to be reestablished without delay.

C

Educator 508

I'm J, 33 years old and single mum of two boys (5 years and 5 months old). I'm a marine biologist and come to Townsville 6 years ago in the hope to work at aims or JCU. Over the years, I've learned that I have no chance at these places because I'm a mum. So I started to look at alternatives where I can still work in my field.

I also enjoyed teaching my oldest son about science and nature. So I thought I'll combine my two passions and applied for a position as a laboratory technician at a school.

My principal has been very business oriented about the mandate which I didn't expect from a Christian. I'm very disappointed with that. I got a call them asking if they need to replace me in January or not. This is very concerning to me because I need my income to sustain myself and my kids. I cannot be present and enjoy the time with my kids because I have a constant anxiety about the future.

I'm now coerced into a decision which I never thought I would be. Leaving a coercive relationship was exhausting enough for me and taking its toll on the kids too.

My concerns for the future is the segregation and my kids being forced to be compliant or not being a part of society.

I'm asking for a volunteer decision regarding the covid vaccination and would welcome if unvaccinated and vaccinated work together in health field, schools, child care, and hospitality.

It should be my personal decision what to do with my body and it should affect my work. And the future of my children.

Educator 509

My name is B, I've been a teacher aide at a P-12 state school in the Cairns area for 14 years. I'm a 58 year old female and prior to becoming a learning support teacher aide I taught English as a second language in the Middle East. I have a Certificate IV in Education Support, Certificate of English Language Teaching to Adults & Young Learners and I have an old Train the Trainer qualification. In total I have over 25 years experience as an educator in various settings; at language schools and universities internationally, in the workplace and with Education Queensland.

My passion is reading and helping students access the national curriculum by working with them to improve their reading which in turn improves their learning outcomes. I have witnessed time and again the transformation of students, when after years of failing school they can finally read well enough to understand the work that's in front of them. This is totally life changing for these students, to give them the tools to be able to see a positive future for themselves is priceless. I may be 'just a teacher aide' but I know I have made a difference to countless students and would continue to do so without these vaccination mandates. It is a very sad situation.

My employers response has been silence. I've gone from being an important member of a school community to being invisible. As a long standing staff member who has worked with students at all year levels from Prep to year 12, the silence is deafening.

Despite the attempts via email and text by Education Queensland (EQ) to coerce me into taking the Covid vaccination I have not done so. The correspondence from EQ that I have received threatening suspension if I don't comply are insulting. I submitted a long service leave request for term 1 2022 but this has not even been acknowledged let alone approved! Unlike teachers, Teacher aides do not need to give lengthy notice for LSL so I should have received a response. To go from being a respected and valued team member to being treated the same or worse than a disobedient student is soul destroying.

Where once was a sense of achievement and pride in the positive contribution I've made to our students' outcomes there is now a sense of worthlessness. I've been discarded because I've chosen for personal reasons not to take a vaccination.

My family faces an uncertain future as my husband has also been mandated to have the vaccinations after almost 40 years as an aviation engineer. He is currently on stress leave due to the mandates, some days he can barely drag himself out of bed. As a family we also give back to our community by volunteering many hours a week to Scouting. We are good citizens, we work hard, we contribute to our community but now due to vaccine mandates we are outcasts where we were once respected.

I know there'll be more students that will 'fall through the cracks' and not achieve what they could because of these vaccine mandates. Our school has a high percentage of English as a Second Language or Dialect students who simply cannot learn in large classes which are sure to be the outcome of staff shortages because of the vaccine mandates.

The vaccine mandates need to be removed; at the beginning of Covid we were told that children are not at risk and that schools are a low risk environment. That has all changed, schools are now deemed as high risk! For the sake of our children and their futures please remove the vaccine mandates for all education settings and let us get back to school.

Educator 510

I have spent 47 of my 52 years here on this Earth in an education institute. My teaching career spanning 30 years. A career I have been grateful for and cherished. I know I have many good years left in me and many young minds and hearts to touch. My indigenous beliefs, knowledge and values are a key to my strengths as an educator in this ever-changing world.

Sadly, at the end of term we were informed that we needed to be vaccinated if we were to continue employment with the Queensland Education Department in our respective teaching roles in 2022.

I did not, and still do not decline the request to receive the vaccination, therefore, I requested from my Principal to provide me with the following information in accordance with the statutory legal requirements to ease my concerns.

Once I had received the information in full, and signed by a registered doctor, guaranteeing no harm or fatality would come to me, I would then be satisfied that there is no threat to my health, I would be happy to accept the offer to receive the vaccination. (This was also on the back of me having cancer surgery in June)

1. Can you please advise me of any approved legal status of my required vaccination and if it is experimental?
2. Can you please confirm and assure me that the vaccine has been fully, independently and rigorously tested against control groups for both short-term and long-term effects, and the outcomes of those tests.
3. Can you please advise me of all of the adverse reactions associated with the required vaccination since its introduction?
4. Can you please advise me the likely risk of severe illness or fatality from the required vaccine?
5. Can you please advise me the likely risk of severe illness or fatality if I am unfortunate to contract Covid19 from someone who is vaccinated?
6. Can you please advise if I will be covered fully for medical, or funeral expenses if I was to fall ill or have a fatal reaction to the vaccination?
7. Could you please advise me of your findings by 16 December, 2021.

Below is the response from my Principal:

Questions relating to vaccine risk assessments are outside of the remit of the Department of Education in Queensland. Information regarding risks associated with vaccinations is available from the Federal Department of Health <https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/is-it-true> and from the Therapeutic Goods Administrator <https://www.tga.gov.au/safety-information/covid-19>

I can also suggest the following key contacts:

Questions regarding vaccinations – StaffVaccinationStatus@ged.qld.gov.au

Leave and other questions – HR.SouthEast@ged.qld.gov.au

I thanked the Principal for the links, requesting answers and a signed response within the next 24 hours accepting full liability before I would comply with the current mandate.

Also stating that in the event that I do not receive a signed response, I would take this as confirmation that my current contract and permanent teaching position at this school will not be compromised and remain legally binding and that my un-inalienable rights were reserved.

As the dates have now well and truly lapsed, the mental stress on what will happen to my career, my students, my family and home are more than I can bare.

I have spent every day of my 'holiday' either working, selling personal items, to make extra cash in the thought that I will not have a job in 2022. When I have not been working I have been researching possible solutions and also taking part in an online course in the hopes to create alternative employment opportunities.

The feeling I once had as a respected teacher in my local community has been over-shadowed by judgement of others who don't understand my questions and need for clarity and confirmation.

P

Educator 511

I am L. A female, teacher aide in Maryborough Q, aged 55 with 20 years of service. I have a Certificate III in Education Support. As an educator I am able to make learning enjoyable for my students. They are able to expand their learning through my consistent approach to our fun activities. To be inclusive of all, I ensure every student receives a positive consequence for their good choice. This can range from their standard of work, to the student just being able to sit with the group today.

After the education sector mandate was announced and prior to school break up, there were no staff meetings at my educational site and I did not receive any communications from my Principal, regarding this. In response to my enquiry my employer has stated that they, 'have requested the information for me and others, from the Department of Education dedicated team, managing this area of work. They are yet to receive a reply but will forward it as soon as they have the updated documentation.'

Quite simply, I have not had the injection and face losing my job. I am the sole wage earner for my family. Consequently, this causes concern and stress for my immediate family but also my extended family, regarding why is this happening, can they really do this and how will we cope?

Also, unofficially, I'd heard that a local State H.S. was seeking teacher aides and as I state in my application, I was looking for more diverse opportunities and experiences to support my needs to further expand my skills as a teacher aide. I had [REDACTED] hope of a successful transfer. I lodged transfer papers with my B.S.M. on the 17th November, 21 [REDACTED] confirmation that HR had my application. Soon after, the education sector mandate was announced. On the 11th December, 21 during a texting conversation with a colleague of mine, it was revealed that in a conversation, my name was on a list of people at the local H.S. who wouldn't be able to return to work in 2022. This colleague then mentioned that apparently I'd been phoned and asked about my vaccination status and was told they couldn't offer me a job unless I was vaccinated. When I advised my colleague I'd had no such call, my colleague said they were confused. They explained that, that's maybe what they would've done and that the local H.S. knew my vaccination status because I'd shared it with my colleague and they'd shared the information with someone at the local H.S. and/or that I may have been seen at a rally by another connected person.

As a result, not only have I lost sleep and been in various states of anxiety but my husband, along with our extended family have also suffered. There are extended periods of no communication, arguments over minor things and a distinct decline in the level of happiness around us, as a whole. I personally have avoided my computer so that I don't have to deal with any social media, etc., since before Christmas.

I am worried about the future of our students, our whole community. How will their education be impacted? Will they be able to continue to receive the same high and consistent standard of education they have been accustomed to, particularly at my educational site or will their education become someone else's responsibility? What will manifest?

My hope is that we will continue to have students that are inquisitive, pro-active and free thinking, who will take us into a future that we can be excited about and look forward to. I want them to be able to make decisions confidently with open information, identification of corruption and comprehension of biases, that they will also learn from should things go awry.

As a well informed adult I believe in making my own choices regarding the management of my health. Deciding what goes into my body, whether it's the food I consume or a medical procedure, for myself."

Educator 512

My name is SW, male, and I am an Early Years Educator.

My current role is an assistant educator to the Kindy teacher at X Childcare Centres in Bundaberg. As a permanent part-time employee, I work regular hours and consistent days, Monday to Friday, 7.5 hours per day (75 hours per fortnight).

I am a Diploma qualified Educator and through the 3 years as an Early Years Educator with Acorn, I have developed my own fun-loving style and always put everything into my job as I believe it is important for the children to not only learn through play, but to have fun while they are doing it.

Additionally, due to also working with children with additional needs, I have completed a Diploma in Holistic Integrated Creative Arts Therapy and enjoy mentoring children through the Creative and Play process.

I absolutely love being a role model and Educator to the children and creating fun, interactive learning experiences during their days is what makes my job worth it. To see their faces light up with joy and to help guide them through all the challenges they face through [REDACTED] is an absolute pleasure. It is very rewarding work.

On the morning of the 30 th November 2021, I sadly received verbal notice regarding the vaccination mandates that have been placed on all educators in QLD. My Centre Director had mentioned if I had any questions that I organise a time to discuss this mandate in greater detail.

I was also made aware that all [REDACTED] must have their first dose of the COVID19 vaccination by 17th December 2021 with the second dose by 23 rd January 2022.

A further announcement to staff was made on Wednesday, 1 st of December 2021 requesting that staff provide evidence of their vaccination by uploading their COVID-19 vaccination certificate to ChildHR by 12 noon on Friday 03 December 2021. For me, this was not enough time to make an informed decision on whether the vaccine was safe, effective or necessary and I felt incredibly coerced, hurried and bullied. I expressed my concerns, however Management was not supportive of my worries.

Over the next few days, I felt pressured and bullied by co-workers about my vaccination status. I began feeling highly discriminated against.

On the afternoon of the 3 rd of December 2021 I received a letter which stated the following: "I am aware that you have not yet uploaded (or by other means provided) your vaccination certificate. I remind you that the requirement for staff vaccinations is a QLD Government mandate and that Acorn Child Care Centres must comply."

" If you decided not be vaccinated by 17 December 2021 the following steps will be followed:

1. On Friday, 17 December you will be unable to attend your place of work.
2. From Monday, 20 December 2021 you will be on leave without pay (Unless you request to take paid annual leave."
3. On Monday 10 January 2022 you will be invited to attend a meeting with Acorn Administration and show cause why we should continue your employment."

I sent a letter of response via email to Management with my apprehensions around putting myself in harms way needlessly and I requested that I am not denied my rights to medical choice and medical privacy. I also asked several questions and requested information in writing to support my concerns around the proposed request preventing me from doing my job. This letter of response was disregarded, and I never received a reply.

I have now been involuntarily forced on paid holiday leave through until the 10 th January 2022, of which I will no longer have any further holiday accrual. I have also been rejected for a claim to Centrelink for Jobsearch support purposes. Consequently, I now have no financial security or support.

Sadly, leading up to this event, we were struggling to find accommodation in a stressed rental market after the home we were renting was sold. Therefore, we are already overwhelmed living in a very small 1-bedroom unit as a family of 4 and we had to sell most of our possessions to fit into this smaller living space. If I lose my job, there is no way we will be approved based on my financial status for accommodation that will support my family's needs.

These mandates have had a huge impact in all aspects of my life. My mental health has been affected dramatically to the point where I have been experiencing anxiety, stress and depression. I was also medically treated for a period of stress induced Asthma during this time. My Dr referred me to Cognitive Behavioural Therapy and I am booked into a Mental Healthcare Plan for Psychological management.

The thought of not knowing whether I will have a job next year along with not knowing if I can provide for my family is extremely stressful and worrying. It is also heart breaking that there is a possibility that I will lose a job that I absolutely love and am truly passionate about. I care about these children, and I am confident that I make a significant difference in their lives.

When I had to leave the centre on the 16th of December 2021, there were many tears from educators, parents and their children as they watched me involuntarily leave. It was as devastating for them as it was for myself, and they were quick to let me know how much they appreciated my efforts for them and their children. The message in the letter I had received on the 3rd of December 2021 and the details mentioned above, I believe that I am being coerced into being vaccinated, or consequently losing my job for doing absolutely nothing wrong. That is the message in a nutshell.

I have some great concerns about the future of my position as an Educator. The pre-kindy children who will be moving up into my Kindy room next year have had an expectation that I will be their Educator this year. In the past 12 months, we have already built strong relationships which will help support their transition moving up into the Kindy room in 2022. My concern is that they must now build new relationships with a new Educator moving into that environment. This inconsistency in Educator accessibility has proven detrimental to children in the past.

There are also several children with additional needs in this group for which I have been trained (and am experienced) to support. They will now not have an experienced and qualified Educator to support them with these additional needs. As an Autistic man with ADHD myself, I have lived experience as a child with such needs and understand the severity of support that is essential throughout the early years. This is what makes me so deeply passionate about this work and why I believe I am successful in my role.

I do not want to be coerced out of my job as I do not believe I pose a risk to the children based on my vaccination status. It is my wish that these mandates are dropped immediately. Being forced to have an irreversible invasive medical procedure in order to keep my job is unethical and rightfully unlawful. We have heard over and over that the only guaranteed protection these vaccines give you is a reduction in the severity of personal symptoms, and according to many worldwide scientists and epidemiologists, they cause more harm than good. There is no evidence those who have not received the vaccine pose a threat to anybody. This mandate breaks the common law right to bodily integrity and there is no consistent or substantial evidence that an unvaccinated person is any more likely to transmit COVID-19 than a vaccinated person.

People who are unvaccinated are not diseased and can only pass on infection if they themselves are infected. If a rapid antigen testing is suitable for border control, it should be suitable to ensure workplace safety that will allow me to return to my position as Educator as soon as possible.

Educator 513

My name is G. I am a male teacher currently attached to X State School, Brisbane, in Queensland. I have a diploma in education (Art) and a graduate diploma in education curriculum. I am 58 years old and have been working successfully in education for about 35 years, both in the private and state sectors, both secondary and primary.

About a week and a half before the end of fourth term, a time that is extremely busy and taxing, my employer demanded I have the 'vaccines' as a condition of my continuing employment. Schools that had been low risk for almost two years had suffered, without explanation, become high risk. I have been harassed by both email and text since then regarding my 'vaccination status'. I have asked of my principal twice now, for a risk assessment but my question was not answered and I was referred to a departmental email for any further enquires.

The anguish and mental toll this has taken on me cannot be quantified. I believe fundamentally and completely that we as human beings have sovereign right to our own bodies. I believe entirely in personal choice as far as medical procedures being undertaken on my body. Being forced to have a medical procedure, with my right to informed consent denied, assaults my very ethical and moral core. As a teacher, I teach students that their body is their own and that bullying of any sort is completely unacceptable. The irony of this situation is not lost on me. I have been put in the position of receiving a medical treatment that I am very uncomfortable with, or losing my means of employment at almost 59 years old. Where would I get employment at this age? The position I have been put in and how I have been treated by my employer is reprehensible. In the end I have been coerced and bullied into having the 'vaccines', completely under duress, because I could not afford to lose my means of income at this stage of my life.

I live alone. Coming to the decision I have, has been arduous and life altering. My anxiety has escalated. Fear and uncertainty are unhealthy. My relaxing Christmas break has become a time of inner conflict and distressing realisation. Both my sleep and overall mental health have been adversely affected. I have also been trying to help my ex-partner and my 20 year old son navigate the same issues in their lives. The pressure is enormous.

I believe the issues for my students and my community due to this mandate will not be insignificant. I already know of families that will withdraw students from school if 'vaccines' are mandated for their children. This will be a death knell for a little school like ours where numbers are important. Further, as a teacher, my faith in the system has been severely ruptured. I have very little confidence going back into the new school year, that my employer cares for me at all as an individual human being. Sadly that will affect my teaching. I will feel like a complete fraud to teach many parts of our curriculum. I am appalled that my employer supports segregation in the state I live.

My wish therefore, is that the Queensland education department drop their demand for staff to be vaccinated as a requirement of their employment and leave it up to individual choice. My wish is that the department upholds its policy of inclusive education. My wish is that, as employers, they realise that bullying, harassment and coercion do not get the best out of people. My wish is that those that make the decisions see past the rhetoric of fear and choose to uphold the values of love, care and empathy.

Educator 514

My name is R and I am a 36 year old single mother who teaches at a primary school on the Gold Coast. I have been teaching for 10 years. This includes a number of years in the lower school, the upper school and in special education.

My school principal has been very supportive and understanding of my concerns around the mandate, unfortunately the department haven't taken my concerns as seriously. I have requested on a number of occasions for a risk assessment and have only received standard emails in return that don't actually address my concerns.

The mandates are of a major concern to me for a number of reasons including the lack of consultation prior to implementing this, the dismissive attitude of the department in addressing our concerns, the lack of a risk assessment, and the fact that there is no end date to the mandates. My primary concern regarding the mandates though, is that my employer is interfering in my private medical well being. I am also deeply concerned about what this Pandora's box will lead to. Two years ago the concept of an employer being able to mandatorily impose a medical procedure on it's staff would have been unthinkable, particularly in a setting such as a school where we are not typically dealing with medically vulnerable people. If it is OK for my employer to dictate what medical procedures I must undergo, what will they be able to dictate next? I am not opposed to the vaccine itself, in fact I am vaccinated against many other ailments, but I had made a conscious decision, based on my own personal medical background, and my own personal view, not want to receive a COVID-19 vaccine at this stage. Unfortunately, as a single parent, I have been forced out of work. Therefore, I've had to choose between my job and my philosophical beliefs and have had no option but to receive the Covid 19 vaccine due to Education Queensland's mandates.

This is not been an easy decision to make and I still am very concerned about what's going to happen in a few months from now. I have had to accept that to keep my job I will need to receive two shots of a COVID-19 vaccine, but will I be expected to receive booster shots every few months just to keep my job? The unknown is causing me great distress and is impacting upon my mental health and social and emotional well being.

I am gravely concerned for QLD school students, many of whom will be losing great teachers due to them making a conscious choice to not be vaccinated. And I am also concerned as there will be a number of teachers in my situation, coerced into being vaccinated, who are feeling the emotional strain of this. Teaching is a profession in which we must be completely present, mind, body and spirit. For many of us these mandates are exhausting us in mind and in spirit and sadly, many students may have their teacher there in body only. This is a tragedy for our kids, whose education has already been interrupted enough over the last two years.

I am asking anyone who would listen to overturn these mandates. Over the last 10 years I have taught hundreds of students and seen many different families. On many occasions I've come across parents and families who choose to raise their kids in different ways. Some have been amazing, some have been very different to the 'norm' and some I have not always agreed with their parenting styles. But as a teacher I have never judged these parents. I have only ever tried to support and show kindness and professionalism to every student and parent that has walked into my classroom. I understand that what works for one family might not work for another and that we will raise our kids with different philosophies and understandings based on our own personal backgrounds and beliefs. I am simply asking that the Department of Education shows it's teachers the same respect that we are asked to show our students and families. I ask that they do not judge and fire us based on a personal decision we make regarding our own health.

Educator 515

R, female primary school teacher of X State School, in Somerset Region.

I have been a primary teacher since 2004, with several years off to raise my children in the middle of this period. I have taught every grade and every subject and at a variety of schools, both independent and Government. I bring to the classroom a light-hearted learning environment which is both fun and stimulating. My ability to connect with most children very quickly makes me well liked by children, teachers and parents.

My employer, the Department of Education, has quite literally taken away all the freedom of choice that Australia is renowned for, and despite my many years of teaching expertise, has taken my career away through the vaccination mandates for teachers. Many staff at my beautiful little country school are in the same position. This has caused stress and sadness for the whole school community.

Being a single mother to two teenage daughters, the mandates have resulted in my loss of my teaching position. This has in turn [REDACTED] social and emotional stress on my family and had significant effects on my children. My eldest daughter has struggled with mental illness for a couple of years, and during lockdowns and home schooling, her mental health has dramatically declined. After 6 months of managed attendance to get her back to school, she has improved slightly but the prospect of an unknown 2022 where the sole carer of the household has limited income, has caused her to decline again. [REDACTED]

Not only do I hold concerns that the teacher mandates will affect my children at both their school and their home, but I also am worried that the students at X State School will be affected in ways that are avoidable, thus being unknown teachers and a shortage of experienced and known staff. Our school community is dedicated to the continuity that we provide to students through minimal change and consistency in teaching staff and programs.

My personal mental health has also been greatly affected, and a summer holiday period that is essentially a time to distress and relax has been filled with worry and concern about income and planning for the future. This has been causing insomnia and anxiety which impacts on my children as well as my elderly parents.

Not only are the mandates affecting education staff, but they are also affecting the wider community and especially our students. I would like to see teachers and education staff be given a choice and possible other alternatives rather than just being stood down for not being vaccinated. The role of the teacher is one of the most important in a young person's life and can have significant effects on their future and mental wellbeing.

Educator 516

I'm a loving mother, teacher and nurse who has been residing in the Central Queensland region for around 8 years. During my teacher training I also felt very passionate about nursing, so I decided to complete both qualifications. In the end both careers have complemented each other and I was working as a child health nurse and also a special needs teacher. I have taught casually in this field for many years and I have even included my passion for music within the special needs setting. It's amazing what music brings to children who are non-verbal and what the children give back is incomprehensible until you see it. I value all of my relationships with children in both health and education settings and nothing brings me more joy than trying to understand children's emotions and needs.

I have been harassed in both the education and health settings. I mean harassed. Belittled. Bullied. Questioned. Judged. Once mandated as a health workers I chose to do more days teaching and found I thoroughly enjoyed my experiences and had decided I would teach more next year.

I find it unbelievable that now in both of my careers I am unemployable. These are two careers that I never would have imagined I'd be out of a job, let alone out of a job because I didn't submit to a medical procedure. In my professionals I have always wanted to remain in regional areas, which are also often the hardest regions to attract and retain staff. I am a nurse immuniser as well and I know full well what valid consent looks like, and there are not many people giving valid consent to these "vaccines" as they're referred to. I am also fully aware of my rights to refuse, however, now that comes with consequences, such as unemployment.

I never thought that I would have to explain to my children what apartheid looks like, but we experience it every day now. Never before have I felt something is so wrong in the world. I am so concerned for my children I've actually lost all faith in the government schooling system and we are considering pulling our children out of school and home schooling. My youngest son was about to start prep. Schools here are being completely obliterated and I can see that many schools will not be able to accommodate for their students next year. All the while, perfectly dedicated, passionate and loyal teachers sit at home and wonder how we got to this point.

The impact on my mental health has been phenomenal. I feel like I am being abused. Like I am bad, not good enough, outcast, dirty, worthless. But the truth is, lucky for me, I know who I am. My values and morals have never and will never change. Someone needs to teach our children these things. By standing up for what I believe in I have made the most genuine and honourable connections. For this I am grateful, but the journey has not been easy.

I am so deeply disturbed and petrified that children will be mandated before they return to school. There are two really big concerns with this. Firstly, the vaccine...if there was safety data to support parents making this decision then that's fine, but there is no safety data.

Secondly, parents should be able to make this decision for their child and their family, not have to make it to attend school....and by the way there is an abundance of research to support children rely on their own immune systems. However, at the end of the day for consent to be valid, all risks and benefits need to be explained. I struggle to see how anyone can give valid consent when they're participating in a trial. And since when has the right to education ever been influenced by medical status. The fear that is being pushed on the children is absolutely wrong and also unwarranted.

I would like to see all mandates dropped. That teachers go back to doing what they do best. My gosh we work hard. It's so challenging. Teachers, like nurses, are highly skilled and valued members of society....well they used to be. How do we explain to our students and children exactly the opposite of what we teach? Where's the kindness, compassion, empathy, values and morals of being a damn good human??? Where are your morals and ethics right now? Maybe stop watching the television and start going back to looking into peoples eyes, feeling their pain, hearing their voices shake, wiping their tears, and letting them continue to be amazing humans who work tirelessly to inspire the minds of our biggest assets - our children.

Children are our most important work. Let's send them the right message. And show them the way - not inject them with an experimental genetic therapy! And yes, I can't believe I'm actually writing that - how can this be happening? Save the children.

Disturbed mother, teacher, nurse and advocate for all children.

"Primum non nocere"
FIRST, DO NO HARM

Educator 517

I am a 56 year old female student support/counsellor in a high school setting in North Queensland. I have been with the Department for 26 years. I have 2 Diplomas, one in Counselling and one in Case Management. I work closely with the Indigenous cohort of our school. I am the voice for our students and their families. Closing the gap in Education is paramount in my employment. I work in getting our students to school, increase the attendance and the students obtaining their QCE.

I work closely with the Guidance Officers at the school. Being the contact person for our Indigenous families gives them peace of mind they have someone there to support the students and the families. I attend all meetings with families be it with a Deputy Principal or a Teacher. I have worked closely with the families for the past 13 years. When I spoke to our Principal about my concerns he said the decision for the mandate was made by Qld Education.

Having the mandates put in place has caused my mental health and well being to suffer. I am constantly crying, not sleeping and feeling very sad. I am currently on high Blood Pressure medication, I have purchased a machine and lately my blood pressure has increased. I have welts over my body as I am scratching due to my nerves.

Being a single parent, losing my job would mean losing our family home. My children can see the stress I have been under and are quite concerned. I would like to propose an option for me to be tested at intervals at testing centres and/or having the RAT test. I am willing and able to continue to work and would like the opportunity to do so.

Educator 518

My name is M and I have been a teacher for almost 12 years-including my studies. I live in beautiful Warwick, having moved here in 2013 after completing my teaching degree as a single parent. Studying to be a teacher was a huge financial (whilst completing my degree and ongoing repaying HECS, not earning an income/super during this time etc) and emotional struggle however, I absolutely love my job and believe that all my previous experiences have made me what I am today. I am a qualified Secondary teacher in Music and Geography-having graduated with a ranking 1 and also have a certificate in Training and Assessment, currently studying a Certificate IV in Leader of Adults with Scouts Australia and enrolled to start my post graduate studies in Autism, (Graduate Certificate in Autism, then to Masters of Education).

My employer is the Toowoomba Catholic Education office and I work at X Warwick-a primary school for prep-Year 6 students. My principal has been made aware of my pre-existing medical conditions (blot clots in myself and my immediate family including the death of my mother from DVT) and that my GP has stated that I should not receive the mRNA vaccine due to this. My principal has been very supportive, speaking with HR on my behalf etc. However, the response from the diocese is that they are following all mandates as stipulated by the Queensland Government.

Although it's been made clear to me that the expectation is that I receive two vaccinations prior to returning to work otherwise I will have consequences, I cannot in all good faith, take these as per medical advice and my family's history. I am the main income source in my family and as such, it will make a huge dint in our budget. I suspect that I will need to go onto Centrelink payments-something that I've worked extremely hard not to do. I am more than willing and capable of working and hope that I am able to [REDACTED]

My mental health has been severely impacted by these mandates. I've been in tears almost daily since finding out about these mandates rolling out in educational settings. I cannot sleep very well and at almost 46, am struggling to think of alternative occupations for the next 20 years. I have not been able to enjoy my Christmas 'holidays' due to the constant overwhelming fears of no job or income. My son whose almost 7, goes to the same school as me and I am dreading the drop offs and collection-seeing all my work colleagues who I adore, but being excluded due to the choice of not receiving this injection.

At the end of the school term this year, I have spent many hours researching and preparing for my Year 3 class for next year. I've had them in a 'transition' day, where they spent the morning getting to know me and I've spoken with the current teachers in depth, to find out any necessary support systems to have to be put in place to ensure a safe and smooth start of the year. A new teacher unknown to these students, will not have this knowledge or bond with the students and it will be extremely challenging to both parties. Living in a rural town, it is also difficult for me to no longer be part of this tight knit school community-I usually see at least two of my students (or students I've taught) in town or sports etc.) and I have a close connection with many of them. I work in a flexible learning, co teaching situation and my colleague is also impacted if I don't return. It will create a very high work load on her if she is expected to work with a new teacher unfamiliar with co teaching and all the specialized areas that St Mary's teaches.

Ideally, I would be more than happy to take weekly tests, temperature checks etc. so that I can return to school next year. The teaching staff are aware that I wasn't intending on getting this particular vaccine and are more than happy to work with me. I'm also very open and willing to take a protein-based vaccine once it becomes approved.

In summary, my teaching role isn't just standing in front of the class and teaching content. I've had to wipe tears off students who've lost family members, worked in a school where there was a suicide, cleaned up broken bones and called ambulances, cried when one of my former students died this year, cried when another got diagnosed with a potentially fatal disease. I've worked late nights and weekends, with my own family missing out my time because I've wanted to have my students having the best possible educational experiences possible. We're highly qualified and experienced professionals who not only have a connection to their students, but also to the parents and community-especially in regional and rural areas such as Warwick and I'm imploring you to reconsider this mandate. It will particularly hurt regional towns.

Educator 519

Around the age of seven, my mother would find me playing 'schools' in my bedroom – with my stuff toys as my students, an old chalkboard at the front, and me copying algebra problems from my brother's high school maths textbook. Becoming a teacher was always a given according to my mother and in 2003 I graduated with the additional qualification of teaching languages (Japanese). I have been employed by Education Queensland ever since – that's 18 years and am currently working in a permanent part-time role at a small X primary school, teaching Japanese from Prep to Year 6. In 2021 I also worked at a Catholic School, introducing students in Year 2 and 3 to Japanese for the first time, as an extension of their existing Language Program in Years 4-6. Additionally, I took up the unique position of becoming the first teacher to teach in the school's Bilingual Program where Japanese is not my first language. Teaching Year 1 and 2 students about picture graphs, 2D shapes and 3D objects in Japanese and running rotations where only Japanese is spoken has been a challenge, to the say the least, but the highlight of my teaching career to date!

2022 was supposed to be a year where I increased my Japanese proficiency and mentored a beginning teacher in language pedagogy. My school has been very supportive of my role in within the Bilingual Program, particularly, as the program is only commencing it's third year and is building a team of experienced teachers in this specialised field. Knowing the difficulty in staffing the Bilingual Program I emailed my principal to explain my situation – that in consultation with my doctor, [REDACTED] for a vaccine trial that is awaiting TGA approval and that in order to participate in the trial I would need to remain vaccine-free. I offered to purchase Rapid Antigen Tests at my own expense, and wear PPE while at work to provide as much certainty as possible that I was not responsible for spreading COVID-19 in my workplace. I also explained that should I be rejected from the trial; I would seek my doctor's advice on how to comply with the Public Health Order. I also mentioned the critical shortage exceptions, requesting that given the unique nature of my role that I be considered under these provisions. I received a response from my principal [REDACTED] I had been forwarded on to HR to respond. A short time later I received a brief response from HR stating [REDACTED] critical shortage provisions will not apply to my circumstances. I had written a similar email to my state school Principal who said he would try as hard as he can to keep me, knowing his school will lose Japanese as a learning area if I am not able to work. About a week later I received a phone call from HR saying that it is "basically no jab, no job" in her words.

The Public Health Order made by a single person appointed by the Queensland Government regarding medical treatment (that is yet to receive full approval) that I must have without any regard or understanding of my health situation is archaic at best, criminal at worst. Equally it makes terrible business sense. Amongst my family of teachers, Queensland is losing almost 70 years of experience including specialist fields as counselling and languages, as well as my 19 year old niece who is a quarter of the way through her tertiary degree with the intention of specialising in inclusive education.

For my family, we will be adjusting to about \$1500 a week less in our family budget. Understandably, this has caused a tremendous amount of stress and financial strain, especially during this 'festive' period when my husband and I are scrambling to make a financial plan for our family while trying to enjoy Christmas festivities with our three children. I have suspended my direct debits for my children's school fees and increased the excesses on our insurance policies to tighten our budget. I have spoken to my GP about my mental and emotional struggle over recent weeks.

I am calling on:

- Employers (eg Education Queensland and Catholic Education) to be empowered to employ the best staff for the job – not just those who can get vaccinated.
- Mandates to be dropped – especially in light of the broad acceptance of Rapid Antigen Tests as an accurate measure of someone being infected or not.
- The Queensland Government to broaden the exemptions for vaccination as I know so many who have been advised by their doctors and specialists to not get the vaccination but are unable to write an exemption.
- Common sense to be applied when assessing staff's unique circumstances so as to promote a win-win for employers retaining experienced staff, and teachers being able to earn a living.

My story is just one of hundreds of teachers across my region who feel forgotten and discarded by a system they once worked so hard for.

M

Educator 520

My name is E and I'm 58 years old. I worked as a Guidance Counsellor in the Catholic system, at the same secondary College, for the last 15 years and I absolutely loved my job. My qualifications are Bachelor of Education, Master's of Education (Career guidance and Counselling), Grad Cert in Criminology/Criminal Justice and numerous certifications in Psychotherapy, trauma counselling and Adult Literacy and Numeracy.

My childhood with riddled with much trauma and neglect and although I went to over 10 high schools I was unable to complete anything more than a year 10 level, and only after repeating that year. The most pivotal person in my world was my Guidance Officer who, literally, saved my life. She was the one person who cared about me and met with me in her office at school weekly. I was so traumatized by many events that I was unable to learn or focus and consequently I did not achieve anything at school. I left in year 11 and spent the next 8 years travelling, working as a professional singer and dancer and model. I went back to school as a mature aged student (aged 25) and achieved the above qualifications, with incredible struggle and difficulty. I also had my son in my last year of university at age 31 and we were both [REDACTED] y his father.

For the next 26 years I have worked hard as a Learning Support Teacher, AVT Communications, Primary school teacher (1-7), contract and supply teacher for years 1-7, Special Educator, ATSI Tutor University Tutor and finally- a Guidance Counsellor- a role that I consider to be the apex of all of my combined experiences. W [REDACTED] ated from my Masters in 1999 I did not apply for any GC roles as I knew that I needed to ad [REDACTED] variety of areas to justly do this incredibly important role. In 2006 the first job I applied for as a GC I was successful.

Over the past 15 years I can confidently attest to literally being the life changing influence in hundreds of young lives, even being the at the critical end of being first responder to suicide attempts. Unfortunately, this is more common that you would like. My role as a student protection contact has seen my direct intervention in numerous cases of domestic and family violence, giving witness/evidence in court cases and working alongside students in witness protection, mental health facilities, Dept of Child Safety and police. No day is the same.

I am the voice for the weak, the shoulder for the grief stricken and the arms for the unloved....

Over the last 2 years I have watched my students becoming more riddled with anxiety, have a greater sense of hopelessness for the future, sadness over milestones robbed from them and experiences and opportunities missed out on. The suicide and mental health of our population is exploding and the silent real pandemic is not being acknowledged. I have watched my colleagues also stricken with anxiety, fear and despair as this senseless nonsense is inexplicably relentlessly rolled out....I have seen marriages falter and fail, families being torn apart, relationships and friendships forever altered-and people taking their lives through financial ruin. This is the true cost.

None of this is about health or even science. It is bullying on the highest level, coercion, industrial criminal behaviour, ignorance and breathtaking stupidity. And our children will pay the highest price.

In my situation, I will be terminated from a very successful and happy career that I fully intended to continue in until retirement age and then beyond. I have some superannuation, but clearly, 10 years short of the original plan. I imagine that our illustrious leaders haven't quite thought through the financial burden they are now putting on the current and future taxpayers- a group that is now significantly smaller than previous. I am resigned to probably being one of the recipients of our numerous categories of welfare that our governments so generously dispense. It seems ironic that I would come full circle -fighting my way out of poverty to finance my education and start my career to end up back in poverty due to the criminal, remorseless and cavalier attitude of the politicians. Please step up, as you have been elected to do, and put an end to this horrendous and senseless rule of tyranny- STOP THESE MANDATES!

Educator 521

My name is P, I am 44 years old and I was the Tuckshop Assistant at our local school at the Gold Coast. I was in this role for 1.5 years. Prior to getting this paid Tuckshop role, my journey started with volunteering my time in the Tuckshop for 2 years. I loved volunteering, it was great to give back to the school my children attend. It was lovely when I was asked to come on as a paid staff member. I worked as an employee of the School P&C Association.

Since the education mandate, I received a generic email that was sent to all P&C staff members. I was then spoken to by the P&C Operations Manager about the mandates. I advised I did feel uncomfortable undertaking the medical procedure and would need to discuss with my GP before making any decisions. I understood from this conversation with the Operations Manager that if I don't get the Covid 19 vaccination, I would no longer have a position working in the Tuckshop. This was an upsetting conversation for both of us, I enjoy my job and want to stay on in this position and they advised they didn't want to lose a good staff member.

I am concerned for my family for 2022, we are now going to be short my wages, I have been quite worried about this, but trying to remain positive. It was a horrible feeling to know my job was on the line based on whether I chose to have a vaccination or not.

My youngest son was very sad with one of his concerns being he and his friends will not be able to wave to hello to me when I drop him off at school. That broke my heart.

I am concerned for the future of the schools, I believe many will lose so many dedicated teachers and staff due to the mandates.

I am a healthy person and am more than capable to perform all duties of my role, I want to go back to working alongside the students and school staff. I would love to be able to volunteer at my children's school again and I would love if these mandates were no longer in place.

Educator 522

My name is J, and I am a female Teacher Aide from the Gold Coast who is 51 years of age. I completed my Certificate 3 in Education Support 12 years ago after volunteering in various roles across my children's primary school and I currently work as an Aide for the Queensland Department of Education.

The announcement of the vaccine mandate directive by the Chief Health Officer for the Education Sector has seen my inbox bombarded with emails and receipt of text messages from the Department of Education throughout the school holidays requesting my medical status regarding the Covid-19 injection.

The vaccination mandate means I will lose the job I love and wish to perform for the rest of my working life. Since my own children attended school, I have helped in the classroom, with excursions, in the library, the Uniform Shop, the P&C fundraising days, the Book Fair and School Banking. My love for being involved in the school led to a decision to complete my Certificate 3 in Education Support and pursue a career as a T [REDACTED]

These mandates have created undue pressure and stress as the Queensland Government is coercing people to undergo a medical procedure in order to keep a job which we love and no other alternatives, such as testing, are offered. Financial pressure is being placed on households as the prospect of a new year with no income is lo [REDACTED] vaccination mandates are inflicting further mental health issues on our society whic [REDACTED] health impact far exceeds the damage of the actual coronavirus infection.

As educators of the children who are the future of Australia, we encourage critical thinking and the importance of understanding why in all aspects of teaching, and yet in this situation of vaccination mandates, we are told there is only one way. Choice has been taken away from the individual which goes against the very essence of our country of democracy and what we teach our students. How can we teach children the Australian values of freedom of the individual and equal opportunity for all when the Queensland Government is dictating that people must receive a Covid-19 injection in order to do certain jobs? Why are people not able to do their own thorough research and come to their own informed decision? Instead, this is teaching segregation – only injected people can hold certain jobs or go to restaurants, cafes, concerts, sporting stadiums and so on. Additionally, it is critical for our quality of teaching in Australia not to lose experienced teaching staff in a period when our children have already had so much disruption and change.

People should not be forced to have an injection in order to keep a job they love. People should be given choice. If there is a risk of the spread of coronavirus in a particular area, people should be given a choice, such as performing a rapid antigen test before work, and the fact that the disease can be spread by vaccinated and unvaccinated equally is being ignored. The unvaccinated pose no additional risk to the school or any other community. I am personally struggling to make sense of a mandate for an injection which has not completed its long-term testing period and does not stop a person catching the infection and spreading the infection.

The vaccination mandates are unreasonable and take away our basic human rights to choose, to hold a job we are passionate about, and our ability to offer our talents and services to the community. Please abolish the vaccination mandates and return Australia to the country where the people's freedom is the very essence of being Australian.

Educator 523

My name AM I am a 36year old Male, I am a Student Aide/Learning Enrichment Aide employed full time at a Private Christian College in Logan. I have been in my role at the school for 1 year after I studied my Certificate 4 in education support in 2020 and landed my dream job in my current position. I believe I have a gift in this role as I connect well with the students and love seeing the students I work with to achieve their very best and that is what I strive for.

My response from my employer about the current vaccine mandates has been pretty standard they have told me if I don't have the double dose of the vaccine before school starts back in 2022 there will be disciplinary action taken. The mandates have impacted me and my family as the thought of losing one income has caused a lot of un-needed stress and worry about the future. I have not taken the vaccine because I know of a lot of friends and family that have had serious side effects to the vaccines and because I have not I face losing a career I love. The pressure to get this vaccine has had a huge impact on me and my wife's mental health causing a lot of stress and anxiety of the whole uncertainty of the whole enforced vaccine mandate.

I have huge concerns for my students that I work so closely with at my school as I work with students with additional needs and building the rapport with the students take time to develop and these students may be forced with trying to get that relationship with someone new. And also the relationship I have developed with the parents of these students that I work very close with to support their kids with the [REDACTED] journey.

I would love to be given the chance to go back into the classroom and do my job that I absolutely love doing. I would be happy to wear a mask, get my temperature taken daily and take a Rapid Antigen test if required if I show any symptoms or sickness.

In closing I would like to take the chance to thank you for taking the time to read my letter about how much I love my job and the concerns I have about myself, my family and the chance of losing my job and a career I LOVE. All over something I don't feel comfortable putting in my body.

Educator 525

I am J. A 31 year old male secondary teacher at a Private school on the Sunshine Coast. I went straight to university after finishing high school to study a double degree in Secondary Education and Human Movement. I received honours for my double degree upon graduating in 2012. I have spent the last 9 years teaching, doing what I absolutely love. I am passionate about making a difference in the lives of young people. I have had many leadership roles in my career, including Head of House, Quality Learning Coach, Coach of Regional Touch Football teams for both Met North and Sunshine Coast regions and Year Level Coordinator (all year levels from 8 - 12). I currently have a new role to undertake in 2022, Duke of Edinburgh Award Coordinator. This role is one which I was incredibly excited to have. That is before these unlawful and unjust mandates have been placed upon me.

Unfortunately my employer has told the 35 pro-choice staff that his 'hands are tied, and he must obey government orders'. I have been extremely disappointed with his leadership and approach.

I have a young family. My wife, a stay at home mum, a 4 year old, a 2 year old and one on the way. We are a single income family. These mandates have caused great stress, anxiety, deep upset, sleepless nights and a completely unsettling 'holiday' and Christmas break. It has been so hard. I have been backed into a corner and told that I have a decision to make, but there is only one outcome that I am allowed to choose or my career, my income and my provision for my family will be taken from me. This is not a decision. This is coercion, manipulation and bullying. I feel violated by my government, by my country. Where are my basic human rights?

I have deep concerns for the future of our schools, our students, our communities and our country. These mandates are ruining people's lives and putting hard working, qualified people into a second class sector of society. We are losing our freedom at a rapid rate and everyone should be incredibly concerned about that.

My wife and I strongly urge our government to start serving their people and listen to our outcry. We are prisoners in our own country. I want to do what I love, what I am exceptional at. I need to provide for my young family. I want to teach. I want to educate and influence the lives of young people.

Educator 526

My name is T, I am 48 years old, and I am a secondary English, Geography, History and Learning Support teacher. I currently work in Cairns and have a total of 18 years teaching experience in Queensland. I have attained both my Bachelor of Education and a Master of Education and am currently working on a second Master of Education.

I have received no assistance from my management to help me to retain my position. They were unable to offer any alternate working arrangements so that I may remain in my position. Each response that I was provided began with 'As per the health directive...' not allowing them to offer any other possible solutions.

I am a single mother with one grown and one dependent child. I will be left without an income when the 2022 school year commences because of schools having to following the government health mandates. My anxiety regarding my future has reached high levels adding to the stress I am currently feeling. I am stressed as I will have no way to pay my rent, food and bills leaving me with an uncertain future. Not knowing if I will be working income is increasing my anxiety and making me sick from worry.

As I work in an independent school, we have a small staff base currently looking to fill 4 positions, 2 of which are mine and another unvaccinated teacher. The school requires 6 teachers to run, currently 2 of those positions will not be filled at the start of 2022 due to the government's health mandates. I am the learning support teacher, I am currently looking to fill, to assist students with their learning difficulties and medical diagnosis (ADHD, ADD, Anxiety, PTSD and so on). The school has a 3rd of the students enrolled under my supervision and I worry that without this support they will start to fail in their studies and begin to truant school again without my assistance. I work with both the student and the parent to ensure that their child will achieve their best both with their schooling and with their wellbeing. When mine, and the other teaching position have not been filled due to lack of available staff these student's anxiety and stress levels will heighten as they look to the staff for support, and this will not be available when they return in 2022. There are over 100 education positions in Cairns alone that need to be filled.

Due to the current health mandates 'no jab no job' schools are being left with skeleton staff which will have a detrimental effect on the students, my daughter included, with fewer teachers available to work in the classroom the student's learning and wellbeing will suffer greatly. School is not just a place for learning, it is to help student's develop their confidence, support their wellbeing, and provide them with assistance in beginning employment pathways and entering into further study.

What I would love is to keep my job and see other education staff keep their jobs regardless of being double vaccinated, or not. I would like to see schools with full teacher quotas and not scrambling to find enough staff to allow their school to run effectively. Education is the right of all and 2022 is currently not able to offer this due to the critical staff shortages within the education system that will need to be filled for this schooling year because of the government's vaccine mandates.

I love working with my students and would love to be working with them in 2022.

Educator 527

I write this letter expressing my troubled thoughts in light with the COVID-19 vaccination mandate all personnel in the Queensland Education sector must follow to maintain employment.

I have just completed my first year as a full-time senior school Physical Education teacher in Charters Towers.

In 2021, I took the opportunity of leaving my hometown of Brisbane to develop my teaching expertise in a regional community. Taking this opportunity proved to be a significant milestone in my professional career, as I developed and refined my teaching skills to make a lasting impact on the attitudes, beliefs and mindsets of societies next generation.

After hearing the Chief Health Officer's advice on mandatory vaccination for Queensland School Teachers, my future as an educator was placed in jeopardy, as I did not wish to take part in an experimental medical procedure. Failing to take part in such procedure, resulted in my employer standing me down without pay from the 20th of January 2022.

This decision caused significant financial hardship, as I now have to consider finding another job opportunity that accepts and accommodates for my health decisions. This could potentially mean relocating from Charters Towers and saying farewell to community members, who were monumental in my development as a financial adviser. The flow on effects of this has greatly impacted the emotions of my friends and family. It is stated that my teaching career was unnecessarily cut short. What I consider to be most upsetting, is knowing that I may not be able to watch the students I teach grow up and reach their aspiring potential in the future.

I write to you questioning the validity of the vaccination mandate for all workers in the education sector, during the current COVID-19 pandemic. From researching the COVID-19 mRNA vaccine, I was overwhelmed with the ineffectiveness of it decreasing transmission of COVID. I am also left dumfounded seeing members of parliament, including Anastasia Palaszczuk, coercing people of Australia to receive an ineffective, unnecessary, and potentially deadly vaccine.

I ask for John Gerrard to publicly announce how the COVID-19 vaccine supersedes all other health alternatives when treating and counteracting symptoms of COVID. With parliament members publicizing this information, myself and others, can make a more informed and consensual decision on receiving the vaccine.

Moving forward throughout 2022, I would like to see more acceptance, compassion and understanding for people's health choices. This will end the division, discrimination, segregation and medical apartheid many Australian's, including myself, face today.

I write this in faith of rebuilding a broken society.

Educator 528

My name is K, I am a 52yr old Mother of 2 young adult children and have worked as a Youth Support Coordinator for 4yrs and a Chaplain for 9yrs in Nambour Queensland.

I have always worked with young people and have enjoyed volunteering my time and skills to camps for children at risk and programs in Schools for over 20yrs. 10yrs ago I decided to make it official and finished a Diploma in Youth Work. One of my great passions is music and I have been privileged to be involved with School rock bands and mentoring students in music. It has been such an honour to see young people grow into exceptional adults as over the years I have had students come back to visit me and thank me for being a valued support in their lives.

My place of employment has always been supportive and appreciative of my contribution to the School, they have valued me with both respect and encouragement. Unfortunately, when they decided to Mandate their staff immediately they became indifferent, cold and uncaring. I received an email from Education Queensland regarding the Mandate with no communication from my place of work. Not one person from my School [REDACTED]oken to me about the mandates or even asked me how I feel about receiving this vaccine.

The hardest part of this whole process has been the indifference I have received from my own work colleagues, it has caused me much grief and sadness. My family have been affected by my pain and turmoil as I weigh up whether [REDACTED]ling to put something into my body that I never wanted, in order to keep my job, I feel [REDACTED] have been extremely supportive but it has been hard for them to watch me lose something so dear to my heart, the joy of working with young people in a School that I thought were inclusive and respectful.

I am concerned for the welfare of my students, I work mostly with students at risk of disengaging from their education and risk of harm. These young people do not easily connect with people and I have developed strong relationships with them. I also run programs that engage these students in their mental health and supportive strategies.

I would love to see Education Queensland be inclusive and respectful by allowing their employees the dignity and freedom to choose whether they wish to be vaccinated or not, to drop the mandates and show their employees the support and care that we give to our students and fellow colleagues.

In closing, I feel blessed to have had the privilege to work with amazing colleagues and incredibly resilient young people. My life will be forever impacted having worked in education and my hope is that I will be able to continue to share my skills and strengths in this area regardless of my own personal decisions.

Educator 529

My name is S. I am a female teacher and have been in the primary sector of the State system for 35 years. I have been working full time in Bundaberg for 20 years at the same school. Most of my experience has been in the early years and I received my Bachelor of Early Childhood before the year 2000. I have built a very strong relationships within the school community and formed powerful bonds with the children and their families. I am married and a mother of four. My husband has had two detached retinas and is now on a disability pension so I am the major breadwinner for the family.

When the mandates were announced my Principal was very sympathetic and offered some work around suggestions as in LSL, but I felt that LSL should be used for my special time with family and friends not avoiding a mandate. My Deputy was a bit blunter. He suggested "Get the jab or choose another career". That's all fine as his opinion but most jobs are requiring double vaccination now anyway.

Since the announcement of the mandates I have cried nearly every day. I am not an anti-vaxxer. My family and I are all up to date in general vaccinations. I have travelled and had injections to enter different countries but I have been dithering in my mind over this one. One minute I'm thinking I'm going to get the injection because I love my job and I'm excited to see what the new year brings, then I'm thinking I really don't want to be forced into this. Then I go back to thinking about someone else starting the year with my class and missing the first weeks or term or even year hoping that the mandates will be revoked and then I think I should just have it. Then I cry myself to sleep and wake up and I'm confronted with a different reason to not have [REDACTED]

I went in on Thursday morning and sat and cried all the way through the vaccination process. When I was asked if I gave consent to have the injection my answer was "I have to." That understandably was not consent and the nurse talked me through my concerns. I ended up saying "I give consent. Just give it to me!" I needed to have it now if I wanted to start the pupil-free days with everyone else.

Our eldest daughter has just done 2 years on a contract teaching in a 2 teacher school. She was reluctant to have the vaccinations. We were hoping to have her conversion to permanent before the next year starts which was in jeopardy until she became fully vaccinated.

I am worried about the stress this has put on my mental health. I have thought about nothing else and COVID or injections in a constant topic of conversation. My family are concerned about the amount of time it is taking in my brain space. I have seen a doctor and have stress leave for 3 weeks which I intend to extend. When I woke up on Friday morning, I immediately felt that I had let myself and others down. I wish I had been strong enough or financially secure enough to "hold the line" and stand in support of my fellow colleagues, but in this situation I believe I had no choice. The threat of daily emails or text messages to verify my vaccination status appears to be a very heavy-handed tactic to ensure coercion. We are in the education sector and as such I have faith that the majority of members are intelligent enough to be able to work out the dates needed to ensure compliance by the nominated date. We do not need daily texts and emails to remind us to obey.

I am concerned that students who have already been impacted with lockdowns and disruptions now face the possibility of more. A major concern is the experience we will be losing in not only the Education sector but the medical sector and other areas where mandates have been implemented. Teaching was a profession already in short supply. Many schools in Queensland already had permits to teach in place with University students working to fill the shortfall.

I am hoping that the powers that be, will reassess the current situation and lift the current mandates, allow people the freedom to choose what they put into their own bodies and allow doctors the freedom to assess the mental state, medical history and concerns of patients to allow more freedom to award exemptions.

Educator 530

My name is T, I am 51 years of age, and I am a female primary school relief teacher in the Moreton Region. I have a Bachelor of Education and have been working as a teacher for 25 years. I have worked full-time with Education Queensland for 16 years, and 9 years as a relief teacher in private schools.

I love creating interesting, sequential and engaging lessons that catch children's attention and imagination resulting in quality learning. I am very good at this. I also feel I have an affinity for connecting and identifying easily with students, through having fun and showing care for each child. I am especially good with children who have special needs. They seem to feel safe and comfortable with me and as a full-time teacher and also as a relief teacher I am often intentionally assigned classes that contain these students. I have also, through my years of experience, gained a wide variety of well-honed behaviour management skills and strategies for gaining and holding a classes attention and dealing with those whose inattention or disruptive behaviour would seek to derail class control and thus classroom learning.

On the 30th of November [REDACTED] day after vaccine mandates for teachers were announced in the media, the principal of my school, sent out a mass email to all employees saying that we must complete a survey disclosing our private information regarding our vaccination status by 12 pm the following day so that the school could assess and attend to its staffing needs for the following year. It felt so clinical and cold. We were also asked to include documentation of any vaccines we had already received. The email also stated clearly, [REDACTED] that unless we were fully vaccinated by the 23rd January 2022, we would no longer hold our [REDACTED] [REDACTED] lose our jobs.

After already having done much research, I made up my mind that I did not want to take any of the vaccines on offer. I felt that by taking any of these vaccines I was putting my health at risk. Because of my refusal to be vaccinated I have lost the ability to earn a living in my chosen profession of 25 years. I am single and support myself (including paying a mortgage) on my wage.

I am feeling very upset that the job I love so much is being taken away from me just because I want to make an informed choice as to the medications I have injected into my body. I also feel so strange and unsettled not knowing the future and if I will be allowed to work in 2022. With this of course comes the added pressure and uncertainty of not knowing how I will earn an income to pay the bills and mortgage, and literally put food on the table.

I feel extremely shocked and saddened that it has come to this and that people are being sacked because they do not want the vaccination. The impact that this is having on peoples' mental and physical well-being is taking its toll. I also believe that education in Queensland will be the poorer for losing so many experienced, well-qualified and dedicated teachers. Replacing so many experienced staff with many newly qualified or nearly qualified staff is not doing the children of Queensland any favours.

I ask that these mandates cease, and teachers and all other school staff, that have not been vaccinated, be reinstated as soon as possible. I sincerely hope that you are listening. All I'm asking for is my right to make informed choices about my body and my health while also being allowed to work in my chosen profession.

Educator 531

My name is A, and I am a female secondary teacher in Brisbane. I am aged 53 and have 33 years of service in teaching Maths, Music and English (Dip Ed and ATCL). I graduated as a primary school teacher in 1988 but when QLD education moved year 7 into high school, I went with the students as a trial year and loved it. I've never looked back and have taught Yr7 to 12 for the past 9 years. The beauty of being primary trained is being able to integrate subjects together and teach multiple subjects. I am the only high school teacher at school (approximately 100 staff) who teaches across both departments of Maths and English. Music is my passion, along with choir, musicals and bands, I'm heavily involved in the extracurricular programs and teach piano as well. No other teachers working in the music department teach Maths or English, so I guess I am a little unique in my teaching career.

The response from my employer has been very disheartening regarding the mandate. Before the holidays it was indicated that unless I was double vaccinated, then "there would not be a job for me in 2022." I asked, "What would happen if I obtained a medical exemption?" The surprise on my principal's face was priceless as he was not expecting that response from me and said he did not know. I have since gotten a medical exemption (and helped other teachers at my school do the same) and am in the process of sending that through. I will not know the outcome for a couple of weeks. I am expecting a positive outcome as medical exemptions from a doctor who has a Doctorate in Public Health cannot be argued with.

The mandates have affected my mental health as sometimes I find myself having a quiet coffee on my back deck, and my eyes simply leak. I am not crying, but my naturopath said my body is obviously grieving. Giving this some thought, I am grieving. Grieving for the uncertainty of my job, grieving for my friends and family who have been vaccinated and grieving for what I'm about to lose. Sometimes I simply cannot breathe and must remind myself that everything is going to be alright.

The current set of recent holidays has not been relaxing. I am stressed as I'm a single mum with 5 young adult children of which 3 are still dependent on me as they're studying. Being responsible for young people and guiding them through this time is extremely stressful for me. None of my children are vaccinated and neither am I. I cannot bring myself to vaccinate as I have watched my students during term 3 and 4 of 2021 and the side effects have been horrific. 14-year-old boys having heart attacks and being left with myocarditis, 13-year-old girls having vertigo and not being able to walk for three weeks without assistance, students with their heads on the desks for weeks at a time because they cannot concentrate and have constant brain fog and headaches. Other students turning yellow in colour and many students having rashes, skin blotches of varying colours and shingles. These side effects horrify me, and my students had none of these issues prior to vaccination. The grades of my students have dropped by about 20%. In the last exam block, my vaccinated students performed approximately one grade lower than they usually achieve. My A students were B students and this pattern followed suit all the way down to my D students becoming E students. I find these results devastating as I put a lot of time and effort into my students. I've never given E's before. My concerns are for these students who are not only suffering physically, but also mentally.

I would like to see vaccinations as a choice. Why are we being coerced? There are far more concerns apart from health issues at stake here. We need to protect the children. My own children will be homeless if I cannot pay my mortgage. I've just gone through 8 years of court battles resulting from the ugliness of domestic violence to keep our home, so my family and I have somewhere to call home. No job could mean we lose that. Please do not take our home from us.

Educator 532

My name is D I'm a teacher aide that works in special education. I have a cert 4 qualification and my passion is working alongside autistic students supporting them in a mainstream High School. When the mandates came in for Queensland education to be fully vaccinated, to be able to continue in our jobs was very devastating. This has brought a lot of stress upon myself and my family.

Being forced to take a vaccination to be able to hold on to my job has been very disheartening and also against my faith. Being bombarded with emails and text messages to my phone every couple of days from Queensland education reminding me to fill out a survey for my vaccination status took away any joy for Christmas. Been a one income family I have found I was backed into a corner with no way out.

I shouldn't have been forced to take a vaccine to hold on to my job I am a Christian woman that believes in my own freedom when it comes to my body. Reluctantly on the 29th of December I took my first vaccination and on the 19th of January will be taking my second vaccination to be able to go to work the next day to hold on to my job. This has been a very traumatic experience.

The outcome I want to see happened is compensation for those who that have been forced to take this vaccination like myself it was unjust, unfair and has caused a lot of stress and anxiety. Anyone in education worked very hard for essential kids through lockdowns and this is what we get is our jobs taken away from us if we don't take the vaccine there has to be justice for all of this.

Educator 533

I, C, am a female Teacher Aide in the Gladstone region. I am 42 years old and I work permanent part time hours in a public State School. I have been working as a Teacher Aide for 6 years and have obtained a certificate in Education Support and an Orange card in that time. I love working with the students and helping them to believe in themselves! My gift as an educator is to give all students a space to be comfortable and thrive. Building relationships is the number one objective and the learning is exciting for both student and Teacher (Aide).

Earlier this year, my employer, told me that I needed to supply my private medical information and if I did not receive 2 vaccination injections that I would need to show cause and face termination. Despite having completed the survey, I have been receiving multiple text messages from my employer, whilst I am on holidays.

These mandates have had a large impact on myself and my family. I have been told no job no work. It makes me incredibly sad to think that I may have to walk away from a job that I love. I have been coerced into having 1 injection [REDACTED] it was a very traumatic event. I cried the whole time in the appointment and anytime I think about it since then. My husband has been made to have a test every second day by his employer, even though he is not symptomatic. He is always in a heightened mental state, as he thinks, is this the day that my employer will say I have to have the jab! My 15yo will lose his casual job in a couple months when he turns 16 if he is not vaccinated. He absolutely loves his job, and has not had an easy ride [REDACTED] due to bullying. This job has been such a confidence builder for him. The impact on him is [REDACTED] 13yo is looking around at her world as she knows it and just senses all the tension and unease. Being a very empathetic child, she is struggling with all the angst in her own home. A place where she should feel safe and secure. Our future is very uncertain if I lose my job, and also my husband and son lose their jobs too.

The mental health impacts have been devastating for myself and my family. Before I finished work, I was crying everyday at work and on the Principals office. I cried having my injection and I cry often at home. I hate the burden I am putting on my family. My children are trying to comfort Mum as she wants to have the choice of what goes into her body. It's an out of body experience that no parent should be forced to endure. I love my precious children and how they are always there for hugs when I need comfort. However, it makes me feel guilty as kids should be out having fun and not lumped with this burden. My husband is a great support, however he is also constantly heightened with worry about what our future holds and how he will support his family. When my son is sacked, his mental health that we have worked so hard to achieve will definitely take a steep dive. The thoughts of his suicide plague me. I have engaged the services of our employee assistance program to receive counselling to try and improve my mental state.

I am also concerned for the well-being of community members. With the population being divided into the vaccinated and unvaccinated, I am deeply concerned that we as a society are taking a step backwards in humanity. Students in the region will also suffer. Losing so much experience in Teachers and Aides. Relationships and trust, all gone. Some students only have school as their safe place. Now they will go to school with the uncertainty that their special person will even be there. Please STOP THE MANDATES. The damage it is causing is great and may be lifelong. Please allow me to make the choice about what goes into my body without being in fear of my employment.

Thankyou for reading my story and concerns. I sincerely hope that you feel my pain as my family and I feel it every single day! Please put an action plan in place to STOP THE MANDATES.

Educator 534

I'm writing to share my experience and the impact the recent Covid-19 vaccination mandates have had on myself and my family.

K, female, specialist Learning Support Teacher's Aide. I'm in my early 40's and have been working as a T/A for 8 years. Prior to this, I worked as a manager in a vocational training organisation, assisting people with intellectual disabilities gain employment in the open workforce. I'm passionate about helping individuals reach their potential through data-informed, individualised support. I thrive on identifying their strengths and designing strategies to build confidence and capabilities to increase their skills and independence. I also have a special interest in proactively seeking to prevent challenging behaviours/behaviours of concern. I've undertaken professional development equipping me to train other staff effective methods and strategies to reduce challenging and disruptive behaviours.

My family were planning to relocate to the Sunshine Coast and I had been offered a full-time term-time position as a Teacher Assistant. I was excited about the new opportunity sharing my skills with a new set of colleagues and students. However, due to the mandate introduced by the Qld Government, I had to turn down the contract I was issued as I will not be permitted onto the school site to begin my new job offer. I am still waiting on a response from my potential employer since notifying them of my inability to commence on 24 Jan 2022 as anticipated.

The initial excitement I felt regarding the position has disappeared. I am now left without a job to support myself and my family. In addition, my family are stranded. We have to leave our previous housing, but are unable to move to our home on the Sunshine Coast, unless we spend almost \$9000 on hotel quarantine for the family. This equates to about the equivalent of a terms wages! The inability to start the job I had been offered has created significant financial pressure on our family. My children have no sense of certainty for the coming year or their ability to start their new school and make new friends. This has placed unnecessary stress on them as well as added pressure on us as parents as we contemplate how to best meet our children's needs. I personally have had previously well managed PTSD retriggered and required appointments with a psychologist (after several years not requiring this support). Availability of the psychologist have been insufficient to schedule regular appointments which has resulted in minimal assistance.

I'm concerned that students will be missing out on experienced specialist support to help support them with their learning needs and enable them to reach their potential. Students should be taught to be discerning thinkers, who can express their choice and freewill with matters relating to their health, wellbeing and bodily integrity. Education staff set an example and model these important qualities to young people. The current mandates however, instead are demonstrating to students that bullies are insisting staff undergo a medical procedure against their will in order to maintain their employment. This undermines what we attempt to teach children about respecting other people, their bodies and their choices.

It is my deep desire to see the current discriminatory mandates withdrawn to enable the highly qualified staff and volunteers who have been restricted from accessing school premises to return to use their skills and qualifications to best serve the students they are passionate about educating. Students deserve the best staff to educate them, regardless of if they opt to have a medical procedure or not. Blanket mandates do not take into account individual circumstances and reasons people may elect to remain vaccine free. This should not prevent them from being able to earn a living and support their families by doing jobs they love! I want to have the right to do the job I believe I'm gifted at, to earn an income, to pay my taxes and use my wages to support my family and the wider economy. These are the rights my Grandpa and his battalion fought for, along with many other Australian veterans. This is a way we honour and respect them.

KW

Educator 535

My name is L (male) and I'm a teacher. I'm happily married with 2 beautiful daughters and live on the Sunshine Coast in Queensland. As an educator for over 25 years, I've had the pleasure of teaching in many schools and Outdoor Education centres throughout Southeast Queensland and Victoria. With a Diploma of Teaching and a Graduate Diploma of Outdoor Education, I'm qualified to teach Health & Physical Education, Mathematics, and Outdoor Education. I'm currently employed as the lead teacher for Outdoor Education at a small independent college based in Gympie. My passion and my gifts lie in working with students in the outdoors.

Since the announcement by the Queensland Premier that all staff employed by a school are required to receive vaccination against Covid-19, our college has taken the position that it must act in compliance to the mandatory directions issued by the Chief Health Officer.

Never in my experience as a teacher has such a directive created so much unrest. For someone who feels that there is still not enough information to make an adequately informed decision regarding Covid-19 vaccination, the [REDACTED] and now urgency of such a decision is difficult to bear. The consequences for not complying with vaccination requirements are incredibly significant and have placed enormous stress and anxiety on both myself and my family. I don't (and never have) considered myself to be depressed, but I have certainly gained a greater appreciation as to what it must be like given the level of hopelessness and despair I've felt in recent times. In all aspects, I am an exceptional teacher. I have [REDACTED] of valuable experience and have developed great expertise in my field of education. I op [REDACTED] ty and have always sought to work at the highest standards possible. I have always been well respected by my peers and the students that I teach. In regards to my profession, I believe I have done everything right and absolutely nothing wrong. Yet despite all of this, due to my personal convictions and my supposed 'right' or 'freedom' to choose not to be vaccinated, I'm not only going to be disqualified from teaching at my current school, but from teaching altogether. This is an abomination.

As in other states where vaccination is mandatory for employees of schools, the education system in Queensland is in jeopardy of collapsing due to the number and the quality of educators likely to leave. Maintaining high standards of education and retaining quality education staff is already challenging enough. Imposing mandates based on vaccination status will lead to a lowering of education standards and potentially to a system that can no longer function.

I appreciate that the views and convictions of personnel within education settings across Queensland vary greatly. However, I think that vaccination should remain as a choice and not exclude anyone based on their vaccination status. It is my belief that this recent mandate should be withdrawn immediately.

For anyone who has the power to influence decisions around mandates such as these, please take note and act. For every education worker who takes the time to sign a petition, write a letter, send an email etc., they are highly likely to be representative of the views and beliefs held by many others who are too overwhelmed to be able to raise their own concerns by these means. And please don't think for a moment that compliance rates for vaccination are an indication of people's acceptance and confidence in protection from Covid-19. Many have submitted to vaccination purely out of a need to continue providing for themselves and their families. This is an absolute disgrace for a state and a country that used to be able to pride itself on democracy and freedom and needs to be challenged.

Educator 536

Almost nine years ago I walked into X State School, near Ipswich, as a Teachers Aide. My name is C and I am a TA004. My journey started when I attended X State School in year six. My family name was L and my family settled the area around X called X, many of my family have attended the school from past generations, as well as my father serving on the P&C as President. I later joined the P&C and served as secretary and tuckshop convenor when my own 3 children attended the school from Prep through to year 6.

Since becoming a permanent Teacher Aide at X State School I have looked after the school library, coordinated Bookfairs, taught reading programs, helped in administration and taught in classes across all year levels when classes have been too big for the teacher. Many extra hours have been used outside of work to prepare for the next day, ordering for the school library, coordinating year 6 school leaver shirts, coordinating fundraising and community events and teaching art and cooking in clubs at lunchtimes. Working a small school, we are not limited to one area and must work as a team across a range of areas outside our usual scope. The one constant and reason for going to work every day was the students and my colleagues.

I find the way in which the mandate was delivered to be disrespectful. I found out from a relative that saw breaking news. My colleague [REDACTED] to her union representative at the same time and that said that they had no knowledge of the mandate. Treatment from the department towards education staff has been abhorrent. My request for risk assessment and consultation have been met with generic responses. I have a wonderful Principal, but she is limited to how she can help.

I will not under any circumstances take this injection. I have accepted that my life will now change, I have just sold my home as we have got [REDACTED] incomes to 1. My 19-year-old son has also lost his job, so we now support him as well. The unfairness [REDACTED] as well as the segregation from society has played a large part in my declining mental health. Treatment from a few colleagues has had me questioning friendships from the last 9 years but I have been reassured that there are a few that will stand with me for what is right. Their support has been a silver lining in the unfair situation as I doubt, I would have had the mental energy to fight by myself.

As a staff member told myself and another staff member standing with me – “We are all replaceable”. I understand this but the students in my Prep 1, 2 class do not. We as educators form bonds with other people's children not only when teaching them but when they are hurt or come to school without food, we genuinely care for these kids. The day I found out about the mandate I was visibly upset and was asked by two year 2 students what was wrong. Not being in a good frame of mind I said that I may not be coming back. They asked with concern why. I explained that because we need a needle to come to school. Both students wrote a note to me saying that they loved me, will miss me and no one should make me do that.

So, what am I asking for? I am asking that we are reinstated in our positions so that we can continue the important work that we do. I want to continue to be a part of these children's families and nurture this future generation. My whole life has been connected to this school, sure someone is ready to fill my role, but they do not have the past knowledge, the family history and deep connection that I have. We need consultation and alternatives to the current mandates. You are playing with many lives here and not a lot of it is making sense to the broader community. Please learn to read the room.

Educator 537

I am a permanent full-time teacher with Education Queensland. Furthermore, I am a male, in what is a very female-dominated profession, in need of male teachers. I have been a devoted Secondary School Health and Physical Education teacher for twenty-one years, during which time, I have also taught Legal Studies, Humanities, Music, Science, Human Relationships Education, and nurtured students through pastoral care roles.

This has been my career since the completion of my Bachelor of Education (Secondary), immediately after graduating from High School. I have served for seven years on the Darling Downs at three separate schools, and fourteen years at the same school on the Sunshine Coast. Furthermore, during my time on the Darling Downs, I worked as a Behaviour Management Officer for ten weeks backfilling behind Guidance Officers. It is a job I have thoroughly enjoyed, and I planned to continue teaching for another twenty-five years.

For twelve of these years, I have performed the role of Sports Co-ordinator (spanning three schools), whereby I would be instrumental in the organisation of Sports Carnivals, Interschool Sport, and Representative Sports pathways for students. During my career, I have managed Regional Football teams for 14 years, and Regional Triathlon teams for 10 years. I have also managed the State Triathlon team for 3 years. I have seen many elite performers come through the ranks that have gone on to perform at the highest levels of their sport within this country.

To deliver my successful sporting programs, I have had to continually upskill in current coaching practices for a wide variety of sports and maintain my 1st Aid and Bronze Medallion accreditation to ensure the safety of my athletes/students. The emergence of COVID-19 in 2020 saw me rethink and redevelop my content delivery for all my classes, and a change that I have relished engaging in. Throughout my teaching career, I have been well-respected and appreciated by my colleagues and my respective Sports Officers, as well as students and parents alike.

The current situation around [REDACTED] however, has had a devastating effect on myself and my family. We are pro-active with regards to our health, and prefer to make our decisions based rationally on evidence of long-term benefits. Unfortunately, in the absence of this, myself and my fiancé have now had to consider being coerced into a medical procedure for the sake of maintaining a roof over our heads, or leave the professions that we love and have been so successful in, years prematurely. Because this procedure is permanent, unfortunately we consider our health to be more important than our jobs, and we aren't prepared to take chances with provisionally-approved vaccinations at this time. Therefore, State Education stands to lose a very dedicated teacher and teacher aide.

This decision has not been formed lightly, and has certainly taken its toll on our Mental Health. I penned my symptoms for an appointment with my General Practitioner and he has concerns significant enough to certify sick leave due to stress. He even questioned whether I have had suicidal thoughts, and is more than prepared to consider medication (to which I have resisted due to my holistic concerns for health). My sleep, physiology, eating patterns, libido, and exercise have all been negatively affected due to this.

Unfortunately, I can see the effect my absence will have on my students. The relationships I have developed with them (particularly my senior class, and the athletes I coach, but not limited to them) will be severed due to these mandates. My mode of delivery of curriculum will be lost at a crucial time, and students will need to learn from someone without the same levels of experience and passion. One of my students will lose his Triathlon Coach just a month out from taking part in his very first State Championships. Some of my students will no doubt leave the system because of the current mandated vaccination climate. It is evident that this will cause segregation and division within our community.

All I ask is that we abolish the mandates, and consider a pro-choice approach, coupled with realistic measures to ensure the safety of staff and students in education settings. As a Legal Studies teacher, I was always encouraged to seek healthy debate in my practice in the classroom, from both sides of an issue, so that robust and rigorous discussion could be had, in order to expand the ability to understand and empathise with all. It fosters higher-order thinking and creativity with regards to solutions. Conversely, mandates will only provide the exact opposite. Please abolish the mandates and allow me to return to the job I love, and the students that need me.

Educator 538

My name is J and I have been a teacher for 14 years. I have taught in rural locations and now I'm working in a large school in Toowoomba. I love my job and was especially touched by the many cards I received at the end of 2021 from parents and students in my class explaining the positive impact I have had on their year. My aim as a teacher is to create a safe, happy classroom where all students feel included and comfortable, giving them a greater chance to reach their potential in learning.

I received my first vaccination on November 12. This was shortly after the Premier announced the mandates that would start on December 17. I have two small children and my husband works away a lot of the year, so I felt I needed to have the vaccine in order to be free to enter the hospital if I needed with my children. It has since been made clear that an unvaccinated parent can access the hospital with a sick child.

Since receiving the Pfizer vaccine I have experienced reaction after reaction. It has been over 7 weeks and I still have pins and needles down the left hand side of my body. I wake up with headaches each day. I am afraid to exercise as my heart races. I had been waiting until these reactions subsided to get my second vaccine, but unfortunately this has not happened.

In this time I have had numerous medical appointments. During one appointment with my GP, just before Christmas she suggested I get an MRI of my brain. Possible intracranial hypertension was present on the MRI. I am now waiting to receive an appointment from a neurologist to see what my next step is. My GP has advised me to not receive my second vaccine until after I speak with the neurologist.

Since getting my vaccination, the new mandates made by the education department have been introduced where I cannot return to work without being fully vaccinated. I am extremely concerned that I am faced with an agonizing decision between my health and my beloved job. If I am granted an exemption by the department to work, I will most likely have to wear full PPE and take a PCR test each day that I work. I am concerned how my class of 8 year olds, some of whom have high anxiety will cope with their teacher wearing full PPE. It is also not healthy or practical to take a PCR test each work day. My principal has been incredibly supportive throughout this time.

As a result my mental health has drastically deteriorated over this time. Never before in my life have I had mental health issues, but I am gravely concerned for myself, my family, my students and my future with this current mandate. I know of a number of excellent teachers who cannot return to work. It is the students who will be missing out on fantastic educational opportunities with these teachers no longer being able to teach.

I would appreciate this mandate for all school staff to be fully vaccinated to be reviewed. Is there an opportunity for unvaccinated staff to take a rapid antigen test at the start of each week or shift? With the current spike in cases, it is clear that both vaccinated and unvaccinated people can catch and pass on covid, so I feel I am no more of a threat to the health of another individual in comparison to a fully vaccinated person.

I appreciate your time and consideration.

Educator 539

A, female, teacher P-12, southern downs, 50 years old, 26 years experience, bachelor of education (secondary).

I connect with the students who need someone who will listen to them and support them giving guidance on all avenues of educational path and personal life. Help them feel worthy and cared for.

My employer has responded with no consideration or information on how the education system will be affected and no support on how to support the education system.

I refuse to be coerced or bullied into taking any of the available injections which has clearly been explained to me by two specialist to be too risky for my condition.

I am facing losing my job which has been paying for my and my daughter's health needs which are both in remission after 7 years of natural treatment and \$100 000 invested.

My commencement of employment did not state that I needed to be injected with any type of poison or treatment to be employed.

My mental health has been affected by increased anxiety and lack of sleep. I can no longer listen to or watch any news, discuss any topics around Covid and restrictions and has affected my ability to socialise and get support.

My concerns for students is not having enough competent staff, non-coercive staff and support. Students losing their stable base, key people in their lives. The job is based around relationships. Many students use school as an escape from their home life and their only male or female support comes from school.

I am concerned about the pressure and coercion by some of the conforming staff and placing their beliefs onto them and students not being taught to question and research and make informed decisions. The fear of a groomed education system and grooming students.

I am concerned for the staff left and the new staff, the pressure and already staff shortage. I am concerned about the quality and standard level of new staff.

I am concerned about staff potentially losing their careers and income but also the cost and time of a degree they cannot use.

I am concerned that the education system is not teaching democracy and supporting bullying, discrimination and segregation, all the things we have tried to eliminate for the last 100 years.

Give back all jobs, don't throw degrees away, teach inclusiveness, tolerance, no coercion, not bullying by example. Put education first, not last or after students education not behind politics. I have not send a politician who supports these mandate take about the actual effect on education.

Educator 540

YJ

Female

Teacher

10 years at day care, 1 year at primary

Gold Coast and Moreton Bay areas

I am fully qualified teacher and native speaker of Japanese.

I teach Calligraphy through Japanese language lessons.

I asked extension for thinking time and at first they accepted my request.

But a couple emails later, they said I am not allowed to enter the school property because of rules.

At the moment, I am on the step down. They didn't tell me about termination directly, but all the coerced regulation letter was sent to us earlier. I am threatened if I don't take the vaccination.

This issue hit my mental health because of the pressure from school and my husband. We have more conflict between us.

My school is Steiner education which is focus on nature and spirit, so they don't recommend vaccination usually, so many teachers are starting to leave the school.

No mandate to teachers! No benefit for us and school if it is mandate.

Vaccine mandates are a terrible, illiberal, slippery-slope idea. Professor James Allen at the school of Law, The University of Queensland.

Thank you for encouraging us !!

Educator 541

AP, 41 year old female Special Education Teacher, Brisbane, State Primary School. I graduated from my first degree in Applied Science and worked in the health field (10y) but could not ignore my internal pull to teaching so commenced by Grad Dip in Education. I have completed just 6 years of service, starting initially with relief teaching days then being sort after to do contracts for 4 years and recently offered 0.9 FTE permanency all at the one school. I am passionate about inclusion. I look for innovative ways to ensure true inclusion occurs for students with disabilities so both they and their peers in mainstream school benefit from inclusion. I have worked tirelessly for students to have access to curriculum and equal opportunities to the school environment.

My employers response to this mandate has been impersonal and personally hurtful. We were given verbal direction to inform Principal if we were currently not vaccinated during a Wednesday staff meeting. At this point it was made clear he did NOT want a questions or debate about the vaccination simply to let him know our intentions to meet the mandate and that we would need to be vaccinated to stay on "his bus". Less than 48 hrs later, on the Friday (I was having surgery so was on sick leave) he followed this with an all staff email to say he will not process any more leave if we do not contact him before end of business. I was alerted to this when in recovery by colleagues and replied under duress before close of business, requesting risk assessment information to help inform me of my choices. My principals response was unprofessional and refused to respond to the risk assessment request. This was followed by two further emails where my requests for risk assessment was refused and referred to HR, to which a blanket email responses referred to the mandate and did not respond to my request to consult them regarding my risks. My request for leave without pay (as I have no LSL entitlements) was denied, this requested to allow time for vaccination options to increase - (Novavax and Covax-19 show increased short term safety data but not yet available) and increased risk / safety information to be available, as the current vaccine options are still in experimental phase.

The mandates have had a significant and direct impact on my household. My three primary school children question why our family can't go and do certain things that other can, they feel left out and this will affect their growth and development. My disabled sister is finding it difficult to find NDIS providers increasing my family responsibilities. Our two incomes are being threatened which is leading to financial stress and will lead to decrease in expenditure in the community through reduced sporting activities and holidays short-term and further then to impact our mortgage repayments and essential items.

The stress this mandate has put onto myself and my husband is immense. I am struggling with the loss of my livelihood and ability to work with the students I care so much for. The added stress to my colleagues to disturb our students transition into the new year with caseload changes and increased workloads. Personally the Christmas holidays are about refresh, recharge and reconnect. However, the mental exhaustion of the year has simply continued whilst I scramble to make sense of my choices that the Department of Education has inflicted.

I have advocated for students to have equal access to school environments and supported the education system to be inclusive. How can an inclusive workplace exclude anyone for a medical choice when no alternative options have been discussed? This mandate is teaching our students that we have a choice BUT if we make the choice that goes against your superior that you are deemed lesser of a human and lesser of an asset to our community. It's teaching our children that saying no and not consenting that you will be punished therefore coerced into consenting against your will. The mandates are teaching students to identify differences, segregate rather than including and embracing the freedom choice.

I ask that you, as a leader of our state that has a responsibility to voice the public concerns, consult independent data that identifies the risk and benefits of Covid injections, relatable and comparable to reduce the risk of contracting Covid-19.

I ask that the continuity of my employment is not subject to a political response that has not considered all relevant data yet has a significant consequence that denies my freedom of choice and my long term health.

Educator 542

My name is S, I am a 52yr old single mother from the Redlands who teaches at a state primary school in a very multicultural and low socioeconomic community. My passion is to educate and therefore empower children to break the cycle of poverty, just like I have. In order to accomplish this I tap into my experience in public relations, administration, care for the elderly in independent living housing and supporting people with disabilities to lead meaningful lives in their community. As a fairly new teacher, 3 years as a relief teacher and now 2 as a full-time mainstream teacher, I quickly learned to use my sense of humour, flair for dramatics and personal experience of learning other languages, music and cultural norms from the many countries I've lived in before settling down in Australia, to build rapport and develop positive relationships with my students and their caregivers. In my opinion, students learn and retain information best when they feel safe, at ease and confident.

The acting principal at my school is data driven and vocally pro-vaccination. She was asking staff directly whether they had been vaccinated and asked staff who were adamant that they would not be vaccinated to email her directly as soon as possible, as a common courtesy, so that she could find a replacement for them before the break and wouldn't have to work over the holidays. I did not feel comfortable approaching her on the subject of mandates and vaccinations as I believe, from seeing her deal with other issues at the school, that she would have strongly attempted to 'encourage' me to be vaccinated or simply dismissed me on the spot and as a single parent of a 16 year old daughter with Autism with no family in Australia I [REDACTED] enough how overwhelmingly anxious and apprehensive I am about the prospect of not having a stable income in the new year.

These mandates have meant that I was unable to spend Christmas Day with my 'adopted' family down in New South Wales, they are friends I made when I first arrived in Australia in 2003. Well, I could have at that time got into NSW but would have been unable to come back into Queensland. My daughter was extremely concerned and anxious that we would be unable to come [REDACTED] heartbroken as I just wanted hugs and reassurance after an extremely stressful year in both my per [REDACTED] not been able to see each other in 2 years due to lockdowns. Other friends? Most went to places I cannot enter, some don't want to mix with un-vaccinated people or are afraid their family members will be upset if we attend. So I spent it alone. My daughter was at her dad's so at least she had people around her.

As the mandate has come into action my anxiety and sense of isolation has significantly increased. Especially at work. This was my home away from home. I had support if when I was stressed. I could openly talk to the Guidance officer and other staff if I was feeling overwhelmed or just needed to debrief about an incident or some personal challenges from home. Suddenly I felt like an outsider. Who can I trust? Who can I ask for advice on this? As more staff were openly sharing their vaccination status I felt myself withdrawing. When the mandate was announced I clamped up even more. My immediate team knew I wasn't vaccinated, and only one knows that it is by choice not medical exemption and I found myself having to ask them not to divulge my status to anyone. I begged. That was a very low moment for me. During the last two weeks I withdrew even further into myself as I became more apprehensive about my job. What if someone tells the acting principal? What will she do? There were days I literally had to force myself to school and remind myself that I do this job for the kids. My beautiful innocent students.

The students. I am so concerned about the students, their families and their communities. Do they have the support they need? I know of a few families who lost one or both incomes during the lockdowns. What will happen if there's another one? How will the parents and caregivers support themselves and look after the children? Many of these families are already struggling to make ends meet and their children come to school without lunch and having had no breakfast either.

I really miss my students more than ever time because I don't know if I will see them again. I had to be so careful about how I talked to them about seeing them next year. Especially my students with Autism who need that consistency and truth. My students with intellectual disabilities and high anxiety asking me again and again if I'll be there so they can come and visit me to chill out if they needed to while settling into their new class. I am simply heartbroken because I feel like I have lied to them.

In a democratic society everyone has a voice and a choice. I strongly advocated to end Apartheid in South Africa, for every man and women to be treated equally regardless of colour, race or ethnicity. And here I am again advocating to end the new apartheid and discriminating against people because of their vaccination status. Families and life-long friendships are being destroyed because of the mandate. This is wrong. Simple as that.

Educator 543

My name is A, I am a 21-year-old female who works in the Early Childhood Sector, in X. The centre I work at is privately owned. I started working there voluntarily while completing my Certificate three in 2016, I am now fully qualified with my diploma. I recently had the responsibility of the running of the Nursery Room within the centre I work at before Covid Vaccination mandates were put into place.

The director at my centre has been wonderfully supportive in my decision throughout my journey, however the owners of the centre (my bosses) have been quite coercive. On the 23rd of November, I was confronted by one of my bosses asking me about the vaccine and whether I was going to have my vaccination by the 17th of December. I responded with 'I'm going to wait and see what happens.' She then came back at me with 'well do you want to end up in hospital with tubes down your throat'. This made me quite upset. As a child I spent quite some time in hospital being diagnosed with a life threatening condition. My young body was pumped with drugs. The trauma of this has left me with fears of hospitals and particular injections. I don't discuss this with anyone, and I found all of this very upsetting.

My bosses then invited me back into the office at 9am on the 1st of December questioning me again on whether I am getting the vaccine or not, I explained my thoughts and the reasons why I was hesitant but not once said that I refuse to have it. They proceeded to tell me I would need to talk to my Brisbane doctors to try to get an exemption. They then told me that if I don't have the Vaccine by the 17th of December that I would need to resign. I told them I wasn't resigning and that I would like all of this in writing.

The vaccine mandates have affected my family. There has been lots of tension within the family, and we've found ourselves snapping at each other. We have had lots of tears; I have faced losing my job.

This has affected my mental health by giving me anxiety and feeling agitated. With a loss of income and payments that need to be made.

I would like vaccine mandates to cease and have Australia to go back to how it was with freedom of choice and not being forced into something that doesn't feel right for many of us.

Educator 544

My name is P. I am a 49 year old female and I work as a school officer for Catholic Education. I have worked there for approximately 17 years. I have completed both my Certificate 3 and certificate 4 in Education support. Each day I feel blessed to be going to a workplace I love. Most of my years working at the school have been with the Prep students. I have a big love for working with children. I love to see them succeed and it's rewarding knowing I make a difference. The school I work at is a smaller school with around 160 students.

I have always felt supported and blessed to be working in such a close-knit school. The Principal at my school has not been coercive at all in relation to vaccine mandates. Information in regards to the schools requirements to vaccine mandates have mostly been by email from our principal addressed to all staff or from Catholic Educations acting Executive Director .

I have not personally been approached and asked about my vaccination status and at this stage I have not informed my workplace that I have not met with their requirements to be vaccinated.

Being mandated has caused me a lot of stress. The timing of this affected my end of term with the beautiful little souls in which I work with each day. I wasn't able to enjoy the usual celebrations of the end of years achievements and found myself grieving for a job I love. I was aware that all of my colleagues had been vaccinated and I although I wasn't treated any differently, I suddenly felt very alone and isolated. Over the years our school leaders have always made it clear that we were an inclusive school. All of a sudden, an ultimatum was given, and I was being told I had to be vaccinated in order to continue the work I love. I felt separated from all of what our school prides itself on ... inclusion and making plans to include others. This all felt so wrong and unfair.

My mental health suffered greatly in the weeks since finishing the school year. I have had many days in tears and have found the weeks to go by in a blur. I have lost weight; my appetite has decreased, and my weekly exercise has gone out the door.

I am very concerned about what lies ahead for the students in our schools. We teach children to listen to their bodies and about consent and inclusion and yet this is not what our world is teaching them.

We are undoing all of the work we have fought hard for generations to change, the division between people. Our national anthem is sung each week with the words ... we are ONE and FREE.

We are teaching our children fear, that nothing is safe in this world.

We teach our children to welcome all new visitors to our school and yet we are not welcoming back our staff and its parents back into our beautiful school community because they have chosen not be vaccinated.

I would like vaccine mandates to end.

I would love to be doing the work I love and not have my job taken from me due to a choice I feel I have the right to make.

Educator 545

A, Female, Kindergarten Teacher, near Rockhampton, 34, 16yr in Early Childhood, Diploma Qualified -working towards Bachelor of Education. As an educator I strive to be a voice for young children, I enjoy being able to help them learn and grow through their play and allow them to self-discover their worth.

My employer did not want to mandate the vaccines, she is only following government protocol. She was hoping that I would change my stance as I have worked for her for 10yrs and I was one of few senior staff that she could rely on.

As of the 17/12 I resigned from my job as the thought of taking the injection made me feel physically ill and quite stressed. My husband and I are trying to tie up all of our financial commitments to allow us not to stress too much while living on one income.

This has affected not only my mental health towards not being able to provide for my family but also my husband, he has been quite ill due to the stress of not having a second income in our family and that we don't even qualify for any assistance from the government.

I worry the impact that this will have on children particularly if they begin to force the younger age brackets for the injection. Or the impacts on the children if they lose a parent/friend from the injections.

I wish for this to stop; I want to continue to work in my field of expertise. I want to be able to freely go to work without having to do daily testing to ensure that I'm not 'sick'.

Educator 546

My name is, C, I am 44 years of age, a Mother of four, three of which have disabilities. I am a permanent, full time, Teacher's Aide at X High School, near Toowoomba, in the Special Education Unit, where I have been working for roughly 5 years. All three of my boys have attended, excelled and completed their schooling with the guidance of the wonderful staff of this unit. It is not just a Special Education Unit, it is a second family.

I believe there are a number of qualities that make me a gifted Teacher Aide, especially with children with disabilities and children that learn differently to others and don't fit into the so called "normal" category. Being a Mum of three boys aged, 23, 21 and 18, with many verification and diagnosis such as , ASD, Dyslexia, Dyspraxia, PDD and short term memory retention issues, has given me years of experience, a unique insight, knowledge and understanding of how to encourage and help students reach their full potential. My patience, kind heartedness, caring nature and willful determination are of great use also.

I was in disbelief when the mandate came out, my Principal and BSM had not hinted at anything and their response was an email the next day. This response was very cold and matter of fact, almost implying that of course we had already gone and had our vaccinations and if we hadn't this is what was expected. I made contact via email as suggested by Red Union however both the Principal and BSM replied in email saying they were just doing what they were told and all further emails were to be sent to a Queensland Education email address.

I am a very considerate, kind hearted person. I do not like to make life hard for people. Quite the opposite, if I can help and make someone's life easier I would always choose to do that. Even at my own detriment at times. I currently feel like a burden maker and almost ashamed to say that I am not vaccinated and for not complying with the government I don't feel that this is fair.

I respect everyone's decision vaccinated or unvaccinated. It is and should be personal choice just as every other medical procedure is.

The mandate has impacted my family and me greatly. As if the end of year as a teacher or support staff isn't full on and stressful enough (especially in special needs). Then add the extra pressure and stress by mandating a vaccine or lose your job has been horrific and triggered a very sharp decline in my mental health.

This in turn has had a huge impact on my family. Putting extra stress and worry onto my husband and children. Christmas is a time that is supposed to be joyous; I have found it very difficult to see that joy.

The first week of the school holidays were meant for my family and my sisters family to come together to celebrate Christmas and spend much needed time together, first time this year because of COVID and the fact that she is also a dedicated teacher who devotes her entire year to her class and school.

I spent my entire family holiday away crying, confused, in a spiral of emotional decline wondering;

Is this actually legal? Is a mandate a law? Why is this actually happening to me? Will GOD understand if I go and get vaccinated? Why do I feel like I'm the villain and being judged about this? Why have the government decided to take away my freedom to choose what I put into my body?

Why do I have to disclose my medical information to my employer? I don't have to do this for the Flu vaccine or any other medical conditions. I could have AIDS or Cancer and still work within the school environment and not be expected to disclose that information. Why is this different? Am I doing the right thing for myself and my family? Why, after working through 2 years of a pandemic, where children are not high risk, do I now have to be vaccinated? What will happen to me and my job that I love? Does my work team feel like I am letting them down? Are they going to hate me for not wanting to be vaccinated and standing up for what I believe is right? Needless to say my holiday was not a holiday....

I spoke to my Doctor for a 2nd time that week, as I sat on the beach with a towel over my head crying uncontrollably. I asked him many questions about the vaccine to which he could not answer. I asked him if he could tell me that it was safe and the right option, He wouldn't. His advice was to continue to consider it and lay low while the virus spreads once the borders open. He told me that he would be happy to write necessary medical certificates and inform my super and place of work, of my decline in mental health due to mandatory vaccination.

After starting to think uncharacteristic thoughts of hopelessness and feeling like maybe it was better I was not here, I decide to do a DAS (Depression, Anxiety, Stress Test). To which returned with results of, extremely high depression, moderate anxiety and severe stress..

I have many concerns for the students of Oakey State High School and in particular within the Special Needs Unit. These children thrive on routine and structure; they rely on their support network at school very heavily to get them through their day with as little stress and anxiety as possible. They rely on us as their support network to help them feel comfortable within a mainstream setting, especially at the beginning of a school year. To be down several teacher aides will be extremely disruptive and detrimental to the start of the student's year and their learning. It will cause a great deal of emotional upheaval and stress to the children, not having the people they are most familiar with to help them through their day.

I love my job; I am proud member of The Special Education Unit at X High School. I feel privileged to work with such an amazing diverse group of people from my HOSES, the Teaching staff, Teacher Aides and of course our students. I want to have the right and the freedom to choose if I want to be vaccinated or to choose which vaccine I put into my body and not to be rushed into a decision that could be more detrimental to my health than the virus itself. I want [REDACTED] mandate to be overturned. I want to work in my job, the job I love and worked hard to progress to and keep, from a Mother of children in the unit, to a volunteer working 100 hours to go towards my TA certificate. Then blessed with a part time contract and eventually interviewing for my full time position. The very first permanent job I have had. A job I can no longer do because of a mandate.

None of this makes any sense [REDACTED] you can see that.

Educator 547

Hello, my name is S and I'm a Male High school teacher in Brisbane. I'm 35 years old and so far have given 4 years of service to education. I have a bachelor's degree in music, a Graduate Diploma in Secondary Music Education and an Advanced Diploma in Rudolf Steiner Education. My students love me because I really see them for who they are, and they feel that I understand them. I love making abstract concepts understandable by finding them in the real world.

In response to the mandates for QLD teachers to be vaccinated to continue working, my employer has given me 1 term of unpaid leave while I organise medical scans to assess my medical situation. After this, I will likely be terminated.

The vaccine mandates for QLD teachers have divided my school and my family. I've lost relationships with family members, colleagues, and students. I've had to leave my guardian class of 4 years and am devastated that I will not be able to see these students graduate year 12. I have been coerced into taking the vaccine, or else I will lose my job. This is called consent under economic duress and is not informed consent free of coercion.

I have experienced sadness, depression, anxiety, and stress as a result of these vaccine mandates for QLD teachers.

I am concerned that my student's educational experience will be negatively impacted as less experienced teachers need to fill my role. I work in a Steiner school where teachers are expected to be experienced and specially trained in Steiner education. There is a national shortage of teachers, Steiner trained teachers and male teachers. So as a male trained Steiner teacher I am very rare. I am also concerned for my guardian class who will be losing the one person at the school who has known and taught them from class 6 onwards (they're now in class 10). I have a unique and irreplaceable relationship with these students and their families.

I am asking for the vaccine mandates for QLD teachers, and Australian teachers to be revoked.

99.7% of Covid cases survive, schools are not high-risk settings, vaccines do not stop transmission or infection, children are much less likely to contract Covid and adults should have the right to choose how to treat Covid. Being forced to choose the vaccine or unemployment is consent by economic duress.

Educator 548

My name is D. I have had the privilege to work for Education Queensland for 18 years. I am located in Brisbane. I started my career in North Queensland, working in the Aboriginal Community of Doomadgee and Mornington Island. I am early childhood trained but have worked in all year levels and In the last two years, I have been focusing a lot of my time in Special Needs. My gift as an educator would be that I love to go on the learning journey with the children. I love to see them engage in a "lightbulb" moment and endeavour to always make learning fun.

Ever since the Premier of Queensland announced the Mandate, I don't feel that the Education Department has been empathetic. The response from them has been to get the job, and if you don't, too bad, (NO matter what years of service you have provided or how you may have impacted the lives of the children around you).

As for my principal, cannot fault her, nothing but empathy.

The mandates have impacted greatly on my family. I am now having to look for new employment (something I haven't had to do since starting teaching). Due to undue stress and anxiety, I almost went three times to get the job. Thankfully I have a supportive family, so I didn't go.

When the mandate was announced, I suffered for about a week solid with stress and anxiety. (I am not known for having anxiety) I try to smile, but underneath there is always just bubbling under the surface to need to cry and the constant grieving of losing a job that I love and a steady income.

My concerns for the students are that they will get quality teachers. (where is the GOVERNMENT getting enough teachers to replace the ones that have left??) teachers who know them well. What about those children who are in Special Needs, who have had the same person working with them for years, someone they trust etc, and now they won't be back? Has the mental of children losing stable adults in their life been considered? is there enough mental health care within Queensland to deal with a surge in patients?

What I am asking for is this - that the well-being of children is looked at. The well-being of children is to have what's best for them... That's teachers who they know and are familiar faces. As an unvaccinated teacher, I would have no issues with doing a Rapid Antigen Test on a regular basis, if it meant that I was allowed to teach.

My final message would be this - if not for anyone else, then think of the children and how it is affecting them.

Educator 549

My name is B.

I am 49 years old. I live in Brisbane. I have worked in the medical sector and for the past 10 years in the education sector.

I had just recently started what I would consider a pinnacle in my career life. I had found a job in the arts and school that I knew I would love. After only one term, I have now been put on leave without pay due to the educational mandate of vaccination. I had discussed with my school in regards to alternate options of being able to deliver my role from home due to the role being 90% administrative and 10% face to face and the possibility that I would give up that 10% to be able to stay in the role. This was not to be, the mandate does not give room for staff to work offsite, even though this was allowed when covid first hit and we were forced to work from home.

Due to the short notice of our governments demand to have a first vaccination within two weeks, five of my immediate family were forced to make quick decisions in regards to being about to continue to earn an income or being forced on government handouts as they considered the options and the effects to their health.

Three family members felt forced to take the vaccinations, who would not necessarily have taken it had the industry not been mandated to keep an income. My son in law who has heart concerns was still required to have this vaccination even though he has concerns for his health.

Two of us, remain unvaccinated and in the process are now no longer able to work in the area of our choice.

This has taken a mental toll, when family members are forced on two sides of this narrative, both equally have some merits and both some faults. The forced segregation of vaccinated and unvaccinated have caused families being pulled apart during our Christmas season, as only some are allowed to dine in a restaurant and go out to a movie while others are left out. How can we as a society continue to divide families and friends when there is no supporting evidence that those who have not been vaccinated pose any greater risk for being kept out of certain places. This is not the Australia I want for my children and grandchildren. Australia has always been a place of mateship and helping the Aussie battler.

We need to move towards a more unified Australia again. Parents should be allowed to continue to be the main voice in their children's life. We as a society need to be able to protect our children, all children were created by God and given to parents to raise to be a valuable and inclusive member of our society, they need to be critical thinkers, to be able to add to our world and communities, this requires the ability to think for ourselves and to make personal life choices, right or wrong, if we continue to demand a you must do mentality we will lose a future generation to the creative problem solving adults that we need for the future Australia.

As we now move towards living with covid, I believe our government need to remove all remaining mandates and stop segregation immediately. Our education and medical industries will be short staffed and undue pressure will be placed on those who remain. I believe it is a very small percent of people who have no regard for others. I believe that the general Australian public are responsible humans and we as a society can move forward together with respect toward each other and allowing others to make their own choices.

Make important decisions for their own families.

Educator 550

My name is Miss AB. For the past thirty years I have grown up in the beautiful city of Cairns. I have worked hard to build a life for myself. Working hard at school to achieve the OP I needed to get into the University degree I desired. Spending seven years working at McDonalds to support myself in High School and University. For the past eight years, I have worked as a Primary teacher at a local Christian school. I love my job. It is my passion and my purpose in life. Building relationships with my students, witnessing their curiosity burn, seeing the light flicker in their eyes as they finally grasp that concept they have been struggling to understand are just some of the things that make my job more than a career, but a calling.

During the last week of school for the year. The week in which we celebrate our successes and the achievements of the year; the week in which we begin to wind down and prepare for a well-deserved rest, we were told of the mandates put forth by the Queensland Government. I am sure you can imagine that this news put quite a damper on our celebrations. The school leadership did their best to answer any questions we had, but were not very well-informed themselves to help us. Their main message to us as a staff was that these mandates were from the Queensland Government, not from the school. They sought advice from lawyers and Christian schools Australia and spoke to principals in Victoria to try and help them navigate through this. Unfortunately, their response has been that they must comply and thus I must receive the COVID-19 vaccine if I wish to keep doing the job that I love.

These holidays have not been the restful, relaxing break that I was expecting and feel I deserved after a long year. Instead, I have not slept well, my eating habits have been unusual, I have felt nauseous and been under a great deal of stress as I wrestle with what I should do. Being told that I must take a vaccine or lose my job is not a choice, it is coercion. If I was to take the vaccine it would not be for health reasons, but because the government is coercing me into doing so. My livelihood will be taken away. I do not know how I will pay my mortgage, pay my bills, put food on my table.

I am worried for what will happen to my students, my school community. Queensland already has a shortage of teachers, I do not know how my school will stay open. I do not know how my students will receive the education they require. These mandates are providing undue stress on schools, on school leadership, on teachers and ultimately on students. I ask that the Queensland government rescind these mandates immediately and let us get back to doing what we love.

Educator 551

My name is T. I am a Teacher Aide at a X School working in the Mackay area. I love helping out students who are struggling and trying to find ways for them to have their light bulb moment. I love the conversations I can have with the parents so we can build the relationship as we both work together for the benefit of the student. I have been with this school for the last 3 years.

Our employer is doing what he can but also feels the pressure from the government to quietly enforce that the staff be vaccinated. He is talking about a short-term plan and then is gets a bit foggy from there. He should not have been put into the situation.

Both my wife (who also works for the school) and I have had many concerns over the vaccine. We have many concerns over the effectiveness and morality being the vaccine. We are both unsure how this will affect our working status in 2022.

I feel that I am a valued asset in our area and my work is appreciated in the words of our students and parents. If I was forced to leave, our parents would lose their Teacher Aide, their PE lessons, their Music lessons, and their resource library. As a team (my wife and I), we have poured our hearts and souls into the Mackay area and have also been able to offer a Swimming Carnival, Cross Country, and Athletics Carnival. In having conversations with our parents, they are bemused at what is happening to educators around Queensland and the majority of our families are also not choosing to be vaccinated.

I am asking that the Queensland government step back from trying to rule and oppress the people they are meant to serve. I am asking that the Queensland government wake up and see how many amazing educators they are going to be without in the "SMART STATE". I am asking for the government to stop lying and trying to induce a spirit of fear over the state and allow people to do what they feel called to do, without the fear they could lose their employment over a medical choice.

I love my job and I love the families and staff that I have the absolute privilege to work alongside. I am so appreciative of the roles I have been given and the trust from my employer to do them. I hope truth prevails and that the people who have been called to educate are given the freedom to do so.

God bless.

Educator 552

I am writing this awaiting a PCR test. I am wondering if natural immunity would exempt me from these mandates as it does in other countries, but as Australia seems to make its own rules and dance to its own tune, oblivious to any science other than vaccinations, so I am not holding out.

As a female primary school teacher of 19 years I will not be able to work in 2022. I have vast experience in 4 different curriculums specialising in Early Primary Literacy and Mathematical development (years 1-4). Yes, I have spent thousands on post graduate study and put in hours of my own time to really make a difference. I am now a mother so support the teaching profession as a relief teacher in a school in Logan. (I used to lead a team of 7 and mentor beginning teachers.) I am always in demand as a relief teacher, being offered more days than I can work. I understand why. I only work for 1 school, I adore the staff and the children. I juggle things if I can to cover contracts. Relationships, Hattie has researched, is the single biggest indicator of school success.

I know every child from Prep - Year 2 at this school. It is a delight to know every child by name, if their teacher is away there is less interruption and continuity for their learning journey. I am able to support the children that are afraid of storms, the children that need a kind word to build confidence, listen to the youngest in the family of 6 knowing that an adults ears are in demand at home. I know what siblings fight and what parents are recently separated. I also know the parents and they know me.

My beautiful DP rung me in the first week of December to find out if I can fill a contract next year. I started to weep as I told her I had not and could not give full consent to a clinical experimental drug knowing what I know from my pharmacy background. We spoke and she shared she would not have taken it had it not been to see her father over the border. Another coerced vaccine recipient. She wished me luck as did I her replacing the 6 staff they knew of, so far. The phone call ended that she will only be taking the two jabs or exiting the system herself, she wished me luck and said 'We love having you on the team, take the best care and I wish for the best outcome.' I said "I'll see you back when this blows over." What a beautiful call.

As a family this will impact our disposable income. The money we give to buskers at the local market, the dinners out, yoga and fitness classes, my child's sports lessons. This money will no longer be directed into our local businesses. We are ready to buy a house, but holding off rather living week to week, hoping this madness comes to an end and that my husband's work does not mandate. If it does mandate they lose at least 15 of their 60 operational staff responsible for keeping Brisbane moving.

The stress from this has caused sleepless nights and for a few weeks shortened tempers. What does the future hold? Our sleep is affected and for a couple of weeks I have burst into tears frequently. I'm not so much worried for me but for the freedoms that the children are losing. How high do we need to jump, how many vaccines need to be taken and where is the data? There is no data on the impact to a human being's complex immune system from frequent mRNA vaccines. None. Having said this vaccination is a choice, more so when the injectable has no long term data, unfavourable animal studies and the company producing it has been found to be dishonest several times historically. I completed assignments and study into vaccinations as part of my pharmacy qualification, I understand data and research from years of studies at a post grad level that I have completed for education, I know what goes into a stage 3 clinical studies (I've been part of administering them) and protocols and industry standards are not being followed, and nobody is batting an eyelid.

We are law abiding citizens, always have been. My distrust of our government and their systems is at an all time high as I see the untruths and defamation of unvaccinated citizens by politicians. Seeing the media cause fear, division and not objectively factually report reminds me of living in other countries, where everyone knows the media is just propaganda. We will always find work, even if it means cutting back on excesses or becoming 'gypsies' on a trip around Queensland or bunkered down until those making decisions actually start looking at global data and medical researchers with more letters after their name and more experience in treating patients early and avoiding disease complications than the current crew making decisions here. Japan has flatlined their curve from using ivermectin, yet here we have a media smear campaign. Is it because with a treatment from a safe and effective drug used for decades the emergency authorisation of using Pfizer and Moderna's product make using them void? I do wonder.

Key positions held in regulatory bodies such as Parliament, especially those with portfolios, the TGA, ATAGI (and advisors), CHO's, Burnett Institute, AMA, APHRA should be completely neutral and disclose any individual or financial interests and ties to industries that benefit from any roll out. I can see there are several vested interests and nepotistic appointments. For example Jeanette Young's husband has a relationship with Pfizer in his career and now Sullivan Nicolades. Now she has been appointed Governor, how is that democracy? Where are the checks and balances?

Putting aside fundamental Human rights such as the right to bodily integrity and the right to work by forcibly blackmailing people to take a vaccine (still in phase 3 trials till early 2023) is not democratic. What saddens me most is not losing my job, but at the world that children will be growing up in by allowing such maliciousness.

Educator 553

My name is A. I am a Primary School teacher and teach 4 days a week in a small, country, State School in Central Queensland. I am 56 years old and have taught for almost 30 years. I have a Diploma of Teaching as well as a Bachelor of Education that I completed when my children were small. I have been a Classroom Teacher, Reading Recovery and Diagnostic Net Teacher, as well as Teacher-In-Charge of Preschool and Local Relief Teacher. I have a passion for teaching Literacy and Numeracy in the lower grades.

I have written to my principal with my concerns regarding the vaccination mandates and have requested a copy of the Risk Assessment for CoVid. I sent a further request for the Risk Assessment, but still have not seen a Risk Assessment. I received a generic email, sent to all staff, which contained a PowerPoint from the Queensland Education Department about CoVid 19 Vaccinations and links which directed me to Qld Health Website and the Department of Education Website. I have received numerous emails, harassing me to complete the Vaccination survey, even though I received an email from Michael De'Ath, Director-General, Department of Education stating that we have until 7 January 2022 to complete the survey. To this day, I still have not seen a Risk Assessment or Safety Data Sheet on CoVid.

Christmas is meant to be a joyous, family time.... Not this year! I have been feeling very agitated and stressed over these mandates. I worry about losing my job and for all those teachers, like myself, who have mortgages, children at university and other financial commitments. The threat of future boosters to ensure 'full vaccination' also hang over my head. I am gutted that I have dedicated my [REDACTED] and teaching and it has come to this! How can we be held to ransom ... to get vaccinated? or else ... be sacked? How can the Department sack me based on a private, medical procedure? How can the Education Department even ask me my private and personal matters? As an educator, I value and go to great lengths to promote inclusivity in my classroom, and yet our government is discriminating and segregating Australian people based on medical procedures.

I am highly emotional and anxious [REDACTED] been spending most of my holidays consumed by researching my rights and listening to podcasts and looking [REDACTED] at medicines, alternate health care, adverse reactions, doctor interviews and so on. I have written numerous letters and emails and sent them to the Prime Minister, Premier, Queensland Ministers and Senators, Mayor and councillors. I have seen my doctor and she has prescribed medication to help me sleep. She had also suggested I take anti-depressants; however, I have chosen to try natural methods first. I have also contacted LifeWorks and spoken to a psychologist and have future appointments booked. I am experiencing tightening of the chest and heart palpitations. I feel on constant alert and with a sense of dread or foreboding. I am anxious about walking into a shop and the confrontation that may arise due to not wanting to share my vaccination status. Discussions with family and friends inevitably end up talking about CoVid, vaccines, discrimination and mandates and often get heated and confrontational.

You don't teach for thirty years, and not love kids! I worry about the unnecessary vaccination of children and the adverse side effects of these vaccinations on the health of young children. The burden faced on our health and hospital system, not due to CoVid cases, but the effects of the mandates. The fact that many doctors and nurses have lost their jobs and we are now left with dire labour shortages. I worry about the education of our young people. What will shortages of teachers do to the education children receive? To classroom sizes? I worry about the social and mental health of Australians. The lunacy and inconsistency of restriction rules and regulations. The misinformation and distrust of the Australian government, science, health and main media domains.

I am worried for all Australians! The threat to our freedoms and the blatant betrayal of our government to uphold our Constitutional Laws and Human Rights. How did Australia get to this in just two short years? The financial toll as well as the emotional and mental toll of lockdowns, segregation and fear will have far-reaching, long-term effects. Why didn't our politicians nip this in the bud and have a senate inquiry? Why have doctors and nurses been gagged? Why is Facebook and the internet so censored? Why haven't we been able to have an open debate and make informed decisions? Why has mainstream media been so one-sided? Why? Why? Why? So many questions, and no one standing up and answering them! Where is our leader? Our Prime Minister? Where are our elected government representatives?

I want these mandates removed! Let Australians choose what they want to do to their body. Re-instate all those who have lost their jobs due to these mandates and insist on an independent inquiry into CoVid, the Federal and State Government processes, CHOs and their inconsistent health directives. I want an honest and open discussion about CoVid, the vaccinations and adverse reactions. I want further investigation into Big Pharma and the companies producing these vaccinations with the true results and findings published. I want scientific research into these vaccines and other treatments. I want the media to report on all information and the truth to come out.

One of my favourite quotes by Thomas Jefferson is "Evil triumphs when good men do nothing". Ask yourself, are you a good man? What will you do?

Educator 554

My name is S and I work part time as a teacher in a very small school in Moreton Bay region. I have been a teacher for 25 years. I have a Bachelor of Education in secondary Health, Physical Education and English and I have a Masters in Outdoor Education. I have worked in primary and secondary schools and in both state and private sectors. The strengths I bring to my role as a teacher include empathy and I see relationships as very important in my role. I am optimistic and I encourage students to challenge themselves and do their own personal best. I like to come up with fresh ideas to keep my students engaged and make my lessons fun as well as informative. I enjoy working in team and in our small school, I find this extremely rewarding. I love to incorporate stories and Aboriginal and Torres Strait Islander games, concepts and traditions into my health and physical education lessons.

The Queensland Education Department has sent me multiple email and text communications stating that all workers in education settings must be fully vaccinated by 11.59pm on 23 January 2022. I have completed the vaccination declaration survey that QED has requested. My health decision is not to have the vaccines that are currently available. I would like to continue working for the Queensland Education Department and my school would very much like for me to continue there. There was not an option to fill in on the survey for my vaccination status. My status is that I am continually seeking advice from my doctor. I'm waiting for the Novavax or the Covax-19 vaccination and I would like to stay attached to Mount Nebo for the duration of time that I'm mandated not to work.

The vaccine mandates have impacted my personal and professional relationships. My husband and four children are concerned that I will not be able to work as a teacher this year. I am finding this stressful and I feel as though it has caused unnecessary strain on my marriage and on relationships with my colleagues. I am concerned that my students will also find this difficult and the small school that I work at will be challenged to replace me. This small school will be greatly impacted if the mandates proceed. Being a small school, it relies heavily on parent volunteers and involvement. A number of parents will be prevented from helping and might consider other education options for their children. I am concerned that the mandates will be detrimental to relationships within the school and more burden will be placed on the staff, particularly the principal.

I would like for the Queensland Education Department to reconsider the approach being taken. I would like a review of the safety and effectiveness of the vaccines that are currently available and in light of that, provide options for staff such as testing and remote working. I would like to clarify that I am in excellent health and I am ready, willing, and able to work in my role and will remain so into the future.

Educator 555

My name is T. I am a 27 year old female teacher in Cairns. I teach in the lower primary at the school where I went to high school myself. I worked in the kindergarten attached to the school for 4 years while I studied a Bachelor of Early Childhood Education at University. I have then taught in Prep for 4 years and then in Year 2 this last year. I really enjoy the children's love for learning and helping the young ones learn how to read and write and to learn about the world around them. I was looking forward to teaching at my school in 2022 as it would be ten years since I myself was in Year 12 there. I had wanted to take the opportunity to encourage the students that they could strive for goals and achieve them. I have a great love for my school. When I was a student there the teachers showed me so much love and support. I have enjoyed working alongside my colleagues to give the same love and support to the children I teach.

When the Premier of Queensland announced to the media that the Queensland Government planned to implement mandatory vaccinations for people working in education my school arranged a whole staff meeting to provide an opportunity for staff to ask questions and seek clarification. After this they sent out a number of legally worded letters via email identifying that the school itself was not mandating the vaccination, but because of the Government's mandate a 'precondition' to our employment was being applied. They also gave the [REDACTED] for staff to meet with the Principal or Pastoral Care Staff to discuss the situation if they wanted. My takeaway from both the whole school meeting and the letters was that we had two options: get vaccinated and be allowed to keep working at the school that we love, or don't get vaccinated and lose our jobs. Like myself, many of my colleagues had been a part of the school for many years and have a great love for our school, our students and our community.

My husband has been unw [REDACTED] that I have been the main breadwinner for our family. The pressure, created by the mandate, for me to give coerced consent to receive the vaccination has been extreme. It has greatly imposed upon the enjoyment of our holidays this year. We have stood our ground and have not given into the coercion. Now I face losing my job and facing the great uncertainty ahead.

The introduction of the vaccination mandates has greatly impacted my family's and my mental health. I have been plagued daily by the decision that I face. Thoughts of 'what is the 'right' decision to make?' and the potential impacts and consequences of each decision have been my constant companion. I have been in tears most days these holidays as I wrestle with wanting to hold onto my job and not get vaccinated. A knot has been present in my stomach as I think things over. I have lacked motivation to achieve the things that I normally would achieve or enjoy because they remind me of either the uncertainty of income or the potential of me not being able to return to my job at the end of the holidays.

I am also concerned for the students in my classroom and in Queensland schools. The Year 2 students that I was to teach this year have had a rocky start to their education with lockdowns and the adults in their lives wearing masks. The students in my classroom, and classrooms across this country, need stability and certainty. They do not need the changes and inconsistencies that come with schools not having the teachers they need to teach in their classrooms from the start of the school year. At my school it looks like about half of the primary school teachers are not wanting to give into the coercion of the mandate to receive the vaccination. I am concerned about the extra strain that this will put on the teachers who have chosen to get the vaccine. Teaching is a stressful job. I do not like to think of the extra burden that will be put on teachers with the staffing shortages that are sure to occur across schools. Would schools need to close for a time causing students to stop receiving their education? Would parents need to leave their jobs in order to care for, or home educate their children? I can see that these vaccination mandates could have a very bad and long term effect on teachers, the children, families and society. These vaccination mandates will do more harm than good to the children they claim to be protecting.

I would like to see an end to the vaccination mandates, especially in schools. I would like to see all teachers vaccinated and unvaccinated allowed to teach in Queensland schools. Teachers equip the next generation. These mandates are not protecting our education system, but putting a greater stain on it. This will hinder the education of the next generation of Australians.

Educator 556

My name is S, I am a female 31-year-old primary school teacher in the state school sector. I have taught for 18 months as a full-time contract teacher in two different schools located around Brisbane. My qualifications include two degrees, a BA of Arts and a Master of Teaching which was only completed in 2020. My gift as an educator is providing my students a kind, supportive and understanding person in their lives who motivates them to be their best versions of themselves.

I am yet to have received any communication from my principal and line managers regarding the vaccination mandates. However, the Department of Education have been sending numerous emails and text messages to my private number and email address throughout the summer holidays asking me to complete a survey to inform them of my vaccination status. I find these constant emails and text messages very stressful and nerve racking and every time I receive one my heart begins to race, my body shakes and my hands tremor. These are all common physical symptoms of anxiety. My anxiety is based on the fear their wording such as "From Monday 10 January 2022 non-complying staff will be asked to show-cause why they should not be suspended without pay" ignites within me. I worry what the next steps will be for [REDACTED] pressured to get the vaccine against my own beliefs just to keep my job.

By now it should be becoming clear that the mandate to be fully vaccinated by 23 January 2021 has impacted myself immensely both mentally and financially. I now face losing my contract for my teaching role next year and [REDACTED] having a source of income to pay for my mortgage and living expenses if I do not comply. [REDACTED] re, it has caused a divide within my family who are not supportive of my decision.

My mental health has been severely impacted since the announcement of the mandate for teachers. Not only have I suffered from anxiety as previously mentioned but also insomnia, loss of appetite, mood swings and lack of motivation for activities I once loved. I feel I have become more reserved with my colleagues, not wishing to engage with them for fear of being ostracised for not wanting to be vaccinated. This is a huge change to my once bubbly, extroverted nature.

As a dedicated teacher, I am concerned what schools are going to look like next year with the limited staff that will be allowed on site. I worry for my students I taught this year who will be entering high school in 2022, will there be enough teachers for all their specialist subjects? I question whether my future students, who I already met at the end of Term 4, will be without a permanent teacher as I will not be allowed onsite. Will they be faced rather with a string of relief teachers given there is already a teacher shortage in QLD. I know many of my future students are on the spectrum, have learning difficulties or have anxiety and this change and disruption to their learning will have negative impacts on their mental health and overall wellbeing, not to mention be very disruptive to their learning and settling into a new school year.

I strongly believe there are other avenues that can be taken rather than enforcing a mandate on vaccinations. School staff could use the rapid antigen testing at the school gate daily to prove they do not have COVID. It has been made very clear that both a vaccinated person as well as an unvaccinated person can transmit COVID, so rapid antigen testing for all staff members upon entry is a more safe and effective way to limit the spread of COVID in schools rather than mandating all staff to be vaccinated.

Finally, I am willing and able to teach and have a strong desire to go back to school in January 2022 and set up my classroom to be a learning environment where my students feel welcomed and safe and can thrive not only academically, but also socially and mentally. I want to be able to continue being a positive role model in my students' lives and be the reason they enjoy coming to school.

Educator 557

Hi, my name is SF, I'm 49, almost 50 years of age. I hold a Graduate Diploma of Infants / Primary Teaching (K-6) from UNE in NSW (1996). I have been a Primary School Teacher all my adult working life, with 20 years of service to the Queensland Education Department Teachers Years 1 to 4.

After being away from the classroom for three years due to my husband's Military Posting to NSW, 2022 was my year to return to my passion to reinvest learnings I had acquired from working with disadvantaged and neurodiverse children in play group together with knowledge I'd acquired through the birth of my own neurodiverse child regarding inclusive and student-centred learning.

To date I have felt coerced by the Queensland Premier and her COVID-19 mandates due to the Queensland Education Department vaccination surveys, due dates for proof of vaccination, requirement on Principals to ensure their worksite is fully vaccinated and fines for schools Principals not complying with the mandate and by not doing so I fear losing my job.

The Covid-19 mandates have had a tremendous impact on my mental health and my marriage. It has impacted my inability to choose a new home in my husband's new Queensland posting locality or to locate a suitable school for my child also in the new locality. Inclusive, accessible schooling being my most highly ranked requirement. This has also exacerbated his anxiety over not knowing from day to day what financial challenges are going to be thrust upon us or what is highly sought after will be freshly denied yet again. He may as well have not had his last 8 years of Early Intervention, NDIS funding and Primary school lift-off, despite 8 months of lockdowns over two years of NSW schooling and learning from home because all these Orwellian expectations only serve to undo all the Professionals time and effort, Government expenditure and child's own fierce determination to overcome adversity.

Everyone has a right to bodily autonomy and a right to freedom of choice without coercion, equating in loss of job or income for their family. Everyone has a different genetic reaction to these immune system modifying medications, some potentially fatal and catastrophic.

Educator 558

My name is BM, and I am an experienced senior teacher, having taught across all education sectors including primary, secondary, and tertiary education, since commencing my teaching career in 2001. I am 42 years old and during the past 21 years, I have had to balance a teaching career, motherhood (I have four children of my own, ranging from 8 to 20 years of age), being a military spouse and the frequent long absences of military deployments in war zones, military postings, tertiary study (Graduate Certificate in Occupational Health and Safety, and Graduate Certificate in Trauma Aware Education), as well as numerous other vocational education courses as my commitment to be a lifelong learner and always seeking to learn new things. I have donated numerous hours, weeks, months, and years of my time to my students outside of the expected curriculum hours to promote and facilitate extra-curricular opportunities for my students, particularly in sport. After witnessing firsthand, the decline in both student and colleague mental health in schools, in 2019 I moved into working in the trauma education field, where I have spent the past two and a half years working with students with severe mental health and anxiety. I have listened with empathy, encouraged, and provided positive learning opportunities; and supported the personal growth and development on a social, mental and curriculum level for my students. During such time, I have provided first aid to students who have self-harmed, all the while staying calm in the face of adversity. I have lead whole of school Workplace Health and Safety Committees as the Health and Safety Officer in the past eight years, facilitating annual safety assessments and workplace health and safety compliance in schools.

Previously, I have requested on three occasions, a copy of the risk assessment to support the mandate to receive two doses of the COVID-19 vaccine to return to my workplace after 23rd January 2022, from my principal (otherwise known as the PCBU for my school). I have reviewed the COVID-19 Operating Guidelines for Queensland State Schools, effective 19 June 2020. During such time, we as Department of Education employees were deemed “essential worker’s” and were informed that the possible transmission of COVID-19 was deemed “a low risk” as were the students in schools. This meant, that from 19 June 2020 through to December 2021 (approximately 18 months) the risk in schools was low to medium (see Appendix 1).

I feel I am justified in requesting a copy of the risk assessment in response to mandating vaccines for employees in schools. The day-to-day operations in schools has not changed. Students continue to maintain hand hygiene; they continue to stay at home or be sent home if unwell (this has always been a part of school policies). Teachers stay home if unwell. Despite the hazard, COVID-19 remaining the same, I fail to see how the COVID-19 risk in schools is now considered a high risk and we have been mandated to vaccinate in order to return to schools after the 23 January 2022. Given my background in workplace health and safety, I have weighed up the risks and hence conducted my own risk assessment of the mandated vaccines.

As my employer, you are mandating that I be involved in a medical trial in order to continue my career of 21 years. Coercion does not enable me to provide informed consent. Medical silencing of my health practitioner by AHPRA does not enable the patient/ doctor relationship to discuss all viable options and provide informed consent. Forced mandates by the Queensland Government and the Department of Education, is not informed consent. The number of colleagues, friends and family members who have been coerced into undergoing the vaccine mandate for fear of losing their employment and income is scandalous. How can you force me away from a career where I have made a significant difference to the lives of so many young people, whom to this day are parents themselves and still value the contribution I made to their lives during their childhood?

What concerns me further, is the details being released by the government and various departments in relation to immunisations for children and teenagers in schools and what is considered ‘informed consent’. In schools, we are required to get parental permission to watch a ‘PG’ rated movie in primary school and ‘M’ rated in secondary school. I ask, how can a medical procedure such as a vaccine with no known short- or long-term health effects or efficacy, be administered without parental consent for a child under the age of 18? Given children are

asymptomatic to COVID-19, and in comparison, to the number of adverse reactions suffered by children receiving the COVID-19 vaccine (this being released in data from other countries), it is preposterous to contemplate COVID-19 vaccines for our students, in our schools.

In the community I have experienced and seen families broken, friendships and people divided over the government and media's COVID-19 scare campaign. As I see it, forced medical vaccination is no different to domestic violence and sexual assault. Ninety-six per cent of domestic abuse is psychological and emotional abuse, and as a community, this is what we are seeing from the government and media, to coerce people to vaccinate with a provisionally approved vaccine. Sex without consent is sexual assault, therefore vaccination without informed consent would appear to be a form of medical assault or coercion.

I am the rightful owner of my body, and I get to choose what happens to me, not the government or my employer. My body, my choice! I am the legal guardian of my children, and it is my responsibility and right to protect them from all foreseeable risks. Until my questions are answered, I say NO to vaccines for children!

Finally, let it be known that I protest the interference of a medical service upon me of unknown consequences, and I protest the inspection that violates my medical privacy. Therefore, in order to make an informed decision around the vaccine mandate imposed on me I am requesting the following:

1. I request production of the written law that requires of me to undergo a forced vaccination as a prerequisite of my employment.
2. I request the production of the written data that proves the vaccine has undergone the clinical trials required of vaccines to prove its efficacy and short- and long-term safety data.
3. I request that the law for mandated vaccinations be made pursuant to the constitutional guarantee.
4. I request that the health directions and mandates be proved, for enforcement, that it has been made in the fulfilment of the law that governs this Commonwealth, for which unites and protects us.

Educator 559

My name is F and I've worked both as a foreign language educator at kindergartens and more recently as a teacher aide at a high school supporting students from diverse backgrounds and learning needs. I am originally from Peru, mum of two children and have an overseas law degree. In Australia, I hold a Diploma in Early Childhood Education and have just completed all my units of a Master's in Teaching primary apart from my final placements, which unfortunately I will not be allowed to complete next semester due to vaccination mandates.

I believe everyone comes with gifts to share and as a parent and educator, my goal is to help others unearth those. I grew up in a country plagued by terrorism and as a young child I struggled at school, in part due to undiagnosed trauma and ADHD. However, as I matured, I learned to embrace and use my unique strengths which allowed me to graduate in the top five of my generation at university. For this reason, I believe that one of my gifts as an educator is to help those who don't believe in themselves and help them see that they all carry something unique within themselves. Working in Early Childhood I spent a lot of my time trying to convince parents, children and even some colleagues, that anyone can learn to speak two or thr [REDACTED] with ease as I have. This past year, I have worked with a wide range of diverse students, including those diagnosed with autism, ADHD, emotional dysregulation, refugees with a history of complex trauma such as mine and multilingual students. I learned that half of my gift is not just about teaching students the skills or the knowledge I have gained through all my studies but convincing them that despite what they think they lack, they too can accomplish great things. [REDACTED]

After vaccinations were mandated for the Education industry, I was sent a letter from work urging me to upload my vaccination status as a requirement for work next year. I contacted the principal and informed that due to prior side effects from medications I did not feel safe having the vaccine at this stage. I asked her if the school could provide me with alternative work arrangements as per Fair Work states, perhaps differentiating content for students with learning disabilities or in any position they think my services could be needed. Unfortunately, I was told that without a medical exemption unvaccinated people will not be allowed into the school premises next year and to let them know if I changed my mind before the end of January.

This mandate has taken a big toll on my physical and mental health. Lack of financial means to pay for my own children school next year and discrimination from people and public places has been incredibly hard for me and my family. I also believe that it sets the path for further segregation within our community with the risk of hurting even more those who are mentally vulnerable, including those who have escaped from traumatic experiences, been forced to wear masks for months without consideration of their history and those who for various reasons already struggle to feel they belong to their close community.

I came to this country and proudly became an Australian citizen because I wanted to live and raise my children in a free and welcoming environment. A place where they could live without the fear many of us grew up with. All I want is to be allowed to graduate and continue my job so that I can provide for my children and help others believe that with effort and dedication one can set themselves on a path of success despite past struggles.

Educator 560

My name is J, I'm a female employee of an early childhood not for profit organisation. I have been working in this field for 20 years and have just completed my Bachelor of Education (Early childhood). I am in my late 30's and have been meeting the needs of individual children aged from birth to five years for my whole career. I am an asset to an organisation as I am loyal, continually looking of ways to improve my practice as an educator and have been with my current organisation for nearly 15 years.

For all my service over the fifteen years, I could describe my response from my employer as one that was less than supportive. I faced pressure to give a decision every couple of days from the moment the mandates were announced. I was given the well, if you don't get the vaccine you will face the consequences speech. To date I still have no idea what they will do to me when work goes back end of January.

The mandates have impacted my family immensely. My son who is under 10 is constantly stressing about the places we can't go and saying that I should just get the injection so I can go back to work and things can return to normal. My health has been impacted by the stress of the whole situation and the fear of the unknown has us all up in the air.

During the end of last [REDACTED] first came in I wasn't sleeping, I was working longer hours to get all my work done, feeling like what's the point to all this and feeling like I wasn't getting anywhere. The mounting pressure made me snappy and unkind. I had bowel problems and cold sores broke out all over my face. I began speaking to a councillor as I didn't know where to turn.

I am concerned for the safety of the children coming back into the environment without knowing any familiar staff and the effects on their emotional state. I have grave concerns for the community with the impacts all these shortages of professionals have on quality.

I am asking to be allowed to return to work or if not, be allowed to take leave without pay until an alternative vaccine is available. I would like to see mandates replaced with common sense. Where we deal with Covid-19 infections as they occur in an environment not isolate not injected workers in case.

If you take skilled workers from an environment you may find replacements but, are these the right people for the job. Passionate educators have made the toughest decision of their lives to place their own health over the care of children they have dedicated their lives to looking after.

Educator 561

My name is J. I am 39 years old. I am a mother, daughter, wife, sister and teacher aide as part of a Differentiated Learning Department. I have a Certificate III in Education School Support/ Administration and a Certificate IV in Education Support. I have worked in two different Schools, one in Emerald for three years and one in Bundaberg for two years, giving me 5 years of educator experience. I was excitedly given a permanent contract signed before never before seen mandates occurred.

My experience with my employer regarding these mandates consisted of our school Principal emailing all staff the original mandate a week before we finished the school year. He addressed all staff members at our Christmas lunch collectively reassuring us and telling us not to do anything rash, that no directive has been given yet. Once the directive was given he emailed all staff during our holiday break saying we had to have our 1st vaccination by the 17th December to keep our job. I went in person to see him after this email and asked what my options were. I said I was not happy with the current health profile of the available vaccines. I told him I was not against vaccination and have all other vaccinations up to date however I am not comfortable with the risk of adverse reaction with the Covid vaccinations on offer (which I have thoroughly researched) and shared my personal story of my nephew who got a Dr Conformation adverse reaction of myocarditis after his 2nd Pfizer shot. My Principal said some flexibility would be given to staff who have had their first dose to start the school year however they would have to self fund daily tests and wear PPE until they have their 2nd shot. The best he could do for unvaccinated staff was a term leave without pay. I asked if I would be fired after that and he said if you haven't been fully vaccinated you can't do your job working with children.

These mandates have affected my family in a very real way. We have been honest with our kids that mummy may be losing her job and have had to talk to them about selling property we own to sustain us financially to stay afloat if mummy is stood down from her job (the school they attend) being forced to take leave without pay. We currently have our rental home up for sale and have contacted real estate agents about putting our family dream block of land up for sale because the rental property is not selling fast enough to ease our financial pressure to survive.

My mental health has been drastically affected by the Government's mandate that I must be vaccinated to keep my permanent contract in a job I love. I am constantly feeling depressed and currently seeing a Psychologist. I am having trouble sleeping and when I do fall asleep not wanting to get up in the morning out of bed and start the day because then I have to face the reality that I am letting my family down by not being able to provide. I am constantly glued to Facebook to see if the mandates have dropped and desperately hoping Novavax has been approved because it is a safer vaccination option I would not take if I had the option but would be willing to take to keep my job.

I am very concerned with what school life is going to look like for staff and students in 2022. I wonder whether enough teachers will have their jobs and be available to work to adequately care for the education needs of our kids. Will under qualified teachers be used to replace teachers with many years experience who have a wealth of knowledge and expertise. I am sad I won't get to see my own kids at my workplace and even more scared I may need to pull them out of school if we can no longer afford to send them there. I am petrified that mandates will come in that force kids to be vaccinated against Covid. I worry about vaccination clinics in schools occurring without parent consent.

My plea is that first and foremost the mandates are dropped. Jobs are not taken from hardworking educated professionals because they choose not to be Covid vaccinated. I want to see discrimination stopped of "Covid unvaccinated" people. I long to see them be given their freedom of choice back over what goes into their body. As well as freedom of movement back that sees them be given equal healthcare treatment and entry back to Dr Surgeries, Hospitals and Allied Healthcare settings. I want to see Covid unvaxed people being allowed to fully participate in society, to be again allowed to attend public libraries, cinema's and support local dine in restaurants and cafes. That all people be equally treated. I want to see no more threats and coercion to keep paid work and participate in normal society.

Educator 562

My name is V I am a 41-year-old female. I have taught for a total of 19 years including primary school, specialist music teaching and kindergarten teacher. My current role has been a kindergarten teacher for the past 10 years. I have been full time for most of my career but currently work part time since having my children. I have a Bachelor of Education (Primary) and Diploma of Children's Services (Early childhood education and care). I have a special interest in supporting children with special needs. I teach at a community kindergarten that is funded to support Aboriginal and Torres Strait Island children and their families. I love learning from the community about Aboriginal and Torres Strait Island culture and language and incorporating it into the curriculum. I have a talent in performing arts and music so my program contains lots of musical experiences which is loved by the children.

My employer does not agree with the mandates. They do not want to lose me. They feel helpless about what they can do. They have made the best decision they can in a bad situation. I am on leave without pay and they are hoping to have me back when the mandates are lifted.

The mandates are absolutely devastating to our family. Not only does it affect me but my husband too, as he is a special needs teacher aide. This means no income for our family in 2022 as we have both made a decision not to have the covid vaccine. I have made an informed choice along with my GP but there is nothing my GP can do as far as exemptions go. I can see how the government has interfered with my doctor patient relationship. I feel stressed, depressed, scared and worried about what next year will bring. I have started looking for [REDACTED] jobs. I fear I won't be able to find work, especially if unemployment increases due to mandates and I am limited to searching for jobs without mandates. I have already paused my mortgage payments and cancelled my private health insurance for some financial relief. I am a dedicated teacher and love my job. I have an overwhelming feeling that I just want to return to my regular employment. I feel other forms of work won't give me the sense of purpose and job satisfaction that I find in my current teaching role. This Christmas has felt very different I have tried my best to enjoy my family and children but there is an underlying feeling of a [REDACTED] inability to enjoy my daily life.

As I mentioned above losing my right to go back to work next year has impacted my mental health dramatically. I have visited my GP and expressed my concerns and emotions to them. I worry about the flow on effect it may have on my children.

I have seven kindergarten children in my class returning next year. Two of these seven are special needs children. They are expecting me to be their teacher in 2022. I have built a close relationship with these children and their families and I am concerned about the impact it will have on them when they start back with a different teacher. For example, one of my special needs boys has built a lot of trust with me and I am the person that can calm him down and support him. It will have a big impact on this child when I am not there. He will not trust other adults and will impact his emotional wellbeing. I also have a deep understanding of where these children are at developmentally, a different teacher will interfere with their continuity of learning. New children enrolled into the kindy and their families are expecting me to be their teacher, this will impact their transition to kindergarten.

As a long-term member of staff, I am familiar with the community and I am continually learning about culture and language. It the core of what we do at our kindergarten. It has taken time for me to build trust within the community and gain cultural knowledge from elders. It is not something you can learn from books or study; this will get lost when you lose me as a teacher.

The community I teach in has low numbers of children enrolled in kindergarten. There is ongoing work happening to research why this is the case and to increase enrolments. Next year with my absence only one class will be opening instead of two. This means that only 22 children can attend the kindergarten at the end of the week instead of 44. At this stage I am not being replaced. This is going to have an impact on the number of children having the opportunity to enrol into kindergarten. Especially for Aboriginal and Torres Strait Island children. When I can hopefully return, we will then divide the class into two groups causing more disruption to the children.

I am asking for my right to work. I am fit and healthy and there is no reason why I can't return to teaching next year. I want my freedoms back.

As a parent I am concerned about sending my children to school and day care next year. I don't want my children to be a part of a system that discriminates - vaccinated versus unvaccinated, this is no different from black versus white etc. I have a big problem with only a certain type of person being allowed to teach my children. I don't want my children to belong to a system that I am locked out of because of my personal medical choices. Teachers teach their students about personal body protection and bullying yet the school system and early childhood system is guilty of bullying and coercing its staff into a medical procedure they may not want, violating their body autonomy.

Educator 563

My name is XZ, 39 years of age, male. I am from X State High School. Having been working full time in the last 2.5 years, I have taught year 7-8 Chinese, year 7, year 10 Humanities subjects. I graduated from Beijing Foreign Studies University with Bachelor of Arts. Further to that, I have obtained two degrees in Australia: Master of Educational Practice and Master of Arts (TESOL) the skillsets from which enabled me to step into the exciting career of teaching. Chinese is my native language. I have mandarin fluency certificate, and LOTE proficiency assessment certificate. Furthermore, the translation skills I obtained from past workshops have deepened my insight into the intricacies of both languages. All these experiences equip me to be a language specialist.

In week 10 term 4, I have expressed my concerns on the COVID vaccines to my employer several times through HR enquiry process. The Education Department advised me of filling up forms and refraining from entering the school premises before receiving further notice.

I have been given two new subjects to teach for year 8 and year 11. I have not so far been able to get myself in the right frame of mind to [REDACTED] prepare for these subjects. My understanding on my employer's direction is that if I came to school unvaccinated after 23 Jan 2022, the department could take disciplinary action against me. I would then face the prospect of losing job and having to moving out of the teacher accommodation with short notice. So far, the stress is a significant disruptor to my daily life. Loss of sleep, not being able to plan for next year's subjects - just to name a few. Prior to the vaccine mandate, my wife was selling her business on [REDACTED] list. She is in now the final stages of settlement. I am not sure if she is ready to join me into this [REDACTED]

Rural communities are a close-knit social network. Stabilities arise from seeing familiar people daily could be at risk for teachers, students, and their parents. I fear students' enthusiasm for learning a new language could be dampened and they could be left in such a confused state as I first came to teach them. I clearly recall how perplexed kids told me they wanted to find out how long I would stay as their fourth teacher. They had just lost three Languages teachers within two terms.

Please listen to our plea! I believe people who share similar situation to me will be deeply grateful for any opportunities provided for us to choose. I am not an antivaxxer but do have concerns on the COVID vaccines. Thank you!

Educator 564

My name is S. I am a 42 year old female from Deception Bay. I currently hold a Certificate III in Education Support in which I was lucky enough to gain employment from for 12 months after the completion of. Prior to this, I was a school volunteer for 14 years, I assisted in the classroom, in the tuck-shop and was also a member of the school's P & C Executive Committee. I feel my sole being, is to be able to help and support children, especially with regards to intervention – one on one.

Over the past weeks, I have felt extreme pressure from Education Queensland to undertake a medical procedure in which I do not feel comfortable with in order to pursue my passion. I have been bombarded with both emails and text messages on my private account, whilst we as a collective, are meant to be on holidays and enjoying some "time out".

The current mandates have meant not only am I unable to work but my 16 year old son has been stood down with view of termination of his casual job. My 20 year old daughter can no longer attend university to complete her Bachelor of Primary Education, my husband's employment is a "wait and watch" situation. [REDACTED]

The emotional stress on my family is currently extremely high. Not knowing what tomorrow will bring. What action we need to take today to make it through the next week without feeling coerced into taking an experimental mRNA vaccine. My family and I struggled with Christmas this year, my favourite time of year. As much as we try [REDACTED] away from talking about the current world situation, it is always at the back of our mind and [REDACTED] the conversation due to offering up ideas to improve our possible situation. We have been ostracised by family and friends due to our beliefs and stance. It is like having a new born in the house, the sleepless nights are back. We did have a strong extended family, now feeling extremely isolated.

The evidence in the community of the mass division is very concerning for what it is teaching our very impressionable children of today. Our future is not looking of one of a peaceful world but more of one from Nazi Germany 1939. This breaks my heart to think of all the lives lost through wars of the people who were fighting for or freedom which has been slowly eroded away. This whole situation goes against what an education setting is teaching the children of today.

These mandates must be recanted. The many thousands of people who are going to be made unemployed from not just a means to and end but also what fulfills them and gives them purpose of life on a day to day basis. I want my children to be taught by passionate teachers, not one's who have been hired from another country with no idea on how to relate to our children. The education is about statistics. These high statistics will not be achieved without the current devoted staff.

Please have empathy and compassion and most of all save our kids.

Educator 565

My name is K also known as Mrs M to my beloved students. I have worked in Prep to 2 as a classroom teacher for the past 15 years. I have also been a HOC, collaborated and presented for Apple education and enjoy specialising in brain based learning for early childhood. I have led my fellow teacher in many innovation pedagogical practice which have seen huge improvements to students' academic growth but also their learning dispositions and 21st century skill set. I have worked on the Sunshine Coast in both State and Private schools in a mostly full time capacity.

Following your mandate for compulsory vaccination I have had to stand down from my job. My employer was apologetic and was clearly stressed by what he was being asked to implement. I have been called/ emailed by previous employers, as well as school principals I have never worked for, asking if I can work for them as they are obviously scrambling to fill teacher vacancies with experienced and qualified teachers.

These mandates mean I can no longer contribute to the financial stability of my family. My income was needed to pay bills including [REDACTED] such as power, water and food. Our Christmas was spent trying to keep to a very tight budget, which is very hard when all any parent wants to do is give their child a special treat at this time of year. I will not be coerced into taking a vaccine when basic human rights were created to protect me from such laws.

The impact this has had on [REDACTED] health is extreme. I struggle to sleep, often cannot think about the future due to the anguish [REDACTED] holds for us. I often feel like there is no escape from these mandates, although I know that is the intent behind them.

Although I am concerned for my family financially and myself mentally, I am also concerned for my school community and the other communities that are being torn apart due to these vaccine mandates. Strong school communities contribute to healthy, strong, and successful towns, regions, states and ultimately countries. People who are connected to communities are less likely to have mental health issues and give back to others more. You cannot just replace and substitute the people who contribute to and create these communities. The negative effects of these mandates on community have been grossly underestimated.

I am asking you to abolish the vaccine mandates. Please look at what could happen to our region, state and country if school communities are torn apart. I can guarantee the negative impact will be far worse than anything we have seen over these past two years.

I have always told my students that if they know they have made a mistake they need to stop and make it right. I'm asking you to do the same.

Educator 566

My name is SB and I have been a teacher for 26 years. I first started in mainstream primary school in 1995 in Burnie, Tasmania, and moved around various schools until I relocated to Victoria in 2005, where I continued teaching at a special school, having transferred over to special education in 2003. I then relocated to Queensland in 2011 and continued with special education in various education settings such as private kindergartens, early intervention and then into the Queensland Education Department settings.

I have a Bachelor of Education – Primary (Hons) (1995) and a Master of Education (2003). I became involved with special education on the passing of my daughter in 1999 who had special needs, which led me to commence study and work in this area. I also received a Diploma in Children's Services in 2011 which allowed me to extend my teaching into the private kindergartens and early intervention setting for children with special needs. I have spread my passion, skills and knowledge far and wide; I want to do this for as long as I can. I chose this as a life path – a lifetime career.

I want to retire as a teacher. I am in a school which I love and who loves me as much as I love my work. I am at Woody Point Special School; my second home. Teaching is my passion; it is my life. I will stretch my time in the classroom out for as long as I physically and mentally. For over half of my life, teaching has been my life. I want to see out my teaching life for as long as I possibly can. And that time is **not 'now'**.

I am at a stage now in my life where my own children are now adults and I continue to commit myself and my time completely to the children who I teach each year. I don't 'work a 25 hour week' – I work a 60 – 70 hour week and up to a 90 hour week at the moderation and reporting times. I spend weekends in my classroom preparing resources and making my classroom as inviting and engaging as it possibly can be. I spend thousands of dollars of my own money and endless hours scouring markets and second hand shops to find the resources to make my classroom feel like home to my students. I contact people online to buy resources and when they know the items they are offering are going to a classroom it brings them joy too. I spend hours awake at night thinking of new ideas and ways to make school fun for my learners. I also 'take home' the concerns I have for my students and their families; working in special education has become part of who I am. This is what makes me happy, and brings me endless joy.

I sacrifice family time to prepare work; to complete professional development and I average 50 hours per year of professional development – double the requirements of the QCT.

All of this is by choice because teaching is in my heart. School is my safe place, after enduring some quite tragic experiences, and I have always had my work as my sense of safety and purpose.

My colleagues describe me as passionate, and over-worker (in a good way!) and as one of the most caring and committed teachers they have worked with. I have had enduring support from my principal and deputy over the last two years as I have gone through some extremely challenging times on both a personal level regarding my relationship and health, and on a family level regarding the health of my children. My 'team' have helped me remain in my classroom with my students by providing support and compassion, and a Maintain at Work plan, as they know that teaching is my heart and that teaching has helped me through what I have needed to deal with.

2022 is going to be 'my year'. In the sense that I have developed a management plan for my health concerns; my children are on the right path as adults, and I am now able to fully immerse myself even more into what I love. These holidays I have already accumulated a car boot full of resources and a mind full of ideas and am ready to go into my classroom. I would be in there today, right now, if I could be!!

However, now this is uncertain. My principal who has been behind me one hundred percent and who has 'had my back' is in a situation now of which I am not in envy of. I am in position of being torn too – torn between my own instincts and internal sense of 'justice' and morals, and a mandate of which, if I apparently don't comply with, would mean I lose that part of myself which is everything to me – my teaching. My employer (in this sense I am referring to my principal) does not want to lose teachers – GOOD teachers, like me, when it is already hard to find teachers who are knowledgeable and skilled and who hold the personality characteristics suitable for the cohort of students I am engaged with – SPECIAL EDUCATION STUDENTS!! And their families will suffer as a result. It takes time to build trust, and this will all be shattered if teachers are forced to walk away from a job which is 'who they are' and to leave families who have given their children to them with a sense of security, trust, partnership and love.

I am now part of a clinical study – a control group – a worldwide study into the impact of Covid 19 on the world's population. This control group requires me to be unvaccinated and to remain unvaccinated, being required to check in monthly with health and medication updates as this pandemic unfolds. I want to do this – to help in providing information for this pandemic and any future pandemics. But I also want to continue teaching – and I am now being **coerced** to choose, when really, I should be 'allowed' to do both?

The impact on my mental health has been enormous. I have managed to control my already diagnosed anxiety and CPTSD and teaching has helped this. To now be where I am in my life and to be facing mandates which could possibly mean I will lose the very essence of who I am, is traumatic, when I have already endured trauma – enough.

How is it that what I hold as my safe place, could now be taken away from me? What will I do if I do not teach?
What will I do?

These mandates have impacted my family and my colleagues on a level which is similar to my experience – feelings of uncertainty, sadness, anger, grief, insecurity, shock and anxiety. I know that I will 'quietly die inside' if I am forced to walk away from what has been my passion since the age of 10 – when I made the decision to become a teacher. And I also [REDACTED] of my former students who have remained in contact with me, who have become teachers because I inspired them, are feeling the same. 2020 and 2021 have been the most confusing, challenging, emotional, hardest, eye-opening, unforgettable years of my life. Can you imagine how the special needs students are feeling?

My students for 2022, and the [REDACTED] serve to have me greet them on the morning of 24th January 2022; to come into 'their' classroom, [REDACTED]. I know the students who I will be teaching in 2022. They know me. As special school students, they have the security and stability which they so desperately require in order to learn. They have that in me.

They had that in me when we were considered essential workers at the beginning of the pandemic – expected to enter the petrie dish of schools – unvaccinated, at a time when the pandemic was hitting its peak, but when the vaccines were not available - the beginning of 2020, and then again in the beginning of 2021. ESSENTIAL WORKERS – regardless of vaccination status. Now that this has changed direction, I, and I speak for many others, suddenly do not feel so 'essential' anymore, and that - THAT – is a real kick in the guts. I have dedicated my life to this line of work, this career, this field of expertise. To now be treated as 'dispensable'....well, it hurts. And it hurts BAD. Not just me, but my family, my students, their families – the entire school community.

I am educated and I believe I can make a decision about my own health. There needs to be more time provided to all community members to research the impacts of the vaccinations. I am aware of the potential impacts that my decision could have on my family, my students, their families and the entire school community. I am aware that Risk Assessments are required, and to me, this is a small requirement in order to allow teachers to continue teaching unvaccinated. I should be allowed that choice. I have earned my seat at the table, with the vaccinated AND the unvaccinated. To have that taken away, the choice to vaccinate myself or not, is to me, grossly unfair. Because it has come down to losing my job if I don't. This is what hurts my heart.

Stop the mandates. Save our teachers. For the sake of our students and their families.

Educator 567

I am currently working full time as a Teacher Aide in a High School supporting mainly Special Needs students but also helping ALL the students in the 8 different classes that I worked in. I have worked as a TA for 6 years in a High School and a further 2 years' in primary. In addition to this, I was a teacher in a private school overseas for 25 years. I was a teacher, a year coordinator and a school counsellor. I bring with me many, many years of expertise both from a teaching capacity as well as a Teacher Aide.

I remember my mother asking me when I was 6 years old what I would like to be when I was "Big" and my reply with a massive smile on my face was "A teacher". This was and still is my dream job. I have spent many years encouraging, supporting, praising and educating my students. Loving them through their challenges and never giving up on them. My successes are too many to share but I'm still friends with many of my past students who are now well into their thirties. Teaching means the world to me. It has been my life and my dream. As a Teacher Aide I have realized how valuable and resourceful Teacher Aides are in the classroom. Overseas we never had TA's in the classrooms as the schools were not inclusive. I have learnt that the special needs students very often only ever have contact with their Teacher Aide as their teachers are so busy teaching the rest of the class. I realized how invaluable and important my role is in supporting them and the teacher. The students relied on me for educational and emotional support and the subject teachers relied on me for feedback, helping them with additional assignments work to their individual needs and levels. I was there to put out the fires when the teachers didn't know how to deal with their outbursts and to encourage them never to give up. What an important role it is!

I started a crochet club at my school where a small group of students' crochet beanies for premature babies, fingerless gloves for the aged and headbands for those having chemo treatment. The purpose behind this is to teach the students the value of reaching out and being helpful. Crochet is a valuable practical skill. I have presented numerous leadership, time management and goal setting workshops to the year 12's, setting them up for success and imparting valuable life skills. In addition, I wrote a series of lessons for the senior grades to use during their connect lesson.

On break-up day I was called in to speak to my principal about the mandates and the up and coming decision I had to make whether to take the vaccination. These forced mandates and vaccinations made me feel sick to my core. My principal told me that her hands were tied. I felt as though she was following a narrative and not hearing my plight. My HOD told me that she supported me with whichever decision I chose but that she wasn't allowed to speak to be about the mandates and the vaccination. However, in the next breath wanted to know whether I knew of anyone else on the staff that might not be taking the vaccination. This response shocked me. I felt like I had no support and that they were not even prepared to find an alternative so that I would not have to be forced to leave my job. I felt worthless, unheard and discarded. My whole career, dream and passion has been ripped away from me.

I am deeply concerned for my special needs students who have formed a special bond with me, especially those who I have supported for the past 5 years and are going into their final year of schooling. They will no longer be supported by a qualified teacher with over 30 years' experience. Prior to the mandate my HOD informed us that they were struggling to find experienced Special Needs TA's.

These mandates have impacted our family dramatically as both my husband and I stand to lose our jobs/careers. I have struggled mentally as I had a very dear and special friend of 34 years attempt to take her life due to the stresses caused with the lockdowns, masks, vaccinations and mandates. Furthermore, these mandates issued to both my husband and I have caused us untold stress, sleepless nights, anxiety and fear. Both of us have worked so hard restarting our lives in a new country which we call home. Financially moving to Australia set us back 10 years but through hard work, dedication and not relying on handouts we made it, but now, it will be all taken away from us. Our untold stress has affected our teenage son who has become more and more withdrawn and doesn't want to talk about Covid, the vaccination and mandates. From what we understand his reactions are due to the pressure of the mandates enforced on us as parents, and on him as a high school student. He cannot go out and enjoy a social life with his friends since he is discriminated against. This is devastating and deeply concerning for us to observe as parents. As a family we are experiencing medical apartheid and discrimination.

These mandatory vaccinations must be revoked. Discrimination and medical apartheid must be stopped. These mandates and vaccinations are destroying people's lives, emotionally, financially and psychologically.

Educator 568

I am A, a 35 yr old female, middle school teacher. I am incredibly versatile and have worked in both secondary and primary schools. Currently I am NOT working, however 2022 was the year I was set to return to the classroom as a casual teacher after taking almost 2 years off to raise my 4th and final baby. My most valuable gift as an educator is my versatility. My areas of specialty are English and HASS; however, since 2012 when I graduated, I have taught Religious Education, Science, Maths, Art (Visual and Drama), HPE, ICT and special education.

My only employer correspondence has been Education Queensland. I have only received the generalised survey emails and TRACER has also sent a generic email, informing me that failure to complete the survey and get the vaccination will result in my removal from the system.

Initially the mandates didn't affect me, in fact, I went and got my first vaccination in November. This vaccination went against every fibre in my being, but I wanted to see my 90yr old Grandma for Christmas. My vaccination was on the 8th of November, I refused to talk to my family about it. I was ashamed that I got it. On the [REDACTED] November, QLD border requirements were announced, stating that all travelers needed PCR testing. I was outraged as what was the point for the vaccination and I wasn't subjecting my 18month old to an unnecessary invasive procedure. I voiced my frustrations on Facebook, and a friend invited me to the groups opposing mandates, and here I learned the true nature of what is going on.

In addition to getting the [REDACTED] information and now the mandates my mental health has taken a huge toll.

Before I got the vaccination, I had a consultation with my regular GP who has since left the country. During this consultation I was not aware of the gag order on the medical profession; however I didn't leave full of enthusiasm either. I was also told my 12yr old was good to get it as well. Separately I requested a full blood check and my Pap results required a Gynaecologist referral.

Later, I went and got my blood results from a different doctor, as mine had left the country, where I was asked if I was under a lot of stress as my blood suggested so (BP was elevated too). I informed this Dr of my difficult domestic situation and it was suggested that I get a DVO.

Following this my 12yr old and I went to get our Pfizer shot at the same clinic. The paper work I had to sign was for AZ and the office lady told me "its all the same". The Dr appointment was with a different Dr all together and there was no thorough consultation, no discussion of implications for the heart, possible death or how it could negatively affect my current HPV diagnosis. The nurse that performed the injection selected a kidney dish from a Styrofoam box full of already drawn injections. I feel physically sick just thinking about the fact that I didn't walk away with my child. This was all before the mandates were announced.

In the days that passed, my son and I suffered no adverse reactions beyond a slight headache. I learned afterwards all the heart conditions that have come about for young people and the shame that I feel for putting my child at risk is indescribable.

Since, my research has led me to: 1.be concerned about the implications for my own health regarding my HPV which has been managed for 3yrs without incident. As a single mum who will compensate my children should anything happen? 2. revoke consent for both myself and my son as I believe the risks far outweigh any benefits for either of us.

In addition, I am unable to pursue the actions required to finalise the separation between my ex and I. This means I have to continue living in a psychological abusive household, which has been overshadowed by these mandates. My returning to work was to secure the necessary home loan to

put the house in my own name and then complete the renovations needed. Currently I have 3 little kids (5, 3 and 18months) sharing 1 room. I am left feeling hopeless and disappointed.

I live in an area where relief teachers are few. I'm concerned those who continue to work will not be supported due to lack of staff, in turn the students suffer as teachers are over worked and if they take time off for being ill there wont be anyone to fill their spot. I do not want to think about what this means for NCT. I have heard rumours of sourcing teachers who are not yet graduated to fill gaps. These young teachers will not have access to the staff, time or resources to be appropriately mentored and as a result I feel these new teachers will suffer from burnout well before their time. I'm particularly concerned for remote schools and whether the government will simply close them, which will not benefit the communities.

Ultimately I would like to see mandating vaccinations against Covid-19 scraped entirely. Those who want to get vaccinated for their own health, on appropriate and transparent information from their GP should be allowed to do so. I do not believe that waving a person's job as a reward for compliance is something that should be [REDACTED] in a democratic and free society.

I fear for what the future will look like for my children, the loss of freedom, coercion, lies, betrayal, segregation, it all feels surreal and its not the world I want my babies to grow up in.

[REDACTED]

Educator 569

My name is M, a teacher with 40 years international experience currently working in X, NQLD. Although I have had many opportunities to work in alternate fields, using my gift of teaching children through love, laughter and hard work has always been my love.

Through these mandates that you have instituted, instructing all people working with children to be vaccinated, the challenging but exceptionally rewarding teaching and learning interactions with the children are gone. I had a fantastic rewarding job – the best job in the world, yet because I was not prepared to be vaccinated, my job evaporated overnight.

Once the mandate was issued, a letter was sent to every staff member at our school demanding we, the staff, be vaccinated or hand in our letters of resignation asap. Just like that!

My first reaction was anger and frustration. How could my beneficially agreed employment contract be changed in an instant without my consent to the changes? Here was a government, demanding we all accept an unproven vaccine [REDACTED] that we want to continue working in the educational field. Our school principal and Board has been coerced into enforcing these mandates under threat of losing their licences and having their school brought under alternate managements if they don't toe the line. How could this be?

I am the sole bread winner [REDACTED] of 3 adults. My son is legally blind, and my husband has suffered a number of severe [REDACTED] so neither of them is able to work. This decision I was being asked to make was unprecedented. Was I to lose my job, financial security, the joy of teaching and using my God-given skills, or, take the vaccines and every booster that follows? We were distraught. To us it was a lose-lose situation and brought grief and anguish at every turn.

Overnight, as a family, we had to consider the issues at stake. Do we take the vaccine and risk my health in the future, given that there are so many unknowns to this inoculation? Do we have to start making plans to vacate our rental, move into a caravan seeing there are so few cheaper rentals available (only 2 when I last looked) in Atherton? Are we prepared to lose our new home we are building due to not being able to afford the payments if I didn't have a job? Together we considered all the options and decided that the government were owed taxes, but did not own our bodies, so we would render to Caesar what was Caesar's and unto God what was God's. The decision was huge and has been with us every day since making it. I preferred to remain vaccine-free.

You have not only taken away my job through these mandates, but have removed me and every other vaccine-free staff member from these precious lives entrusted to us by their parents every day. The impacts on us, our students, school and community are enormous. Gone are the challenging but exceptionally rewarding interactions we had with the children. Gone is my 40 years of teaching excellence - and who knows the combined years of educational staff - in assisting these students in negotiating various subject challenges, in finding their feet with social interactions, in listening carefully to their heart-felt stories of failure and triumph, and in learning various skills. All gone!

Stop the mandates! Stop coercing fine, upstanding people to take on an experimental drug that no one knows the health consequences of in future years! Restore the nurses, firemen, policeman-and-women and educational staff to their positions of employment for the good of the individuals, community and country. If you don't, we will lose this current generation of skills and education, and stand to lose the next generation too if we don't have the capacity to help and instruct them. We all lose! The children, the parents, our colleagues, our school, our community, our country, you, me! We all lose!

Don't let that happen. You were elected to be our voice and our representative at government level. You can change the crazy course of mandates you have unleashed on us. Do your job! Do what is right!

Educator 570

My name is S, and I am a **39 years old female Senior Secondary school teacher** working on the **Gold Coast**. I have been really happily and proudly serving the Department of Education for **9 years**, and will be delighted to continue serving the Queensland government for many more years to come.

I am bilingual English and French speaking person with a **bachelor of Science with honours** in Biology / Environmental Chemistry and a **Master of teaching** (international) both completed in Australia.

I am specialised in Leadership development as a **Duke of Edinburgh supervisor** (National bushwalking and Canoe guide certified), and my teaching experience is mainly in **academic excellence and leadership programs** (STEM, Dual focus program such as French immersion, International Baccalaureate program) teaching **French, Maths, Sciences, Senior Chemistry and Senior Biology subjects**. I am also currently mentoring pre-service teachers over the last few years.

Despite the announcement of the mandate made by the government just before the last week of school in 2021, I did not get the chance to speak to my employer/principal as I received the Mandate reform news on my first day of Holidays (we are open on a 9-5 OIL system in my school). However, I have expressed my concern to the Queensland Teachers Union, but they have not been able to provide me any advice/help regarding this matter. The only thing I know is that I won't be returning to the school in January 2022 unless I comply to this medical intervention, which deeply sadden me.

The Mandate has impacted my family and myself in a way that I will never have imagined before. With the unclear view on my options, I have to have been provided with all the information nor time required to make an informed choice (I feel like forced upon me). the level of stress that my family and I experience is growing day by day. I feel that no concertation was made, and I feel left alone with confusion and doubt about my financial, emotional, mental and professional future. I have always done my job giving 100 % of myself, and now I am losing it without understanding what went wrong. I would like to comprehend how my expertise and culture I have to share in order to enrich our student education is not even consider in the decision.

Indeed, health is not just about viral respiratory disease, but about everything that make our health or wellbeing, and I have to say that I am feeling mentally drained by the full situation. It has been hard enough with lockdowns and changes in societal procedure (like masks and social distancing) for everyone (especially the kids growing in a society of uncertainty), but with the trauma left of these events, we all worked harder to make it happen. I had to re-invent my teaching practice to adapt to the different and ever-changing situations and offer extra support to the students, colleagues and family members that were having difficulty coping with the situation. Now, despite my ongoing services to the department during pandemic, I am coerced to take the injection of a drug that is only at experimental stage and voluntary in Australia, or I have to face losing the job I love. It was already hard enough for me to not be able to travel back home to see my 81 years old mother that is sick with cancer. This whole situation leaves me now feeling depressed, anxious, professionally disrespected and devalued.

This is only on my side of the story, but what really worries me is how this mandate will add another layer of stress on everyone, the department, the teachers and most of all the students that desperately need structures, stability, care and a nurturing environment. It is unbelievable to witness how discriminative comportment become more ok in the society we are constructing while compassion should be the key.

At this stage, I would like to be offered with options, I deserve explanation and evidences on the overall risks and benefits of the vaccine mandate for the society and individuals. I think we need more transparency and open discussion about it, especially when it does not prevent the spread nor the possibility to be sick. When I look at the data presented, it seems that vaccinated are still spreading the disease and 99.7% of the unvaccinated are surviving. So, it makes me question, could it really justify the fact to force an experimental vaccine upon people in the risk of losing their profession? Also, I would like to be not receiving constant communication from the department asking me about something really confidential like my vaccination status.

Thank you for your consideration.

Educator 571

I am E. I have 15 years full time experience as a teacher aide at a special school in Brisbane. After my first day I was hooked! Hooked on the dedication and professionalism displayed by the teachers, hooked on the enthusiastic looks on the students faces, and hooked on how I felt to know that I was part of something bigger than me that was making a difference.

I have worked across many areas of the school from prep to seniors. I have completed my Cert 1V, travelled into the community supporting senior students to transition into either supported employment or lifestyle centres, assisted with excursions anywhere from the local library to immersive learning experiences such as underwater world, and assisted teachers to have some huge educational wins with encouragement and support from families. I have been privileged to complete specialized health training so I can manage diabetes, asthma, epilepsy and gastronomy feeding coupled with best practice manual handling procedures when supporting students with multiple impairments. It's an honour to work closely with families and other dedicated staff to support students in the school setting.

After the efforts of school staff all over the state in 2020 really stepping up to the plate after the sudden arrival of COVID and lockdowns, it seems a harsh reality that many will face uncertainty about their futures given the first initial correspondence from the department on 1st December 2021 stating they would need to show proof of full vaccination by 23rd January 2022 in order to remain employed. They have worked through with no masks, increased demand for sanitizer and PPE, working extra hard to support students with online learning, supervision of vulnerable and at-risk students, and have shown that with hard work and dedication, emotional resilience, healthy mindset and support not only could they get themselves, but their students families and the broader community through what we thought would only be a short time. Suddenly being mandated to the point where you are "not going to be able to meet the requirements to do your job" unless you get the vaccination just doesn't seem FAIR OR JUST, right?

The financial and emotional impact of job losses due to mandates affecting my family are HUGE, including family segregation, sleepless nights, school days, doctors' appointments, lengthy phone calls and disruption. So far, one single parent sibling in the young person's life has lost their job in childcare after just one year (along with the countless hours of study they put into a cert IV in Early Childcare, another one of my children has lost their valued carer/support role in the community, another one of my children had to make the choice to resign as they would be doing majority of their work on premises that required proof of vaccination, one of my children forced/coerced under duress into taking vaccine in order to continue their studies, or face losing time, effort and money, not to mention the future career choice of their dreams, 2 of my very close nursing friends have received termination letters from a job they loved for many years, my father has been ousted from his beloved RSL and local clubs, and now I am faced with the likelihood that I will lose my job shall I continue to have honest and genuine questions surrounding these vaccine mandates.

Something we strongly encouraged our children to do was formulate their own opinions – because after all no-one knows you better than yourself. We as a family have chosen to unite and to support each individual for the tough, unexpected and hasty choices they have had to make.

I've had 3 emails from Craig Allen (1st, 3rd, and 9th December) with the actual confirmation of the CHOs issue of the direction only arriving on Saturday 11/12 from Michael De'Áth.....the day after we finished school for the year! I have received no other correspondence at school level, which has left us with the highest level of uncertainty not knowing what support we may or may not receive.

I have concerns that the students along with their families will notice the missing staff and have questions that may need to remain unanswered. They may miss out on the close relationships that have been formed over many years of close work.

We, as a community collective, need to value the importance of choice for all. We need to put strong value on the individual and stand by the beliefs we have around anti-discrimination. This is a time to stand up and support each other, not to create divide and especially NOT support mandates that push towards both apartheid medical and educational systems. Whether you are gay, religious, healthy, vaccinated or unvaccinated, we support inclusivity and that means WE ALL MATTER. PLEASE HEAR THE PEOPLE.

Educator 572

I am J. I am an early childhood educator that was terminated on 17 December. I am an 18yr old female school leaver who in 2020 walked straight into a full-time job (after being highly recommended by the schools VET Centre considering my outstanding results in Active Volunteering and Early Childhood Studies) at a Brisbane Childcare Centre and was signed up to do a Cert III in Early Childhood Education leading to a Diploma in my second year.

I value the lives of young children and have known that working with children would be my chosen career path, or potentially leading to primary teaching, since a young age. I wanted to be the kind and gentle support person that I needed when I was younger.

I have enjoyed the staff I have worked with, created bonds with many of the children, put considerable time and effort into my studies and have had positive feedback about my progress from staff and families alike.

I received a generic notice [REDACTED]ff that we would need to be fully vaccinated by 17th December 2021 or face termination. An intrusive verbal survey was conducted casually while we worked, and my private medical information was no longer private. My anxiety was overwhelming, and thankfully I was approached by other ladies who also were not about to be coerced by an unfair government mandate. Some girls like myself continued to work until we were told that Friday would be our last day, and others were left [REDACTED]e but to be forced into getting the vaccine in order to care for their own families financially [REDACTED]dous financial and emotional pressure on my own family, who currently have 2 out of work due to the mandates.

I am worried that the children will go without the necessary ratios of staff:children (now an unfortunate job being left up to centre management) until new staff are found, and it will take time to form bonds and familiarize new staff with routines etc.

I would like to see these mandates dropped so that good intentioned, educated, committed to the greater good, dedicated people (including nurses, hospital workers, police officers, ambulance officers, pilots, tradies who can no longer go onto certain job sites to name but a few) can get back to doing what they love and know best. I believe where there is risk there should also be choice – and under these current mandates we are being given NONE.

I have been very stressed about the uncertainty of my future. I have had to dip into my savings, apply for jobs I'm not sure if I'm going to like out of desperation, schedule extra therapy sessions, listen to my family argue, accept the fact that my studies will go unacknowledged, miss out on parties and events at venues with my friends, and dig into reserves of strength I wasn't sure I had.....while others go on oblivious to the tough stance I've had to take. I feel a bit like an ANZAC. I know that I do it for the people yet to come, for the freedoms of the next generation.

PLEASE know that people and families are hurting and while we have made choices that some may say 'have consequences' or are considered 'selfish' we have done them with good intentions. Be they religious beliefs, scientific evidence, or personal experience the questioning does not deserve to be suppressed.

This is about equality, and inclusion. Not discrimination and segregation. This is about FREEDOM.....Freedom for parents to choose, Freedom for children to live without fear.....FREEDOM FOR ALL.

Educator 573

I am EC working as a school cleaner at a special school in Brisbane. I have worked part time for 15 years now.

What made me stay this long is aside from having a job I also enjoy the many benefits that comes with it. It helps put food on the table not only for me and my family but also for others.

It is keeping me fit mentally and physically as well. Losing my job means I will miss also the social interaction with others and the Joy of seeing the children interact with one another.

My employer acknowledges our services as cleaners keeping the school neat and tidy for the students and the community. Since this mandate was enforced for us to get vaccinated or lose our job, it has been very stressful over the holidays. We were not consulted at all, and I feel many of us have been coerced. It caused division, segregation, anxiety, poverty, sickness instead of healing, and created tremendous fear of the unknown.

The students and families are affected. They lose their confidence and trust and can become slower in their teachers and aides changes.

It would be nice for politicians to stand up for the people and not for themselves alone. To see the truth and not to embrace the lie.

Educator 574

My initials are SS. I am a 44 year old female. I work in a private school in Cairns as part of an administration team. My role at the school is to run the school's sick bay and cover reception. I have been employed at the school since 2018. I have advanced first aid training and love being able to help our students who are feeling unwell or are injured while at school.

My employer has enforced the mandate for the covid-19 injection; and will not provide any alternative arrangements accordingly. I offered to sign a contract agreeing to receive the 2 injections of the Novavax when it becomes provisionally approved as per all the Government notices regarding this manufacturer - as the results and clinical testing indicated less adverse health effects. This was denied due to the cut-off dates declared by Qld government.

This mandate has affected me directly with severe stress and anxiety; and the flow on effect for my family seeing me this worried. This mandate directly threatens the financial stability of my family and ability to pay our mortgage and costs of living.

I absolutely feel coerced and backed into a corner, and yes, forced, to submit to receiving the first provisionally approved covid-19 injection under duress. I would only accept the Astra Zeneca as I absolutely refuse point blank to the mRNA jabs. However, I could not in good conscience sign the consent form - which the person injecting me agreed with.

As a result, my mental health has been impacted negatively. This Christmas holidays has held absolutely no joy or rest for me. I struggle with sleeplessness and worry what 2022 will hold for us.

I am very worried that future mandates will be forced on students who attend school to require to get the provisionally approved injections for covid-19. I see thousands upon thousands of students getting withdrawn from school if this happens. This will then, directly impact my employment and make my own forced/mandated injection pointless anyway.

I want ALL mandates for these covid-19 injections to be retracted immediately. This takes away our individual rights for informed consent.

Educator 575

My name is E and I live in Moorooka with my very-young family; youngest child is only six months old. In my 11 years career -as a proud teacher- I have worked with various students across a large range of educational settings. As a teacher I can sum-up my years in this one sentence: every lesson I try to get the students in front of me to be a better version of themselves as human beings and to never use 'we are only humans' phrase as a limitation; the term can only be used as a possibility my classroom.

Work has been rough since the mandate. I have had to lodge a grievance form for the very first time because my boss – two days after the mandate - approached me and asked about my medical history (in front of a colleague) which resulted in me feeling that the situation was not handled sensitively and that there was very little compassion with what was said to me – particularly around my employment status as long-term staff. I emailed my boss that day to express my concerns so he knew how I felt. He replied on the same day and he did acknowledge what he did was wrong in terms of privacy. However, he once again applied pressure on me regarding my employment status and future payments (loss of job) – particularly how my decision will impact my family's wellbeing. He also included personal views on the topic which made me feel uncomfortable to talk to him due to the serious nature of the comments (I was a threat to his family). I have had to see my Dr and speak to the school counsellor as this whole ordeal at work made me feel worthless and unappreciated. The school also did not provide me the time of day to listen to any of my personal concerns around mandated vaccinations (I sent three emails requesting to meet with admin). My contribution to the wellbeing of staff/students in various domains and faculties always revolved around listening to people and this -once again- left me feeling useless and unwanted, especially when my boss told me not to come back: just like that!

The mandates have impacted me significantly at home as well. I tend to hide and not make much contact with them -and others for that matter- as I fear that I will let them down as I am the only bread winner at home. I have started looking at my options with the bank in terms of financial hardship and have also thought of selling our unit so we can have some money to live off. Coming from a war-torn country has made me relive some of the trauma: particularly being separated, isolated and not being heard. I have not been able to sleep and will be going to my Dr yet again to speak to him about my condition. He initially referred me to speak to see a psychiatrist but the wait time is till March. Both my Dr and the pop-up vaccination clinic could not give me the information I needed in order to make an informed decision about the vaccinations due to my medical condition (Trigeminal Neuralgia – TN). I have also spoken to the school funded councillor for guidance and sent an email to staffvaccinationstatus@ged.qld.gov.au in order to get information about an exemption based on my circumstance (no guidance nor information provided yet). Every avenue seems closed and no one is willing to listen; even the close people you thought you could trust.

One in three people (who have Trigeminal Neuralgia) commit suicide: sometimes it is called suicide disease. The last pain cycle lasted a year and I had suicidal thoughts as the pain would last up to 40 seconds (zaps) every 1-2 minutes a day. The thought of this makes me want to cry. Since this mandate -and incidents at work- the pain cycle has started creeping in again (was gone for 3 years). The suicidal thought I had previously scare me a lot and I do not want to be there again – especially if the zaps come back to that level I had previously. All I EVER wanted to know is if these vaccinations would trigger my TN attacks at all. No one ever wants to guarantee that this will not occur, yet other people are looking after my wellbeing and mandating vaccinations. No one knows how it feels not to be able to kiss your partner nor children due to attacks. No one knows how it is not to be able to speak and stop conversations half-way through. No one knows how it is to avoid people so you do not have to speak. No one knows how it is to make lies so you do not hang-out with people. This is what scares me because anything can trigger my TN – even a gasp of wind and not to mention flue-like symptoms as stated by all of the vaccination companies. Unless I know -for sure- that this will not occur than I can't be putting my body on the line. I have lost control previously of my body due to pain and have also lost control of many decisions previously. This can't happen again and this is what is driving mad – no one listening.

I am only one person willing to speak out and state what is happening to me. I fear that I am not alone. I fear that there are a lot of other stories that are not being heard. I fear that a number of beautiful teachers -with hearts in the right place- will not be in front of our children anymore. I fear that many stories will not be heard because this band-aid solution and process did not involve anyone in the consultation phase nor did it give an opportunity for people to be heard with many doors getting shut along the way– I am a living example of this.

Please share this story. Please allow everyone to have their voice heard. Please allow these people to keep their job because our children need them. I never wanted to climb the ladder as I firmly believe that we need experienced teachers in front of our children. I -and many more- might not be able to say 'I am proud teacher' in 2022 and I urge you to stop this from happening. For me this was so therapeutical as I have not been able to speak to people at all and I thank-you for reading and sharing my story.

Educator 576

My name is A G (BA, BEd). I am a happily married wife, mother of two boys and high school teacher of English, History and Religion and Philosophy since 2000. In my 22 years of teaching experience, I have taught in a variety of private Christian Schools on the Gold Coast and southern Brisbane. I have held a number of different positions, from classroom teacher, to Head of House, Year Level Coordinator, Acting Director of Student Welfare, Subject Coordinator for Religion and Philosophy and Head of Debating and Public Speaking. My areas of special service are as a Year 12 Coordinator and Student Leadership Developer. It is my especial pleasure to help Senior students navigate their way through their final year of secondary school, ready for their acceptance of full civic responsibility as adults. I am also a qualified and experienced QCAA External Assessment marker for General English. All this experience is not easily replaced, and it is breaking my heart to think I cannot continue my wonderful job.

Since my earliest experiences as a pre-service teacher, I have based my teaching practice around the building of relationships with my students. I have served my students and my school communities with a wholehearted commitment to excellence and a desire to love, serve and know each of my students. There is now 20+ years of adults who will testify to the fact that I have valued them and their personal journeys, as much as I have valued and loved my position as the [REDACTED] I have especially loved the chance to teach senior students in English, History and Religion and Philosophy, as these are subject areas where they can experiment and refine their foundational ideas of life. They can actively engage with and critically evaluate the intellectual forces that, for millennia, have shaped lifestyles, societies and conflicts. These are skills which I feel are desperately needed in this current political and social juncture, and simply teaching our students unquestioning obedience to authority is not something I feel should be endorsed.

When it was first reported that [REDACTED] be forced to get the Covid-19 vaccination with Premier Anastacia Palaszczuk expanding the state's jab mandate to people working in 'high risk' areas" (*The Courier Mail* 30 Nov 8.51am), my principal and deputy principal were understanding of my choice to refrain from choosing to be vaccinated, as both of them have themselves had hesitations and had family members who have had hesitations with this vaccine. Nonetheless, they felt that their hands were tied, that in order to continue to meet the requirements for state funding they would have to enforce the mandates, "unfair as they may be". I am very grateful not to have received hostile treatment from my bosses, as some people have. However, this does not diminish my frustration that they have not spoken out on behalf of their workers as to the injustice of this mandate –for the freedom of choice of workers, and the unnecessary and undue pressure it puts on upper management at a difficult time of the year.

For me and my family, the looming expectation that I will not be able to perform my usual work has caused immense pressure. It has caused us to cancel many special holiday endeavours that we would have otherwise enjoyed. It has been a much leaner Christmas, we have cancelled travel plans, we have cancelled and avoided activities which we would otherwise have freely enjoyed (like eating out, going to the movies, attending concerts and the cricket). However, our children support and applaud the fact that we have taken a stand according to our choices and our beliefs, and that we are committed to this position of health with integrity.

My husband and I have had sleepless nights due to worries over household income and the meeting of our mortgage and bills, plus maintaining the private education of our boys. We have strived to shield my children for the depth of concerns, but they are aware that 'mum will not return to work' in the new year and this then has caused them to have their own concerns, including nightmares. My husband is stressed about how he might potentially pick up longer shifts, in a job where he is not paid any overtime. We have had to consider selling our home and moving somewhere further from more central areas. When the mandate comes into full effect, as school resumes, I know it will cause even greater mental health issues – for myself and for the rest of the family.

I strongly believe that this mandate, and those like it, which dictate terms of employment based on vaccination status, should be eradicated immediately. Such mandates are discriminatory and are not commensurate with the health risk posed in Queensland. For me, there is nothing in my position description for the work which I am employed that I cannot and am not ready willing and able to fulfil. I (and all workers) should be free to fulfil the vocation that I have chosen for myself, whilst still maintaining in the private manner of life and behaviours that I have chosen for myself, and which align with the policies of my freely chosen place of employment. No employee should have their livelihood conditional upon a vaccine, especially if they are not in an industry that is not directly related to health.

Educator 577

My name is E. I have worked as a teacher aide for the past 3 years in the Atherton region of Queensland. During this time, I have also completed 3 years of a Bachelor of Education (Primary) degree with a GPA of 6.571. In 2021, I also took on a student mentor role to assist students who are undertaking their first year of university study. My journey into the education sector began later in life with my own children's education. I quickly learnt that I loved helping young people and decided to make a career change to follow my passion. Before the mandates were introduced it was my goal to work as a teacher aide for the remainder of 2022, complete my degree and begin teaching full time at the beginning of 2023. I felt confident of employment as a teacher as several schools had approached me asking me to contact them upon completion of my degree.

Unfortunately, due to the mandates placed upon schools I have been told that I am unable to return to work unless I am vaccinated for COVID-19. I have also been told by my university that I must be vaccinated to complete my fourth-year placements which are required to complete my degree. Therefore, due to these mandates and my choice to remain unvaccinated I have not only lost my current job as a teacher aide but also my ability to complete my teaching degree. This is of course has had a huge mental and financial toll on myself, my family, and our future. [REDACTED]

Not only am I concerned for my own future but also that of students and other teachers. I know of many caring, dedicated and highly educated staff who next year will be missing from the education sector due to the government's decision. I believe this will cause staff shortages and place increased pressure on remaining staff. Additionally, years of experience will be lost due to this mandate, this is something that cannot be counted and cannot be regained. This increased pressure on the system will flow through to students who will be negatively impacted. I have already seen [REDACTED] where students are losing some of their favourite teachers and teacher aides. My own son also does not know who his teacher will be next year as the highly qualified teacher who had been assigned for his class is no longer able to teach.

The reason I chose not to be vaccinated is I personally have reservations around the safety and efficacy of the available vaccines. For this reason, I have chosen to look after my health my own way with exercise, diet, and supplementation. I have always believed in personal responsibility for one's health. These mandates have forced me to choose between my career and what I believe is best for my own body. If these vaccinations prevented transmission, then I would happily "roll up my sleeve" as I would never want to purposefully endanger another person. However, with recent levels of infection spreading through the vaccinated community it is obvious that vaccination does not stop transmission. Therefore, the argument that mandatory vaccination in the education sector is required to protect children and vulnerable members of the community from infection is invalid.

In conclusion, I would urge the government to remove the requirement for mandatory vaccination for school staff. If this fails to happen the education sector will lose many valuable employees which will negatively impact future generations. Please let the people of Australia manage their own health and let teachers and teacher aides do the jobs that they are so passionate about.

Educator 578

My name is K and I have been an educator for 29 years. As a female, originally from the Gold Coast, I began my teaching career as a “targeted” graduate in South Western Sydney. After completing my Diploma in Social Welfare and enjoying a placement with a school guidance officer, a career in School counselling interested me so I further completed a Bachelor of Teaching at Southern Cross University and armed with 5 years of tertiary education, made the bold move to the South Western suburbs where my eyes were opened to the plight of socioeconomically disadvantaged students.

During my teaching years working for the NSW Dept of Education, I became the amazing teacher I am today. My expectations are high, my values are high and my dedication to the welfare and development of the individual student is unquestionable. It was from this disadvantaged experience that I realised the worth of a teacher as being instrumental in guiding students and supporting their needs. Having a young family of my own now, I made the move back to Queensland to be closer to family and began my career with Education Queensland.

Originally a primary school teacher, my niche fell into the needs of middle school students and my Ed. Qld career included working in the Northern Territory where I gained further expertise in the education of Indigenous students and multicultural education. I further studied a Graduate Diploma in Education and Certificates in Middle school Mathematics and Science to finally lead me into the High school setting where I am Year 7 Maths and Middle School Numeracy coordinator. I know I am highly valued by the staff, parents and students at my school and I am devastated that they stand to lose such an experienced teacher.

When the vaccination program rolled out across Australia, I spent several months researching the Pandemic in which we find ourselves. After consultations with many scientific journals and mathematicians, I chose not to have the “Jab” as the risk assessment completed by myself and my husband, who works with Corporate Risk and Safety, did not equate with the statistics discovered in my research. When the mandate in Queensland was announced, my world was crushed.

To me it just didn’t make sense, we had worked for nearly 2 years in the pandemic so why mandate the decision now? As teachers, we are exposed to many flues, viruses and we develop strong immune systems as a result so why make this mandatory? The yearly flu injections have never been mandated, Hepatitis has never been mandated, Whooping cough has never been mandated in fact no other vaccination has ever been mandated so why mandate the “Jab”? When I caught Swine Flu back in 2009, the vaccine was not mandated. So why now? I had several discussions with my Principal who was very supportive of teacher choice but also very stern that without this “Jab”, I would not be able to return to work. He approved LSL so I have time to consider my choice and the future of my career.

This mandate has affected me in both positive and negative ways. The positive is that I will have a years rest to spend time with my children, further my study and enjoy the beach and the privileged life that I have created for myself as a result of my excellent teaching career but it has negatively impacted me as I feel betrayed and bitter. I feel that I have not been respected as a professional, I have not been consulted and I feel confused. More importantly though, I feel sad that I will not be able to teach anymore, to see the development of young minds, to spend hours researching and developing programs to help each individual shine and to support my colleagues and further better my school. This is what makes me feel alive, knowing I can help, guide and make a difference.

I am worried and concerned that the education system will suffer, not only from not having my input and dedication, but from all the teachers that it stands to lose. These teachers are the back bone of the system as they are the critical thinkers, the researchers, the people who hold high values and act upon them. They are the educators confident in their own abilities who design innovative programs. Moving forward, I would like the Education Department to reconsider their choice regarding vaccination mandates for its dedicated teachers. Having a “Jab” as part of an employment condition will not make education safer or greater nor will it encourage innovative thinkers who can take programs forward. Schools are institutions where we embrace diversity, we encourage critical thinking, we foster differentiation, and we challenge students to be the best they can be. I challenge Education Queensland to do the same, please, drop the mandates!

Educator 579

My name is RD, I am a 31 year old Male Secondary School Teacher on the Sunshine Coast. Whilst I am only a recent addition to Teaching at 4 years of service, I am fighting to ensure I am not another statistic of Teachers who end their careers before 5 years of experience. Whilst I did a full Bachelor of Education degree with subject areas of Business and Health & Physical Education, I predominantly teach in the Industrial Tech/Construction areas. This is due to the fact that I previously completed an apprenticeship in Cabinetmaking and had various experience in the construction industry. I see my past experiences as being a beneficial addition to my teaching practices but most importantly, I see it as being beneficial to my Students, allowing them to seek advice and guidance that may align more towards their future pathways.

When these mandates for vaccinations were introduced on to the education sector, my employers response was one of blind acceptance, stating "it was always going to happen" and "there's nothing we can do about it". Whilst this response did not fill me with confidence of someone in a position of leadership, I did take some positive from the fact that he stated he did not agree with the mandates and believed [REDACTED] reasoning it is appalling for anyone elected official to set such precedence's on the citizens.

The mandates have had quite an impact on myself namely emotionally and mentally. This did result in me becoming physically ill, throwing up on multiple occasions following the announcement that I had [REDACTED] or lose my livelihood, my career, everything I had worked to up until this point. [REDACTED] have face coercion for the past year. From colleagues, my principal, and even family members and friends. Despite their opinions and reasons for themselves being vaccinated along with wanting myself to be. I could not help but find it laughable their differing reasons for doing so. This only added to my mental and emotional health decline.

I have grave concerns that these mandates will increase to my students, in which they will be coerced and forced in to making choices (or their parents choosing for them). This simply goes against the fundamental job of a Teacher. As a Teacher we are to give students the tools in which to research, collect evidence, and make informed decisions for themselves. These decisions are being taken away from them, as they have been taken away from myself.

It is too late for myself, I have been put in a lose lose situation. I have had to take the 1st dose of the trial vaccine in order to keep all that I have worked for, my career, my home, my security. I have felt ashamed and disgusted ever since. However, I would like these mandates to be retracted. I would like society, Australians, to be given back their freedoms and not have the choice of freedoms dangled in front of them as some reward for compliance.

My final message to you is simple. Are you speaking up for your beliefs? Are you making a stand for what is right? Are you living up to the characteristics that the Australian identity was built upon? Or are you simply just doing what you have to do to keep your job?

Educator 580

K F female

I work fulltime in the Learning Enhancement Department in a private school on the Gold Coast, Queensland. In my position, I provide literacy and numeracy intervention for primary school students.

I am in my fifties and have a Bachelor of Education. I have worked for just over twenty years in the Queensland private and state school systems as a classroom / learning enhancement teacher.

In my role I am blessed to be able to work with my amazing little people to uplift, encourage and support their individual needs. More specifically I help the students that struggle at the start of their schooling in prep and year one to gain the basic literacy skills needed to build a solid foundation for reading and writing. I love this part of my job and want to be able to continue to do this in the future.

My employer as of December 2021 has required me to be fully vaccinated by January 17, to be able to return to work for the 2022 school year. We were given less than a month to make this happen. I have been forced to take leave and when that is used up if I wish to keep my job, will need to be fully vaccinated. No other options or alternative [REDACTED] by my employer.

The mandates that have been put in place have negatively impacted my whole family.

My younger son who is studying, has lost his parttime job due to the vaccine mandate and has been unable to get a replacement job, so [REDACTED] him financially.

My oldest son, who has just completed his apprenticeship is having to support his partner. His partner was forced to have the vaccine or lose her job. She has had the first vaccine and since then had not been able to work due to numerous health issues including heart problems. The follow up has included several emergency hospital visits and ongoing medical appointments and medical bills. My son has had to care for her and therefore this has hampered his ability to work.

I have had to assist them financially to survive and this has put immense pressure on our whole family and our living conditions. We have had to cut back on our everyday living expenses including groceries and cancel insurance policies and life insurances. The number of things we will have to do without is increasing every week.

The mandate that has been forced upon us has impacted my mental health. Due to the financial stress and constant worry at the loss of my job our family relationships have been placed under immense pressure. Dealing with the constant instability has lessened my ability to connect socially with others.

The mental health of family members has seen a change in their personality, normally relaxed, easy-going boys they now worry and are anxious about what the future holds for each of them on a daily basis.

I am concerned for my students as a number of them I work with on an ongoing basis from year to year. Some of my students struggle with major anxiety disorders and the change of circumstances and teacher will add to their wellbeing and anxiety.

The vaccination mandate for teachers needs to be lifted. Individuals should be allowed to make our own health decisions without being coerced to having the vaccination for fear of losing our jobs.

The vaccination mandates and restrictions across Australia have negatively changed our communities by creating a two-tier society of those vaccinated and not vaccinated. It has also taken away Our rights to move freely across our country, interact with others and broken-down family structures and community cohesiveness. They are ruining the mental health and well being of many individuals, especially the young in our society and should be stopped as they are **unAustralian**.

Educator 581

My name is J and I have spent 33 years predominantly in the primary school system, with some time in adult education. I am a female teacher in Brisbane and I have put much time, my own and my employer's, much money, my own and my employer's and much effort, mostly my own, into study and developing skills that will now be lost by mandates enforced on teachers whereby they lose their jobs for not vaccinating or refusing to provide personal health information to others.

The saddest part for me is that I have built up many skills over my years of teaching, having spent much of my own (unpaid) time and money on professional development to help children with reading and writing difficulties. I have spent copious amounts of my own time over the years investigating and studying the most effective approaches to helping these children who are in dire circumstances, with confidence levels low when they start working with me but months later, brimming with confidence, willing and able to tackle reading and writing tasks. My knowledge and skills have been passed on to other teachers and I had intended to continue teaching for several years more, sharing more with other teachers and directly helping more children, many of whom are in dire straits struggling with every task in the classroom, not being able to ever read a book for enjoyment and not being able to write even a simple note.

I have a Bachelor of Education, Diploma of Teaching, Certificate IV in Training and Assessment, Certificate IV in General Education for Adults and several certificates specific to the teaching of literacy to children who experience difficulties in reading and writing.

My expertise will not now be utilised to any impactful extent. This is expertise that has and can make huge differences to children's lives. [REDACTED] cannot be replaced by a graduate, a teacher aid or even someone with a few years of teaching under their belt.

Thankfully, I do not now have the worry of a mortgage. I will however still be affected financially and my husband, older than me and suffering a significant health issue, will now have to carry a burden of increased hours of work to make up for my loss of employment. My job loss will significantly affect our earnings and future. Our plans, although not grand, have been dismantled by the government's demands for people to undergo a medical procedure that they are not willing to put their bodies through and to disclose to their employee (and others) their personal health information, an enormous overreach by the state government and the federal government by proxy.

To be put in this situation of being barred from my job has been devastating. I wake up each morning and wonder if I am in a nightmare. I have terrible trouble getting to sleep worrying about my family and what is happening to the world, the job mandates being one of the worst aspects. Will I change my mind and undergo the procedure and/or give my private health information to my employer and others? Not a chance. The government might put even more screws on us but as they say, this is a hill I am willing to die on; not only for myself but for future generations who would have to live with loss of bodily autonomy, loss of privacy and loss of basic freedoms. I want no part in passing those losses onto future generations. No virus is worth that.

I implore you to step in on behalf of teachers and the children whose lives will be affected by the job losses of teachers and others in the education sphere. Please work on behalf of those who have worked for your children and/or children of your relatives and friends. They are the next generation of adults. Please work to give and leave them a world worth living in. Please work for the world.

Educator 582

My name is D and I'm a Library teacher assistant from the Sunshine Coast. I am 65 years young and have been employed at my job in a school for 24 and a half years.

I assist in the everyday running of the Library – which I believe is the hub of any school. On a daily basis, I interact and assist teachers, admin and business staff and most of all students from year levels Pre-Kindy right through to Year 12, answering requests and giving out information on research, referencing and many other various topics. I am at the front desk and my role is quite varied and involves mostly customer relations. I love, love, love my job and my employer acknowledges this.

In the first week in December, 2021, all staff were advised that the Queensland Government had mandated double vaccinations for anyone working or even volunteering in education in any capacity. Anyone not fully vaccinated for COVID-19 by early January, 2022 would be unable to come onto the college campus. I have chosen not to take the vaccination for various reasons and face losing my job.

The prospect of losing my [REDACTED] is very stressful for me as I am the one working in my family and bringing home a wage.

Since receiving the information from my employer regarding Government mandates for vaccinations, I have been quite stressed and at times depressed. I felt this Christmas had a big black cloud hovering over it. [REDACTED]

I am very experienced at my role in the Library and having left in December for the holidays when school finished for the end of term 4, there will be no opportunity to hand over to someone taking over my job in January.

I don't want to be coerced into taking a vaccination that I feel won't be good for my health as I already have an autoimmune problem for which I take medication.

I would like the Queensland government to come to a compromise for those not wishing to take the vaccine.

Perhaps rapid antigen testing could be done prior to employees coming onto the campus each morning and if a negative result is achieved - being allowed to work at their usual role and perhaps wear a mask as well.

Educator 583

Initials: E.R. I am a female Secondary Science Teacher in Ipswich QLD and have acted as Head of Department for the past three years. I have over 11 years of teaching and leading experience within the Education sector. I have a Bachelors degree in Secondary Education, a Certificate IV TAE and several post grad courses in Science and Philosophical Inquiry in Education.

I am a gifted Science teacher, able to make connections between the different fields of science (something a lot of teachers struggle with) in a way that is easy for students to understand. I am an enthusiastic teacher and make learning fun for all. I am experienced running QCS preparatory programs, external exam preparatory programs, as well as running wellbeing, time management and study skill sessions for Year 11 and 12 students (something that schools can pay thousands of dollars for from external providers). I have led schoolwide programs around student outcomes and teacher performance. As a Head of Department, I have taught over 200 teachers in areas such as pedagogy, inquiry and philosophy for learning. I have also led departments schoolwide in mapping curriculum, pedagogy and assessment to ensure alignment and student success.

My employer has mandated that I get the COVID-19 vaccinations before the beginning of the 2022 school year. From when the mandate was released, to when both vaccinations must be administered by does not allow teachers to receive the AstraZeneca Vaccine. It pigeonholes us into getting either the Moderna or Pfizer Vaccines, both of which are still in trial phase. I was waiting for the No [REDACTED] my research, this is a more viable and safer alternative. However, I have been coerced into receiving the Pfizer Vaccine, which goes against informed consent, a concept I teach thoroughly in my Year 11 and 12 Psychology classes. As a teacher who stresses the importance of informed consent to Psychology students, I am a walking, talking contradiction and it makes me sick to my stomach that our own employer and government are able to wield this level of power over us. This is not a democracy.

I have no option but to receive [REDACTED] am the sole earner in my household. My husband served the Defence Force and was injured. He was medic [REDACTED] surgeries since 2013, with more coming. He is on a defence pension, which is not enough for us to get by, and he is unable to work due to his injuries. I have no option but to get the vaccine to remain employed.

My mental health has deteriorated during COVID, and especially after the vaccination mandates. I see the impact the fear-mongering from the government and media have had on our students as well. Their mental health and wellbeing has been ruined by the mass hysteria created by the government. Mandates on vaccinations, masks, social distancing etc. has confused our children greatly. It needs to stop. At least as an adult, I am able to sort through the information and make informed decisions for me and my family. However, I have had to increase the frequency that I see my Psychologist and Psychiatrist to help me get through this time.

I NEVER would have thought about quitting education during COVID, because I have a duty of care to my students. However, when the vaccine mandate was released, I was ready to throw in the towel and leave education. I cannot due to financial reasons though. That is the ONLY reason I am staying in education now. Because I have been coerced.

I am concerned by the segregation that vaccine mandates have brought in our community. Working in a low socioeconomic area, this is exacerbated, as are the mental health concerns. I have seen firsthand how our students are not coping in this "new world". They do not have the strategies or mental health to deal with the changes they are witnessing. I am also witnessing our teachers burning out at a faster rate. We are front line workers, I don't care what you think. We are the ones that students are coming to with their questions and concerns. We are the ones that are modelling the behaviours that we want them to have in society. Yet we were told not to wear masks, when other front line workers were. We were the ones, out of all other public servants, to NOT get a pay rise last year. We were the ones that were NOT allowed to work from home or in other flexible working alternatives. We were told that students "couldn't catch COVID", so it was fine to not socially distance in classrooms. School have been the biggest contradiction for mandates and health directives over the past two years, and teachers are tired. We are over it. And now enforcing vaccinations to teachers, this late in the picture? It is not because you are concerned about our health! It is so you can get your vaccination number up to 80%. It is disgusting. If you actually cared about the health of teachers and educators, you would have enforced vaccinations a year ago, like other front line workers.

Informed consent and choice are the backbone of a democracy. Well done, you have just removed our rights and therefore our respect. I just hope we do not have a generational effect where an entire generation (or more) are severely damaged psychologically, emotionally and socially from this. I hope that our children will not resent us for not being able to do more. I hope that they will be able to rise above this and create real sustainable change for the better.

So yes, I will be getting the vaccine. Not because I think it will protect me from COVID, because all research shows that it won't. Not because I am concerned about passing on COVID to those who are immune-compromised, because again, research shows that I will still do this with the vaccine. No, I am getting the vaccine to keep my job, to keep a roof over my head, to pay for my husbands medical bills, and to help build our economy. No, I will be getting the vaccine so that I can remain in education and teach students how to be critical and creative thinkers that can analyse information and make informed decisions for themselves, their family, their community and their country.

Educator 584

My name is B, I am a 37 year old female, Primary School teacher for over 15 years and devoted mother of two beautiful young children.

I work on the Gold Coast, Queensland, where I have worked at a school that I love for over 15 years now and hold a full-time continuing status. I studied a Bachelor of Education Primary enabling me to teach Prep to Year 10, and majored in behaviour management. I have wanted to be a teacher since a young girl and was overjoyed when I received a fulltime position at the school I had completed my internship at straight out of university. I am a passionate teacher who could only estimate the many hours that I have devoted to my passion; helping young people achieve to the best of their ability and reach their full potential. I have taught as a classroom teacher in all grades from Prep to Grade 6, and also worked in various support roles throughout the school.

In hearing about the mandates just prior to going on holidays at the end of last year, I spoke to my principal. I had his support and understanding in not feeling comfortable getting the vaccination, however he was still unclear on mandates and his hands seemed to be tied, as he was awaiting continued instructions passed down from the government. He had said the simple response that he continued to get was that from the start of 2022 you needed to be fully vaccinated [REDACTED] the school grounds, which did not bring a great deal of clarity around the future of my career and others like me.

These mandates have impacted myself and my family tremendously. I was holding back tears on the last day of school, with young, bright eyed students coming up to me overjoyed that I was their teacher next year and me left standing uncertain if I would even be able to return to the job and profession that I love so dearly. I had separated from my husband [REDACTED] and had just felt like we were getting our lives back on track. News of this mandate shocked me to my core and left me with crippling anxiety around what my future holds for me and my children and how I would care for my two that I have 100% care of. I have had health issues as a result of the stress and anxiety which I am seeing specialists about and I have begun to see a Psychologist also. I live in fear of having a stroke or heart attack due to symptoms of anxiety and stress. My children and I have been through so much over the last few years. This mandate and the question that it brings to my once thought stable career and income is overwhelming.

I am concerned for the students and greater community at the loss of passionate teachers such as myself, with a wealth of experience that are great at what they do. My heart still breaks thinking of the Year 2 students and that I am supported to teach this year when they get the sudden news that I may not be able to return.

What I ask is simple. For you to support people that have given so much of themselves to our children and community, to have the freedom to choose what they put in their body. As intelligent, educated people I ask you to critically evaluate the facts. I urge you to do be someone of Integrity and do what you know is right.

Educator 585

I am a 53 year old female School Crossing Supervisor (Lollipop Lady) in Brisbane. I have really enjoyed the 8yrs I have been in this position ensuring the children cross to and from school safely each day.

It should be noted that all but a handful of School Crossing Supervisors (SCS) are employed by Transport and Main Road, not Education. The SCS only pop into a school to put on uniforms and pick up the stop signs and flags before heading out to the crossings on the road. However, TMR seems to have accepted the mandate and are currently collecting all SCS vaccination status via a survey. What they are going to do with the results we do not know.

Emails have been forward to all SCS which read as coercion. As I will not be taking the vaccine, they have made it clear I do face losing my job. Although it is casual work, it is an income that we rely on, so it will impact us in that way. It is not the best feeling to be out of work, especially not by [REDACTED] choice.

I am unsure how many SCS will be affected by the mandate, or how many will answer the survey, so I do not know how many schools will have unsupervised crossings at the start of the new school year. I do know that some SCS have taken the vaccine after receiving the emails and only be [REDACTED] have been told to do so, even if it goes against their beliefs.

We need to stop this. It just doesn't make sense we are being forced into something we don't want to do via a mandate for a workplace that we do not really work in. And especially for the children to be included is insane. The rest of the world is seeing children should not be included in this insanity, so why isn't Australia listening.

Educator 586

My name is R and I am a female teacher, age 32 who has 10 years experience teaching in Queensland schools. I have taught all year levels from Prep to Year 12 as a Permanent Performing Arts Teacher (Music, Drama and Dance). I previously taught in the Archdiocese of Brisbane and am currently teaching within the Primary sector, three days in the Cairns Diocese. I have a Bachelor of Music, a GDTL and a Graduate Certificate in RE. My gifts as a teacher are being enthusiastic, compassionate, and understanding, providing extra-curricular opportunities for students to feel free to create, use their imaginations, build self-confidence, and express their emotions in a safe and encouraging environment.

The Queensland Government mandate requiring *all teachers to be double vaccinated to work in a school environment, otherwise be under threat of termination* is complete coercion. In response to this mandate, I asked my employer for a COVID-19 vaccination risk assessment for my classroom and the response I was provided with was as follows: *In regard to a risk assessment, the How to manage work health and safety risks Code of Practice 2021 does not require a risk assessment to be performed when legislation requires a hazard or risk to be controlled in a certain way. Rather, the mandated requirement must be complied with. All workers within our schools will need to be fully vaccinated or have valid and current evidence of a medical contraindication by 11.59pm AEST on 23rd January 2022.* This is a generic response that has been received throughout our diocese and others.

Therefore, the Queensland Government's mandate enforcing all educators to have two doses of the Covid-19 vaccination has put me at risk of **losing my job as a teacher in 2022**. I am going to lose the job that I studied four years for, have 10 years of service and am passionate about. My daughter also begins Prep in 2022, at the same school that I teach at. She is expecting me to teach her the specialist subjects (music, drama, dance). She is not going to understand, *why someone else is in my classroom, why is mummy not teaching music?* She is four! She has been excited to finally go to mummy's classroom. *My daughter's classroom* has been stripped away. She is going to be distraught, before even beginning her first year of school.

This exclusion from working within the education system has already impacted heavily on the mental health of my family. It has caused depression and created high stress and anxiety levels with both my husband and I, due to being concerned about the future, not knowing if we can financially support our family (two daughters 2 & 4) and fear of being judged and bullied by the school community (parents, teachers, admin).

I have been working as the Performing Arts teacher at my current school since 2015 and therefore have taught every child in this school and have made positive, trusting relationships with my students. This mandate is not just taking away a job, it is stripping the opportunity to further develop these positive relationships with my students. Children are vulnerable and they trust their teachers, especially teachers who have taught them for several years. This mandate is also going to impact negatively on my school's extra-curricular activities. I have been on maternity leave twice and my school could not replace me with a trained specialist teacher and therefore the students missed out on fantastic opportunities, such as the school dance concert and Choir, which some students thrive in. Clearly there is a *critical workforce shortage* of trained Performing Arts Teachers in Primary Schools. If this mandate continues to go ahead, my concern is that QLD will lose experienced, compassionate, knowledgeable educators who understand children and are willing to give up numerous hours to provide extra-curricular programs to our children. These programs will disappear, and the emotional wellbeing of our children will suffer!

I ask the QLD Government to show compassion and acceptance of all and demolish this mandate *for teachers to be double vaccinated with the Covid-19 Vaccine*, so we educators can do what we do best and that is teach, care, and help children to grow into compassionate, respectful individuals for our future.

Educator 587

My name is K originally from the UK and was sponsored as a full time Early Childhood Teacher on a 482 visa due to the shortage of ECTs in Gold Coast, QLD. This would be the 5th year working in ECE, previous to this I was a Primary school Teacher in South Wales, UK for 3 years. I have a BA Hons degree in Childhood and Youth and a Post Graduate/ Part Masters in Primary Education. My gift as an educator is creating a warm, loving, thriving environment for children to blossom and learn to their full potential. I build strong, trusting relationships with each child and family to ensure they feel safe, nurtured and can truly be themselves.

At the beginning of the mandate the response from my employer was supportive in giving me a few days to think about my choice. However, this quickly changed within a few days, I have felt bullied and humiliated by her unprofessional ways. My employer has given me lack of information on the mandate and seems to be completely unaware of work place relations. As well as this, one employer has decided not to take the vaccine and has stated the mandate doesn't apply to her as she is not regularly on site. This employer has stated her support to those who are at risk of losing their jobs, however no other support has been shown. I feel this is complete discrimination and hypocritical of the employers.

The mandate has impacted my family and I, I have never felt pressure like this before to take the injection or face losing my job. I have felt the emotional pull to the children I dedicate my care to. I am concerned I will have now [REDACTED] I love again. Since the mandate my mental health has suffered significantly, there had been many sleepless nights, high anxiety where I am afraid to leave my house. This not only has affected my mental health but also my partner's. He is currently struggling to support my mental health as this mandate is creating anxiety, depression, and high stress levels for both of us. As a result of these mandates, I have been prescribed to take medication for anxiety, stress and depression. As well as this I am currently seeking support through a psychologist and seeing my GP to support these ongoing mental health issues.

I have high concerns for my students (both new and also the ones who will be staying back a year) Firstly, the children I have already taught, developed those strong, trusting relationships with. These children have high needs, hence why they are remaining in kindergarten for another year. To have their consistent support ripped away has caused the children with additional needs to take steps backwards instead of forwards in my professional opinion. Children who have high anxiety are now struggling with how to self-regulate and not knowing who to turn to when needing support. On the last day of being allowed on site, I sat with a little girl both crying at the unknown. This is not how a student and teacher should be saying goodbye to each other, however due to the mandate we had no choice. I am also concerned about the lack of qualified staff there now are in the kindergarten area. Currently taking my position is someone studying this profession, this is not giving the children the education and care they deserve.

I am asking for mandates to be immediately revoked, especially now given the new information and low risk of disease with the new Omicron variant of COVID-19. I would like to see teacher/educators and all education staff be able to engage in the role they love so much. Also, for the children to have their passionate teacher back where they belong.

Educator 588

My name is S and I have been a Teacher Aide for 9 years. I work full time in Rockhampton in a State School. I have been a specialty teacher aide for many years, working in special needs, where the student numbers are increasing every year. Last year I studied my Cert 111 in Education Support and was looking forward to continuing my career in education, nurturing and supporting our most vulnerable students. I have found that I have a particular gift working with the more “difficult” students; the ones that are disengaged and disheartened with the school system. I have had amazing results working one on one with these students to improve their confidence and attendance at school.

I expressed my concern, asking for a risk assessment, to my employer (the school at which I am based), who passed on an email address to contact. Upon doing this, I received an automated response that a case management had been set up for me. Another email from the Department of Education has indicated that those who do not comply will be terminated from their careers.

My husband, who has been a long-term employee in the mining industry has recently received permanent position. Unfortunately his work has also recently mandated that to continue working, all employees must be vaccinated for Covid. Consequently, he has had to forgo his hard-earned permanent position, and take a casual job further from home. This was hard enough, but then for the Education sector to receive the same mandate, means that we will now be down to one income which will make it extremely difficult to cover the mortgage and other living expenses. Recent extensions to mandates mean that students are required to wear masks at school. This means my son will not be returning to school, as I am aware now unsafe wearing a mask for long periods of time can be. The government mandates are taking a huge toll on all areas of family life.

The loss of careers and finding alternative schooling for our son is causing huge emotional and mental stress on me and my family. I have been having difficulty sleeping, I find it difficult to leave the house and get emotional very quickly.

My greatest concern in the schooling community is for students with high needs, who require familiar one-on-one support. I feel they will regress in their emotional, social and educational capacities as it has always been difficult to find specialised teacher aides to work with these students and this will be even more difficult in 2022.

I am asking that the government considers doing Rapid Antigen Testing for school staff, instead of continuing the mandates for vaccinations for all school staff.

Thank you for taking the time to read my story.

Educator 589

My name is T. I am from the Sunshine Coast and I'm an Outdoor Educator. I have been working and training for one year. It may not seem that long, but I have worked really hard in growing new skills. I have just received my Certificate III in Outdoor Leadership. I work with many gifted Outdoor Educators. I believe my gift is to encourage students to get out of their comfort zone and reach their full potential.

My employer is very understanding about my decision. They have told me I am a valuable asset to the company, have the potential to be an excellent Educator and will be missed. They have no choice but to follow the governments mandates and put these expectations on their employees.

The mandate has affected my employment options in areas I have been working and previously worked. I will be losing my job. The impact to me has been stressful and I have been anxious about future employment. Especially since I have spent the last year putting in heaps of time in developing skills in Outdoor Education.

My concerns for students is that there will be a drop of very good educators in employment and they will not have the resources to help students reach goals at school camps. The experience workers have is priceless.

I want to see freedom for health choices. It is not right forcing people to choose their job or no job. It's an invasion of privacy and a personal decision.

I don't understand why we are being treated like animals when we have values, feelings and freedom.

This vaccine mandate is unre

Educator 590

My name is R, I am a 63 year old female educator, who has been employed by Education Queensland for the last 40 years in the state schooling system. I have a Bachelor of Arts with a double major in Psychology, a Graduate Diploma in Education, and a Masters of Educational Psychology.

I have worked as a Teacher, a Support Teacher Learning Difficulties, a Guidance Officer, and a Guidance Officer Intensive Behaviour Support. More recently, I am employed as a Guidance Officer, but I have been deployed to manage the day to day running of a campus that supports 60 disengaged youth in the Cairns Region.

My Principal would say that my gift is my wisdom and enthusiasm for ethical and moral leadership of some of our most vulnerable young people in the region. I believe my gifts centre around working collaboratively with teams of people. I have a knack of bringing people together to work towards a common goal. I have high levels of expertise in areas of Guidance, Behaviour, Youth Engagement, Leadership and Solution Focused Brief Therapy.

I am not sure that my employer is aware of my situation at this stage, and I am not sure what the response will be, but I do know that my unique [REDACTED] not be easy to replace with 1 person. It is my best guess that they will have to employ a Head of Campus to manage the 5 classes, and associated staff, as well as a Guidance Officer to manage the ongoing case management of the 60 students presenting with complex and challenging needs.

I am married with one son, and both my husband and son have acquiesced to the mandates to hold their employment in various industries [REDACTED] neither agreed with the mandates. I have struggled to comply with the mandates because of the hypocrisy between the ideals that we espouse within the Department and those displayed by the Government imposing the mandates. I am asked to manage 60 disengaged youth, using principles of Inclusion, strategies aligned with Non Restrictive Practices, while ensuring that we consider Human Rights within decision making. In stark contrast, the mandates imposed are non-Inclusive, Restrictive and do not align with the Human Rights of an individual, in fact, they are a form of coercive control. Coping with this ethical nightmare has impacted heavily on my state of health, with recent visits to my preferred medical practitioner, resulting in the provision of a medical certificate, preventing me from working in Semester 1, irrespective of my vaccination status.

My concerns for my community pertain to the Government sanction to discriminate, and to use coercive control to get others to comply with something they are clearly opposed to. Perhaps we have to go back to the old saying, do as I say (be inclusive) and not do as I do (be restrictive)!

Educator 591

I am P, a male high school teacher on the Gold Coast and have been teaching in the same school for over 30 years. The first 14 of those years as Chaplain. I have a Bachelor of Education and Exercise Science along with a stack of certificates and other qualifications. I am qualified to teach Senior Sciences (Physics, Biology and Chemistry) but have spent a lot of time in HPE and VET, Maths, Computers, Science and recently in the last 5 or 6 years saw a need in Manual Arts and decided to assist and have fallen in love with construction and manufacturing and teaching students how to use hand and power tools as well as machinery and build things they never thought they could.

The mandates have had a significant impact on an already fairly serious personal situation. I have been unwell through the second half of 2021 and finally got it checked out at the start of term 4 needing to have most of the term off on sick leave with some cardiac issues and hypertension which were exacerbated by some conditions at school and seem to have ramped up since the mandates have been enforced upon us.

I have been to see specialists and doctors and have had a surgical procedure as part of the treatment along with a bunch of pills that I'm told are now lifelong. I have a number of people I know who have been directly affected by adverse reactions from vaccines and with little to no mercy from their employer or even voluntary organisation. One of them nearly passed due to a reaction to the first dose that she only received because she wanted to volunteer in a charity organisation. She requested an exemption from the second and was told no. If she wanted to volunteer with them, she had to be fully vaccinated. She was living proof of the need for an exemption but that still wasn't enough to allow her to volunteer and help.

Even while I was in hospital having a medical procedure, I chatted with people inside the ward including staff and described the situation with a [REDACTED] obvious that the staff could not "add" to the conversation there was a definite agreement with the concern regard the dangers of the vaccine. One of the other patients spoke of her never having had heart issues until she had the first dose.

It really feels like it doesn't matter if there are adverse effects, there is no real choice. If you want to provide for your family and cover the house payments, you have to be injected. Even medical exemptions are nearly impossible to get hold of. So, the pressure on people is building to a point that it is having a massive impact on their wellbeing and personal life. Well, I guess I can really only speak for mine and I can tell you the pressure some days is unbearable. Despite having filled out the survey I still receive emails and texts saying I need to fill out the survey. Every time one of these come through it's like being bullied. I remember when I was in grade 7 as a student, the feeling I got when the school bully appeared and came at me is not dissimilar.

A lot of my colleagues have only been injected because they had no choice out of fear of losing their jobs and everything they've worked for over the years. I just can't get my head around how people are being forced to deal with this situation. How are people being forced to do their bit to stop the spread by being injected with a vaccine that doesn't seem to actually stop the spread? It can't be said that this is for the staffs own good because I have watched and am watching people literally in panic over being forced to be injected. I know because I am one of them. I just don't understand how the department can be so overbearing and force this on their staff. I believe the impact on the staff is massive and our mental health is being destroyed.

I don't know how many people will need to show cause as to why they should keep their job after countless years of selfless service, but I do know that the absolute vast majority of people who were injected in the last month or so are being injected under duress and would not have otherwise taken the risk.

Please, this mandate needs to be lifted for the wellbeing and mental health of the staff.

Educator 592

Just over two years ago my husband and I had planned to move back to Australia so he could study and we could live closer to his family. We had lived near my family in Holland for 8 years. But our plans had to be changed as our flights got cancelled due to covid. Thankfully we were able to arrive in July 2020, just in time for my husband to start his online Masters of Teaching and Learning. His study went well and he is going to finish January 2022. He had finished his last prac at a great school who also offered him a job starting January 2022. He even received a permanent contract. Our dreams of my husband being a teacher and providing for our young family with three boys seemed to be coming true soon.

But then there was the announcement on November 30th that we had seen coming for a little while. My husband and I aren't against all vaccines but we do think that living healthy is a good start to preventing many health issues. The vaccine is showing to be of little effect in many countries that have been a few steps ahead of Australia. It also seems to be very strange that many states can tell people they need to have a vaccine just as you would need a police check for certain jobs. This vaccine is still very much in a trial phase until 2023. So unless my husband takes this jab, he won't be able to work as a teacher anywhere in Qu [REDACTED] please don't forget there are hundreds if not thousands of teachers and education staff who are going to step down. Think of all the chaos this creates in classrooms. For the past 18 months Queensland has done well to not disrupt the education of our next generation. But now you will have burnt out teachers, too many students in a classroom and probably many teachers who will need to take days off due to their adverse side effects of having the vaccine.

While writing this my husband [REDACTED] passed out at bedtime. Luckily I was able to catch him as he passed out. Ambulance was called and arrived shortly and luckily his heart and blood levels seemed to be okay. But we spent an entire night at the emergency ward waiting for blood results and seeing if there were no other underlying issues. We believe the stress and anxiety that this mandate has brought on our family was too much for my husband to cope with and his body went in fight and flight mode. He is very much ready to teach and educate children and finally fulfil his dream job. Why is the government not allowing these wonderful teachers to do what they are good at. There is no difference in jabbed or unjabbed, all can pass on covid!

For the past year I have been teaching Religious Instruction at a state school to year 3. It has been wonderful to give the kids hope and sometimes a listening ear to their stories and concerns. The kids find RI the best class on their Friday at school. We teach songs, do crafts, skits, tell stories. It is such a privilege. But again the mandate has forced me to no longer be able to teach the kids next year. I saw it coming, and still it hurts deep down inside to be forced so sign up to x amount of needles to keep up my vaccination status.

Now the government has even approved the Pfizer jab through the TGA for children aged 5-11. One of the ministers said on ABC news that although children are at low risk of getting very sick, they can spread to elderly and vulnerable. This confuses me. Because anyone who has had this vaccine can at any point still pass on the virus, there is no lower transmissibility. So why would we then need to vaccinate the children if it doesn't matter if they get sick and they can still transmit it whether they are vaccinated or not. So wouldn't it then be better to not vaccinate the children with a trial vaccine that we have no idea what the long term health concerns are for these growing children.

I hope that you will broaden your research and stand up for the individual Australians, before we become a communistic country rather than a free democratic nation. I hope that the politicians in Australia will start looking at the real evidence. That all our measures so far have not flattened any curve. That a healthy lifestyle includes all the things that the lockdowns take away from people; fresh air, friends and family, joy, healthy food, exercise, fresh air. Thankyou for taking the time to read this. We pray you will be granted wisdom as you stand up for the freedoms of all people living in this beautiful country.

Educator 593

I am a 43 year old female Primary School Teacher who holds a Bachelor of Education (Primary), living and working in Townsville. I hold a permanent full time position with Education Queensland. I have 8 years experience, and had recently returned to teach on a full time basis after having children, and was looking forward to the challenge. Although most of my career has been spent in the younger years, last year I was asked to tackle the challenge of a Year 5/6 class, and absolutely loved it. I was looking forward to again teaching Year 5/6 this coming year. I often ask my students what their super power is – we all have one – and writing this letter today got me thinking about what my super power is. It is an ability to instinctively know what my students need, whether that be academic, emotional or social. I am devastated to be unable to return to my school community this year and continue to support my students, and their families, with their needs.

Speaking to my Principal to advise him I would not be vaccinating, his response was dismay, as he has worked closely with me over the years, firstly as I returned as a part time/relief teacher, and then working to have me start full time teaching again. There are many reasons why I have chosen not to receive the Covid 19 vaccine [REDACTED] of them related to my health status, and some related to a close family member having severe side effects which were reported by her medical team as being directly related to the vaccine. I am very distressed that Education Queensland have made the medical exemptions so extremely difficult to get.

Despite advising Education [REDACTED] that I have no intention of vaccinating, I continue to receive emails to both my work and [REDACTED] texts to my mobile phone, threatening me with being stood down and disciplined if I failed to comply. I feel bullied and harassed.

The news about the vaccination mandate for teachers could not have come at a worse time for our family. My husband is a military veteran who was diagnosed with PTSD a few years ago. In May 2021 he was no longer able to continue to work. In November his condition had deteriorated to a point where he was admitted to a private clinic for almost six weeks of inpatient treatment. His distress at learning the Government would be forcing me to either vaccinate or lose my job was immense, and contributed to a break down. The impact my not working will have on our family is huge. Yesterday I emailed my children's private school to inform them I would be withdrawing our three children as we can no longer afford the fees. I also had to explain to my children (13, 9 and 5) that they would not be returning to their school this year. Their distress is great. As children of a veteran living with PTSD, they are already living with uncertainty. To take them from their school, their friends, has been devastating. I am incredibly distressed that I am being made to choose between a vaccine with acknowledged and serious side effects, and a profession I love. For weeks my depression has seen me bed ridden, unable to go out, unable to enjoy the Christmas and New Year festivities.

I am unsure the percentage of teachers who will not be returning to teach this year because of the mandate. I believe the true figure will be hidden as many teachers are choosing to take leave, either paid or unpaid, instead of being stood down. What I am really concerned about is the effect teacher shortages will have on the state school system. We are already short of teachers in Townsville. We will begin to lose teachers to the private system and the SE corner. Class sizes will rise. There will be a lot of uncertainty and disruption. Relief teachers will be difficult to find, further adding to the uncertainty. Teachers are already under a great deal of stress, and I believe these conditions will mean many of them will choose to leave teaching.

I ask for the mandates to be reviewed as a matter of urgency. We now have a milder strain of covid circulating in our community, those who wish to be vaccinated have had plenty of time to do so, and we face a looming crisis within our education system. The symptoms in children are mild, if they are not asymptomatic, and the only risk is to other vulnerable adults, all who have been vaccinated and therefore will have milder symptoms. If vaccines do not stop transmission, and will not stop you contracting the virus or passing it on, why is it necessary for us all to receive it, if we are making an informed, coercion free choice not to?

Educator 594

I am a 67 year old female physiotherapist and have been providing services to students with disabilities for over 20 years, both in the independent and state schools. Currently I am employed by DoE and am based in the North Qld region. Previously I have been Physiotherapist-In-Charge at 2 major regional Qld Health hospitals, and have worked as physio with Autism Qld so I bring a wealth of experience to DoE.

I have always taken an interest in human rights and empowerment by the people and never ever dreamed I would be challenged by bullying and coercion by my employer, the Qld government. Such behaviours are contrary to WHS expectations as per DoE policy. However at no stage have I felt any coercion from my line manager or senior advisor.

Since the notification on 1 Dec, my overall wellbeing has been dramatically affected and it has triggered anxiety as I am torn between following my beliefs of pro-choice and consultation and my fear of losing a job I love. At my stage in life, I feel I should be continuing to pursue my interests and passions, which includes the right to continue working in schools with children who require support to access, participate and achieve in their school life. My right to choose to continue working is being eroded by DoE by placing these mandates upon me and all education staff. I am saddened when I realise how many teachers and education staff are literally being forced to end our careers, as I know how dedicated and professional these staff are. We all have the everyday financial, emotional, physical stressors that life brings and the majority have families to support as well. I found the timing that these mandates have been announced, at a time when staff are enjoying end of year celebrations at school and anticipating holiday time with their precious families and grandchildren was very challenging and stressful. I have felt bullied and harassed by vaccinated staff, which has led to a decline in my wellbeing and mental health. I feel constant exhaustion over this holiday break. Despite trying to stay positive about the mandates. It is constantly "in our face". I feel a heavy shadow is engulfing me affecting all areas of my life.

I cannot accept that our children may need to have a medical procedure to continue their right to an education, to play sport etc. when no one can possibly answer questions and concerns about the long term or intergenerational health impacts, because the data quite simply doesn't yet exist. Where there is risk, there must be choice.

I am also saddened when I speak to many young families who are confused and distraught, knowing in their hearts that vaccination may not be the best outcome for their family, knowing the plethora of adverse reactions from teens who have taken the vaccination. They have also learned of the hidden health dangers of mask wearing. They are being forced to choose between their child's health or education. I see limited patience in adults and have witnessed adults taking out their frustrations on their own children. Our nerves are constantly on edge.

I encouraged my own children to make informed decisions based on evidence and with the mandates, I consider the right for our students and their families to look at situations subjectively is being eroded especially as vaccinated teachers may impart their own views as they continue to teach the Australian curriculum on all matters that may not always be based on level 1 evidence.

If only we could know what the long term health outcomes will be from a EUA vaccination (mRNA technology). I believe we have the right to choose our destiny and this choice should never be taken away from us by our own government. Please fight for our FREEDOM and unite Australia again.

K

Educator 595

I would like to introduce myself; my name is K. I work for X College, Brisbane and I am the full time Student Services Administration Assistant.

I am a mum of three young adult children, the youngest of whom just finished year 12 in 2021. I was very fortunate and blessed to be a stay at home mum up until the last 4 years. It has been the greatest honour and gift to have been able to spend the best part of 19 years of my children's lives supporting them and being there for them when they needed me. This was not always easy for me as I had to put aside periods of lacking self-worth bought on by the perception that as a stay at home mum I wasn't contributing enough to the family and growing as a person outside of the home. I knew one day I would like to re-enter the workforce but struggled to imagine how that would look as all my working experience was long out of date.

Enter my sons moving to their new school X College, immediately I felt embraced by the strong sense of family and belonging. I joined various supporter groups and the Ladies Group and volunteered at the school shop. After a short time, I was offered a position in the school shop. I was so excited to be re-entering the work force. My children were all much older and were becoming self-sufficient and work gave me a renewed feeling purpose! Before long I gained an administration position within the Studies Department and shortly after moved into my current position within the Student Services Department.

My role means the world to me, my love language is 'Acts of Service', and this position brings out the best in me. I am the first point of contact for 1500 young men ranging from year 5 all the way through to year 12. I am the one they come to with all their problems and I am the one who supports them in finding solutions. This can range from finding lost drink bottles to students needing support while they deal with serious mental health issues. I am the friendly non-judgemental person when they arrive late for school after dealing with the loss of the family pet and the last one to see them at the end of the day when they have missed the bus and have no other way of getting home. I go to work excited and happy to be serve the entire school community. I cannot imagine being so happy and fulfilled in any other job. My job is not just a job to me, it is an extension of me and the families I serve are an extension of my family.

To date I have not had any of the currently available vaccines against covid 19 as I have grave concerns for their safety both short and long term. I personally have suffered from DVT in the past and also suffer from an inflammatory disease. I feel so strongly about my concerns, and I have knowingly accepted the dangers of contracting covid if I remain vaccine free. Despite the mandates now placed on staff working in education within Queensland I still have these personal concerns and they are so strong that I am still unable to reconcile having the current vaccines. I would certainly consider alternative vaccines in the future and am eagerly awaiting news on when Novavax will be available to Australians. The situation in Australia is changing rapidly and daily and the conditions today are hugely different to those when the PHO was delivered. With the vast majority of Queenslanders double vaccinated and with even more in the 5-11 age group now able to be vaccinated I truly believe that the majority of Qlders have been offered the opportunity to protect themselves against covid and that no industry/person should be mandated. The fact that our personal medical choice and freedoms are being stripped from us causes me great anguish and struggling with this predicament has cause me the greatest mental angst of my life, a strong statement that I don't make lightly.

The mandate came into effect so rapidly and the cut off dates for compliance were so shortly after that I could not make an informed decision in time. Further time is what I need now, my employer has not been open to the solutions I have presented such as LWOP whilst I await news on Novavax. The potential of losing my beloved job is almost more than I can bear, I implore you most sincerely to reconsider the current mandates on education staff. Many others and I are at your mercy, and you can make a difference to our lives, please please reconsider before it is too late for us.

Educator 596

My name is D, I'm 39 and was recently stood down from my job as groundskeeper at my boys local catholic primary school.

My employer called me on the 13/12/21 and asked if I intended to take the vaccine to keep my job as he had been directed by Queensland catholic education to ensure all staff had received their first dose by the 17th. He didn't want to have to have the conversation, feeling that it is wrong and doesn't make sense. He did not want to loose me as an employee as he, the staff and parents see the value in the hard work I do around the school, keeping it a clean and safe environment for the kids. Informing me that his hands are tied, and there is nothing he can do about it once I informed him I wouldn't be, he regrettably stood me down effective from the 16/12.

The current mandates that Queensland Education employees having to be vaccinated have effected my family and myself in so many ways. I have thought about caving and getting it done many times. For me, the risk of not receiving it far outweighs the benefits of having it. I was in an accident a few years back and was unable to physically do anything for a long time. Being an extremely active (CrossFit trainer/competitor) and healthy man, I was becoming more and more depressed and ended up in a dark place. If something was to put me in this place again, I don't think I could mentally get through it. In saying that, the anxiety these mandates have brought on my wife and I have been almost intolerable. The feelings we are going through are like nothing before. Scared, terrified, sick, worried and not knowing if financially we will be able to recover if we do get through this. Years of hard work and saving are being chewed up just to pay rent and put food on the table.

For me, I am my boys role model. I practice what I preach. I have huge concerns for my kids, all kids. Two reasons; if I resort to taking the vaccine due to the current mandates, I am showing them that it is ok. It's ok to receive it because I am being forced, to keep my job. It demonstrates that freedom only comes from being forced to do something. This is not what I want to teach our children. I am scared what this means for their future. No more free rights to choose. The other reason is that there simply has not been enough time for data and testing to be done on these vaccines and not enough evidence that they work. Don't get me wrong, I'm a big believer in vaccines and have received them all prior to this. Due to the fact that they have been researched and tested over years, side effects have been monitored and they are made to stop strains/virus. There is evidence and data behind them over years and years. The covid vaccines have been proven that they don't stop you from transmitting the virus or receiving it. I don't feel like I need to elaborate on this any further as the facts are there.

I am asking for the free will to choose without being punished. It is our god given birthright and has been stripped from underneath us. I'm asking that you let us choose without being coerced. Because that is not a choice. It is forced. A healthy, young, energetic, friendly man being stood down because he won't surrender his basic rights and take a vaccine that can make him sick isn't right. I can do my job, I don't need to be within 10meters of anyone. But you have taken that right away.

'For we are are young and free.' At least, we used to be.

Educator 597

My name is LB and I am a guidance officer at the Cairns School of X. I am 37 years old and have been teaching since 2010. I hold a Masters in Guidance and Counselling, a Graduate Diploma of Education, a Bachelor of Arts in French and Spanish and a Bachelor of Music. I have worked in a variety of roles, teaching in the NT, NSW and QLD. I am currently a permanent teacher for Education Queensland and have been working in leadership as a guidance officer since 2020.

Education Queensland has informed me by email that I must have the two COVID-19 vaccinations to continue to work in 2022. They have sent me multiple emails and text messages, including over the Christmas period to tell me again that I need these vaccines in order to continue my employment. No one from the leadership at my school or regional office has spoken to me personally about this requirement. I wrote to my principal asking for a risk assessment for COVID-19 vaccines and stating that I would like to be consulted about this policy. He referred me to a generic email address in Brisbane.

I am concerned about losing my income as I am a single-parent and the sole financial provider for my 7 year-old son. We have recently signed a mortgage and it is stressful to not know where my income will come from in the new year. This policy is effectively coercive control by the Government and is psychologically stressful. I have recently left a relationship marred by domestic violence including coercive control and manipulation. I will not accept being coerced into medical procedures as this violates my human rights.

My area of expertise is in student mental health and wellbeing. My role involves leading support teams for students with complex needs including mental health diagnoses. I also work in assessing students and parents for risk including risk of self harm and suicide. It is a highly skilled role and replacing me is not easy at a time when the department is short of staff, including quality guidance officers. It is illogical that I be stood down at this time as I will not be able to continue to support families with their wellbeing.

I want this mandate to be withdrawn and an apology for the stress it has caused employees and their families to be issued. The mandate is a breach of medical ethics and the human right to provide informed consent to medical procedures. I would also like to see what Education Queensland and the Queensland Government will do to repair the damage in trust and relationship they have done with their staff and people.

I will not be coerced into consenting to the COVID-19 vaccinations. It is my right to refuse this medical procedure. I have assessed the benefits and risks of taking these vaccines and have determined that they are not appropriate for me. I also believe that anyone who has breached the law in relation to coercing people into medical treatments should be appropriately punished and rehabilitated.

Educator 598

My name is D and I've been a teacher since the 80's. I have experience and qualifications in Primary, Early Childhood and I have a Master of Special Education. Over my decades of teaching in Victoria and Queensland, I have nurtured thousands of children and discovered their personalities, talents, strengths and needs. My teaching career has spanned Primary schools, kindergartens, Special schools, Special Ed units in Primary, Early Childhood Development Programs and Secondary. I also ran my own dance school for 20 years and have been a tutor and Performing Arts Consultant.

My whole life has revolved around helping children to create a love of learning, do their best and achieve in their own way. I have helped children in a myriad of ways to grow, thrive, to be resilient, to show respect for all and to go on and become their own wonderful person in their own special, unique way.

Due to vaccination mandates, I am not allowed to teach anywhere or be involved at schools in any capacity whatsoever. I have no job and no future. Why? I am now on the 'scrap heap', just because I have made my own decision to do what is best for my own health.

I've been teaching casually or on short contracts throughout this 'pandemic' on Gold Coast, Far North Queensland, Gulf of Carpentaria. I just returned from a contract on an island in Torres Strait but all of a sudden, I'm deemed unsuitable to teach..... because I haven't had one, two plus more vaccinations for a virus with a survival rate of over 99%?

The effect on choosing to do what is right for my individual circumstances and health has resulted in:

- no money since early I cannot pay bills. food (I am just eating eggs, rice and noodles)
- severe family conflict by some extended interstate family so could not visit elderly mum and sons in Victoria over Christmas, due to hotel quarantine restrictions on return to Queensland and segregation/propaganda stating I am a 'risk'
- being treated like a 'leper', resulting in deteriorated mental state and being alienated by society
- am prevented from going out for a coffee, to socialise or attend sport or leisure activities
- as a casual teacher, I can no longer teach in any capacity or setting though I have many qualifications and am extremely experienced – no job, no future, no money, no life

Children are scared and not able to enjoy their childhood since scaremongering tactics by politicians, celebrities and mainstream media is causing anxiety. Their parents are worried too but by allowing all teachers to do their job and be a constant positive influence, then this would alleviate some concerns for families, knowing that experienced, respected, caring teachers will be there for their children. Teachers that have values and integrity to do the 'right' thing for themselves and to teach by example, that coercion and bullying by government, politicians, Premiers, Health Officers etc. is not ok and that interference into peoples' health situations by mandating 'vaccinations', is wrong and should never be allowed.

All teachers, vaccinated or not, must be allowed to teach without government interference or being dictated to. Teachers must not be coerced and bullied into vaccinations, just to keep their jobs.

Please allow me to teach and to make my own decision for what is right for my own personal health situation. Children deserve to have great teachers like me, in their lives – to encourage, trust and guide, to care and mentor. We will never put children at risk as vaccinations do not stop the spread of Covid or transmitting it to others. There are other effective measures that could be utilised. I am willing to continually take precautions and even have a Rapid Antigen test regularly, in order to work but not experimental 'vaccinations', with no long-term data and horrendous side effects for some people.

Please STOP the mandates/orders that force teachers to be vaccinated or lose their jobs. Please allow me to teach, without having all those vaccinations and please do not dictate to me and tell me what I must do with my body. Everyone is different and no one knows how a vaccination may affect them.

I am begging you to allow myself and other teachers, to make our own choices about health and to make decisions for ourselves. Let us teach.

Educator 599

My name is LM, I am 45 years young and I am the Garden Specialist at X State School.

When my children began their formal schooling at X, I was thrilled to discover they offered the Stephanie Alexander Kitchen Garden Program (SAKGP) as a Distinctive Program. I have always felt a deep connection to country and I have a heart for facilitating learning and so I volunteered my time to the Program.

In 2016 the Garden Specialist role became vacant and the Principal, at the time, asked me to apply for the role. For five years I have introduced students to the wondrous world of good food and the fundamentals of growing, harvesting, preparing and sharing. I have achieved a Cert III and IV in Education Support and conducted QLD State training for the Stephanie Alexander Kitchen Garden Foundation on two separate occasions. The SAKGP is an enriching and much-loved program that is integrated into curriculum to provide practical and age appropriate, problem-solving capabilities.

In December 2020, when [REDACTED] and Premier announced vaccine mandates for all Education staff, I realised unless I received two injections, I would be forced to leave the outdoor classroom and students I love so much. I have never been in denial about the pandemic. I have, throughout the past two years, been thoughtfully assessing the risks based on information provided by the QLD Government and the Chief Health Officer (CHO). I am a healthy, active, mother of 4 children that has no underlying health conditions. [REDACTED] assessed that based on my age, healthy lifestyle choices, where we live, that no-one in my immediate family [REDACTED] promised and that only a small amount of virus was circulating in QLD, I chose to wait to be vaccinated.

I oppose these mandates as I am concerned that the currently mandated vaccines (Astra-Zeneca, Pfizer and Moderna) have not gone through the necessary safeguard trials. I continue to actively seek clarification and legitimate information, including speaking with GP's, as I am concerned that the vaccines fail to provide protection from contracting OR spreading disease. I am concerned that even if I am vaccinated I will not be protecting those whom I love, including my students, fellow staff members, volunteers or those who are vulnerable at all. It will simply lessen the symptoms of the disease for me.

Making this decision has not been easy. For the first time in my life I have experienced what it is like to be in a minority. For the first time in my life I have experienced exclusion, segregation, and judgement based on a personal medical procedure. I have had to be courageous and engage in open conversations with our 16, 14, 11 and 9 year old children. I have witnessed my healthy 16 year old daughter lose her job and now I face the same fate. As a parent, I listen to my children speak about their fears and concerns, and the pressure they are experiencing from their peers. And yet, I am convicted that this is the right decision for our family. I will not be coerced. Our wealth, nor the ability to earn wealth through employment, should never be taken from those who choose not to receive this medical procedure.

If the mandate is not reversed I will be forced to say goodbye to a job I love, a productive and flourishing garden, students who love participating in the outdoor classroom and my incredible teaching colleagues. As a parent volunteer I will also be required to resign as Chair of the Chaplaincy committee (7 years) and the P&C. This is a devastating loss.

These are the most challenging of times. But I stand firm and continue to seek clarity, information transparency and the freedom to choose what happens to my body and my children's bodies. I am able and willing to work. I want to contribute to our great country. Stop the mandates. Stop the fear. Reunite our great country.

Educator 600

My name is J and I live and work in the Far North Queensland town of X. I moved here to do my remote service and 6 years later I am still here because I love it so much. I have been a teacher for 7 years, 6 of them in X.

It took me 4 years of study at University, completing a Bachelor of Arts; with a major in English, minor in Indigenous Studies, then completing my post Graduate degree in teaching. I was a single mother during these 4 hard years of my life, not only did I study full time, I worked three jobs (not including parenting) to manifest my dream job... of teaching.

My specialty in teaching is knowing my students and my community as I have been here so long (most teachers do 2 years and leave) I have seen my grade 1 class graduate Primary school at the end of 2021. If you ask any student in the Primary area and some in High School, they will tell you Miss Jen is the best teacher!! I have taught most grades in Primary School, yet for the last 2 years I have been The Arts teacher and feel I have found the place I love teaching most in the education sector.

My principal has been helpful during this stressful time – meaning she has allowed me to take my long service leave for the 1st term of 2022 due to my mental health being so poor and my anxiety level so high I rarely stop crying.

The reason my mental health [REDACTED] and I cry all the time is that the Department of Education has made it mandatory for me to be vaccinated to keep my job [REDACTED] this has nothing to do with my qualifications I earned, but more to do with them forcing me to do something (get numerous jabs) or I lose my job. My son and my partner are the loving people who have to deal with my emotional rollercoaster ride I go on daily. This has left us all depleted of loving energy and sees us fighting over nothing or them just sitting there watching me cry and now knowing what to do.

My concerns for my school are around the lack of staff we will have to provide our service and also losing their favourite teacher in the Primary School. We live in a remote community and staffing here is often difficult especially when it comes to absentees. This often leads to classes being split, meaning students from a class whose teacher is absent, will be put into numerous classes over the school with little or no real work being left for them. This is not ideal for any student or teacher. Further, we have more than 50% Indigenous students in our school, a lot with trauma backgrounds. My concern is that they will not have myself there to comfort them when things get hard, and that their behaviours will spike without my familiar face, as I have had a relationship with them or their older sibling..

What I would love to see in the future for our country and in the education work sector is that the mandatory (2/3/4?) vaccinations be removed. All humans need to have a choice on what they do with their body, not some governing body aka Department of Education etc. I want to go back to work, I want to stay in my small community, I want to teach my students, but I don't want to take a vaccination/s that has no proven data to hinder or stop the Covid Flu and its variants.

Educator 601

I am writing to you today to make you aware of my personal situation, hoping that I will be heard.

My name is B RP, I am a healthy 52 year old female working in Toowoomba in the Education sector. I have also served my community prior to this as a registered nurse for 8 years.

Currently at the school, I work in an administration role providing first aid care to 750 students from Prep to Year 12. Additionally I process and monitor attendance of students. It has been my absolute privilege to serve in this role for the past 8 years. I particularly enjoy working with the students where they may feel anxiety at school (for whatever reason), which displays often as physical illness. I also feel privileged to be kind of the 'mum away from home', wiping away their tears and tending their scrapes and bruises. Medication delivery and the development of health care plans are also managed, providing a high level of care for students with anaphylaxis, Diabetes, Epilepsy and other life threatening health conditions.

I enjoy partnering with their parents to provide the best care I possibly can. This involves collaborating with parents and staff to generate the support a student may need to successfully navigate school and attendance.

It has been Effective the 17th December 2021, due to the Public Health mandates, my employer has instructed that I will be unable to return on-site, to fulfill my usual duties as the First Aid and Attendance Officer. This is a direct result of the recent Public Health Direction which requires me to be vaccinated in order to continue employment to my full capacity (in person).

The Public Health Direction [redacted] intervention (Covid 19 vaccine) that I do not feel I can give full and informed consent to. The consequence of not doing so forfeits my ability to continue on-site. The Principal of the school has told me that he believes it best that I do not 'stay listed as an employee' as he cannot guarantee a position for me in the future. I am unsure if I will receive any of my long-service leave.

The timeframe given to get vaccinated or surrender my job was extremely brief and did not allow time to finish well, or even handover to new staff. There was no time for farewells as employers madly scrambled to fill positions left vacant. This has been very stressful, especially at this time of the year, to complete as much work as possible in honour and respect for my workplace. I am heart-broken over the loss of my colleagues at work who have become like family to me.

I face uncertainty over the coming months with a loss of purpose and friendships. My world is significantly shrinking and I feel quite isolated. This has affected my family with added stress and financial uncertainty. It has greatly saddened me watching others go through great emotional stress when in a similar situation. I find myself losing hope in what the future holds and fearing what else I may be asked to give up as an unvaccinated person. I also fear that children may be required to have the vaccine in order to attend school and I cannot condone this medically when they are at least risk of Covid and the long-term ramifications of the vaccine have yet to be measured.

The directions surrounding mask wearing and where I am and am not allowed to go do not make sense. For example - I am permitted in a food court where under 12's are prolific, yet not allowed at school to tend to their physical and emotional health. Vaccinated people are allowed everywhere and even social distancing has been dropped in my workplace. This makes no sense as they are still contagious.

I would like the government to return equality. I do not want to be made to feel 'contaminated' when it is not the case. If there is a public health risk, then I am happy to don a mask and socially distance, but so must everyone else. I want my reservations over the vaccine to be respected as it has not yet fulfilled complete testing. I do not want have my future employment options restricted to environments outside my level of expertise purely because I am not vaccinated. I even hope to return as a casual in the very same position I have forfeited.

Thank you for all your willingness to read my story. I hope that in some way, my sacrifice has not been in vain and that someone notices the high cost to me personally.

Educator 602

I am an asset to society and have valuable skills to offer in many areas particularly as an educator and artist. As a 44 year old female, full time Teacher Aide and part-time uni student studying a Bachelor of Fine Art I contribute to my community on a number of creative and educational levels. My name is LRH, I have worked in the Mackay region as a casual Teacher Aide for the past sixteen years. Over the past seven years I have developed my skills to ensure the students from the small school where I work are provided with as many opportunities as students from larger metropolitan areas. I specialise as the school librarian, Stephanie Alexander Kitchen class teacher, art teacher, office administration assistant and classroom aide. Encouraging students with knowledge and learning from my focus area of arts education is highly encouraged by both my peers and the wider school community. The joy, interest and capacity to extend thinking beyond initial concepts has greatly encouraged our students in other learning areas because I ensure there is a broad range of cross curriculum learning in the activities that I deliver. Having the capacity to think and learn in a creative manner is my gift as an educator and something that our whole school benefits from.

The implementation of the [REDACTED] mandates has had a negative impact on both my personal and professional life. My principal is no longer communicating with me, I surmise that this is in part due to the school holidays and also so as not to implicate herself by giving misleading information. The lack of clear knowledge and capacity to definitively answer any of my concerns about job security, the repercussions upon our school community from the implementation of the mandates and also not being able to offer valid reasons [REDACTED] that the vaccination will ensure my personal health is not adversely affected has caused [REDACTED] professional and personal relationship. Being a small two teacher school means working relationships often lead to the development of close friendships and the loss of these friendships and support systems has caused me many sleepless nights, anxiety and heartache.

I have been told by a number of parents and other staff that I will be missed as a member of the school community, my Principal sent me a text message reiterating that I am a valued member of staff and she will miss having me in her team, yet when I asked her if I was being fired she did not answer me, instead directing me to complete the survey that Queensland Education have repeatedly emailed and texted to me. I have emailed the Human Resource department specifically asking what the repercussions will be for unvaccinated staff and if I will retain my job and accumulated entitlements, and the response was a direction to complete the survey and another copy of the letter directing staff to become vaccinated. I feel confused and unsupported.

I worry for the future educational opportunities for the students of our school, the vaccination mandates are dividing communities. As a result of the mandates I am suffering in all areas of my life, from the loss of job security, losing my connection to community, losing my identity as a valued educator and losing my self-worth. I am an independent and intelligent human capable of making decisions about my health and the way in which I choose to care for my body and the health of my family. I was an essential worker at the beginning of the pandemic and was expected to work exposing myself to the possibility of contracting Covid infection and I am still an essential worker. The vaccinations are not proving to be a successful deterrent to contracting Covid. I am asking for the freedom of choice, to continue to work in a job that I love and that I am good at.

I fear the vaccination mandates will result in the loss of years and years of educational experience which will not be shared with students. Learning will become isolated via internet applications, restricted access to lived experiences and a disconnect between people and their communities. Please consider my request for freedom of choice so that I can continue to provide valuable learning experiences and provide financially and emotionally for my family.

Educator 603

I am an Educator in a State High School located in Maryborough, Qld. I am 37 years old and have been an educator for 15 years. I have a Bachelor of Education degree. Since beginning my career, I have taught Students with Disabilities as well as moved into several admin/leadership roles. Working with students with a disability gives me a great sense of pride and achievement. I love my job, it is not a chore to get up and go to work, I feel lucky to be able to say that each day. It is a gift to be able to go to wrk and watch students evolve over their high school years, bid them farewell at the end of their journey, knowing that you have helped shape and mould them into the young adult they are.

I have not had communication with my work place (line manager) in regard to my vaccine status. I left it until the last minute and had my first jab on Friday 17th of December. This was a decision that almost broke up my marriage and has caused me an incredible amount of anxiety.

This mandate has had a massive impact on my family, in particular my marriage. I have been coerced to have an injection that is not needed. There is not enough data and information on the long-term effects of this vaccine.

My mental health has suffered significantly since the vaccine mandate was announced. I have cried most days and have felt like there is no other way out than to have the jab (which I did). How is this any way to live? What gives someone the right to tell me what to inject into my body. I have two young children and a husband. We have a mortgage to build our forever home on a riverfront property, but that is all in jeopardy due to me being [REDACTED] vaccination or lose your job. When you say that out loud, how does it not make you furious?

My concerns are they will come after our children next. They will enforce/coerce vaccine mandates on our children and I do not want that to happen. Unvaccinated children won't be allowed to attend schools and how is that good for our young people. Parents should not have to stay home and teach their children, that is what we are for, the educators. I fear that it is causing great divide within communities, friendship circles and families.

I want this stop. I want them to listen to the majority, my body, my choice. It is about having the choice to inject yourself with the vaccine, but people should not be discriminated against if they decide not to get it done.

Kind regards,

A mother/educator who would like the world to go back to normal

Educator 604

My name is Mrs RE and I ask you to read this letter with empathy and compassion. I am a 62 year old permanent Teacher Aide at X State Primary School in Gold Coast, where I have professionally supported children of all year levels and needs for over 21 years. After months of research, and closely following events unfolding in Australia and around the world, I have made the decision to not receive the experimental Covid-19 vaccine that is currently in a mass world-wide trial until 2023. I am otherwise fully vaccinated.

I have attained Certificate IV in Education Support and have vast experience in all aspects of student, Teacher and Administration support. Although I am trained and experienced in 'one on one' intervention program delivery to identified students, my major area of focus and expertise in recent years is the delivery of reading programs and maths support to small groups of students in the Junior School. I am one of only two TAs at my school who are trained in the delivery of a particularly supportive and successful reading program to small groups.

I have a very personal attachment to the students, staff and community of my school, as my workplace is also where I attended school as a child. I feel extremely blessed to have the full support of my colleagues during this difficult time. My principal has genuinely offered me help in any way she can, while admitting her hands are tied, and acknowledges her frustration and sadness that our school community stands to lose valued staff members due to this unprecedented vaccine mandate.

She wrote in her Christmas wishes to me: "You make such an incredible difference in the lives of our kids and for this I am forever grateful. You go above and beyond each and every day and I know the impact you have made to our school."

The fact that this vaccination mandate ignores the most fundamental right of a person to exercise caution and bodily integrity, appears to be held in total disregard by employer and governmental bodies. Many of my friends and colleagues, in states of severe mental anguish, were coerced through the threat of loss of livelihood to unwillingly accept this procedure.

I am standing strong with my family on this matter, at a huge cost to us all, both financially and emotionally:

My husband is a Local Council employee [REDACTED] he will be stood down on March 31, 2022.

My 34 year old son, father of two young children (one who I have not met yet due to travel restrictions) and NSW Rural Fire Service employee and volunteer... will be stood down after January 5, 2022 accused of misconduct. Just two years ago, he risked his own safety for the safety of others during the devastating bushfires. Loyalty and dedication it seems, count for nothing!

My 32 year old daughter, a single home owner with a mortgage, Marine Science employee and University student...will be stood down after 10 January, 2022. Also unable to complete her study to become a Naturopath.

I will be stood down without pay after 10 January 2022.

This mandate is causing ongoing emotional and financial distress to my family. I am in a constant fragile state, which I internalise to show a strong front to my family, as we all fight to keep our rights to work, but plan for the worst outcome and how we will all survive financially. I am blessed with a close, loving family. I assure my children everything I own belongs to us all and I will not hesitate to sell our family home or take any other action to support us all.

I am deeply concerned for the welfare of my young students, their families and whole school community in regard to their perceived health threat of the Covid-19 virus, when compared to the actual vaccine safety and efficacy.

The government has openly admitted these vaccines are not safe by offering compensation through Centrelink for vaccine injury and funeral costs for those killed by these vaccines. This information is readily available on the MyGov Website. You can not legally and ethically condone a mandate while at the same time admitting there is a safety issue.

Current vaccine injury, adverse reactions and vaccine related death reports are publicly available on the TGA Website. ATAGI and TGA have recently approved the vaccine rollout for children from 5 years to 11 years of age. It must be remembered that this vaccine is a trial...there is no long term data on its effects on children or adults. Many medical specialists, immunologists, pediatricians and scientists worldwide have voiced opinions that children should not be vaccinated with an unproven product when they have strong immune systems and evidence shows that children are only very mildly affected by the Covid-19 virus itself. Many state that the vaccine risk outweighs the vaccine benefit.

I have formed strong bonds with many of students and their caregivers, through the combined education and family support relationship, essential for their emotional and academic development. I wear many hats with my beautiful students...educator, friend, substitute gran, a shoulder to lean on and confidant. I am upset that I won't be there to comfort and assure them when they are worried about something, or give them a hug or a chat when they are feeling down.

Recent events in Australia are showing beyond a doubt that despite the high fully vaccinated population percentages, the Covid-19 vaccines are not performing as expected in both efficacy and safety. Australian Chief Health Officers and Health Ministers are openly stating that the virus is now targeting predominantly vaccinated persons and that we can all expect to get the virus at some time whether vaccinated or not. I just don't understand how the vaccines can still be mandated in light of this situation. Therefore, I implore you to please lobby to call an immediate halt to the vaccination rollout and mandates, to allow time for proper research and data evaluation to occur without risking the safety and welfare of our children.

Please, where there is risk, there must be choice.

Educator 605

My name is S, affectionately known in the classroom as Miss X. I am a 35 year old female, who works as a Teacher Aide at a Primary School on the Gold Coast. The Queensland Department of Education (DoE) governs my school. In 2019, I obtained my Certificate III in Education Support with TAFE Queensland and began working with the DoE in January 2020. During my employment, I have worked across all year levels from Prep to Year 6, including the Special Education Program (SEP) and with students at risk. In 2021, I worked five days a week in a Prep classroom and have been offered a role supporting Year 4 in 2022. Over the past few years, I also completed my Certificate IV in Education Support and am studying for a Bachelor of Education with Southern Cross University.

On 30th November, I received a department-wide email from the Queensland Department of Education advising of the Premier's announcement relating to a vaccine mandate. Shortly after, my Principal issued a message over the School's PA system, directing all staff to "an important email". I responded to the email requesting the written health orders from the CHO for my consideration.

On 1st December, during my "new" with my School's Principal and Deputy, there was no mention of the vaccination mandate. However, I was cornered by the Deputy Principal, who asked me if I was vaccinated on my way to leave. I responded that I was not and would be discussing it with my General Practitioner. The Deputy Principal asked me to keep them updated.

On 4th December, I again emailed the Department of Education requesting the written health orders from the CHO for my consideration.

On 6th December, I received what appeared to be a system automated response from HR with a link to Frequently Asked Questions.

On 9th December, I received a department-wide email that advised "liability for discipline and proposed penalty of termination of employment" if evidence of vaccination is not provided by Friday 7th January 2022.

On 10th December, the last working day of 2021 the CHO health directive had not been provided.

From 13th December, I began receiving text messages and survey requests via my personal email from my employer regarding the vaccine mandate.

The vaccination mandate has severely impacted my family. As a result, I have faced the "choice" of coercion to receive a vaccine or lose my job, leaving me with no income to support my young son. Not only has my job been impacted, but I am also now in a position where I am unable to complete my degree and am fearful for my future.

My mental health has been brutally affected since the announcement. I have faced increased anxiety, depression and insomnia. The divide in the workplace and the barrage of emails and text messages from my employer over the holiday period has caused continued distress and concern.

I am greatly concerned for students who the vaccine mandate will severely impact. The immediate and long-term effect on their education and mental health heavily burdens me as someone so passionate about helping young people.

Based on my medical history and consideration for my future fertility, I observe my right to personal bodily autonomy. I strongly believe the vaccine mandate removes my freedom of choice and has been applied without my employer's regulated risk assessment or consultation opportunity. I would ask that my employment continue, free from medical coercion and if required, non-invasive risk mitigation be applied, e.g. Rapid Antigen Testing.

Educator 606

My name is DJ and I have been employed as a School Receptionist/Administration Officer for the past 8 years (on both a part-time and full-time basis), spanning across 3 different school, both state and private.

Due to the recently mandated COVID-19 vaccination for workers in education, and my subsequent objection to receiving this vaccination, I was advised by my employer that I would be no longer able to work there after 17th December 2021.

In Premier Palaszczuk's statement on 30th November, 2021, she referred to schools as a "high-risk setting", and went on to say that "these measures are about protecting our most vulnerable... To keep our children safe, we must ensure our teachers and frontline education workers are vaccinated". However, throughout the COVID pandemic, it has been continually proven that children are the group who are least affected by the virus! So, this vaccine mandate for workers in education makes no logical sense.

I am also deeply concerned that these vaccines were rushed to market in the space of about 12 months, and therefore have not undergone any long-term safety and efficacy studies.

As a result of this mandate, I am now facing an uncertain future, with sudden loss of income and a very slim chance of gaining further employment in the short-term future. This has caused an immense amount of stress on myself and my husband, which in turn has caused stress on our marriage.

These mandates have also caused division in the community, with the unvaccinated being discriminated against and treated as second-class citizens. Our rights and freedoms are being quickly being pulled out from under us.

As a valuable member of my community, I ask that my voice be heard and my right to decline a medical procedure (namely, the COVID vaccine) be respected. As with any medical procedure, there are risks associated with it, and where there is risk there must be choice.

I ask that you remove the COVID-19 vaccination mandate immediately and return our right to choose what goes into our bodies, without being coerced into partaking in a medical procedure that we are unsure about.

Educator 607

I am a Kindergarten teacher with 28 years experience. I have worked with children from 0-12 years of age in a childcare centre, and have also held the roles of Director and Lead Educator. I hold a Bachelor of Teaching and a Master of Early Years Education. For the past 26 years I have been employed in a long day care /Kindergarten at X on X Island. Our centre is located in a small community where most people know each other and know each others' business. I am the longest employed worker in our centre and have worked with children of previous children. I have been a "jack of all trades" in my workplace, fulfilling jobs of gardener, fundraiser, event organiser, cleaner, purchaser and equipment organiser. I love working with young children and have strengths in fostering creativity, behaviour management and working with children with special needs.

I was one of the few employees that worked consistently throughout the previous 2 years of lockdowns, adjusting my program to support children at home and in the centre. Since the Government mandate for COVID vaccination came in, I have faced coercion and manipulation in my work place. I was threatened with termination by the parent committee (who I previously worked very closely with) and responded by seeking union support. I was not offered support or counselling for my concerns about vaccine safety. My employer and committee were stressed and fearful of repercussions to themselves for failure to comply with the mandate which resulted in terse and difficult communication. I was asked to remove all my belongings prior to the compliance date and agreed to do so to protect myself in the event that I did not choose to get vaccinated. The committee agreed to continue my employment while paying my holiday and long service leave. I requested half-rate to extend the time I was on leave to better suit the centre in having to move staff to replace me. I would have preferred to take my long service leave at a time that was suitable to me, not to avoid a medical procedure that I didn't agree with. I am not allowed to visit the centre and will be terminated at the end of my leave if I remain unvaccinated. I continue to query the need for an experimental vaccination against a virus that 99.7% of people survive, and disagree with the level of threat and coercion being placed on businesses and individuals. I also query the unjust laws that allow unvaccinated parents and visitors to attend the centre at any time and for any length of time. There are simply too many inconsistencies in these mandates.

I was recently informed by a parent that the director sent an email to parents disclosing which staff had not had the vaccine and saying that I'd left the centre. Living in a small community, I would now assume that nearly all the residents know my vaccination status, which should be a matter of privacy. My husband attests that whenever he goes for a walk someone enquires about my job and vaccination. These issues have impacted me personally, and are making it more difficult for me to want to return to my previous position. I would never have considered leaving my position. I had just endured a very difficult year of teaching while our building was demolished and replaced, and had just moved into a brand new building in the last term of 2021. Now my relationships have changed and I am finding it difficult when I meet committee members and staff in the local shops. I had always been supportive of my director, having been friends for 25 years, and am finding this situation very challenging.

I continue to be concerned for my workplace and the constraints placed upon business. I continue to be concerned for young children's development and needs, and am saddened to be missing out on being teacher to the children and families that were in my class this year. I am very concerned about the vaccines being mandated for children and hope this will not be necessary, as current research projects children have more risk from the vaccines than any variant. I have been following data and research about coronavirus and variants throughout this period of time and cannot equate the government response to the actuality. I continue to hope that I may return to my workplace and that government will return to its role of supporting the economy and business.

Educator 608

Let me introduce myself. I've been a teacher now for nearly 25 years. For the past 17 years, following my seven years of permanent teaching, I taught as a casual/ temporary contract teacher in almost every school within the X division in Far north Queensland. On returning to teach in 2004, I would take primary classes covering all of the strands of education including music, HPE, LOTE (Italian) and Special Needs Education programs. I recall being appreciated at the end of a casual day with the comment, "Thanks for being so flexible and taking on a challenge at such short notice."

Around 2012, I became recognised as one who had a "heart" for working in the area of Special Needs Education. When working with these students with ASD, ADHD, ODD and PDA, one has to adapt the pace, the material or presentation, along with the behavioural responses often. Being at school every day with colleagues and students, equips you with the insight for knowing how to best respond to students with differences in learning needs. "Thinking out of the square" is a quality or strength I draw on, when working with special needs students.

I soon learned that over the [REDACTED] students require respect and acknowledgement for the human being they are. I like to be that adult who is their "lighthouse," their "someone" who will look out for them, along their schooling journey. So it was no surprise to me or my colleagues, that I've recently found myself working in the area of social and emotional skilling, life skills that students will take with them, in their unpacking of life and its relationships.

Even though I've had to do [REDACTED] with considerations and family, one school in particular, has always depended on my experience and connections with the special needs students and their families. If I'm covering a casual day, administration will make sure that I'm given duty with special needs. The coordinator will often ask for my opinion which I'm happy to give. I feel valued as a senior teacher who has gathered many strategies over the years to support these students. If experienced teachers like me aren't there this year, then who is going to be the students informed advocate, their beacon of light?

Currently, I have a temporary vaccination exemption, as my doctor has been concerned about my blood levels. So currently, I'm unvaccinated. I am expressing concern for the plight of all those who have lost their jobs because of the vaccine mandates, possibly myself included (depending on health). I'm expressing concern that hundreds of teachers with great experiential knowledge of the teaching and learning process will be gone, leaving behind frantic Principals and short-staffed schools.

My big concern is the division that has been created amongst our school communities, by the unnecessary 'tagging' of the two groups, vaccinated and unvaccinated. This was already starting to play out in our high schools before the completion of the 2021 school year. Students who were vaccinated at one of our local high schools, pressured a student who hadn't taken the vaccination. As a result, this student went behind his parent's back and received the vaccination. However, this boy was one of many who've reacted to the vaccination causing health repercussions. I'm greatly concerned that respect and trust is being undermined at a community school level and family level, because of the division that this vaccination process seemed to have carved out. I have grave concerns for those students and teachers who've suffered injury, by the vaccination itself. I'm hearing from my teacher-aide friend that her daughter taken a huge blow through fatigue and heart troubles since her vaccination.

Honourable Premier, I'm requesting of you that the mandates be removed so that vaccination becomes a choice. Health is similar to education in that each individual requires a unique pathway to reach their goal, be it wellness in health or be it, reaching one's potential in education. The "one size fits all" approach never works for everyone.

Educator 609

My name is MF. I am a 45 year old female teacher, trained in secondary science, specialising in Chemistry and Biology, however my most recent experience of 5 years was in the primary sector. I live in X, and have taught across much of the area during my 15 years of teaching service. I have two Bachelors degrees; Bachelor of Science (Chemistry and Biology) and Bachelor of Education (Grad)(Sec). I also have previously attained Certificate IV Trainer and Assessor, I am a qualified and registered Teacher of Swimming and Water Safety, as well as an intermediate Qualified Coach and Judge in both Men's and Women's Artistic Gymnastics. These sporting qualifications have been invaluable to the primary school to which I had been loyally giving service to. I have been proactive in gaining qualifications and certifications in both Gifted Education and Autism. I have lived experience in both areas, with 4 of my own children coming under the banner of being twice exceptional. My greatest gift as an educator, is being able to see each child for who they are and where they are at, regardless of where the education system decides what that should be. In doing so, I see children grow and thrive to be the best version of themselves. Most recently, I came across a woman with 2 small children. "X" She says. "You were the best Biology teacher!". I taught her over 12 years [REDACTED] till impact. I didn't do anything special. I just taught from the heart.

My employer has made it a condition of my employment to undertake an experimental medical trial, regardless of my concerns. Without participation in this clinical trial, I will no longer be considered employable. [REDACTED] thing to do with teaching.

The impact this had on me is profound. Financially, this is devastating. Being unable to pay my bills, worrying if I am going to be able to house, clothe and feed my children, now and in the future. I will become a financial burden on society, requiring government welfare support to carve some new existence for my family. Emotionally and psychologically, I now lose my identity; the core of who I am. I am a teacher, a nurturer, a grower of minds. I lose the right to share my knowledge and gifts with my students and colleagues. I have lost my sense of self and am struggling to comprehend what my future holds. The bulk of my adult life has been teaching, I know nothing else. It is who I am.

The impact on on the community is boundless. It will not just be schools themselves that are impacted, but also the wider community. The loss of so much knowledge and skill as teachers are forced to walk away from their schools, their careers. I think of the loss of the highly experienced teachers with their deep knowledge and lived experience. I think of the loss of the teachers just finding their groove, ready to take on the world. I think of the loss of the just graduated or still studying, with their excitement and passion, their knowledge of the now technological world and what they were to bring to education. I think of the loss of the mentors, that support and drive all that knowledge forward. There is no way to put a value to that loss. When we lose valuable educators...we lose valuable outcomes. We lose valuable connections with students, families, communities. We lose future leaders. We will lose students from schools. We are dividing and segregating society.

Educators and education must not be included in coercing medical procedures and decisions. Education is education. It is not a hospital, it is not a medical practitioner. An education department cannot know any individual person's medical history. Participation in a medical trial or medical procedures bears no weight on a person's ability to teach effectively or care for their students. Education and coercion do not go together. This must stop now.

My job, my life, my passion. All taken away due to government mandates!

Educator 610

My job, my life, my passion. All taken away due to government mandates!

My name is S, I was employed on a casual basis as a teacher aide for 3 years and I was due to sign a contract for 2022. I worked as a student services officer and in the supportive education department (SEP) at an inclusive high school in the Gold Coast region.

I have supported a range of student with specific needs, most of who need structure and routine to be able to function in a school environment. These students do not adapt easily to change, by taking away my job you are taking away a support person who these students have grown to know and trust.

Knowing full well I would not take the vaccine, I advised my business manager of my circumstance. It took me eight days to tell her due to the anxiety I had and for the fear of being bullied by colleagues. Thankfully, she was understanding and confessed to not wanting to have the vaccine herself, however she felt she had to have it to keep her own job. She also said she did not want to lose me and would have me back in a heartbeat if the situation changed.

I was gut wrenched, physically sick, sad, angry and my mental health went downhill when this mandate was announced. Never in my life would I have thought I would lose a job due to a “mandate”. I have lost my income, my sense of worth and my mental stability all due to these ridiculous rules.

There is already a lack of teaching support staff in the SEP department and this mandate is only going to put added pressure and strain on the staff, the students will suffer dramatically from the lack of support.

I want my job back! I want to work with the students who have grown to respect me! I want to work with my fellow colleagues and management team who value my professionalism! I want the mandates lifted!

These mandates and forced vaccinations on the people need to stop! What happened to our free country, the freedom to make informed decisions for ourselves?

Educator 611

My name is K. I'm a 29 year old female outdoor education instructor. I've been in the industry for over 10 years, in a mix of casual and full time positions. I live and work on the Sunshine Coast at one of the busiest school camps in Queensland, as part time employee, with full time responsibilities.

I have a great working relationship with my employer - our centre really is like a family. My workplace played a huge part in my wedding 5 years ago - a workmate played guitar as I walked down the aisle, and the head chef and several other kitchen staff helped cook and serve food.

I am a bit of a unicorn in my field - my industry is hugely male dominated, and many women either leave the industry due to low income or marriage/relationships or when they have children. So being that I am a female senior outdoor education instructor with great experience, and great rapport with the other men and women, and in particular the few young women in my department, my employer **does not** want to lose me. I will be stood down [REDACTED] 7th of January, days before the busiest 10 weeks of the year, Term 1.

I live with my husband and my brother. My husband and I have been married for 5 years. All 3 of us have chosen to go unvaccinated [REDACTED] brother and I have both lost our jobs.

My husband has not yet been [REDACTED] in his field, but is increasingly having to watch his wording around clients who treat him differently when they hear he is unvaccinated.

The Director of my campsite has strongly encouraged all staff to get the vaccine, due to not wanting to lose any staff. That said, they do not agree with how the mandates are being handled, support my freedom of choice, but have **firmly** stated their hands are tied in terms of what the business must do, and have reiterated I will not even be allowed on site. My department head/s have been very understanding, supportive, albeit sad and worried to not have me working in a job they know I adore.

My brother has had to leave his job due to the vaccination mandates. He loved his job, and worked 4 years at the same restaurant, in a full time capacity, and was the longest standing member from when the restaurant opened.

I have really struggled coming to terms with the mandates, and used all of my sick leave due to increased stress of how I will help support and contribute to my family. I have withdrawn from my friends and family, and have struggled to get myself out of bed.

We have a young staff base at our work at the moment, so being the only mature female, I'm worried about who will support and encourage the younger females, and that the children coming through camp will have one less female instructor.

As many other restrictions are easing or relaxing across the country, and in our state as well, I'd love to see any mandates that restrict people from earning a living in education or hospitality to be removed.

Educator 612

My name is DM and I have been a primary school teacher for 20 years. I hold a Bachelor of Education degree, and have also worked with children that have special educational needs in Australia and the UK. My current place of employment is at a wonderful, community minded school in beautiful X Qld, in Scenic Rim.

I believe I have a special ability to connect with our young students and have always been able to bring out the best in my students both academically and emotionally. My students trust me, as do their parents, to provide a safe, nurturing, and rich learning environment within my classroom that enables all children to learn at their own pace and to feel valued.

Unfortunately due to the current compulsory vaccination mandates forced upon me by the Queensland Government, **UNLIKE** my students, I no longer feel valued as an educator. I have implemented my own critical thinking skills to determine the risk factors involved in taking a vaccine that is currently a [REDACTED] emergency use only, and one that has no long term data to back up its safety. My own personal risk assessment tells me **NOT** to take the vaccine at this present time, hence I will lose my employment as a teacher.

This decision was not taken lightly, and it has impacted not only my mental health, but the financial stability of my family. I [REDACTED] have saved many years for, may now need to be sold off so that we can make ends meet. [REDACTED] will be necessary including my children being unable to participate in sporting activities. This will in turn effect their mental health significantly. I am **NOT** a bad person, but feel like I am being treated worse than a criminal for making a personal medical decision. The fact it affects my family significantly also makes the impact of my decision unbearable to tolerate at times. I can't remember the last time I slept through the night. Fortunately for me, my family stand with me 100%.

The last day of school in 2021 can only be described as a traumatic day. It was when the full realisation hit not only me, but the parents of my students, that my livelihood was being forcibly removed from me. The parents were incredulous that these mandates would result in many experienced, and highly regarded educators being effectively erased from the education system. I had parents in tears, with many threatening to remove their children from the Qld education system from 2022. My principal himself stated that the mandates "are cruel and will result in the loss of many highly valued educators".

In summary, my hope, desire, and prayer is the same as every other educator that has been forced into making this decision which has been brought on by the mandates. We **DEMAND** that these mandates are removed immediately so that the 2022 school year can begin with as little disruption as possible for the students, the parents, and the highly skilled, caring and committed community of teachers.

Educator 613

I am a female teacher who started as a secondary Home Economics teacher 30 years ago. During my teaching career, I have taught in Queensland, Victoria and New South Wales in both private and public schools. I have taught both primary and secondary students and have worked full-time, part-time and casually over this time. I am currently teaching Senior (10, 11, 12) distance education from my home in Toowoomba, through a private school that is based in Far North Queensland. The current subjects I teach include, Food Technology, Career Education, Essential English, Literacy Short Course and History. I believe my gift as an educator is my experience: both professional and life experience. I am a strong woman of faith, who loves to encourage students and families when challenges arise. I like to share my own challenging stories demonstrating persistence and determination as well as frailty and humanity.

My employer has expressed their sadness and frustration over the government's mandates. Being a private Christian school, it has been fighting the government's red tape for a few years. The school consists of a P-12 campus as well as a Distance Education unit where teacher's either work with [REDACTED] from P-9 or senior phase. As a senior phase teacher, the majority of my work is done online. Part of the role of the P-9 teacher's is to visit families in their homes at least once a term. My employer has asked for all staff to be vaccinated despite their role. So even though I work from home, online and have never stepped foot on the school grounds since I have been working for them for the past five years, I am required to be vaccinated to keep my job. I have been [REDACTED] I will go on a term by term contract while my position is being advertised.

The mandates have put me in a difficult position. I am currently building my first home. A massive feat in itself, as I have been a sole parent for the past 18 years. I thought my job was secure and would enable me to pay my mortgage. I didn't realise I would have to take part in an irreversible experimental invasive medical procedure to keep it.

My mental health has declined since the mandates were introduced. I am currently already on medication for depression and anxiety due to past trauma and I have noticed that I have had tightness in my chest and trouble breathing, which according to my doctor are both symptoms of anxiety. I love my job and working with my students and their families and I don't want to lose it.

I am concerned for my students and their families. A lot of students who choose to do distance education have been bullied at regular schools. They often comment that they feel that I am caring and supportive and go the extra mile to help them with their school work. I don't want to let them down and want to continue to be a positive role model in their life.

I want to see the mandates dropped. Everyone should be able to be free to choose whether they have an experimental vaccine. I want to be able to continue to teach and to help to develop resilience and determination in the next generation. I want to be able to move into my own house that I have worked so hard for. Teaching is a tough occupation. It takes a certain kind of person to be a great teacher. I believe that this is my purpose in life.

T.

Educator 614

Female Road Safety Officer (RSO) in Brisbane, 53 year old with multiple qualifications to Graduate Diploma level.

I have been acting in this position for approximately 6 months, and even though I am employed by Transport and Main Roads, not Education, the Education mandate is affecting me. RSOs manage the School Crossing Supervisors (SCS), better known as Lollipop Ladies (and Gentlemen) at schools. Our interactions within the school environment are minimal to say the least, and although a mandate hasn't come down to TMR staff yet, I have been advised that they need to prepare, and hence my contract will not be extended past early January if I remain unvaccinated.

We need to stop this. Education (Government) have not got a grasp of the bigger picture. They cannot see that their quick decision affects so many more people in many other areas. It just doesn't make sense we are being forced into something we don't want to do via a mandate for an area that we don't work in.

Even though I know mandates are illegal, I still want mandates removed completely at all levels as many people believe they have to comply, including Government Departments. We need to also stop the insane idea of vaccinating the children with this. So many countries around the world have already pulled out of vaccinating children, so why is Australia still pushing it.

Educator 615

B. Female, Cairns - Behavioural Teacher aide 4 years, ESL (English second language) TA, mainstream schooling TA, students in care support.

As you can see from the above range of positions in the school I work with a diverse group of students and in a low social economic community - this being a constant challenge everyday and to be present for these students in their life is what is needed to help them forget about their home lives for just those few hours they are at school, to see that CONSTANT teacher who is in their lives everyday, someone who they know will NEVER let them down and will actually have their back and help them with what is needed to understand them - it doesn't make us heroes it makes us teachers and support staff it make us their CONSTANT.

My principal has asked me to be back at school as he wants me to be there for the students as I make that time as a TA to [REDACTED] help these students, but agreed i will make my own choice - being a TA at the school for 10 years I know families, students and the community i've made it my job to make myself available to those who need the support. That's what I am good at keep my word and supporting those in need and being there for my students.

The mandate has impact [REDACTED]'s life dramatically as we are very close and this has segregated us immensely [REDACTED] for a period of time which effected my elderly parents, my husband has been shut out of VIC as he has an elderly parent with dementia, that in itself is traumatic to comprehend when your parent doesn't know who you are and now that long period when he hasn't seen her she will Never be able to remember who he is. It's impacted myself mentally as usually a very strong person can no longer comprehend myself the MANDATE as it is ones choice whether to be vaccinated or not. My family has been vaccinated for everything else but i believe this vaccination hasn't been approved enough and long enough to me to have faith in it. Several of my friends have contemplated themselves worthless for wanting more information about it and friends have ridiculed them for haven't a choice, mental health is on the rise in my friendship circle and I am very concerned about this.

My concerns on the community is very stressful as we have a high indigenous percentage and knowing these students from school already have a heart condition-rheumatic heart disease which has a high percentage of the community affected by this and they are being challenged to have the vaccination knowing already they have a heart condition and could affect them. Seeing these students at school if they don't keep up with their monthly needle is traumatic for them as well as us as teaching and support staff- chest pain, racing heart rate, nausea is frightening for them and their families and then be pressured into having a vaccine and to take professional sports people into the community to coaxing and threatening them into having the vaccination is a frightened decision for them they know their health isn't the best as they already go to SORRY business often knowing this is a common disease in their community and genetic makeup.

What I am asking for a STOP TO THE MANDATE as to you it may not seem much to you as politicians, yes you are doing your job LET US DO OURS as teachers, support staff, admin officers, day care workers, nurses, front liners who were ALWAYS THERE when this first started to continually be there for our students and families. To these students WE KEEP THEM SAFE, WE ARE THEIR STABILITY IN THEIR LIVES, WE ARE THEIR SUPPORT, WE ARE THE ONES THEY COME AND CRY TO WITH PROBLEMS FROM HOME. Everyday students go through drama, trauma, domestic violence, emotional and physical harm and by coming to school and seeing their teachers, support staff they can just be themselves without the fear, without the yelling and without the judgement from home some of these students endure EVERYDAY of their lives.

Every year as teachers and staff we do PDs that help us to stop all this detrimental harm whether it be emotional, physical to our students and a Code of Conduct which is a guideline set of rules

recognising ethical norms or values and standard of acceptable conduct and behaviours. We as teachers follow these and INCLUSION is one of our main practices at all schools in everyday lives. But right NOW at this moment this is being tested and we don't want this to spread into the mentality of our students and into our schools because of the segregation caused by you the Government because you are vaccinated or not. We fight daily to STOP this rubbish and division in our schools- we want INCLUSION- that's what we are taught and that's what we follow as staff.

NO ONE SHOULD EVER FEEL THEY ARE NOT INCLUDED IN OUR SCHOOLS, COMMUNITY AND COUNTRY -WE ARE ONE !!!!!!!

[REDACTED]

[REDACTED]

Educator 616

To Whom It May Concern, My Name is TD and I have been working as a Teacher at a Private School on the Gold Coast for the past 5 years. I have a Graduate Diploma Degree in Education (Secondary) specialising in English and HPE, however my real gift as a teacher is to connect with the students I teach and be a role model, someone they can look up to, and someone they can confide in and trust. This is what makes me a great educator.

Over the past 3-6 months I have had many challenges at work due to government health mandates imposed upon us from time to time. The inconsistency with the approach has been a challenge for both myself, the students, school families, and school leadership. While I have been met with understanding from work colleagues, students and school families, ultimately my employers have told me that their hands are tied and they have “no say” in what happens at our school regarding health initiatives. This is a complete overreach by the government and there is no consideration for the individual.

As my husband and I are both teachers, tis newest mandate “no jab no job” in the education sector, has seen that we are both now out of [REDACTED] able to provide for our family, SIMPLY because we chose not to take part in a known trial phase for the COVID-19 vaccine. We have 5 children of our own and feel the risk was just too high to take part in such an experiment. As you can imagine this is extremely stressful for our family, as we now have to look elsewhere for income, after YEARS of studying at uni followed by years of dedicated service to the children and education system. It is heartbreaking to say the least.

I am deeply concerned with [REDACTED] first hand the ill effects such measures have on the children I teach and the school community in general. Parents have been COMPLETELY cut off from their children schooling experience. The younger children especially find this difficult and unsettling to not even have their own parents allowed on to school grounds. On top of that, all other adults waking around the school grounds are masked up, completely void of any emotional response when speaking with kids. Its like a zombie land. There has been a noticeable drop in the level of socialisation between students themselves, leading to isolation and depression among already vulnerable students. It is so sad to see.

I am asking that you seriously consider what these health implications are doing to our schools and our students. Please consider how many of our teachers REALLY want to follow the health directives because they believe it is the right thing to do, versus feeling pressured, coerced and manipulated into doing so. I personally know 15 people from my own school (of only about 60 staff members) who have left the education system due to the impending vaccine mandate. Out of those who stayed, I do not know ONE staff member who chose to get vaccinated because they WANTED to! They did it because they felt they had no other option. No other way to provide for their family. Out of those who were vaccinated, I know personally some who have DIED, and many others who have had serious health complications days following their vaccination. THIS CANNOT CONTINUE TO FALL ON DEAF EARS!!! PLEASE!!!!

Educator 617

Hello I am T a 28 year old early childhood educator. I have been in the early childhood profession for 8 years. I hold a diploma of early childhood education and care and have since April 2019. As of December 17 I was no longer able to attend my place of employment to work due to the Queensland mandates. I gave my work my all and created lasting relationships with the families and children of my service. From August I had been working with children with additional needs and huge progress was being made, this ended abruptly due to the mandates.

I was told by the assistant manager that I would be unable to work past the 16th December 2021 however would be able to take paid leave using my annual leave. On the Wednesday the 15th this had changed and I was told I would not be able to access my own annual leave as I am suspended. I was taken off the roster immediately and have over 200 hours of leave that I am unable to use.

I have been affected by the [REDACTED] in a lot of ways. My income has been reduced by over \$1000 per fortnight, I am now left struggling to cover the bills as a single parent with sole care of my 5 year old daughter, I have had to remove my daughter from vacation care and swimming lessons as I can no longer afford these, impacting her quality of life. Sudden change isn't good for anyone and this has struck me hard. I have had negative words directed at me and looked down on and excluded because [REDACTED] not have an experimental vaccination.

My mental health has been impacted hugely, I already have anxiety that with the help of a psychologist I was able to reduce from severe to mild anxiety and not have to be medicated. With the unpredictable future my anxiety has gone back up. As a single mum with extremely little support I relied on vacation care for me to be able to have some time alone so I could recenter and be the best mum possible, this is no longer an option. I worry daily about what is going to happen and how will this continue to affect my life.

I have major concerns for the children of my service being exposed to unnecessary changes that were avoidable had the mandate not come into effect. As Early childhood educator, I have worked the past 2 years through the pandemic being on the front line and I am now seen as not good enough because I felt my safety could not be guaranteed with an experimental vaccine.

I want to see that people can choose what medical procedures are performed and to be able to continue in their line of work if they choose. We have never been mandated as a state to have the flu shot so why are we being mandated for a virus that is similar to a flu? I want to be able to walk into a venue and not become overwhelmed with anxiety because I don't have a mask, or vaccination passport. I want to feel as though my choice for my family matter.

Educator 618

My name is JT. I am 51 years of age and live near Gympie, QLD. I have been a contract and relief primary school teacher for the past 17 years.

I love teaching children and encouraging them to be curious about the world around them, to try new things and become life long learners. There is nothing more rewarding than seeing eyes light up and excitement when a child has discovered something for the first time, or a concept has 'clicked'.

I am absolutely devastated that I have lost my job because of the government mandates. I am not willing to be vaccinated as it is still in it's experimental phase. I do not wish to take part in the experiment and will await to see if the results have proven it is safe and effective.

My husband is an avocado farmer and we rely on my income to supplement the income from farming. We are concerned about how we will survive financially.

I would so look forward to be returning to the primary schools I have worked in, to see the students and colleagues who have become friends and to have some income in 2022. I wish with all my heart that the mandates be stopped.

[REDACTED]

Educator 619

My name is AC and I'm 35 years old. I have three beautiful children and last year I furthered my career by sacrificing time with my family to gain a Diploma of Early Childhood to add to my Bachelor of Education.

I had the privilege of teaching my daughter with my new qualification only for you to take my job away from me.

I am appalled that you took away our freedom and choice about my own body and hence losing my livelihood.

I'm no longer able to work because it isn't worth me working on the minimum wage during school hours because finding and paying for care for my three kids isn't an option.

I love my job, I want my job, I worked for hard for my job.

Give us our freedom and futures back please.

Educator 620

I am writing to you to express my grave concerns for these mandates. I am of the understanding that Mandates are voluntary by consent and no third party can get involved in this. My employer says otherwise.

My name is A and I have worked in the Childcare industry for over 17 years, after having a year off, I trained full time and hold as Associate Diploma of Social Science in Child Care. I am extremely passionate about my profession and chose this career as I had an immense wish to educate and nurture our younger generation.

I whole heartedly believe in attachment theory and working with children under 2 this resonates with me. I have worked hard to achieve and build a safe, secure, nurturing environment for my children, attending many different courses, with the latest being Circle of Security. I feel I am very good at my job as an Educator, I also take on many different roles throughout my day including, cleaner, nurse, waitress, administrator, cook, behaviour analyst, Mother and Friend.

My employer has stated I had until the 17th of December 2021 to receive my first dose of the Covid -19 Vaccine. And if I had not complied to this directive then I would no longer be able to attend work. I was granted leave from this date until 7th January 2022 to seek advice from my health practitioner and reconsider the decision not to get vaccinated, they may or may not approve request for further leave and if I do not comply with the Direction then my employment is terminated. I feel this is coercion and I have asked my employer on numerous occasions to supply me with the vaccine Which they have not supplied. I feel this Mandate is a crime against Humanity and breaches the Human Right Act 2019 (Queensland) section 7 ...A person must not be subjected to medical or scientific experimentation or treatment without a person's full, free and informed consent. I have not been informed of the risk from this provisionally approved vaccine.

This Mandate has caused me so much stress and anxiety. For fear of losing my job, I can no longer sleep or eat properly, have feeling of overwhelming sadness and become teary at the thought. My mental health has really suffered, I exercise regularly and have started to practice meditation to try and get some relief from this suffering. It has also put pressure on my marriage and family as the financial burden is put on my husband. I also have concerns for the children in my care and am worried it will have adverse effects of their own mental health and wellbeing as they are at a young age where they need familiar, key educators who know and understand their different needs, anxieties, and responses. Having casual educators is not the answer. My colleagues are suffering from stress. Being overworked and trying to juggle too many responsibilities for one person. They have expressed concerns about Casual staff putting children's health and Safety in jeopardy, not knowing children's dietary or medical needs nor understanding the severity of these actions.

I want these Mandates to end so I can get back to the job I love and continue to Educate, Nurture care and provide a safe, secure trusting environment for our young. I want the Government to wake up and realise this is NOT the answer and these Mandates are going to cause more staff shortages and more pressure on the sector. Educators just want to do their jobs and have a choice about what we put in our bodies, without being coerced and discriminated against with our jobs.

Educator 621

My name is K, female, 37 years old and I have a Bachelor of Education (Primary/Middle Schooling). I have given 13 years of service to the Education Department, teaching in both State and Independent Schools over remote and semi-rural Queensland. I have extensive experience in various roles including classroom teaching, Learning Support, Head of Department and student well-being roles across both Primary and High School environments. I currently hold a permanent teaching position with Department of Education Queensland, Sunshine Coast Region.

My teaching gifts include empathy, compassion and the yearning to understand and connect with the individual child. I prioritize establishing a genuine connection with each child before any learning commences. I strive to ensure every student feels safe, seen and heard to provide a secure and non-judgmental space for students to express themselves as an individual.

Last month Michael De'Ath the Director-General for Education Queensland emailed all staff enforcing the vaccination mandate for all Department of Education staff. Must be fully vaccinated before Term 1, 2022 or result in termination, then several emails following requesting to complete the Covid-19 vaccination survey. I have yet to complete this survey as I have been on medical leave and I haven't received any correspondence personally addressed to me requesting Covid-19 vaccination status.

However, since receiving notification that I won't have a job as I refuse to have this vaccination has affected my already financial possibility of being unemployed. I am raising my young son who has a disability on my own. Enforcing these mandates with no option of free choice will mean I have no employment, no income, losing my car and face the prospect of becoming homeless with a young child.

I strongly urge that the vaccination mandate be lifted so that I can return to my role as a passionate teacher, sharing my gifts of compassion, nurturing and empathy to those who need it most, the children.

Educator 622

I wish to take a few minutes to explain how the Queensland State Government's covid-vaccine mandates have personally adversely affected me. My name is A, and 10 years ago I graduated university with a Bachelor of Primary Education. Achieving this was a mighty feat as I fell ill with 6 months left to complete my degree and had to postpone studies.

I then spent the entire next year basically in bed the whole year due to illness. I then spent another 3 years completing my remaining few subjects and practical teaching rounds all whilst recovering from major health crisis. Obtaining my degree took twice as long - 8 years - and was the result of much hardship, struggle, effort, persistence, and perseverance. It was a huge achievement that I worked extremely hard for.

Having obtained my degree but still recovering, I was not well enough to teach and went into other fields in part time work as I continued to recover.

Ten years later, I began a [REDACTED] relief teaching in the State School system in the Brisbane area, and for three short months From August-December 2021 at the age of 35, hit the milestone of relief teaching one day a week. This was huge for me, and also brings with it the very practical relief of a professional wage that I have not had for my entire adult working life due to illness. You can imagine the financial burden of being sick and only able to work part time, particularly when there are ongoing significant healthcare exp [REDACTED] an also imagine the way health and financial stress affects a person in other aspects of [REDACTED]

To finally be able to make a decent wage in the profession I've spent 8 years of my life qualifying for, begin to alleviate financial stress burdens, mental stress burdens dealing with all of that, social stress of isolation when only working part time etc, was an immense relief and huge achievement. To have that taken away by a government mandate that isn't considering other forms of risk management is a devastating blow and unjust and puts me back at square 1, and does nothing to help my continued recovery.

There are clear risks associated with vaccination, as with any drug, as evidenced by the voluntary adverse reaction reporting systems. As someone who has spent the vast majority of my adult life unwell, it is a matter of great anxiety to be told the government is forcing covid-vaccines on teachers as a condition of employment. I understandably have huge reservations on receiving a medical intervention (with no longitudinal data) that may potentially cause me to become unwell, particularly after the mammoth effort I have proactively put into improving my own health, most of it at my own expense as sadly the government doesn't cover proactive alternative healthcare therapies on Medicare.

The lack of consideration for people's personal lives, livelihoods, wellbeing and circumstances and the lack of other risk mitigation methods that are not exclusively vaccine-based is appalling. I have sent two emails to TRACER asking for a risk assessment and I have not received one.

Teachers facing loss of employment due to mandates are at risk of losing their homes, their mental health and wellbeing, their ability to look after their families, the wellbeing of their families, the ability to contribute to society etc. This will create burdens for Government elsewhere in other areas. The public is at risk of losing good quality teachers, experience that cannot be replaced, and it would be an absolute disgrace if the government imported overseas teachers to fill the gap, at the complete disregard for its own citizens. The school system is at risk of collapsing. Students and families are at risk of being thrown into turmoil, risking the education of the children and the wellbeing of parents and children and the family unit, due to the chaos the upheaval would cause.

The Queensland State Government should immediately end all mandates for teachers and education. Other risk mitigation measures such as temperature checks, and other treatment methods such as

that protocol recommended by Dr Peter McCullough should be allowed to be used as well. Covid vaccines don't stop a covid-vaccinated person from contracting or spreading covid. There is a risk with covid vaccines, people should be able to choose their risk, either the risk of drug side effects/adverse reaction or unknown long-term consequence of covid vaccines, or the risk of personal choice of treatment both preventatively and if catching covid. These options allow the sovereign rights of the individual to be upheld and for them to assess their own state of health and likelihood of recovering from covid, which for most people is extremely high at over 99%.

Healthy asymptomatic people are not a threat to anyone. I ask the Queensland State Government to end covid-vaccine mandates for teachers as these are having a devastating effect on our teachers and community, and these will be severe harsh long-term effects that will not be easily remedied.

[REDACTED]

[REDACTED]

Educator 623

My name is R, and I am 48 years old currently living in Hervey Bay. I have been working in the Early Childhood Sector since 2007 and completed my Bachelor of Education in 2018. I have recently worked as a Kindergarten Teacher, and I also have my own small business working one on one with young children on the NDIS as educational support and therapy assistance. I am also a registered Child Play Therapist which one of the requirements to study that was a Bachelor of Education.

I currently work part time in an area presently not mandated, yet; however, been warned that it is likely to happen. I, however, have had to cease work with my private business. As a single Mum with no support whatsoever, this means I have lost one of my essential incomes.

I will not get the vaccination for I suffered facial paralysis a few years ago which has left me with permanent debilitating damage, especially to my nerves. I was extremely sick for nearly six months and had to be cared for by my then 15-year-old daughter. As reported, this can also be a rare side effect of these vaccines as nerves can be affected. I am still undergoing testing and scans due to the damage it has caused. Not [REDACTED] cause serious physical damage but it almost destroyed me mentally. I genuinely thought I was dying as I spent 4 months with severe nausea and could barely walk. I even made plans for my children's future without me in it. Being told now that to continue with my teaching and support work means I must have this vaccine not only fills me with fear but extreme anxiety. I have started having panic attacks again (first of which I suffered was when I was sick) and mentally causing me so much [REDACTED] and anger that I feel I am not the happy person I used to be. My children are losing the [REDACTED] and are now exposed to a bitter and sad person instead struggling with depression and anxiety. My GP supports my decision however their hands are tied therefore cannot give me an exemption.

We have taught our children about our racial history and the suffering people endured because of this; taught them about the wrongs of what happened and how we, in this generation, are all about equality. We have taught our children about acceptance, respect and difference. Yet here we are, repeating mistakes of the past, just under a different narrative. The education we have therefore being providing our children is nothing but a mockery. Tell me, is this all worth it?

Finally, in years to come I want my children and children I work with to look back and remember me as fighting for our freedom and their freedom; opposed to aiding in this segregation and discrimination. I refuse to be on the wrong side of history because, as a teacher, that is not what we are about.

Educator 624

My name is KL and I am a Teacher in a special school on the Gold coast for the past seven years.

I have been a teacher for seventeen years and studied an Art degree, Diploma of Education and Children's Services. I love teaching special needs students because they are honest, funny and are happy people. I love to teach them Literacy, Maths and Science and love to incorporate art any chance I get into their curriculum.

I have joined the Red union because I felt that this union could help me which the QTU did not. With guidance from the Red union I was able to ask my principal for a risk assessment and it was very nice of her to give me feedback but it wasn't sufficient enough for myself. As for Queensland Education I have been getting text messages to remind me to fill out the vaccine survey. I have been getting emails to remind me to fill out the survey or I will face termination on the 7th January. I feel this coercion is not warranted and I believe having a choice to keep myself healthy by being responsible for how I approach my health for my own body is what is needed in this instance. I have a history of pancreatitis, congenital ulcers, shingles, hepatitis and gall stones so I wish to place an injection into my body that is still at the experimental stage which may interfere with my varied inflammatory diseases that I have already, no.

The way the mandating has impacted my family is that my 12 year old and 15 year old would like to go to the movies tomorrow and I want my sister to come down from Brisbane so she can buy tickets as she is vaccinated. I still want to go to the movies as they are unvaccinated. I don't mind not going to the movies but it would be easier to take them myself rather than asking my sister to come and do it. As far as the future being uncertain for paying off the mortgage, paying the bills that's a whole new ball game. I only hope that the Centrelink will be accessible for the time I am not going to be paid any wage.

My health has suffered due to the mandates by presenting as chronic anxiety and having to get prescription Prozac to help cope with day to day living. I am talking to a therapist once every two weeks and she has been helpful in giving me useful tools to help me get through this tumultuous time. The insecurity of not having a job that I thought I would have for at least another fifteen years has the same effects on my body as my divorce did twelve years ago. As the time draws nearer to the vaccine status and possible termination of my job I have had physical symptoms of stress in the form of problems with my digestion. This has caused me to be weak and bed ridden for the past three days. My 15-year-old is quite angry at me for not getting the injection, my 12 year old does not know what I am going through as I did not tell her. My husband does not want me to get the injection as he is worried for my health. He does not have a full-time job but he may have to go to fulltime when I am stood down.

The main thing I want to have happen in the next week or so is to stop this mandating of teachers getting the vaccine and let us work. I would love to continue working at my school as I have so many children and friends there that I would like to see again. I will miss them dearly as I cry sometimes knowing that I will not see the students and teachers that I have worked with for the past seven years. Let the herd immunity of Covid 19 be released on our community as we can get over it and through it. I have been vaccinated for everything in my life and am not against them, I am looking forward to the safe Covax which is an effective vaccine that has been used in Iran. Made by an Australian and not used in Australia yet, hopefully they will bring it in this year.

Please help the students and people of Queensland have a normal life not of segregation and uncertainty.

Educator 625

I am a primary school teacher, now also outdoor education trained, who works in Cairns FNQ. I have been teaching for 4 years and absolutely adore my job. I am now receiving numerous text messages asking for my vaccination status and threatening me with termination of my employment if I refuse to comply.

I used to work with a Deputy Principal who would say a very beautiful quote to the students regarding behaviours, morals and standards. She would say "the standard you walk by, is the standard you accept". Meaning, if you witness bullying and choose not to stand up for the victims, you are accepting that behaviour. She would explain to the children that if they chose to 'ignore' and walk passed something that did not feel right to them, they were actually allowing it to happen; if they passively allowed people to swear or use inappropriate language, they were accepting this. She said to the students that they have a duty to contribute to the construction of our school culture and to uphold our school values. They have a duty not to 'walk by' and to address and report things that don't feel right. Unfortunately, I feel although this 'school rule' is now more relevant than ever in society. If we walk passed community members being turned away at local cafes, if we walk passed stressed business owners being forced to implement something they don't condone, if we ignore the hundreds of thousands of people who are FEARING more isolation and standing up, if we passively comply to discriminatory mandates; that is our form of acceptance and consequently, we simply pass the buck on for future generations to have to deal with the outcomes of this.

I've found myself like many others, planning to sell my car, contents, wondering how I will afford accommodation and create a steady income stream moving forward. Everyone has a breaking point, I will be the first to say admit when I became distantly aware that places were going through some lockdowns that I was not attending rallies for them, I was working, I had a life of routine and that kept me busy. I truly did not understand what was happening. Many opted to get the Vax in light of a carrot being dangled in front of them, then that carrot was taken, breaking point. Lots were happy to abide by the mandate, until their best friend suffered an adverse reaction, breaking point. Thousands were stumbling toward an imaginary percentage that was carefully orchestrated before them, only to have promises broken and freedoms placed on the other side of another rule, breaking point. Booster shots, job losses, family breakdowns - these are sequential breaking points that we are inherently witnessing. It is simple, you don't KNOW, until you know.

I have met less than ten people who willingly opted to get this vaccine, they simply "got it because they had to keep their jobs". This forceful mandate has sent many people into a mental health spiral, knowing that their own moral compasses have been completely bent. I heard many polarising conversations at work where people were using words such as 'idiotic, how can people be so stupid, morons, reason we will all die' over fear that has been amplified through the media. Not only is this taking away workers access to work, but destroying school culture too. Even my principal was absolutely devastated at the idea that he may have to 'terminate' my employment over something he completely disagrees with.

Educator 626

S – I am an experienced senior primary school teacher in Mackay with 19 years of practice in the classroom. Every child that walks in to my classroom knows that they are valued, each bringing their own unique skill set and backpack of experiences. The needs of each child are also inherently different and I do my utmost to provide a positive, safe and productive learning environment for every single student to excel, often beyond their own expectations! In various roles, I have coordinated countless memorable experiences for students and professional development opportunities for my peers. I am grateful for the wonderful relationships I've developed with my students, families and the wider school community over time.

Unfortunately, my principal has not responded to my request for a risk assessment of the workplace. I understand this may be difficult for some over the holiday period. They too may be unsure of what is expected at this time.

As a single parent, I am uncomfortable with the current option that has been given to me with regards to the vaccination mandate. I am facing the potential of being stood down without pay and thus being forced in to great financial difficulty and job uncertainty. My son is at risk of having less opportunities available to him as a result of this monetary strain.

As you would understand, these last months have been incredibly stressful and upsetting. With a health condition already, [REDACTED] and additional strain on my body, both physically (in terms of pain) and psychologically. I have completed the continual survey requests.

I am concerned for the future of our schools. Already, it has been difficult for the department to keep teachers in the profession. With experienced teachers being lost as a result of the current mandates, schools will lose valuable skills and expertise. This will impact the education outcomes of our students. Combined with the current social division and confusion in society, our younger generation is at great risk. Volunteers will be less in number and class sizes may be larger. Relationships with parents and the community will be under pressure. Sadly, all of this will place increasing pressure on my colleagues (in an already stressed system).

I ask that other alternative measures to vaccines be implemented to ensure safety of both students and staff, such as the use of Rapid Antigen tests, prior to commencing work. Providing more time for staff that are willing to have other vaccines as they become available in Australia may also help with the current situation. Stakeholder meetings to work with staff impacted by the mandate to determine mutually suitable options, would be extremely beneficial for everyone.

For a less disruptive start to the school year, I truly hope that common ground can soon be found.

Educator 627

My name is K and I currently work in a school on the GC in X as an AO2 in a permanent position and currently in an AO3 role as the HR Manager. I have been with EQ since 2006 in varied roles such as a Teacher Aide, and also an International Student Coordinator and Homestay Coordinator and in the last 2 years started at a new school on the coast which I absolutely love. The connection I have with my BM KK is unlike anything I have ever had and she always refers to me as her 2IC. We started in Admin together building our school from the ground up and she has been the best mentor I have every had. Our school is built on kindness and our BM will tell you that all staff, teaching and non teaching were hand picked because of this personal trait. We love our students and will do what ever it takes to see them succeed. Whether the staff are cleaners or teachers we want to show and teach our students that kindness is one of the best ways to succeed.

On Dec 3 my Principal could not attend the Zoom meeting that was held by Kirsty Payne in regard to the vaccine update and she asked me as the HR Manager to attend in her place and to give her an update - bullet points [REDACTED] meeting was about.

One of the main items to come out of that meeting was that the Principal should NOT ask any employee if they have been vaccinated as that was up to the regions to put out an email and gather that data.

As I am 2IC my role starts [REDACTED] [REDACTED] for our teaching and non teaching staff. I have been working 12 hour days for months on end which have been taking their toll. In a new school my Principal has made it clear that we all need to pitch in as we cant put on any more admin staff which is taking its toll on other staff members too. With 380 new enrolments for 2022 we are really under the pump but know we have to get the job done. It's exhausting. As you can imagine week 10 is crazy in admin trying to get enrolments in, we are currently building stage 2 which will be open in time for when school starts this year and I've also been busy putting on new TA's and 8 more cleaners. It's been hectic. On the Thursday of week 10 my Principal came to my desk and asked me to come to her office.

She asked me if I'd received the survey from EQ regarding being vaccinated. I said I had not. She said it looks like some staff haven't received it. She asked me point blank if I had been vaccinated and I told her that as her HR Manager, so she doesn't get into any trouble, she cant ask me that. She said "Well I need to know in case I have to replace you". She also told me that the AO2 in Student Services has not been vaccinated (which I didn't know) and said if the two of you are not coming back we may not be able to open the school". I told her again that she cannot ask me that question, but the Principal can be very intimidating. So I told her that I have a Dr's appointment on the Saturday, the day after school finishes as I have a heart issue (I have an enlarged left ventricle in me heart that is of a concern and was only diagnosed this year). She said are you trying to get an exemption. I said firstly I need to see my GP in order to get a specialist appointment but yes that is the aim. She kept pushing me for information. I kept reminding her that my vaccination status was not to be discussed and asked about by her. She said "You wont get an exemption. There are people that have cancer and worse heart issues than you and that I would not get one". She said "If you don't get one will you then be vaccinated". I told her I couldn't answer that and she kept insisting she needed an answer because of her staffing issue. She then also said " I wouldn't think that you are in a financial position to give up your job". (I am a single Mum). It was at that point that I left her office in tears and couldn't believe what she has just put me through. She just kept trying to push and push me for an answer.

Our BM during all of this was off campus and had no idea what was going on. Our AO2 was also visibly upset as the Principal approached her at her desk with a foyer full of students asking her if she had been vaccinated. Completely unprofessional. I was shocked at her approach with us both.

I attended my appointment at the Dr 2 days later and my blood pressure was 157/95 which was very high. My Principal and the whole mandate situation has caused me to become very stressed and anxious about how this affects me and my son going forward. Not knowing if I have a job or not. We rent so I could lose my accommodation. I have not been able to enjoy Christmas, staying home as I don't have any savings if I lose my job. I've also loved working for EQ but this is crazy. I have made the decision not to take the injection because I have also watched healthy staff members who have taken it become very ill. I had to put our Industry Liaison Officer who is only 34 years old into the back of an ambulance who is now suffering from myocarditis. I also play a part in Student Services and every day we had at least 2-3 students in sick bay from the injection who were extremely sick. Seeing this every day for months on end takes its toll and plays such a big part in my mental health and has made me very fearful of the vaccination as it is at its early stages. I have had vaccinations all my life but won't take this one as it's too early to know any side effects which scares me to death and leaves me suffering stress about it all. If I take it I risk getting sick and not being able to work. I am strong and healthy and have a strong immune system and want to be able to make my own decision about having it. I just want to be able to go to work like any other employee of EQ. My concern going forward also is for our students as teaching and non-teaching staff are forced to make the decision not to return to their jobs. As EQ employees our responsibility to our students is paramount but the Qld Government are asking us to choose between our health/family and our students. That in my eyes is disgusting.

What do I want to see now? My Dr gave me a medical certificate immediately upon my blood pressure result. I want EQ to be held accountable for the stress this mandate has caused not only its employees but on their families and give EQ employees the opportunity to decide for themselves if they have the vaccination or not and offer some sort of compensation for those who will not be returning for the stress they have been put under.

Educator 628

My name is S, and I am a 39 years old female Senior Secondary school teacher working on the Gold Coast. I have been really happily and proudly serving the Department of Education for 9 years, and will be delighted to continue serving the Queensland government for many more years to come.

I am bilingual English and French speaking person with a bachelor of Science with honours in Biology / Environmental Chemistry and a Master of teaching (international) both completed in Australia.

I am specialised in Leadership development as a Duke of Edinburgh supervisor (National bushwalking and Canoe guide certified), and my teaching experience is mainly in academic excellence and leadership programs (STEM, Dual focus program such as French immersion, International Baccalaureate program) teaching French, Maths, Sciences, Senior Chemistry and Senior Biology subjects. I am also currently mentoring pre-service teachers over the last few years.

Despite the announcement of the mandate made by the government just before the last week of school in 2021, I did not get the chance to speak to my employer/principal as I received the Mandate reform news on my first day of Holidays [REDACTED] (dealing with a TOIL system in my school). However, I have expressed my concern to the Queensland Teachers Union, but they have not been able to provide me any advice/help regarding this matter. The only thing I know is that I won't be returning to the school in January 2022 unless I comply to this medical intervention, which deeply sadden me.

The Mandate has impacted [REDACTED] and myself in a way that I will never have imagined before. With the unclear view on my options [REDACTED] provided with all the information nor time required to make an informed choice and give my consent, it feels more like forced upon me). the level of stress that my family and I experience is growing day by day. I feel that no concertation was made, and I feel left alone with confusion and doubt about my financial, emotional, mental and professional future. I have always done my job giving 100 % of myself, and now I am losing it without understanding what went wrong. I would like to comprehend how my expertise and culture I have to share in order to enrich our student education is not even consider in the decision.

Indeed, health is not just about viral respiratory disease, but about everything that make our health or wellbeing, and I have to say that I am feeling mentally drained by the full situation. It has been hard enough with lockdowns and changes in societal procedure (like masks and social distancing) for everyone (especially the kids growing in a society of uncertainty), but with the trauma left of these events, we all worked harder to make it happen. I had to re-invent my teaching practice to adapt to the different and ever-changing situations and offer extra support to the students, colleagues and family members that were having difficulty coping with the situation. Now, despite my ongoing services to the department during pandemic, I am coerced to take the injection of a drug that is only at experimental stage and voluntary in Australia, or I have to face losing the job I love. It was already hard enough for me to not be able to travel back home to see my 81 years old mother that is sick with cancer. This whole situation leaves me now feeling depressed, anxious, professionally disrespected and devalued.

This is only on my side of the story, but what really worries me is how this mandate will add another layer of stress on everyone, the department, the teachers and most of all the students that desperately need structures, stability, care and a nurturing environment. It is unbelievable to witness how discriminative comportment become more ok in the society we are constructing while compassion should be the key.

At this stage, I would like to be offered with options, I deserve explanation and evidences on the overall risks and benefits of the vaccine mandate for the society and individuals. I think we need more transparency and open discussion about it, especially when it does not prevent the spread nor the possibility to be sick. When I look at the data presented, it seems that vaccinated are still spreading the disease and 99.7% of the unvaccinated are surviving. So, it makes me question, could it really justify the fact to force an experimental vaccine upon people in the risk of losing their profession? Also, I would like to be not receiving constant communication from the department asking me about something really confidential like my vaccination status.

Educator 629

My name is CQ I am 40 years old, and I live in X, Brisbane, Qld. For the past three years I have been employed as a P&C Liaison Officer at a local primary school. I have an active role in our school, and I am responsible for the day-to-day general running of P&C Operations. I am responsible for the uniform shop & I organise & run all our P&C based fundraising everything from raffles, the disco, the colour fun run, and our school fete. I also assist in the tuckshop when required and during the past two years this has been everyday due to the severe restrictions that were placed on schools. In my first year in the role, I was even the recipient of a local legend award after being nominated by our school principal & business manager for my service and commitment to our school.

My employers are a committee of 4 people being our P&C. After the vaccination mandate announcement was made my employers had varied responses. I felt supported by some and not so much by others. The majority also disagree with the mandating of vaccines and offered their empathy regarding my situation. One however used it as an opportunity to discuss how vaccines & seatbelts are the same thing which, honestly, is just plain ridiculous. I have however had to chase up formal notification from my employer regarding the mandates and to date have received a notification regarding the announcement & the requirements from staff, but no mention of what things will look like for myself moving forward if I do not vaccinate. Verbally I have been told that the advice that they have received is to get me to either resign or put in writing that I will be taking a leave of absence neither I which I will be doing. This is not MY choice this is being forced upon me by the government.

I have been on an emotional rollercoaster since this announcement was made and during my last week of term 4 spent more time in tears than not. I have been asked to change my mind and "just get it" but this vaccine is not suitable for myself, so I am now faced with no job due to me wanting to have control of my own medical choices. I am so sad that this is happening and feel helpless and hopeless.

I may not be the main income earner in my family, but my income helps in so many ways and the impact of this financially will be felt by my family. I am a mum of 2 ASD children and working in a school environment is so important as it allows me to be there for my children when they need me the most. I am now faced with having to find a new job to continue financially contributing to my family yet taking away the emotional supports my children require if I am unable to work school hours. I am scared for the emotional impacts and long-term psychological damage from having such upheaval in their lives.

So yes, I work in a school to be able to have great work life balance but also because I love children. Being around them, every day brings such a joy to my life. I have been the face of our P&C for three years and in that time have built up amazing relationships & bonds with not only the students but also the staff and to be losing all of this is not ok!

I want our government to allow all school staff to return to work on January 23rd regardless of their vaccination status. I have been able to work the past two years during a pandemic and at no point have I been considered less than until now. I am not a second-class citizen because I have decided that this vaccine is not suitable for myself. I am not a germ or a danger to anyone, yet this mandate is driving a wedge between people and is going to create staff shortages that our education system does not need and in the end it will be our children who will suffer the greatest and that is not ok.

I am a mum. I am a P&C Liaison Officer. I am a human being.

Educator 630

I'm a school guidance counsellor in regional QLD. Call me C, because like the priestess from Greek mythology, I feel that I am cursed by the powers-that-be to be correct, but not listened to when it comes to the impact of pandemic control measures on young people's education, health, and well-being. I willingly work with our most vulnerable and disadvantaged children in a location that suffers chronic staff shortages, and therefore offers subsidized accommodation to attract staff. Following the mandate, I will need to vacate that house, relocate, and search for alternative employment. My family is enduring upheaval, and my students will suffer from lack of continuity of care, thereby compounding their trauma. The school was unable to fully staff the school before the mandates were made, and regularly collapses and merges classes as it is. There was a day in 2021 when a deputy principal had to abandon their usual duties and supervise 150 students for the day because there were not enough staff! The government's response has been to say that they will bring teachers back from the country to fill shortages in the city. Such ignorance and insensitivity about the lack of equity experienced by country kids just goes to show how out of touch with reality our leaders are. Please reconsider! [REDACTED]

When I leave, schools will lose my extensive wisdom, qualifications, and experience gained in 30 years of working in public, independent, and distance education schools, as well as early childhood and youth work settings. My commitment to ongoing professional development prompted me to study a second Graduate Certificate [REDACTED] in 2021 that extends my knowledge beyond my existing Bachelor and Master of Education [REDACTED] skills to help students in the wake of the pandemic. I am due to graduate with an almost perfect GPA in a couple of weeks' time, but I am now facing the double blow of a) not being allowed to attend my graduation ceremony, and b) losing the entire career that I have worked so hard for. My school community will lose my knowledge and skills, and the quality guidance that I diligently deliver with compassion and integrity. My departure means that the school will no longer have an accredited facilitator to deliver intervention programs that support students with serious behaviour and mental health concerns.

As I leave, I am acutely aware that the leading cause of death in young people is suicide. Their mental health concerns have been exacerbated by pandemic control measures – all for a virus that has a 99.7% survival rate for most people. Given that our young people have virtually zero risk from Covid, I am alarmed by the chest pains that I have observed in teenagers, and the adverse reactions I have witnessed in colleagues and the broader school community since the vaccine rollout began. All that sick leave certainly didn't help with our staff shortages! These anecdotal observations are now reflected in statistics and safety signals that ought to have triggered the immediate cessation of the vaccine program by now. Confronted with such evidence, an intelligent and accurate risk assessment would logically conclude that it makes no sense to suddenly recategorize schools from low risk to high risk for Covid-19. On the contrary, it is a gross betrayal of trust, and a heinous violation of numerous laws, rights, and codes of ethics, for politicians to threaten dedicated professionals with a loss of career if they do not submit to an *irreversible, irrevocable, and experimental procedure* that has questionable emergency authorization, a lack of long-term studies, and emerging concerns.

The Queensland government says that it *"is committed to creating a diverse workforce, representative of the community we serve, and workplaces where everyone feels safe, respected and included"*. The mandates mock this commitment. By laws of privacy and discrimination, the definition of diversity MUST include vaccination status. Under Workplace, Health and Safety laws, an assessment of risk MUST include the real and no longer rare risk of serious vaccine injuries (especially now there's a new Medicare item number and funeral benefit for it!) In my own medical situation, my supposed 'choice' compels me to choose between losing my career, or getting the jab against medical advice and risking a high chance of injury or death. This would not only prevent me from working, but also incapacitate me – possibly permanently! Despite this, my doctor can not give me an exemption because it has been made virtually impossible to qualify and AHPRA has unethically gagged doctors.

As a critical thinker who is not pacified by three-word mantras like 'safe and effective', I question why world-leading medical experts in relevant fields are being censored and discredited when their qualifications far exceed our Chief Health Officer's. Questioning IS Science, rigorous debate IS necessary, and biological science is not political science! I do not deserve to suffer such loss, and I should not be forced to accept such risk. Neither should my young adult male children who have also been mandated. Mandates are a gross over-reach that ignore the evidence that should have seen Covid vaccines withdrawn by now. All sitting politicians are therefore duly on notice that they are culpable if they do not immediately repeal all Covid vaccine mandates.

[REDACTED]

[REDACTED]

Educator 631

Hi my name is JG I am 56 years of age. I live in X a small lovely, friendly, family orientated place, in Somerset. I have been a 30 hour cleaner at X state school for 15 years, I loved working there. Staff and kids are one big family.

But it all changed when these vaccination mandates came in. You see I lost the job that I loved because I decided not to get the covid vaccination. I like to have a choice what I put in my body. My principal told me I could not work any more because of my decision. But he also stated it was not because of my work ethic. He did not want to terminate me.

Since then my life has been very stressed wondering how I am going to pay rent, eat, pay bills. I was terminated from my doctor receptionists job as well because of the same mandate. So my stress levels are high and so are my grown up families they are worried about me.

I am very concerned for the children since the mandate came in for them to be vaccinated for covid. Where did "children" "Covid" go?

I ask you please stop these vaccination mandates. Queensland education staff love our jobs, love the children. I used to have great pride working in Queensland Education. PLEASE LET ME HAVE MY JOB BACK.

[REDACTED]

Educator 632

My name is Mrs G, I am a female primary teacher and I currently teach grade 1. I have a Bachelor of Education (Primary) and am currently employed at a public school in the Moreton Bay region. Ever since I was in grade 6, it was my dream to become a primary school teacher. I am now 47 years old and I absolutely love my job as a teacher in a low socio-economic school. My background was of low socio-economic foundations, and therefore I feel I understand my student's challenges on a deeper level. I am passionate about helping them blossom into beautiful, educated members of society.

My current principal was very compassionate with my aversion to taking this vaccine. However, she made it very clear that if I did not comply with Government mandates, I would not be able to continue teaching when school resumed in 2022.

I have recently purchased a house and have been doing some major structural and cosmetic renovations to the property. As such I do not have the option of not working; I need a regular income to keep a roof over my families head and food on the table. I have been coerced into having the COVID-19 injection in order to keep my current position. I have had the first injection in December 2021, and it was a very traumatic experience for me. My family has a history of adverse reactions from two of the current vaccines and I was quite terrified to have it myself. I had minor reactions to my first injection (including tightening around the heart, high fever and body aches/pains). I have a history of mild heart problems, including [REDACTED] ectopics and a heart murmur; therefore having the next injection concerns me quite significantly [REDACTED]

My mental state has been adversely affected by being mandated into taking this injection for fear of losing my job, my house and being unable to care for my family. I went to a vaccination hub and I had to sign a document and give consent to an injection that I did not personally consent to, but was mandated to have. I was quite visually upset when I was given the injection; I tried to maintain composure, but was very publicly sobbing and was unable to stop. This was extremely embarrassing. It was (and still is) a very traumatic experience and my mental health has been greatly impacted from this mandate.

I am worried about all the teachers and school staff that have been forced to leave their profession because of these mandates. I am concerned for their mental wellbeing, but also their current and future economic loss. Students are losing very passionate and well educated teachers whom form an integral part of their childhood and schooling. I feel that children of today have already been adversely impacted by the COVID-19 pandemic and taking away passionate teachers from a career they love is going to have far greater impact on these beautiful little minds than they have already endured.

I would like the mandates to be removed. Having a medical procedure performed should be a personal choice based on your own experiences and everybody should have body autonomy. The mental health of education staff matters, our personal beliefs matter and our fears and medical history matter.

Educator 633

My name is SED, 38 year old Female and I live in X, Brisbane, Queensland. I have been a child care educator for 17 years and am currently studying my Diploma of Children's Services. I have had the privilege of working with children and families in the community. My gifts as an educator include providing consistency for the children as I have worked loyally with my current workplace since 2015 and seen it through major renovations and new ownership. The families have built trust and confidence in me as a genuine and loving educator as I provide a safe and secure environment for their children. I have a strong work ethic and enjoy being a part of a team and am a person of strong character. In 2020 I earned an Educators Choice Award in my service as well as a Managers Choice Award. I have many families who are saddened by my loss of employment because I do not agree to the vaccine mandate.

My employer has given a generic email to staff stating the Queensland health guidelines and that proof of vaccination will need to be provided in order for me to continue my employment by the 23rd January 2022 otherwise my employment will be terminated.

Upon learning about the mandates for education in Queensland I have had days off work due to stress. I have visited with my doctor and voiced my concerns to him about the side effects of the vaccines and his medical advice. He said the decision should be mine to make as he can't tell me whether to get it or not. He advised that I seek more information in regards to the side effects. Over the last month since the mandates I have had many days of depression and anxiety which has affected my relationship with my family. I have had many sleepless nights worrying about what I'm going to do for work and how I am going to provide for my family as I am a single mother of 2 children. I also will not be able to continue my studies and will therefore not be able to receive higher qualifications. I have prided myself in working as a single mother for the last 7 years. I have been an example to my children by being employed and raising them. I don't want to rely on government payments that are barely enough to cover the cost of living. I have been in this industry for 17 years and am passionate about what I do. I don't want to have to change what I'm passionate about because of my medical choices.

My concerns for the children and families in the community is that they won't have the continuity of care and that the mandates will put extra pressure on an already understaffed industry. Since the beginning of Covid 19 my center has suffered from understaffing and families have already expressed their concerns with the amount of agency staff each day in the center. I am reliable and hard working and have a desire to continue to foster children's development and I don't see any fault in my performance and the only reason I am losing my job is due to my decision about a medical procedure.

I would like to see the mandates removed so that the industry can thrive and that people can get back to doing their job. Which in turn will ease the stress on the community and I will be able to provide for my family.

I worked all of the last 2 years (2020 and 2021) in the childcare industry when the government stated that children were low risk for Covid 19. This I did without any medical interventions and no cases of Covid 19 in my center. With no risk assessments being performed in the child care setting between the vaccinated and the unvaccinated childcare educators, I can't see the threat to people's health if both the unvaccinated and vaccinated can still catch and spread Covid 19. I find it incomprehensible for me as an educator creating and teaching bodily autonomy to the children yet mine is forcefully being taken away. This is concerning. What kind of future are we creating for our children?

It should come down to people being able to make their own decisions about their health. A persons medical information is private.

Educator 634

I am a 37 year old experienced senior teacher in the Gladstone Region, with over 17 years teaching experience in the primary, secondary (math, science, business) and special needs schools. At the beginning of 2021 I started a brand-new reading program for students who had been left behind due to many different reasons such as trauma, disabilities, mental health issues and school avoidance. This program has been a huge success with every single student who participated in the program improving their reading levels. The difference that I have made in these students' lives is immeasurable. The program was difficult coordinate as it took many after hours phone calls, meetings, reading with students before school and in my own lunch times. However, it was the most satisfying year of teaching that I have been through thus far in my career. The looks of pride and achievement on the students' faces when they received the certificates with their new and improved reading levels was something that I will never forget. Some of these high school children would have never experienced this feeling of achievement before I took the initiative to start this program, that's how special it is for them.

Unfortunately, due to the [REDACTED] that have been introduced for education staff, this program may not be able to go ahead next year if I am unable to return to work as our school is already understaffed. It breaks my heart to think that these students who need me the most, I may not be able to help next year.

It is uncanny that at the b [REDACTED] the pandemic, we were told that "schools are safe, kids are safe, teachers are safe. There is [REDACTED] your children to school or working at a school." Yet now, schools are classed as high risk. The data from www.health.gov.au that I have studied contradicts this. It shows that kids and healthy adults are fine when they get Covid, it is the elderly age groups that are suffering the hospitalisations and deaths. They are high risk, not us. (For eg. Over 40 000 children from ages 0-9 contracted Covid that were confirmed by a PCR test, without being vaccinated and there were zero deaths.)

My position on the vaccines is one of caution and consideration. I have personal medical issues and am scheduled for major surgery to assist at the beginning of term. At this point I have a I have been waiting for more data on the vaccines while I work on my underlying health issues and before I took any vaccine, I wanted to be fully healthy to avoid any complications from the vaccine. My doctor agreed that this was a good plan. I have been researching the data from VAERS and www.health.gov.au and the current vaccines that are available to me concern me very much. In addition to this, my 27-year-old brother developed heart inflammation after his 2nd dose of the Pfizer vaccine and I know many people locally who have developed significant injuries from the vaccines they have taken. I do not wish to rush into this decision. This is my body and my health and I should be able to choose when and which vaccine I wish to utilise for myself, especially considering we have no long-term data on the adverse effects of these vaccines available.

These mandates have put such pressure stress on my mental health, which in turn is taking its toll physically, which is the last thing I need right now when already dealing with a debilitating medical issue and preparing for my upcoming surgery. My children have been affected as they have seen my in tears trying to decide what to do. One thing I can guarantee is, that my 2 young children will never take any of the current vaccines that are available. I will pull my children out and home school them if the government tries to mandate children. Their safety is my priority. I will also offer to teach other people's vaccine free children for free. I will not be able to teach for Education QLD if children are mandated. My husband will support our family while I do this.

As a highly educated critical thinking professional, with the ability to teach and understand informed consent (not informing patients of the possible and probable side effects of the vaccine) and coercion (eg. Taking a vaccine only to avoid losing your job), I wish to see these mandates lifted for education staff immediately and to not ever be considered for our children to receive their education. I demand to have the option to choose my medical procedures without coercion.

Educator 635

I am a fun, energetic, compassionate, supportive woman who chose teaching to be my profession. With 20 year's experience and connection in an array of S.E QLD State Schools, I have enjoyed so much.

My classroom children love me because I help them in their daily challenges. I encourage them to have a go, I help them with friendships, and I make them laugh and enjoy their school day. For many, I have been their most constant, stable person in their lives. I love woking in a community, connecting families and watching these little humans grow.

These mandates have pressured not only myself but my family. Having your 6-year-old ask "Mummy, have you still got a job at school?" or "Do we have to sell our house now?" these are quite confronting questions. Unnecessary and scary to think of the impact this is having on his little mind and mental wellbeing.

Leaving a job that I have loved and put my heart and soul into is set to be taken away from me. My loyalty to the system is about to be thrown out the window by my employer. The mental health struggles I have already endured is just unfair. Struggling to sleep, thoughts of self-doubt, mood changes, anxiety about my family's future. All because of a mandate being imposed for a 'TRIAL' vaccine that is lacking evidence and research.

I fear for our children. The confusion, misunderstanding they are developing from the division of a community, the segregation between friends and neighbours, status of each other accepting some and not others. It's disgusting. Everything which we aim to do each day in our school grounds, accept and understand everybody is being squashed right now.

I ask that you pause and reflect on what is happening. It would be against good teaching practice if we didn't pass on what we have been taught. To be a 'critical thinker' of this world. To question everything to allow for growth and understanding to make informed decisions and choices.

So, let us do exactly that.

Yours in education,

A

Educator 636

I am Ms. EB, female and presently working as a permanent cleaner for 5 years in State School in Maroochydore. As a 63-year-old public servant who is also a teacher in my home country doesn't mind being a cleaner for as long as I can contribute to the safety, protection, and wellness of every kid in school.

The issue on mandate was brought to the attention of our principal. He responded to every communication I sent to him but mostly he referred the communications to a higher rank. This mandate from the government applied pressure on me that threatened my job like everyone else and this have caused concern in losing income in the future.

Obviously, there is a certain amount of worry stress in the family. Not only my family but also to all parents and kids in the community that eventually caused stress physically, mentally, emotionally with this kind of situation.

I am hoping and wanting that I can still work in school to give service to the kids, teachers, and other staff. In my own little way, I can contribute this by giving some safety and protection by cleaning the premises.

Please do not take our job away from us!

[REDACTED]

Educator 637

My name is L, I am a female who has worked in Education for 32 years on the Gold Coast. I have endeavoured to be a reliable, efficient, dependable employee who has undertaken all manner of training, professional development opportunities, certificate courses, internal training and self development workshops, so that I was able to perform my duties with up to date knowledge, skills and expertise.

I have been running the library for many years and have found this area of my work to be my passion. Bringing books and literature to children, seeing their faces light up when they have shared their delight at having read a book, keen to read the next instalment, ready to try a new author, sharing their delight with class members and teachers. To see children sitting, sharing their passion over a novel, or subject was most gratifying. To be able to manage the library for teachers and students, to provide the necessary resources required, develop and update certain areas of the collection and be aware of the needs of the individual class teachers and support staff, this takes experience and prior knowledge that develops over a long period of time.

I have also tutored children for many years in the areas of maths, reading, literacy, speech, speech language, fine and gross motor skills, writing and handwriting. To see children progress, to gain confidence in areas where they had none was a delightful and rewarding experience.

Classroom work is also a skill set, quite apart from the other areas of my employment, with knowledge of classroom timetables and routines, curriculum, behaviour management, teacher expectations, interaction with parents and staff alike.

Running events related to Book Fairs, Library Lover's Days, Grandparents Day, Clean Up Australia Day, Easter celebrations and competitions have been a gratifying part of my employment.

The government mandates have impacted greatly on my role as education support staff. I, along with many others, was given a short two week time frame, at the end of term four to consider my stance on mandatory vaccinations and my personal position on this. As I vehemently decided not to partake in this experimental vaccine program, I have grave concerns about the impacts of these vaccinations, their adverse reactions and the coercion and enforcement of such mandates, which clearly go against many acts of parliament, fair work practices, the privacy act, the governments immunisation handbook, even the departments own guidelines for safe and effective work practices and ethics.

This situation has caused me untold stress, with sleepless nights, many tears, grave concerns about how I will support myself being a single lady. This situation has also impacted my relationships with family and friends, causing untold dramas, unease with staff members, because my views are not those of mainstream media, government agendas and the like. My mental health has suffered greatly, causing rifts in many of my personal relationships.

I have grave concerns that I was not provided the opportunity to share my knowledge, experience and skills with those coming after me. The time frame for the mandates did not allow this, most disturbing for our school community, impacting teachers, students and parents alike. To be able to wipe out a persons long term career in such a short space of time is both devastating and heart wrenching.

I would like to see these mandates squashed and a return to normality and to have some common sense prevail. To have been a dedicated member of Education Queensland for so many years and to be pushed aside like vermin is very disheartening, distressing, disturbing and morally and ethically unfair.

With great sadness and heartfelt desire to return to work,

Sincerely yours,
LS

Educator 638

My name is L and I've been teacher for over 25 years. My initial qualification (which was the highest you could get at the time) was a Diploma of Teaching from Wellington NZ with teacher registration which took 5 years full time to achieve. It was an excellent and thorough training program and equipped me very well for the classroom. Years later I went back to university and got a First Class Bachelor of Education Honours Degree from the Metropolitan University in London. I completed my dissertation in using music to develop language skills in bilingual students which catapulted my career to speaking at conferences and consulting with schools. I have been in my current school on the Gold Coast for over 8 years.

Last year I pioneered a Learning Enrichment class for Year 5 students which was highly successful. It was so successful in fact that the school has decided to increase the number of Learning Enrichment classes and develop the department. This year I was to teach a new Year 4 Learning Enrichment class. These students are diagnosed students who struggle in a year level class and need individual and specialised teaching. I also run the choral program in our school and play a key role in the music department. I have worked [REDACTED] primary year levels and have an extensive career of leading a variety of departments, developing training programs, writing curriculum, and mentoring educators. Amongst my leadership and teaching positions, I was Head of Junior Primary, Head of a Music department, Head of Ethnic Minority (working with bilingual families, refugees and asylum seekers), was an Early Years Education Advisor in London, and ran the Early Years department at Green School in Bali. [REDACTED]

As I have such a wide range of experience and skills, I can be placed anywhere within the Early Years, learning support and Primary departments. I know I have a gift for really understanding what a student needs, connecting deeply with them, building their confidence and self-esteem, developing a growth mindset, building community, and supporting families. I teach from the heart and truly believe this is a heart-centred profession. I have always gone above and beyond for my students, their families, and my school.

The response from my school has been that I must have had my first vaccination by the 17th of January and show the booking for my second one to be administered by the 23rd of January. They have told me I will be placed on leave without pay and that I will lose my job on the 1st March if I am not double vaccinated by then. I currently am not allowed on campus and as I am moving classrooms and setting up a new space for a brand new learning class, this is highly concerning. I take great pride in creating a safe inspiring learning space that feels like home away from home. My new students, who already suffer from anxiety, will not only miss having me there but they may not have a room set up appropriately for their needs. Many hours have been put into meeting with colleagues and the families to create this new class for them and I was specifically placed in this class as I have the expertise they require. Me not being there is going to put a lot of pressure and stress on my colleagues and the students.

Personally, these mandates are devastating for me and my family. I am a single mother and have no other sources of income. I do not feel safe taking the vaccinations as I have had multiple heart stops and neurological incidents connected to my heart. My young son has already had to call an ambulance many times due to me collapsing and my heart stopping and has seen me in hospital multiple times. This year I had to get a pacemaker put in. I am extremely resilient and always pick myself up and get on with things. Due to these collapses though, I am not permitted to drive. My lovely colleagues have driven us to and from school. I work in a wonderful caring school where I know I am well loved and respected. Not being able to drive adds another layer of challenge for me. Due to my medical situation, getting the vaccination poses an extremely high risk of me having further heart and neurological issues. With the extreme restrictions on getting an exemption, this is not an option for me. So, I am left with the dilemma of being forced to put my health at risk to keep my job and possibly not be able to work as I am too unwell from being vaccinated, or not get vaccinated and lose my income and my ability to keep a roof over my child's head. This clearly is an unfair and unreasonable position to be

put in. This has placed an incredible amount of pressure on me and has impacted my stress levels immensely. I know my son is picking up on the challenges and stress I am enduring, and I have had to sit him down and explain that we may lose our home. I have worked hard all my life and strived to always give to others and the community. I have dedicated my life to this profession for it to come to this.....

In closing, I am deeply concerned about what these mandates will do to schools, the mental health of staff, students, and families. I believe these mandates will negatively impact the quality of education for our students in Australia. I ask that you remove these mandates immediately so that we can get on with the jobs with love, to educate and nurture the adults of the future.

[REDACTED]

[REDACTED]

Educator 639

I have been working as a fully registered teacher at X Child Care Centre, in Gladstone region, in the kindergarten room for six years. I began at the teaching profession late in life and although I'm now 50 years old have much less experience compared to other teachers my age. As a single mum I felt like I sacrificed a lot of my time during my children's younger years, studying hard to gain my Bachelor in Teaching and now I don't know if six years is all I'll get out of my degree. Being a teacher has become so ingrained in me now that it has been a very heart wrenching experience to face the possibility of never being able to impact young children's lives in this role again.

The best part of my job is the relationships I formed with kindergarten aged children. As a full time teacher I was always there for children every day and the children had the security of knowing I was always around. In my absence, given the existing shortages of qualified teachers in childcare, it is most likely my replacement will not be a qualified early childhood teacher and will possibly only be part-time.

I would say without any hesitation that this is one of the most traumatic and stressful events in my life – up there with divorce and loss of loved ones. Adding to that stress is the prolonged nature of the event and the feeling of hopelessness that comes from an uncertain future. The prospect of possibly permanently losing a career as a teacher is made worse by the fact that I have few other up-to-date job skills and am old enough that it may be more difficult (unvaccinated) alternative work. In addition, there has been no guarantee from management about whether my position will still be there should the mandates be removed. As an early childhood teacher working in the childcare sector there is no possibility of me working from home for my current employer and I lack the experience or connections that would easily lead to any type of teaching from home work.

I would like to see the mandates removed or at the least be given a time line for a future time when they will be removed. Covid19 is widespread now and many politicians say we are all going to get it. Why should unvaccinated teachers and educators be denied their job rights when it seems the vaccinated spread the virus just as easily. Young school children will soon be eligible for vaccinations so why should school teachers, in particular, face mandates? In light of the milder nature of Omicron isn't that yet another reason to re-consider the current policy of harsh mandates?

AG

Early Childhood Teacher

Educator 640

My name is E I am a 25-year-old female and a full-time classroom teacher in Logan Queensland. Since graduating in July 2019 with a Bachelor of Education majoring in Early Childhood I have been teaching for two and half years in different roles first as a relief teacher, HASS teacher and NCT teacher and then was blessed to be offered a classroom teaching position in Prep and that is what I have taught for 2 years and a term.

At the beginning of 2021 my Deputy Principal offered me permanency which I was not expecting and couldn't believe I was being offered it so soon since graduating. My DP told me I am an amazing teacher and that my school cannot lose me. I love teaching it is my passion I never wanted to do anything else. I believe teaching is a calling if you are not passionate about it or why you do it, you cannot do it and it shows from the way you teach and are around students. I'm a creative person and teaching allows me to create exciting new teaching approaches, resources and hands-on fun engaging meaningful learning activities for my students. I love being able to watch students grow not only their cognitive knowledge and understandings but their physical, emotional and social skills so much in a year and knowing I helped in that process is so rewarding [REDACTED]

The response from my employer/principal who is just new at my school was not helpful he told me to read Department emails as it tells me everything, this is the new way now and if I don't get the vaccination I will have to use my sick leave which is only about 2 weeks and afterwards he will hand me a termination letter. My Deputy Principal was not [REDACTED]ionate with how she addressed me she told me she wished this was not happening and can [REDACTED]t teacher, but like my principal said that I will be handed a termination letter.

Since being told this mandate for vaccination in education was happening I have had so much stress, panic attacks and anxiety all things I shouldn't be feeling at the end of a school year and on my Christmas holidays with my family. I should be celebrating another year teaching Prep and be happy and relaxed on my holiday and excited for the new year as before the mandate was announced I was offered Prep again. However, I face losing my job because I have not had the vaccination, which impacts me financially and mentally. My sister a teacher aide has also been impacted and will also lose her job.

This mandate has impacted my mental health for myself and my family. My family having to watch me breakdown so many times. I'm constantly stressed out all the time I have gotten bad anxiety and have had few panic attacks which is not at all like me. This is all because I'm losing my passion and what I studied, worked hard for and put so much of my time and energy into. It does not help how I'm feeling with the constant bombardment of emails and text message from Department of Education reminding every week and then also getting my religious exemption denied.

I'm concerned about my students and how they will cope as I already met and introduced myself to them as their teacher for 2022 and we did a transition day and sent booklets home to parents and my students about what to do on their first day of school and a photo of me as their teacher, so all holidays they would be reading the booklet with parents and seeing a picture of me as their teacher, then day one they come and I am not there because this mandate will not allow me on school grounds. Also concerned about the parents who requested me to teach their younger children, they have expressed that they trust me and that they really liked how I teach and wouldn't want to have anyone else.

I'm asking for you to please not make this a mandate and please let me keep my job. I want to be able to make my own choice without being coerced with fear of losing my job. I want to see freedom of choice happen and people to get the jobs they love back. My students need me and I need them. Teaching has never felt like a job for me because I love it so much. I love being able to help students and being a teacher is so rewarding as young children love unconditionally, they are trusting, honest, funny and caring and every day is different. They are the reason I am a teacher as they give me purpose and inspiration not being able to teach is like taking away the essential piece of my heart.

Educator 641

I write to you regarding QLD Health vaccine mandates within the Early Childhood Education and Care sector. I am a 28 year old female located in Brisbane who has been employed in my current job role as an apprentice, studying towards my Diploma of Early Childhood Education and Care, for the last 1.5 years.

Prior to this, I was employed as a trainee, studying towards my Certificate III in Early Childhood Education and Care for 1 year.

I have spent the last 2.5 years on a trainee/apprentice wage in the hope of achieving a qualification, only to have all hope lost after the implementation of COVID-19 vaccine mandates.

I am a dedicated Early Childhood Educator who has spent years developing my knowledge and experience, often sacrificing my free time for professional development. I am a qualified children's yoga teacher and lead our weekly yoga class at kindy.

I was married in Feb 2020 just before the first lockdowns in QLD. My husband and I have been trying to conceive since then, having suffered 3 consecutive miscarriages - one at 9 weeks and two at 4 weeks. I am currently 5 weeks pregnant and considered to be at a high risk of miscarriage. I therefore, have decided against COVID-19 vaccination.

My mental health has been dramatically effected by COVID-19 vaccine mandates within the Early Childhood Education and Care sector, so much so, that I felt I had no other option but to take 2 weeks stress leave after my third miscarriage in November.

My employer has advised that I will be terminated on 23rd Jan when I 'do not present for work'. I have requested a letter of termination explaining exactly why I am being terminated, which my employer has refused to provide me with thus far.

As I am in the very early stages of my current pregnancy, I am trying very hard to manage stress related to my loss of employment and the termination of my studies.

I had booked an appointment with my GP to request an exemption from vaccination in my last pregnancy, before I had miscarried. I was so extremely anxious that my request would be denied that I had a panic attack in the doctors office. I will never know if this contributed to my pregnancy loss. I was, of course, denied an exemption.

I have included some independent studies below which outline my concerns for vaccination in the early stages of pregnancy. I hope that you will not only consider the information in this study, but people like me who are suffering under your mandates. Please reconsider your position on COVID-19 vaccine mandates within the Early Childhood Education and Care sector.

Spontaneous Abortions and Policies on COVID-19 mRNA Vaccine Use During Pregnancy

https://cf5e727d-d02d-4d71-89ff-9fe2d3ad957f.filesusr.com/ugd/adf864_2bd97450072f4364a65e5cf1d7384dd4.pdf

Maternal COVID-19 Vaccination and Its Potential Impact on Fetal and Neonatal Development

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8617890/>

SARS-CoV-2 Spike Impairs DNA Damage Repair and Inhibits V(D)J Recombination In Vitro

<https://www.mdpi.com/1999-4915/13/10/2056/htm>

Abstract 10712: Mma COVID Vaccines Dramatically Increase Endothelial Inflammatory Markers and ACS Risk as Measured by the PULS Cardiac Test: a Warning

https://www.ahajournals.org/doi/abs/10.1161/circ.144.suppl_1.10712

Increases in COVID-19 are unrelated to levels of vaccination across 68 countries and 2947 counties in the United States

<https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8481107/>

The Safety of COVID-19 Vaccinations - We Should Rethink the Policy

https://res.mdpi.com/d_attachment/vaccines/vaccines-09-00693/article_deploy/vaccines-09-00693-v2.pdf

JK

Educator 642

My name is M L and I am a 55 year old female, I have been working as a Teacher Aide in the rural area of the Granite Belt for 26 years. In 2010 I received my Diploma of Education Support. I have worked in many different areas of Education; my favourite area has been special needs. I get such enjoyment out of teaching children and seeing their excitement when they achieve a goal.

At the end of the 2021 school year, we received notification from Queensland Department of Education that as of the start of Term 1 2022 that it would be mandatory for all Queensland Education Staff to have received their Covid vaccinations.

These mandates have forced me to take my Long Service Leave at half pay for term 1 2022. If I do not comply with this mandate, I face losing my job at the end of Term 1 2022. Now, my 13-year-old son and I must live on half of my normal wages, and I must face the prospect of getting the vaccination or lose my job.

This has impacted on my mental health greatly, I am stressed and have feelings of helplessness, frustration and can't get my thoughts around that we are being coerced into getting these vaccinations, that I do not want. In 26 years of working for the Education Department I have never been mandated to have any vaccinations.

I am very concerned how the impact these mandates are going to affect my students and school community. At my school [REDACTED] of Artistic students, any change in routine and staff affects them greatly.

I am asking to be able to return to work as an Educator without being subjected to vaccination status. I would like to see that all staff have the choice whether they receive this vaccine.

I just want to be able to do my job free of any mandates. It should be my choice what vaccines I get, I should not be coerced in anyway, this should be my choice.

Educator 643

My name is J (male, aged 45) and I am currently a Secondary / High School teacher with 18 years of service to Education Queensland, all of them in a permanent, full-time capacity. I have taught Science, Mathematics, Senior Mathematics (Specialist and Methods) and Senior Chemistry, all of which are my qualifications, and have enjoyed every bit of it. I am currently teaching in the Wide Bay area where I have also written curriculum for new subjects.

When the mandates about the COVID-19 vaccination came out I contacted the relevant areas within EQ (an email address in the survey information – very impersonal) about some concerns that I have for my personal situation. Their response to my enquiry was that there was nothing that could be done to answer my query and that I simply had to get vaccinated if I wanted to keep my job. I have heard this from others in my school who actually have medical advice not to get the vaccine (they have medical conditions that will dramatically increase their risks of negative reactions from the vaccines) but are being denied an exemption because the criteria are extremely limiting. If someone has been given expert medical advice by someone who knows their circumstances very well, they are basically being told by the government (and EQ) to ignore the medical advice and take the vaccine anyway – ‘because it is safe’.

When my wife, who already has her own medical issues, found out about the mandate, the way I was being treated by EQ, and my principal’s very unprofessional behaviour toward me personally, she began having anxiety/breathing issues on a regular basis. All this during the very busy period of reporting, marking and finishing the year’s work leading up to Christmas. I noticed in the last week of school whilst heading to work (increased heart rate and needing to deliberately focus on breathing deeply) which I have never had before in going to this job that I love.

As I have yet to complete my survey, I have had repeated text messages to my personal mobile phone (over 5 in the past 2 weeks of holidays) and repeated emails to my work email (yes, I am still checking them as I have still been in discussion with EQ regarding my personal questions and their lack of an adequate, or caring, response). Almost all of them remind me that if I do not get my vaccinations then I will be given a ‘show cause’ as to why I should not be stood down WITHOUT pay and possibly dismissed from my employment. All of this is only adding to the stress of the situation.

Under this mandate we could lose our only income as a family. This would then mean we could not afford to pay our mortgage and we would then lose our home.

I am very concerned about the impact that the mandate will have on the schools – mainly how those employees who might get stood down will deplete the wealth of knowledge and experience in the school environment. I also worry for the students who see these staff members taking a stand for their convictions falling into the trap of ridiculing and belittling them because they do not agree with their choices. I thought schools were about teaching students to think and reason things out for themselves, to become valuable members of our society through their ability to have independent thought.

I am calling upon our elected representatives to remove the segregation that is taking place due to the mandates. The segregation in workplaces and schools, but also in the wider community.

If we took the same mandates and replaced the words ‘vaccinated’ and ‘unvaccinated’ with any other set of opposites then we would see just how wrong this is. What if we replaced them with ‘men’ and ‘women’? That would be sexist to discriminate like we are doing. What if we replaced them with ‘white’ and ‘non-white’? That would be racist to discriminate like we are doing.

If it is wrong to do things like segregate on the basis of gender or ethnicity then why is it deemed legal to segregate and discriminate on the basis of a choice about a vaccine?

Educator 644

My name is DH and I work at X Special School, in Hervey Bay. This is a special needs school covering grades Prep to Year 12. I have full time permanent hours. I have worked as a Teacher Aide for the past 7 years. I have been proficiently trained in and perform highly specialised medical procedures in the classroom, such as Trachea Feeding, Gastro Feeding and the dispensing and administration of Midazolam and Epinephrine. I have been praised by my peers as being empathetic, proficient and dedicated to the needs of the special needs children. I am highly skilled and have completed level 4 in Auslan.

I contacted my principal with regard to my choice to not be vaccinated. The response from her was that she wasn't going to help me forward my decision further. She told me that I was creating tension and division in the workplace.

The vaccine mandates have impacted me by causing personal stress, which is impacting on my mental health. In my recovery from cancer, I have been told by my oncology team to reduce stress and tension to help reduce potential for a relapse.

It is my considered position that I serve myself, and my family, best if I refuse a vaccine that is still undergoing trials and rely on my good health and natural immunity to safeguard my wellbeing. It is my responsibility as an adult, and for my family that I do not put myself in harm's way needlessly, and that I am not denied my rights to medical choice and medical privacy.

I feel threatened into getting [REDACTED] vaccinations by Education Queensland by virtue of the fact of me losing the job that I love if I don't. I have been asked to give justifiable cause, which can only be a medical practitioners exemption, if I choose not to vaccinate.

We teach the children that they have the right to choose and have domain over their bodies and should not be forced to do anything they don't want to do. My being forced to undergo a medical procedure to keep my job violates these principles that we teach our children and the right to say no.

In summary, I want to be able to have the freedom to keep the job that I have done successfully, have worked so hard in and love without being forced into a vaccination that I am against.

Educator 645

I was born and bred in Brisbane but now I currently live in a small town in South West Qld with a population of 500 since 2017. Currently I run the local pool and have been a swimming instructor/coach for over 30 years. I am also a registered Qld female HPE teacher and have been working in and with the education since 1997. My background has also included lecturing at two Qld universities to in-service students in primary HPE curriculum as well as secondary HPE units.

Currently the mandates have not impacted pool operations directly as they are considered essential services however due to being a small town and the only public pool facility the mandates by Qld Department of Education will impact services with the local schools. This affects two state schools (one in town and the other 110km away that have own small council pool) and one catholic school. I provide my community aquatic programs that caters for all levels and ages including the provision of school swimming for one of the two state schools (population = 30, total school kids = 7) and the local catholic school (total kids = 22). The other state school run their swimming program with their HPE teacher and assisting staff who are all qualified swim instructors (Dept of Ed requirements) and require pool lifeguard qualifications (council and pool leasee requirements). They complete their relevant aquatic qualifications via [REDACTED] ng First Aid and CPR.

I am currently not vaccinated as I have ongoing medical issues. In close consultation with my specialist I have chosen not to as the impacts of the vaccines on my immune system would be a significant detriment to my health. The impact of mandates on me personally is more from a mental health perspective where I feel [REDACTED] ok after my health in a way that is best for me have been taken away and through these [REDACTED] pressure to get vaccinated. I am already experiencing segregation that in a small town is detrimental especially with myself holding an important service to my community. I am unsure until the school term commenced if there will be more impacted to my business due to my vaccination status. As much as you like to keep it private there is nothing private in a small town.

I have listed below some of the impacts the recent mandates by Qld Department of Education will create and have a big impact on services I can provide this town.

1. I cannot be engage as a swim teacher for school swimming. One school I have been teaching their kids for 12 years through traveling from Brisbane for an annual swim camp until I moved here permanently.
2. The schools cannot access my training services unless participants attend public courses. Part of the requirements for one school to utilise the pool without the leasee or pool staff being present is school staff need to have relevant pool lifeguard qualifications. This arrangement is made to eliminate pool hire and pool staffing costs for the school which can be quite high. Being a local to this area means that delivery costs and time away from work (especially for teachers) for organisations and individuals is significantly decreased.

I conducted this course with school staff only and it includes an induction and specific training for them. Attending a public courses are more expensive (as I provide discount to the schools) and not always conducted in timeframes that suit school timetables. The other issues is that it is harder to contextualise training for school staff within a public course environment. This would mean that I would need to run a separate induction course for school staff at an additional cost to the school however I cannot do this as the school cannot engage my services. End result school staff are not fully trained or inducted properly to use the pool facilities therefore they will not be able to run their school swimming program, again not being able to meet curriculum requirements. Please also note that temperature in summer average 40 degrees so the school having access to the pool to run HPE is important.

3. I cannot be engaged as a relief teacher nor teacher aide placing further stress on staffing. The advantage to the schools having another community member with a teacher degree is that it is difficult to get relief teachers in general due to our remoteness.

Mandating staff to be vaccinated continues to spread the message the unvaccinated are not to be included in essential services within society. This does not uphold the stance that Qld Department of Education has around inclusivity, bullying and discrimination.

How am I as an educator meant to continue to uphold these when my employer and an organisation I work closely with can not uphold these either by issuing these mandates?

What are we as educators teaching our children around inclusivity etc by mandating vaccines forcing people to choose between their health or their house? Isn't this bullying?

How many of our educators are compromising their health so they don't compromise their roof over their head or food on their table?

How many families need to pull kids out of school to home school then if parents are unvaccinated and cannot attend school functions? This impacts families further as that then may mean a working parent has to quit their job to home school creating a financial impact on the family.

Outside it being a private matter, how does my medical status nor treatments I chose or don't chose impact on my skills and see [REDACTED] provide especially to a remote community?

If I'm unvaccinated then isn't it said that I will know if I am unwell or not as I haven't had the vaccine to decrease the affects of it ie I would be symptomatic not asymptomatic like vaccinated persons are who can still carry it and spread it without knowing. If I was unwell I would still follow the policies that I have always followed around illness [REDACTED] that any time I am or my clients are unwell we call in sick so we don't spread anything. As [REDACTED] [REDACTED] requirements to return to work.

Risk assessment for any industry or situation has similarities however each individual situation may be different based on a number of factors such as location, age groups, facilities etc. in the aquatic industry we have guidelines for this reason and each pool facility then needs to use these to complete their own risk assessments based on their facilities, location, patrons etc. you can have two exact pool facilities in two completely different locations With different risks.

Managing covid-19 is about risk assessment as well and again a blanket approach does not always fit every situation. This goes fir individuals and their choice for vaccination as well as across communities. This is especially important in remote towns. The economic, financial, social, education, mental and employment health of a small town are equally important to consider when mitigation strategies for risks are implemented.

The exponential effect of mandates is going to have a greater and more severe impact on small communities then the actual virus itself. My community is also over 82% double vaccinated and 91% single vaccinated. Since this has started and to date our covid cases are zero. Yes it will eventually come to town like every other virus does however my town hospital and council have appropriate risk strategies in place.

So my main two questions to our QLD Government are:

1. What is being achieved by creating mandates around vaccinations when it is putting pressure on staffing schools as well as the provision of services to schools when there is no clear medical difference for the community in vaccination status to spreading the virus?

2. Where is the state government allowing individual schools and other state facilities in conjunction with their council the opportunity to do their own risk assessment so that their town is safe but also not impacted by mandates more so on the social health, economic health, mental health etc of its community?

We hear about being in this together and it being for the health of the community. So let us small communities do what we do best and work as a small community to have several mitigation strategies to protect each other not segregate each other due to one mitigation strategy that may not work for everyone.

Educator 646

My name is NP and I am a teacher in Ipswich, Queensland. I am 32 years old and I have been a teacher for five years. I completed my Masters of Education in 2016 and since then I have been teaching full-time. Prior to my career in teaching, I studied and completed a Bachelor of Creative Industries. However, this field did not provide me with the fulfillment I had envisioned. Becoming a teacher on the other hand definitely changed my life and for the better. Teaching to me is more than just a job, it is in fact a lifestyle. The hours invested are beyond those that are paid, but fortunately teachers are rewarded in other ways which are priceless. As a teacher, I play a valuable part in the community. I know I am making a difference to the children I teach and it brings me such joy. The relationships that are built may change year to year as a primary school teacher but they live on in both the teacher and student for a multitude of reasons and for an infinite amount of time. As an educator, I am responsible for the education of around 24 students each year. It is no easy task of course, but to watch children grow in their learning is all I can ask for. In return, I provide a safe and comfortable learning environment to each and every child that enters my classroom. I encourage all my students to give their best effort.

With current mandates in place, a large number of educators will be forced out of their jobs, myself included. Currently, I am on maternity leave and have until my return in August 2022 to provide proof of my vaccination status. However, [REDACTED] time arises I will not have the necessary certificate to do my job anymore. Despite years of study qualifying me to do this particular job and despite a permanent position with Education Queensland. This action to mandate a COVID-19 vaccine has caused great uncertainty for myself and my new family. I have been put in a position where I must make a decision regarding my health in order to maintain my employment. I don't have the answers on how I can raise a family without a secure, stable job like my position as a [REDACTED] primary school teacher. I do not believe that teachers should be presented with this ultimatum [REDACTED] medical status does not affect my ability to do my job and I do not see sense in my job being completely weighted by whether I comply to this demand of receiving a COVID-19 vaccination.

My well-being has been severely affected by the uncertainty surrounded by this situation. Right now I should be focusing all my energy into raising my child and enjoying the leave I have from work. Instead, I am feeling uneasy and stressed about the inevitable prospect of losing my job. The impact of this is causing me mental stress and will soon be causing me financial stress. I love my job and I want to continue my career as a teacher for many years going forward. This is the job I want to retire from one day but that day is NOT today. I am not ready to give up my career but I have been put in a position where I am no longer the decider of this. My future is no longer in my hands. The future I've dreamed about which would allow me to have a satisfying career, raise a family and live comfortably has all been taken away. My mental health has no doubt been hugely impacted due to this new unknown path my future will take.

My concerns extend beyond my own personal circumstances. I have serious concerns for the broader community which will feel the impacts of the COVID-19 vaccination mandate. Teachers and school staff who are unwilling to be vaccinated will leave gaps in their workplaces and the skills of these people will not be utilised. In an industry that already faces shortages, the mandate will put schools under immense pressure. I also worry about the teachers who remain. I have deep concerns for the well-being of my colleagues feeling it from every angle. Reduced teaching staff will increase teacher workload and create unnecessary strain. This will also impact students and their learning outcomes. The burn out these teachers will face will grow out of control and once again more teachers will leave the profession. Education is the real passport to the future. It is the foundation of everything. Our industry will most certainly feel the repercussions of this mandate.

I am asking that the mandate of COVID-19 vaccination for all school staff be reversed. This mandate is unfair, discriminatory and individuals should not be coerced to take a vaccination in order to keep their job. Do not let these skilled professionals with years of experience go to waste. Do not lose these people in an industry that already has declining numbers. Do not stop these individuals from doing their job on the basis of their choice to be vaccinated or not. Allow those who have been doing their job to continue to do so. Allow those to make a choice about their health which is free from coercion. Allow those who are in the final stages of their teaching degree to complete their study knowing they will have employment opportunities regardless of their medical status. Please consider the knock-on effect this will have on individuals, families, communities and schools across the state. The COVID-19 vaccination mandate for all school staff must be revoked.

Educator 647

My name is TKC, a female teacher in Cairns, Far North Queensland. I have taught music for 30 years, both as a piano tutor and classroom teacher, mainly in secondary school. I have loved seeing my students grow as musicians and more importantly journeying with them through their teenage years.

The recent mandates have meant that I am facing the loss of my job and livelihood, as I have chosen to be vaccine free. My employer has made that clear.

The pain of this situation has affected my mental wellbeing and the grief I have felt with this sudden turn of events has at times been overwhelming.

The workmates at my present school where I have worked for 10 years have become like my family. Our school is a close-knit community which will suffer from these vaccine mandates.

The students who I mentor and educate are from 12 to 17 years old and I know that the sudden loss of teachers who have journeyed with them with care and love will have a significant impact on each of them.

I am hopeful that plans and strategies can be implemented in 2022 that enables all teachers, no matter their medical choices would be able to continue in their career of educating the next generation.

Educator 648

My name is KC and I have worked in Early Childhood Education for over 38 years. I have always wanted to be a teacher it was my dream to help children learn and make a difference in our world. I am an adult that grew up in poverty and abuse and hoped I could be part of the solution. So I began my career as a volunteer in a community childcare centre, I worked hard and studied and soon had a job. I then applied to University as a adult student and completed my degree in 1991. I continued to work hard, study and research and have taken on many roles in the field. I received a scholarship to upgrade my degree in 2011 and have provided a Kindergarten Program to over 300 children since my registration as a teacher, I believe I have touched the lives of thousands of families and their young people, and I am proud of my achievements. ***I have a passion to teach, it is who I am not just what I do.*** I share a love for nature and people and try to instil good morals and positive attitudes in my classroom.

I have lived and worked in Q [REDACTED] most of my life and have always chosen to teach close to where I live. I wanted to be part of the village it takes to raise a child. Finally, after working my whole life to gain a job that provided myself and my daughter (I am a single mum) and have prided myself on never taking handouts unless I had to, I was able to save enough money to have a deposit to purchase a house, this is a huge deal to me after living week to week most of my life.

Then in October 2021, the w [REDACTED] scenario occurred as my employer decided to follow the Victorian mandate and all were told to get a job or lose our job. I have many fears stemming from my childhood and needles are one of them. But add to the mix my family history of strokes and blood clotting and I was not at all encouraged to take this experimental drug, and after much research and hours reading medical articles and listening to experts in immunology I wholeheartedly stand by my conviction.

However this stand has meant I have no income, no means by which to pay my mortgage and live, but the worst of this is the children....two weeks before our graduation I was told that I would not be able to attend the event and my last day of was casually mentioned in a conversation.

I did my best to explain to the children as they are innocent and don't understand the reason the person who supported them and cared for them could not be with them on such a momentous occasion, but I cried and so did they. I cannot explain the sadness I felt when I had to have two children removed from my legs as they had to say goodbye. I was given my holiday pay and am still waiting for my other leave to be paid. I have no income as Centrelink require documents I cannot provide. I am living day to day, with no end in sight.

My mental health is shot, I have little social life due to mandates and no money, I cannot see my doctor as she is scared of me, (yes she said it!) and my last appointment when I spoke to her about my mental health she decided to write me a medical certificate for my mental health yet refused to see me again. I cry every day about something that reminds me I am no longer accepted or valued in my world. Each time I think about my class and the future I hoped for them I am filled with sadness. My community is broken, teachers and parents have one of the hardest jobs in the world to bring out the best in our future leaders but until the mandates and freedoms are returned, the village is lost!

I implore you to reconsider the mandate for teachers and hope and pray with all my heart that I can return to the work I know and love, one day soon.

Educator 649

My name is T and I have worked in the public system as a full-time primary school teacher for 12yrs. I have worked in Metropolitan North, North Coast and Northwest Queensland schools teaching years 2 – 7. I have transferred schools and am supposed to start at a new school this year. I have heard many positive comments about this school and I am very disappointed that I may not even get to start there.

My previous principal started to treat me differently when she found out that I didn't want to have the vaccination. She asked all staff in July last year and as time went on her behaviour towards me progressed to bullying. I wasn't coping with the constant harassment and went on stress leave towards the end of last term.

The mandates have had a huge impact on myself and my family. I rented a property in the town I have been transferred to before the mandates came in and now I don't know how I am going to pay the rent without a job. My daughter lives with me and without my income I don't know how we will stay in housing and be able to afford food. This is an extremely stressful time and I am doing my best to stay positive, however this is a [REDACTED] negative affect on my mental health.

After being bullied for the whole of second semester last year because of my choice to not have the vaccination, and then finding out I will be stood down from my job for making a choice on what I want in my body, I am really struggling with my mental health. I find it hard to sleep, have a loss of appetite and I have days where I just [REDACTED] all day.

I am very concerned that class sizes will get bigger because of teacher shortages. This will make a hard job almost impossible for the remaining teachers. The students are also at more risk of going under the radar with the larger numbers in classrooms.

I have heard of school principals sitting down with their staff and working out a way that the risk management plan can work for everyone. All I want is the opportunity to continue working in a job that I love.

Educator 650

I am a 60-year-old female and I am standing supported by my work colleagues on my decision not to be vaccinated for Covid 19. I have been employed by Education Queensland as a Teacher Aide for the last 28 years in the Lockyer Valley.

I have supported quality teaching professionals over the years, by working alongside these teachers I have learned the many skills required that have made me the teaching learning support officer that I am today. During my years of service to Education Queensland I studied my Certificate III and then furthered my study doing my Certificate IV in Teaching Support majoring in learning disabilities. Being part of a teaching team in a small school environment I am respected as a team member and take part in most teaching decisions regarding student learning and wellbeing. I have had training in all subject areas and I continually adapt to all curriculum requirements. I run an extensive Arts program and I am the co-ordinator of the whole school reading program. I play a major role in the planning and delivering of the lessons to the Prep class. I feel that I have a gift for supporting teaching staff to make their teaching and learning stimulating throughout all other learning areas.

The decision to mandate education staff to be vaccinated for the beginning of the new school year in 2022 caused me great anxiety as I have numerous anaphylaxis allergies. I have had a number of visits to my doctor to firstly discuss the vaccination and then with the mandate put upon me asking for a medical exemption. My GP recommended that I be referred to my immunologist for further consultation regarding been treated as a high-risk patient and suggesting that I would need to travel into Brisbane (100km away) to be admitted into hospital to have the injection under supervision. I am prepared for emergency use of the EpiPen (which too has the preservative in that injection that I am allergic to). I don't know what risk is greater – the risk of catching Covid or maybe ending up with a major allergic reaction.

December the 8th, my last working day last year has been marked as one of my saddest days of my life, talking with my Principal and Business Manager. They assured me that there has to be something that can be done. The Principal rang his superior and explained the position that I am in, the District Officer has given me his full support. The Business Manager has contacted staffing on my behalf and also explaining my predicament stating that I am an integral part of the workings of the school and that my work and knowledge would be greatly missed. I have put in for long service leave for the first five weeks of the new term as I am not able to see my immunologist till late January which then I am hoping that he is able to write a medical exemption.

The students and staff could see the huge impact that this had on my mental health that last two weeks of school. I tried my hardest to leave behind all my organisational notes and workings of starting off the new year as I was saddened to leave them knowing that it will not be me who will be apart of the First Day. The students knew something was wrong and this relayed quickly to their parents and the wider school community. I feel that it is me letting them all down but really it is the decisions made by our government that has put this huge strain on my well-being and our small, tight-knit school community.

It is with great disappointment and more than a little trepidation that I leave my job under these circumstances. I am fortunate that I am close to retirement but was not prepared for something like this so I am not financially set up to walk away from my workplace at such short notice. I have a very supportive husband that works on the land and four wonderful daughters who all work in education and health services, thankfully I have their full support in my decision as they have seen me go through health tests and surgeries that have threatened me before and they understand why I am very apprehensive regarding going through with this mandated injection.

If these changes are implemented on a blanket basis I fear the demise of many highly skilled personnel from the education field will be greatly missed and very hard to replace. My suggestion would be for a work license to be held in this troubled time – one similar to a driver that has lost his license to drive that needs to get to work and do his job. Maybe this would allow the many dedicated staff members to continue working for the betterment of our country.

I know the day will come when I hang up my hat and say my official goodbyes to my career in education. But now I still feel challenged at work and I would like to continue to be rewarded by the students with the outcomes and social graces that they possess throughout their education and whilst I am appreciated for my input into the classroom I do not see that my position should be taken away from me.

Educator 651

My name is K and I have been a teacher for 19 years and working in a Community Kindergarten in X, near Gladstone, Queensland for the last 10 years. During my time at X Kindergarten I have been lucky enough to teach 10 groups of amazing children and these include children of children that I originally taught at X Primary School. At X Kindergarten we take pride in the fact that we make amazing connections with the families of the children and incorporate the whole family's needs when planning our kindergarten program.

As X Kindergarten is a community kindergarten, it is run by a volunteer committee made up of parents of the children attending. The committee have unfortunately been put in an extremely difficult situation and have been guided by CMS and Lady Gowrie. I was fortunate enough to have my long service approved for first term of 2022. 2 other staff members at our kindy are going through the risk assessment process and waiting to have unpaid leave approved or denied.

These mandates have had a huge impact on my life and the lives of my family and extended family. I have been feeling [REDACTED] sick since the announcement. I have not been sleeping well and find I am lacking energy and momentum to continue day to day activities. I travelled to my parents house where I stayed for a week, where I was supported emotionally and spiritually in order to regain some composure and normality to my life. At this stage I have not succumbed to the coercion and have not had the 'vaccine'. I am hoping not to have to have it at all, and am considering a different path for my employment to avoid these mandates. We have my father in-law living on our property [REDACTED] had a cabin built at our place. If we were to sell our place to attempt to save money he would lose all that he has put into his retirement.

The stress of these compounding situations above have had such a negative impact on the lives of everyone in our household. Christmas holidays are normally a fun, relaxing time of year and unfortunately these mandates have taken this precious time away from our family. Our two girls are aware of the stress we are under and are now having to live a life we never expected them to live. A two tiered community.

In 2022 I was to have 2 children return for another year of kindy and for continuity of learning and development I was to be their teacher again. Now they will have a new teacher and the families will need to begin new connections with new staff. I am concerned that the kindy where I teach will struggle to find staff in an already stretched profession, and that the other staff members will be stressed due to the increased workload and loss of familiar, loved co-workers.

I am asking that the government reconsider the mandates that are imposed across the state and country, to allow free choice, to allow us to have the right to earn a living and the right to continue to have a positive impact on the children that we teach.

Educator 652

My name is MS. I am a Female Special needs Secondary Health Senior Teacher Full time at a Public school in Rockhampton. I am 49 years old and have 23 years of service. My qualifications are Bachelor of Education majoring in HPE and a minor in Drama.

The response from my employer has been nothing. I took my long service leave to look after my elderly parents. I can't get home. I was talking to my head of department who told me who she would like to replace me. I drove to school (18min drive) to take my stuff back. I ran into the principal and asked if I could cancel my Long service cause the doctors are stuffing me around and I may not be able to get home interstate. She said no because I had already been replaced. I was replaced in 18 minutes?

I face losing my job.

The impact on my mental health is I cannot sleep. I am worrying about how to make house payments. I was forced to buy a house. I can't sell it for twelve months otherwise I have to pay stamp duty as a first home buyer. I can't rent it either. I am worried about being homeless again. I spent nine months living in hotels and air b n b because there are no rentals in this town. I cannot get home interstate. My mum is dying of cancer. Dad had dementia. I could not go to my daughter's university graduation interstate. I have two nieces and a nephew that I have not met yet. I was diag [REDACTED] two major illnesses one terminal. I thought I was getting an exemption as I work from home. Both specialists have writing letters allowing me to work from home. I have had bullying from the principal and admin to return onsite to work. All of my resources went "missing" as I left them at school rather than putting them in the storage unit where they would be eaten by mice. I'm worrying about sleeping in my car again. I only just got a kitten. I am also getting ringing in my ears which I have not had for years. I used to get this whe [REDACTED] ed [REDACTED]

I would like all the mandates re getting vaccinated in order to be able to work to be removed. I do not understand why I have to be vaccinated since I work from home and have no contact with anyone.

Educator 653

I am so saddened to be forced to leave my career of more than 30 years due to the non-evidence- based vaccine mandate for teachers across Queensland. I am not ready to retire.

Beginning my journey as an early childhood educator over 40 years ago, I have worked diligently in numerous schools across South-East Queensland and am currently on the Sunshine Coast. My services, knowledge and experience have always been in high demand, respected and appreciated by colleagues, administrators, principals and parents alike.

Over the years, my role has expanded from educator to include psychologist, social worker, behavioural advisor, parental support worker, nutritionist, health coach, mentor, growth coach, technology instructor, medical officer, trusted confidante, counsellor, cultural coach, designer, projector of passion and positivity to enhance the love of learning to last a lifetime.

So, as you can appreciate, I am not JUST a teacher!

My passion for my students' well-being, development and growth has been my motivating factor for all these years. The many, many [REDACTED] emails of appreciation and recognition of my efforts (and student successes) from parents, past students and school leadership personnel are testament of my accomplishments as an educator and advocate for my students.

At the end of the 2021 school year, I cried as I left my classroom for the last time. In the last week of school, I had been approached by many parents happily telling me how they requested me for their child in 2022. How could I tell them [REDACTED] teaching due to the vaccine mandate?

Although my principal and leadership team were very supportive of my position, I knew that my decision to not have Pfizer would present a staffing problem for the next school year.

However, my career may now have come to an abrupt end and I am unsure of my future in education, and not by choice. My income is stripped away. I've not had time to plan for retirement. I am the only income earner for our household and now struggle with the real concerns of how will I pay my mortgage, meet my financial commitments and get through from week to week. I had never entertained this possibility in the past. Who will employ a 61-year-old female these days?

Not only has this caused me great anxiety and increased stress, it has also caused tension in our household as I am reluctant to have the Pfizer vaccine due to my current health issues. The impact on my mental health is immeasurable and the division in my home is tearing my family apart. My future has been turned upside down and my retirement plans stripped away.

I do know that many talented and dedicated educators are being coerced into having the vaccine and even more detrimental to the education system is the fact that many face the very real prospect of being suspended and possibly terminated!

Termination... because some teachers would not be coerced into having a vaccine!

The Government I voted for has drastically let me down.

Our current Health Directions have the following clause:

"To the extent of any inconsistency between this Public Health Direction and a requirement under legislation or a regulation, the Act or regulation applies or prevails."

The Human Rights Act s.17(c) is to allow people the right to give full free informed (which does not mean coerced) consent to a medical procedure. This is now being denied and therefore is inconsistent with the directions and the Human Rights Act must prevail over the Directions.

I ask that unvaccinated teachers are allowed to return to their workplace and do what we do best -teach!

We have the choice and we have a voice.

Yours sincerely
Mrs G

Educator 654

My name is B and I have been employed as a permanent full-time educator for the past 16 years, within Education Qld. At present, I have a role as a Head of Department in a state high school in the Sunshine Coast region, specialising in Student Well-Being and Engagement. This mandate in relation to vaccinations for teachers and those working in school settings, has the potential to again, increase the mental health challenges for young people as a result of the impact on the very people who are employed to support them. Those who have the skills, abilities and relationship skills to support these vulnerable young people, those who are now not able to continue working with these young people as a result of the sudden vaccination mandate for teachers.

I like to think that my gift as an educator has always been humility and the ability to place myself in the shoes of my students and their families.

My employer (Education Qld) has provided generic answers to my detailed questions in relation to the vaccination mandate, referring me to see my GP or to policy documents.

The timing of the mandate placed undue stress on our family heading into the Xmas holiday period. This is a real “gun to the head” moment for our family, as our ongoing ability to provide for our young children is impacted by this mandate.

At the time that the vaccination mandate was announced, I was 18 months into unpaid sick leave as a result of a 10 year battle with [REDACTED]. This is the first time I have stopped full time work to support my well-being, having been diagnosed with bipolar II disorder, major depressive disorder, OCD and generalised anxiety disorder over the past 10 years. I was hospitalised to treat my mental health in a private clinic on the Sunshine Coast in 2019. I have also been diagnosed with a prolactinoma, which I have been managing concurrently with the mental health disorders. Prior to the vaccination mandate, I had been in discussions to return to work at the beginning of 2022. This has now been impacted as a result of the mandate and a decline in my mental and physical health as a result of this mandate.

Trust that has been built over a period of time between teachers, students and their families will be interrupted by this mandate, again, potentially placing our most vulnerable students at risk.

School culture and continuity of practice also, has the potential to be impacted by this vaccination mandate.

The respect of freedom of choice for those who work in school settings.

Please think about the impact this vaccination mandate has on the children, the children who have parents in education and the children who attend our schools on a daily basis.

Educator 655

My name is M, I am 37 years old and I am a full time primary school teacher for Education Queensland on the Sunshine Coast. I have been teaching for 15 years. Ever since I was in grade 1, it was my goal in life to become a teacher. I was born to be a teacher. Teaching is my gift. Building strong connections with students and their families is my gift. Ensuring that every single student, even the challenging ones have a sense of belonging and see themselves as amazing, individuals who believe in themselves and want to achieve bigger and better than those before them. A great teacher is a gift for life for some students and has the potential to be a lifelong mentor.

When the coercive mandates were introduced in the last 2 weeks of the school term my life and my students lives were changed. These mandates robbed me and my 28 beautiful students of the enjoyment and fun of our last days and moments together. I was present with them, however, I was not in a good space mentally as my whole life had been turned upside down by the coercion placed upon me by my Government. [REDACTED] proposed Democratic country we live in. As a teacher, I teach my students that we respect all peoples' beliefs and value systems. We do not discriminate others under any circumstance, yet the Government who I work for is doing this so openly and willingly.

My husband and I are both teachers and love our jobs. The impact, and undue stress that the mandate has caused my family is huge. [REDACTED] the timing of the coercive vaccination mandates has impacted my families ability to enjoy [REDACTED] is precious time that can not be given back.

The Education Department has a big focus on mental health in 2022 for students and staff. Anxiety levels are already heightened for many students and their parents. Now due to the vaccine mandates, the Government is taking away amazing teachers who have built relationships with these students and their families over years. The mental health of students is going to be severely impacted due to their 'support' teacher not being there on day 1 to check in on them, or on the anniversary of their father's death. The fall out from this is huge. My heart is breaking for these students. Their lives are tough enough as it is, without fronting up to school everyday without their support system. The pressure and stress that this is placing on families is not necessary at all. The mental health figures of young students are alarming prior to these mandates. Whilst the Government enforces these mandates, the mental health numbers are going to increase rapidly amongst teachers, students and families.

We are supposedly a Democratic society, one in which people are not discriminated against based on religion, gender, beliefs, values etc. Yet the people running our State are happily discriminating against my family and I due to not receiving a 'trial' and unproven vaccine. Freedom of choice is essential in our country and I ask that I have the choice to decline a vaccine based on my personal health situation and beliefs. Please think about the impact of these mandates on teachers, students, schools and families. These mandates affect everyone. It is unfair.

Educator 656

My name is P and I am a teacher aide on the Sunshine Coast. I was coerced into receiving the vaccination due to the mandate imposed by the Government. I am a single mother who has 4 children so I had no other option than to be coerced into something I do not believe in. I need to provide food and shelter for my children.

The timing of the Government mandate was horrible. It ruined the end of the school year for all the students and also made the festive season not very festive at all. I left my vaccination until the latest date possible the 17th December as I was hoping and praying that things would change and the Government would come to realise that mandating vaccines for people to do their jobs isn't fair.

The stress that these mandates have placed upon all students, schools and their families is unnecessary. I am concerned for the students. Starting a new year without their favourite teachers and support staff. Teachers and aides are the front line people who make a difference in children's lives. The thought of students not being able to have the special connections of some staff because of the mandate is horrible. The health of all involved is going to decline rapidly.

Please think about the children. Think about the families of students, teachers, teacher aides, tuckshop convenors, grounds staff and office staff. Everyone's lives are made more difficult due to the Government mandates. Freedom of choice is essential for our country. We should not be discriminated based on whether we receive a trial vaccination or not. Please consider the hurt and pain to the children this is causing.

Educator 657

My name is KS, male. I am 68 years of age and have been in the employment of EQ (and its predecessors) since 1974. I did take two years off of teaching at the end of 2012 to assist my wife's recovery following an accident. I have worked part time since 2015.

Obviously, I would not have stayed teaching all these years if I did not love the work: There is nothing like being with a team of people who are dedicated to enriching the lives of young people, interacting with young minds and helping to build a better world. Over the years I have taught all ages of students: from Prep to Tertiary Levels.

My passion and training have been in teaching the skills of Critical and Creative Thinking. My focus over the past decade has been in teaching these skills directly and imbedding them in the various levels of curriculum I have been able to assist other teachers with. I am also able to provide Professional Development for Teachers and Teacher Aides in these skills.

Most recently I have been working in High school support and, in particular, with students with a diagnosed disability and in general learning support for Year 9. Despite the challenges of this cohort, and I do find these students hard work, the rewards have been [REDACTED] deep.

Now I do not have the opportunity to continue the work I love and have dedicated my life to.

I have chosen not to have the Covid Vax due to health reasons. The bureaucracy involved in getting an exemption is horrendous and is an insult to the medical professionals who look after me. It is deeply offensive to me on so many levels. [REDACTED]

I could tackle this so called 'Mandate' in so many ways: Logically, Ethically and Morally this decision to exclude Volunteers, Cleaners, Teacher Aides, Administration Staff and Teachers is totally bankrupt. It makes no sense, particularly in the current state of the 'pandemic' and in the context of the staff shortages in education that already exist. I truly pity the staff who will be trying to pick up the pieces from January 23 of 2022. The stress levels, which are already through the roof, will become astronomical.

On a logical basis, it demonstrates the flawed thinking of the Queensland Government about the viability of treating Covid versus vaccination. Since the earliest days of the spread of Covid, the idea of treating Covid has been downplayed with the focus on getting a vaccination as quickly as possible.

Unfortunately, this bias has been widespread around Australia and around the world. It has also ignored solid evidence from strong sources around the world that, when Covid is treated early, there is an almost 100% survival rate. Had this vaccination bias not been in place, we would have had fewer, if any, lock downs, a much stronger economy and much more robust social and mental health in this country, let alone in Queensland.

Although I do not subscribe to Conspiracy Theories, I do find them fascinating to study. When I look carefully at many of these theories that abound today, I find that there are a few common triggers that ignite and fuel such popular social phenomena. When injustices occur and justice is not seen to be done, when intellectual and scientific rigour is lacking, and when strong censorship of views opposed to the official diatribe occurs, Conspiracy Theories abound.

The injustices of the Queensland Government's Mandate on Vaccination for education workers is the pertinent case of injustice that I am writing about. Believe me: there are untold Conspiracy Theories about this.

The lack of Scientific and Intellectual rigor that we have been subject to as Queensland, Australian and World Citizens since December 2019 has been enormous. Two quick examples. This Mandate is handed down by one doctor: NOT the elected government (they simply implement and enforce his edicts). The opinion of this one doctor is not up for challenge and evidence to the contrary of his edict is not allowed to be presented. You are backing one fallible person and implementing his edict without proper scientific or intellectual scrutiny or balance of evidence. As mentioned, he has a clear and stated Vaccination Bias. If the present Covid situation is considered, it looks very much like he has been mistaken.

Secondly, when an industry funded regulator such as the TGA approves a therapy, it is mandated to apply the highest levels of scientific and intellectual rigour to such an approval. The corollary should also be in place: before it

bans an already approved drug, it needs to apply the same levels of Scientific and Intellectual Rigour to such a prohibition. When the reasons given by the TGA for banning drugs for treatment of Covid, which have been shown to be safe around the world for nearly four decades, are scrutinised carefully, they do not stand up to rigorous analysis.

Again, when these and many other breaches of Scientific and Intellectual Rigour are seen by the public, they trigger and fuel many such questions about the integrity of our governments, media, academic institutions and corporations.

When the level of censorship that has been experienced by people at all levels of life over the past two years is considered, distrust of governments and public institutions are at an all-time high.

To take this to a highly personal level for many people in this state, to be forced to have a vaccination against their wishes and will, is seen in the following offensive and repulsive context:

When a person is injected with a fluid against their will by a man, it is called rape. I, and many others, feel that being forced to have the vaccination fluid injected into us is just another form of rape. This is so by both abuse victims and non-abuse victims. [REDACTED]

And THEN you implement this cruel and heatless 'mandate'. Its effects on the lives and wellbeing of students, parents, teachers and all other persons affected by education in this state will be enormous and will have no positive result. [REDACTED]

Please: RECONSIDER! [REDACTED]

Your arguments for such action are not strong. They will have enormous negative impact socially, economically and personally for so many people in this state.

For the sake of all Queenslanders: remove this draconian, discriminatory and dangerous 'mandate'.

Apart from the suggested benefits for the people, and in particular the students, of this state, I would deeply appreciate being able to take up the work that I love once again.

Thank you for your time and consideration.

Warwick, Queensland

Educator 658

I am B, a female primary school teacher with 33 years of full-time teaching. I now use my many years of experience and my vast knowledge of the Australian Curriculum to write programs for distance education. I am employed at a private (independent) school in Maryborough that has both a day school and a large, highly-respected Distance Education department.

I have taught all levels within the school system (Foundation to Year 12) at various times during my career, and also hold an Early Childhood qualification. Over my teacher career, I have guided and taught in the region of 2000 students, and formed just as many positive relationships with their families. I have welcomed volunteers, appreciated Allied Health workers and encouraged parents to enjoy and be proud of their beautiful children (4 to 18 years old). I have recognised my far-reaching responsibility as I have interacted with my students. I would say that I have left a positive mark in my different communities.

Because of the mandate placed on all schools, I am now unemployed and have no place on my school's staff – just like that! I now clearly stand out amongst my colleagues as non-compliant and unvaccinated.

I am distressed that I have lost my employment, my working community, and my family have lost a critical income. I have been forced into a situation which clearly says, "Get vaccinated or suffer in multiple ways for 'non-compliance'."

This mandate has caused a huge amount of anxiety and distress to me and my family; this is mainly financial but my confidence has also suffered: I've gone from being a well-respected and appreciated teacher to being 'difficult' and 'anti-commun[redacted] the eyes of almost everyone. I've been forced into a situation where I've lost who I am, and have [redacted] has been stripped from me with one announcement. I am devastated by my community's and governments' lack of care and respect for my role as an influential and valuable part of our country's education system. I am being severely punished for not following the status quo.

As a result of the vaccine mandate, my present and my future are affected... I will not have as much superannuation as someone who is vaccinated, for example. Sides have been constructed and I'm set to lose a great deal.

Every child deserves the very best that Australia has to offer. This includes the diversity that we bring as individual teachers. Our schools chose us to teach in our different communities because they saw our value and what we had to offer for our learners. A mandate should never be put in place to change those important and deliberate decisions.

I ask you to stabilise this unstable situation by removing vaccination mandates. I ask you to consider what this mandate has thrown away – dedicated teachers who choose to be in the 'thick of it' ... and I ask you to move as quickly as possible to reinstate our jobs before learners start their new year of learning. I ask you to remove the divide that has so quickly been created (it would be as easy as another announcement). In doing these things, we can all move to a much healthier place – one where love and respect are restored and our children can learn and function without the fear that all these rules ('mandates') have created. Our children have been confined and stunted enough!

Please think about it: I want to work. I sincerely love what I do. I've chosen to continue in a profession (for 33 years) that has a reputation for its challenges, stress and burn-out.

Do I really deserve so much less because I make a different choice?

Educator 659

My initial is T and I'm a primary school teacher of seven years in SE Queensland. My superpowers are language arts and the ability to put together lesson plans at very short notice. These are indispensable skills for my casual relief work with the state and independent school sectors.

Since the mandate, the Department of Education has communicated very little with relief teachers. My independent school has not contacted me as they started their holidays a week earlier than public schools. My colleagues do not contact me outside of the workplace. Apart from a call to the Employee Assistance Program, to help me process the initial shock, the only real advice and support has come from the informal teacher networks on social media.

The pandemic has unleashed massive disruptions in our life. In February 2020, my partner began his Master of Teaching course to become a Secondary Mathematics and Science teacher. His training was disrupted by lockdowns and exclusion of visitors to schools, leaving him with extra HECS debt for an extra year of waiting to complete his studies and professional experience. He finished in November 2021 but is now excluded by the DoE for employment. Due to the disruption of our income sources, we sold our house and are staying with relatives to economise. Plus we have to put on hold our dreams of helping to reverse Australia's falling PISA rankings for international literacy, numeracy and STEM achievement.

In the long term, the irreversible impact is that we will forgo having our own babies, due to my advancing maternal age and the uncertain future outlook. We hear that we aren't unique as shown by the population growth trend. Both of us came into teaching with a combined 14 years of uni training and 28 years of multi-disciplinary work experience spanning the [REDACTED] and five cities. Between us, we can speak 9 languages and dialects. The resources that our nation [REDACTED] a very strategic time in history.

The situation is taking a toll on our marriage and health, from the strain of constant budgeting and totally new daily routines. While our neighbours prepared for Christmas we scrambled to complete on short notice the marketing of our house, packing, moving and unpacking at the other end, while keeping up a façade to prevent adding further burdens to the other partner. We developed anxiety symptoms from the sudden upheaval. The effort to avoid interpersonal conflicts with the people whom we live with is causing stress because they struggle with chronic poor health that has altered their personalities at times. We avoid social situations and feel very isolated, but we have to avoid the expenses of exchanging Christmas gifts, dining out even casually and the cost of transportation; on top of coping with the medical apartheid in the community. I no longer have the confidence to initiate social contact as I wish to avoid inadvertently offending someone who is on the other side of the social divide. I have received disrespectful texts, social media posts, and been mass-ignored at gatherings by people whom I regarded as close friends; however I understand that they struggle to cope with their own "new normal" like us.

My concern for my students is that more learning at home may be implemented; depriving them of a safe environment to escape from home trauma and for social support. None of my students younger than grade 4 can recall what school was like pre-pandemic; some take for granted that the restrictions on freedom are "normal" and I fear they will never truly experience the liberty to make choices in medical treatment, when and where they go, and what it is like not to be constantly tracked on apps and CCTV. In other words they may be gradually conditioned for something alien to a democratic way of life. My concern for the parents and community is the loss of autonomy to determine lifestyle choices, how they educate their children, and the healthcare and medical treatments that they and their children undergo.

For the teaching profession, the vaccine mandate and exclusion of vaccine-free employees and volunteers may mean a huge "brain drain" in a sector where red flags already exist for training, recruitment and retention of human resources. One textbook had a cartoon where a good teacher was the product of one teacher interacting with a class of 25 children daily for 25 years. No amount of training, policy updates, selective recruitment, nor mandatory training and professional development will result in solutions for the teacher shortage. Only by empowering and including the diverse backgrounds, talents and philosophies of ALL existing teachers, and putting ALL talents and experience to use – regardless of tenure - will Australian society solve its education crisis. I call on our national and state leaders to immediately revoke the vaccine mandate so this will be possible. America had its "no child left behind" policy; and Australia needs a "no teacher left behind" policy. This is the only way to Make Australia Great!

Educator 660

I am a 39-year-old teacher, husband and father. I have worked as a full-time teacher in state primary schools on the Darling Downs, Queensland since 2008. I am currently an experienced senior teacher fulfilling the roles of cohort coordinator and phase coordinator which has primarily been focused on curriculum matters and the implementation of the 16 Elements of Explicit Instruction. Aside from the usual strengths of organisation, understanding the curriculum and how to implement it in the classroom, student rapport and classroom management, I believe in the importance of finding enjoyment outside of the teacher's core business. I am a big believer in bringing people together and that the best way is through food. For this reason, I coordinate a weekly communal lunch for 40-50 people on staff during a break where all the different sectors of the school join together.

The only response I have received from my principal when requesting consultation about this mandate is "here's a number for Central Office and I'm not sure what more I can do for you".

I have felt a major disconnect from the people around me at school because I have been advised not to talk about it in case of repercussions. This has been difficult for me as I haven't been able to discuss differing opinions on the vaccine, and that was the main topic of conversation around the school. My level of anxiety has been quite extreme for me because I have never experienced these feelings before. This includes feelings of helplessness. My wife has had to quit her study and find a full-time job. She is earning significantly less than what I earn in my teaching. This is going to be a major problem soon if I am forced out of my position. We have four children and a mortgage to support.

My concern going forward is that there will not be enough teachers in our community. Many people will be able to transfer into the more populated areas to take on vaccine mandates. Teachers who have finished their degree but have been found unsuitable to take on positions up to now might be called on to take over classes. Due to classroom and behaviour management being a strong point of mine, my school has created a class for me for 2022 with some very specific high needs students. It is highly unlikely that an inexperienced teacher could manage these students, particularly as I already have a pre-existing relationship and rapport with them. In 2022 I was to take on the role of assisting teachers across our school to implement STEM in practical ways using our maker space. I was tasked by my principal with the help of a colleague to embed STEM, not add STEM, so that the workload would remain the same for teachers. I was given this task because of my curriculum knowledge and my ability to drill down to the requirements of content descriptions and teach them efficiently, leaving the 'fluff' behind. This has been something I have been doing for the last three years for my class only and now I fear that this will not happen on any level.

I am asking for open conversations with the government officials making decisions where Queensland data, Australian data and worldwide data can be used to assess the actual risk of SARS-CoV-19 in my workplace and the risks associated with the mandated vaccine. I would want this data to be peer reviewed across states and across nations and collated by independent sources, not government officials. This has always been the case prior to SARS-CoV-19 but for some reason does not apply now.

Educator 661

M H, I am a 31 year old female teacher on the Gold Coast in a Secondary School. I am Primary trained, however, have found myself teaching in a high school since my first year and I absolutely love it. I have taught at the same Independent school since April 2015. I am currently teaching part time since coming back from maternity leave.

I honestly thought I would never teach in a high school as I always considered the kids to be too big and scary for me. Oh how I was wrong. I began my teaching career with an easy introduction to the big kids with 2 Year 7 English classes and one Year 7 Humanities class. I really enjoyed being so immersed in this year level and enjoyed being there for them as they made their transition into high school. Since having kids, and coming back part time, I have been gently pushed into teaching older grades and in 2021 I taught one year 9 English class and one Year 10 Essential English class. If you had told me 6 years ago I would be teaching these grades I would have ran for the hills. Now, I consider it the most rewarding year of my teaching career so far. I don't know if it is because I am now a mother, or that I have always been able to connect with students, however, I have really enjoyed being able to make meaningful connections with student who have previously struggled in the education system. I would say [REDACTED] superpower as a teacher, being a constant in their lives, always waiting with a smile, holding no judgment, giving chances and in return earning their respect through consistency and fairness. In 2022 I am supposed to be teaching Year 11 Essential English, and I was so looking forward to this new challenge. I really hope this will still be my reality.

Since informing my Principal [REDACTED] that going to be vaccinated by the date given, I was met with nothing but support. He suggested I apply [REDACTED] me time. For that I am so thankful, and also grateful that this was offered as an option and I know it is awarded at his discretion. It instills confidence in me that he was also not willing to let me go as an educator and that I am valued.

I was always quietly optimistic that the mandates would not directly affect me, until they did. Since the day we received the email about the mandates, I have noticed a big change in myself. My patience as a mother has declined, while I am still a good mum, I find myself stressed about what the future holds for my family. I am stressed about what this means financially for us. What will my children have to miss out on because of this? How many extra hours is my husband now required to work in order to keep us going?

While my concern is mostly for my family and our world, I still find myself concerned for the students and community. I know there will be students looking for me next year, those students who need a hello at the beginning of the day to make it through. Unfortunately though, I won't be the only teacher missing next year, and for that I am so sad for these children.

My hopes for the beginning of 2022 is that teachers are recognized as valuable based on their skill, commitment and connection to the school and community instead of their medical status. We have worked so hard to provide such a valuable services, to grow and nurture the next generations and now are left feeling like just a number.

Educator 662

Hi, my name is DG, I live in the Redland's and recently turned 60. I am a mother of three children and a grandmother of four. I have been working as an educator in childcare for just over a year and previously worked as a teacher's aide for ten years. I love working with children and feel that I make a positive impact on their lives. I am passionate about making children feel safe, heard, loved and see their full potential.

Since the decision of mandating vaccines in the childcare sector, my director has been understanding of my hesitancy, although she would clearly like me to return to work. It is difficult finding dedicated and reliable educators. We certainly don't do it for the money. We do it because of our love for the children. I strive to work to support and develop deep and trusting relationships with each and every child in my care and provide supportive long-term relationships with both the children and their families. I miss my toddlers' every day.

Although I saw the mandating of vaccines in other states, I honestly didn't think it would happen in Queensland. So, I was shocked and distraught when they were. The thought of taking an experimental mRNA vaccine made me feel sick. I have taken many vaccines, including for whooping cough and vaccinated my three children. But this one is different. I have spent many nights (and days) crying, feeling anxious and overwhelmed trying to make the right decision for me. I have had a lot of negative reactions from family and friends, which has made me feel unsupported in my decision and very alone. I still have a mortgage to pay and a care [REDACTED] my age is probably not an option. So I have a lot to lose.

As I said before, I miss my toddlers' and the staff who I work with. I know my toddlers well; I love having fun playing and dancing, creating and crafting with them, I know when they need to be comforted and when they need help and guidance. At the moment they have casuals in their room to replace me until I can return. Children's learning, thinking and development occur when they have consistent, reliable, secure and predictable relations with their key educators.

What I want more than anything right now is to return to work, be allowed to have autonomy over what I put into my body and be treated with respect for my decision. Actually, I wish that for everyone and for the life of me, I have no idea why we are being forced to choose.

The decision to mandate this vaccine may have come from a place of helping during this difficult time, but I would like you to also consider the negative impact on the children who are losing the person who makes them feel safe, secure and loved while their parents are at work. If you could have seen the beautiful gifts I was given for Christmas, you would see how much the parents are thankful to have an educator who cares and nurtures their children. As educators, we make an enormous impact on shaping little humans. As such educators should be treated with respect and appreciation, and given the opportunity to continue to foster those relationships without coercion to take an experimental vaccine or threatened with their livelihood. The well-being of our children should be of the highest importance. They are our future.

Educator 663

My name is J, I am a female and I work in Primary and my role was Head of Primary. I live in Rockhampton and am 47 years old. I have taught for 15 years. My gift as an educator is that I'm patient, hardworking, have an ability to co-ordinate a team to produce high results in Naplan, am able to remain calm under pressure and have a genuine love for the profession of teaching. I have rolled out Naplan Online in my school, worked on Primary school curriculum, became a profiler for our behaviour management program within the school and met weekly with teachers to coach and develop them to improve their practice.

My employer is following the mandates. I presented a letter to them six weeks prior to the mandate to ask questions should a mandate come into Queensland schools. I am unaware of any outcome or further actions taken by school leadership. To my knowledge, a risk assessment has not been done at our school. I have been contacted by my principal to check how I am going.

The mandates have greatly impacted my family. There has been pressure at work to get the vaccine. There has also been a great deal of negative emotions within our group of staff particularly directed toward those who want to make their own medical choices. My daughter works at the same school as me and she may lose her home as a result of the mandate. If that occurs, her and her husband will have to move into our home. I have another daughter studying law in Brisbane and the loss of one income may impact her university course as we help to pay for her living expenses. She is currently on the honour roll at her uni and is doing work experience in a top 5 Australia law firm. This could greatly impact her future.

The end of the school year has been quite emotional for me. I had just completed my first year in a new role within our school as Head of Primary. We had some great successes with results achieved and new things implemented as a result of this new role and were making plans for 2022. It was a devastating blow to hear that I would not be continuing. I remember being the MC for our primary school awards night, feeling quite emotional about the events of the week but having to put on a brave face for our school community trying to pretend everything was normal. My principal commended me the next morning saying it was the best one that he had been to. My whole teaching career has been mainly devoted to working in this one school. I have older children who have completing all of their primary and secondary education at this school.

I cried myself to sleep for quite a few nights as did my 7-year-old son as he learnt that his mum and sister would no longer be at his school. I have spent a great deal of time with fellow staff members as well as we have processed the events of the last week of the school year and considering our future.

My concerns for my students are that there will be many new staff members for our students to get used to. The assistance that students will be receiving will be less as a result of the mandates. The education of our students is going to suffer as a result of these mandates. The experience that has walked out the door is devastating. The teachers that have remained will be working under greater pressures as it will be even harder to find relief teachers. This will then put more pressure on our school leadership team who will be stretched thin with the pressures of school life and then having to manage a large number of new staff.

I would like to have the ability to make my own medical choices and I would like to see our school community with the experience that was currently employed before these mandates. I would like schools and principals have the autonomy to do their own risk management.

I just want to be able to work in the job that I love to affect positive change in that school community.

Educator 664

I'm JB from Ipswich, a teacher of forty years. I've been a P.E. teacher, a secondary English teacher, a primary teacher, an ESL teacher, a special needs teacher, a deputy, a head of department and a principal. My qualifications are a Dip. Teaching, a B.A., a Grad. Dip. Of Applied Linguistics, a Cert. IV Teaching and Assessment and a Cert. III Agriculture. At 66, I still feel I have a contribution to make. I now do relief teaching in special education programs.

Because of unfortunate personal circumstances, I decided to be vaccinated against Covid10. On 1st December, I had my first Pfizer shot. Therefore I responded to the government survey/interrogation about my vaccination status by ticking the first shot and indicating an appointment date for the second. Nevertheless, I've been bombarded with messages about further details.

Palushek's mandate that teacher's must be double vaxxed has had disastrous effects for me. After fleeing from a long marriage that became abusive, I had teaching to give me some financial security and a place to go where I felt worthwhile and valued. Indeed, I took a contract in Charleville in 2020 and I'd enquired in fourth term 2021 about permanent positions.

With the mandate, I considered my options – sell my house, on which I have a mortgage, and have no income except a pension, and to lose the warm connections I'd made in schools and forget about the contribution I continued to make in the lives of so many children. OR HAVE THE VAX.

I felt coerced into having the first Pfizer shot on 1st December. Since then, I've been in and out of hospital and to GP's and cardiologists, to end up being diagnosed with myocarditis. I have another cardiologist's appointment on 10th January, when I hope to get advice about short and long term prognoses.

Prior to Covid, I'd run two half marathons every year as well as being an active bushwalker. Now I have to lead a sedentary life, unable to even mow or take my dogs for a walk. The prospect of working is unlikely in the near future. Sudden cardiac death or heart damage are possible if I don't remain sedentary in the short term at least and possibly longer.

I despair at not being able to work, for financial, social and emotional reasons. I can't even get a temporary exemption from having a second shot, although I won't be putting my life on the line by having one.

As for the children I work with, I connect. When I go to a new school, I'm always warned that particular children don't like change. Yet invariably they thrive; selectively mute children will whisper to me; others will say, "I'm not dumb after all, am I?" and beam. To sound boastful, I've been around a while and have a lot to offer.

After I do a day or two, I'm often offered contracts. Because I love what I do, I don't accept – I see the burnout in teachers' eyes, hear the tiredness in their voices and feel the frustration in their hearts. As a relief teacher, I bypass all that. I bring joy to the kids. We smile together; I even get to reassure parents sometimes and lighten the load. All of this will be gone for ever when I'm not allowed to teach.

I want Palushek to terminate the mandate. I want education staff to live with freedom of choice. I want children to grow up knowing what freedom is. **TERMINATE THE MANDATE.**

Educator 665

My name is LM I am a highly motivated and passionate teacher Aide of 14 years on the Gold Coast. I specialise in Learning Support, special needs, social/emotional difficulties and Speech and Oral language screening and therapy. I work with small groups and one on one intervention.

I have received no response as of yet from my employer on my risk assessment questions, despite emailing them now on five separate occasions. I have also asked for a copy of my original contract that states that I must receive an experimental drug to maintain my employment with Education Queensland, I was of the understanding that this was a requirement by law to be supplied to an employee.

I have Protein S Deficiency which means I am at a high risk of blood clots. Due to the risks stated on the TGA website and some personnel friends who have experienced adverse reactions, I am therefore scared to have any experimental drugs as it could put my health at risk.

As a result of these enforced mandates I am currently experiencing mental health difficulties and have been put on antidepressants as I am struggling with my anxiety. This obviously affects my ability to be there for my husband and two boys.

If I am unable to return to work due to these mandates, I am concerned for my students, as at my school there is only me to facilitate this role, as I have the experience and knowledge of particular programs. The [REDACTED] [REDACTED] the extra academic, social and emotional support that they desperately require. I would therefore like to see these unnecessary, forced mandates ceased immediately and the whole school system needs to be overhauled into a more holistic way of teaching and learning.

Children are my world. The memorable moments when students realise that they can succeed fill my heart with joy. Providing a nurturing environment and making meaningful connections are why I was called to be on this journey.

Educator 666

Hello, My name is K and I am a 37-year-old teacher assistant of 5 years working in Brisbane. I have a Bachelor of mathematics and actuarial studies and have had a career change from financial risk management to pursue my calling to be a teacher. I am now a STEM specialist wanting to become a teacher and am 6 months from completing my teaching degree. I would have finished this degree mid 2021, however due to health concerns that I am investigating with my doctor, I am currently refraining from taking the COVID vaccine. Many of my students and parents have privately expressed to me that they still wish to see me for private mentoring, however I will not be conducting group mathematics games which the students love and get much mathematical practice from.

My employer has reached out to all staff to attain their vaccination status, and from my personal communication, I gather that the employer understands my situation. However, due to insurance constraints associated with mandates, I will be unable to be at school in person. My university has been unwilling to discuss other alternatives with me to complete my teaching degree without my vaccinations.

This mandate will radically [REDACTED] and career as a teaching professional. My partner and I have been planning to conceive a family and were hoping to have completed my teaching degree so that I could work as a relief teacher. I am unwilling to sacrifice my health for this goal, so I am needing to redesign my career projections. I am unable to earn money in my current role at the school at will need to turn away from teaching due to the constrictions of this mandate.

This mandate has shaken me [REDACTED] of teacher training may be all for nothing. I am deeply saddened that my ability to work in a school and become a teacher has become conditional upon my willingness to receive a vaccination. This mandate is making me question whether I want to be involved in such an authoritarian system and has made me very sceptical of the political agendas.

I am concerned that all teachers who feel strongly about rejecting a government-imposed mandate will alter the intellectual terrain of the work environment and will ultimately change the culture of the school I have loved so much.

I am asking for an unbiased medical and ethical board to review these mandates, and the effect/benefit of lockdowns on the overall health of the population.

Is it necessary to halt my dreams of becoming a teacher over not complying with a government mandate to vaccinate against covid?

Educator 667

My name is L S, I am a female Secondary teacher in EQ with over 21 years of experience. I teach in the languages department in a large Brisbane Highschool. Over the past 21 years I have experienced incredible highs in the profession - from taking school trips to Japan, participating in overseas school ski trips, helping students win scholarships, immersing students in the language and culture of another country - seeing them truly blossom and realise there is so much to the world. Lows have included being exposed to asbestos in my staffroom - a significant exposure over a period of time that really, should have seen me leave the profession. Despite the uncertainty around potential impacts on my health, I stayed. I couldn't bear to leave the students - it truly is rewarding and one I love.

Now - there is another potential impact on my health from a vaccine mandate. This should be my own personal choice, not one I am forced into in order to keep my job. The mandates have negatively impacted on my mental health and my physical health. In fact, the first 3 weeks of these Summer holidays, I have been incredibly unwell.

My direct upline, my Principal has been understanding, however in her words "I have to follow the rules". I still don't know what I will do. I have to support my family, I have a career of over 20 years and all that experience I simply do not want to throw away. However, the resentment at being coerced into having a medical procedure that I don't agree with for lots of reasons that I won't go into here, doesn't sit well [REDACTED] all.

The last 2 weeks have proven it is not the 'unvaxxed' that is spreading the virus. This latest variant is proving to be quite mild also. I take responsibility and care for own health. I supplement with Vit C, ZInc, Vit D etc on a daily basis and have a protocol in place if I get ill. The government doesn't look after my health, I do.

I have grave concerns for schools when term one begins. I know there will be thousands of teachers that will not return. The impact on students breaks my heart. Even in terms of parent volunteers, P&C members, tuckshop employees - this mandate is impacting on so many people and their financial stability - and I cannot see a reason why. Risk does not outweigh the benefit in any way shape or form.

It is my hope the government will see sense and drop these cruel mandates/segregation that go against everything Australia believes in. Freedom of speech, my body my choice, medical autonomy etc.

At the very least - have an alternative such as RAT testing if that makes people more comfortable. Remembering, the vaccinated are going to be spreading the virus too!

I could go on and on, however will leave it there.

Kind Regards,

L S.

Educator 668

Hello, my name is A, I am a Male Educator from X, in Brisbane, currently 30 years young. I have been employed for 2 years of service, I am Steiner Teacher trained and completing my bachelor of education. I am devoted to my path of service to the children and my personal path of evolution.

My Employer has requested my vaccination proof for the continuation of my employment or the termination of my employment. The school has had very little public discussion and consideration of how this effects staff and the stress and financial challenges it ensues.

I have made a conscious choice to not take the jab as I have asked my body and spirit to indicate what would best serve me and my inner response has been to abstain. My inner being and personal health choices place trust in natural health and immunity over pharmaceutical medicines as I have witnessed negative side effects of pharmaceutical based medicines.

I have met and face substantial stress and concerns over my future as an educator and my livelihood to [REDACTED] and support my partner. I have found resilience in connection to nature and interconnected minds.

I am concerned for the future of humanity and the freedom of the individual. I am concerned for the long term effects that the vaccination may have for humanity and the health of our species. I am concerned that the government has become corrupted by corporate and financial powers who are creating a new culture of fear and compliance.

I am asking for an abolishment of the vaccine mandates and transparency as to the agendas and direction being asked of for humanity by governments.

I am committed in seeing humanity rise into an empowered and resilient culture. I choose to participate in a future guided by love, truth and wisdom.

Educator 669

I am an experienced female teacher employed full-time at a Special School on the Gold Coast. My first year of teaching was in 1980, and since then I have worked across many sectors: my passion is early childhood (19yrs), but I have also worked in outdoor education (7yrs), Distance Ed (2yrs), and internationally in Vietnam, then Kuwait under the Reggio Emilia philosophy (6yrs). I have a Masters in Special Education and have worked in that sector for 8 years. I have taught for a total of 42 years and am not done yet! My gift to the students is my ability to 'tweak' the curriculum so that it is personally relevant to their own developing skills and interests. I draw inspiration from the world we are immersed in and see myself as a facilitator to developing life-long learners and problem solvers.

I am currently on Work Cover due to stresses from my toxic work environment. 'Vulnerable people' were strongly recommended to have 'the jab' which I did mid-year. Since then I have done a lot of personal research and am horrified at what I have learnt. Thankfully, my four adult children and their families remain unvaccinated. However, their decisions have come at great personal cost as mandates are enforced and rights and privileges are taken.

My son, an Environmental Scientist and Manager of his company, was terminated on Christmas Eve. His wife supports a high-needs student two days a week at a local school and is not permitted to return to the school. They support two baby sons [REDACTED] my daughters are teachers, and are agonizingly trying to re-structure their finances and their lives to accommodate the very real prospect of losing their jobs over the next few weeks. One is a single parent supporting her 10yr old son, who will have to be taken from his lovely school as fees will go unpaid without her regular salary. The other is in the process of cancelling her wedding as restrictions imposed due to her 'unvaxxed' family mean that few of us are able to attend; nor will they be able to 'afford' if she has no income. Not only that, she and her fiancé live in a rural location in Departmental housing – they face eviction [REDACTED] of uplifting their belongings themselves. Both girls have shared the holiday period with endless [REDACTED] ent, demanding they reveal their vaccination status to avoid the 'consequences'. My third daughter works privately, supporting a household which includes a cancer patient who is undergoing treatment. Now not able to accompany her into appointments etc. challenges her ability to fulfil her duties and so she, too, faces the very real prospect of unemployment should these restrictions and mandates against the 'unvaxxed' continue.

Clearly my whole family is suffering immensely under the mandates with every one of us impacted by the discriminatory measures in place. A close tribe, our collective mental health has most certainly deteriorated, our saving grace being the support and understanding we are able to give each other. All five adults are currently receiving treatment from the doctor, psychologist or psychiatrist; all five on medication to manage the anxiety we are experiencing.

The news that QEd had mandated staff vaccinations begat one of the worst days of my whole teaching career. I knew that it had been done in other states, and yet I held out on the belief that we were as extraordinarily appreciated as the Director General claimed in his many updates, and that his sincerity would ensure our protection. However, the Departments REAL attitude toward staff, their dedication, and the many years of service was reflected when they stooped so low. I felt totally devalued, worthless, powerless, and even ashamed that I had believed in the authenticity of our administration. I was 'just a number' after all.

The crippling feelings of loss of control over our lives and careers, in particular that of making educated decisions and choices around our own health fills me with great concern. Nor do I like that we are expected to reveal our most intimate and private details to all and sundry. I resent the discrimination shown to those who are unvaccinated, and I detest the bullying and coercion used to achieve Government percentages and goals. The tactics employed by the Qld. Education Department disgust me. So much money and time has been invested in implementing anti-bullying programmes and behaviour management initiatives to children across the state, and yet we see them resort to the very behaviours we have been discouraging for years. Shame on you!

I want to see these mandates dropped immediately. How dare you take away the rights and privileges our 'Diggers' fought for a hundred years ago. Shame on you for holding professionals to ransom and using emotional blackmail to threaten their families and careers. Our country is being robbed of its heart and soul. The mandates are discriminatory and inequitable and have eroded and destroyed friendships and family relationships, nor are they working for the good and well-being of all Australians.

Educator 670

I am a female teacher working in a rural primary school setting. After studying my Bachelor of Education (Early Childhood) I continued my studies to complete my Graduate Certificate in Counselling Loss, Grief and Trauma. Soon after I began my Masters in Social Work before taking a full-time teaching position abroad. During my summer vacation back in Australia I was offered a position in a rural town. I jumped at the opportunity to move back to Australia and embrace life in a small town. I did 6 months there before relocating to the Whitsunday Region to teach in another small school, where I stayed for 5 years. Central Queensland had many perks for me, although I was a minimum of 10 hours drive to my family, however there was always fun to be had in the beautiful surroundings. My fiancé and I decided to commit to another 3 year stint in another rural location before settling down to start our next chapter, so I applied for a transfer. For the past year, we have been living and working in the small rural mining town.

On Thursday 9th December I received an email from the Director General of my employer the Queensland Department of Education to advise me that all workers in high risk settings, including schools and early childhood settings, are required to have received at least one COVID-19 vaccination dose by 17 December 2021, and be fully vaccinated by 11.55 pm on 23 January 2022. To receive this notification on the second last day of the school year, amidst packing up, moving classrooms and finalising things for the end of the year was shocking to say the least. With no time to digest this information, or converse with school leaders it has been a difficult few first weeks of school holidays. I am still yet to hear from my line managers, not even a well-being checks to see if staff are travelling, or to discuss the matter further. The constant generalised text messages should be spent relaxing and focussing on family have dampened the Christmas spirit and caused constant anxiety about what my future holds. My anxiety has caused me to have troubles sleeping as I wake regularly worrying about how we will afford to live off one salary because I don't feel comfortable taking a trial vaccination and therefore I potentially face losing my career. The impacts go deeper than that seen on the surface; due to teaching in a rural location our home is a departmental house which means should these mandates prevail we could be asked to leave our housing. This is a scary thought as housing is in a crisis at the moment and we would not be able to afford the rental prices in town on one salary, along with our commitments. This mandate has caused huge strains on my relationships as well as we juggle what our finances could potentially look like and are now having to make a terrible decision to cancel our wedding due to the fact we will not be able to afford the costs should I lose my job.

I worry that through implementing these mandates children and other teachers across Queensland will suffer, particularly in small rural and remote locations. These towns find it difficult enough to attract teachers without these restrictions, I can only imagine the shortage of teachers if this mandate is successful. I am an empathetic and compassionate teacher who enjoys the thrill of teaching in places most people wouldn't dream of living. The support and engagement of the close-knit communities have made these towns become a home to me. Now that we are at 80% vaccination rates and we know that all people can still contract and carry the virus, does it actually matter whether the educators are or not? I don't see how this is any different to staff being immunised or not and still teaching. When I registered as a teacher, I did not have to provide my medical history, so why now? I believe I should still be able to do what I love and what I am good at and follow the same advice as now – should you show symptoms, get tested and isolate.

I lay awake at night wondering how it is possible that I worked tirelessly for 4 years working between two and four jobs to support myself throughout University, yet because I believe in my own immunity and not being coerced in to something (which is what we teach children – your body, your right!) I now face being stripped of my degree. My question to you is – if you can take away my profession, will you take away my HECS debt too?

Educator 671

My name is LM I am a highly motivated and passionate teacher Aide of 14 years on the Gold Coast. I specialise in Learning Support, special needs, social/emotional difficulties and Speech and Oral language screening and therapy. I work with small groups and one on one intervention.

I have received no response as of yet from my employer on my risk assessment questions, despite emailing them now on five separate occasions. I have also asked for a copy of my original contract that states that I must receive an experimental drug to maintain my employment with Education Queensland, I was of the understanding that this was a requirement by law to be supplied to an employee.

I have Protein S Deficiency which means I am at a high risk of blood clots. Due to the risks stated on the TGA website and some personnel friends who have experienced adverse reactions, I am therefore scared to have any experimental drugs as it could put my health at risk.

As a result of these enforced mandates I am currently experiencing mental health difficulties and have been put on antidepressants. I am struggling with my anxiety. This obviously affects my ability to be there for my husband and two boys.

If I am unable to return to work due to these mandates, I am concerned for my students, as at my school there is only me to facilitate this role, as I have the experience and knowledge of particular programs. They will therefore not receive the extra academic, social and emotional support that they desperately require. I am sure that if these unnecessary, forced mandates ceased immediately and the whole school system needs to be overhauled into a more holistic way of teaching and learning.

Children are my world. The memorable moments when students realise that they can succeed fill my heart with joy. Providing a nurturing environment and making meaningful connections are why I was called to be on this journey.

Educator 672

My name is M. I am a 34-year-old female. I am a passionate, dedicated teacher with 11 years experience. The reason I work long hours before and after school is for my students. They mean the world to me.

The joy on their faces when they get excited about learning is my reward. I am known for being enthusiastic and I have built relationships with many students of all grade levels at my school. I care deeply about every single child. They are our future. I know that as a teacher, I have the ability to affect each child's day and entire attitude towards learning. We really do make a difference. I am a Beginning Teacher Mentor and a Pre Service Teacher Program Leader and Mentor and have had over 20 Pre-Service students.

I went to my principal with my concerns about the mandate. He said he believes that everyone should have a choice, but that his hands are tied and he has to do what the department says as well. He could not answer any of my questions or concerns. He stated that if I do not get the injection, it will be the end of my career. He agreed that we are all just a number to the department. He could not answer what support I would be given if I was to get a reaction to the injection. These conversations were made even more difficult as I was meant to have his child in my class for 2022.

I describe myself as bubbly and carefree but I have struggled with mental health since the mandates were announced. I have never felt like this before. I am in such a dark place. I have no motivation to do any of my hobbies or spend time with my loved ones. Each day seems to take an age to pass. I have spoken to professionals but they did not give me any comfort or make me feel better. I have discussed going on a Mental Health Plan with my GP.

The decision by the department on my relationship with my partner and my family. My decision to wait and not get the injection has cost me relationships. It has alienated me from friends and family as they cannot understand my point of view.

This has been the hardest decision I have ever had to make. I love my job, my school, the school community, the students and the parents of Kalbar. It is my home community. I grew up in the area. This has separated me from not just my school, but my community. Small country towns are a close-knit group of people. I have also had to stop my horse competitions and am not allowed to be secretary of my Horse Club. I was a part of local town committees and organised events that I can now no longer be a part of. I now cannot contribute to my community, something that my parents, extended family and grandparents did. My hobby and my job have been taken from me. I now find myself lost, with nothing to look forward to in the future. If I did not feel so strongly, then I would not be making this decision. You don't choose to just blow up your life. Make no mistake, this is exactly what has happened to me.

I am concerned for the future of the students. There will not be enough teachers, nor experience. As a Mentor and Pre-Service Trainer of fellow teachers, I am concerned of the impact of students who do not have the experience and support needed to teach in our education system. The Queensland College of Teachers have been implementing a Beginning Teacher and Pre-Service Teacher Training Program to quality ensure the experiences that our Pre-service Students are receiving. I have been part of this program and ran and implemented a Pre-service Teacher Program. There is so much to learn and so many parts of being a teacher. Teachers and Pre-Service Students need all the support they can get. It is a disservice to teachers, Pre-Service teachers and the students they are trying to teach.

Please give me choice. Allow me to do what I love, what I am great at, what my passion is. Show me the respect I deserve by not making me choose between my body and my job. I have many personal reasons for my choice. One of which is the effect on fertility. Why are you making me choose between the job I love and the potential to be a mother? I have an unknown family history. I am adopted. I have not found my birth family. I have no idea what medical history runs in my blood. I do not know what the risks are to my current and future health.

Please allow me to have a choice. Please allow me to have the same choice that you would want your son or daughter to have. Would you force this on your own family if they didn't want it? Would you take away their right to work or live?

If, as I suspect, the answer would be no, then why are you doing this to me?

Educator 673

I have just completed my fourth year of full time teaching at high school in Toowoomba, having graduated with a High Distinction in a Bachelor of Education. Call me 'H'. I was a mature age student, which brought with it experience of the world and a determination to be successful in my studies. I am the first, and only member of my family of origin to obtain tertiary qualifications and I achieved this in my early fifties. I finished secondary school in England with some qualifications, and completed a Certificate III in Customer Contact through a former employer. With a high attrition rate among young, beginning teachers within the first five years of teaching, I bring a commitment and an understanding of myself, and what I want to bring to teaching. I did not enter the profession with rose coloured glasses, but rather a healthy degree of realism. I am also a mother and an empathetic individual that brings an understanding that young people need routines, compassion, and support.

The response from my employer, Education Queensland's (E.Q) representative for our school is my principal, when I sent four emails requesting to see the risk assessment for our school, was that I should provide evidence of where [REDACTED] required to complete a risk assessment, and later responses directed me to contact E.Q. There has been no support in the way of hearing concerns about the mandates for vaccination. E.Q. also advised via email that contrary to 'right to switch off' outside of work hours, they would continue to email and sms staff until they complied with completing a survey on vaccination status.

E.Q. made the sudden announcement [REDACTED] about mandates via email, requesting I complete a survey on my vaccination status or to be [REDACTED] returning to school in the new year unless I am double vaccinated. This was during a busy school day near the end of term 4, making the time of assessment and reporting even more stressful. I had to maintain my professionalism with my students while feeling like crying. I have a mortgage to pay and have been paying off my university fees since working as a teacher. Suddenly, I was being coerced to take a medical treatment in order to keep working.

I have not been sleeping or eating properly due to worry. My waking hours and dreams are consumed with the fear that my career and income will be taken away from me unless I give up my basic right to decide what to put into my body. I find no joy in anything because it could all be taken away from me with no justification that I can see, even though I worked through 2020, on site and online, to continue to provide an education for our young people, but also to check in with their mental health. I could lose the home I have been working hard to be in a position to buy and I have had to see my doctor about my mental health, about the anxiety I feel every day, the hopelessness this has caused.

As teachers, we are expected to model the behaviours we wish to promote in our young people, encouraging them to understand others' perspectives, to be open to discourse, to create a supportive and inclusive environment in the classroom, and school. This mandate contradicts this and causes segregation and discrimination in our community, and coerces young people to be vaccinated or lose their access to social settings. I teach students about consent and here we have our government making a statement that this is a choice, when in fact it is coercion. I teach students the difference but these mandates send a message that governments are not held to the same standard.

Vaccination should be a real choice, not a mandate, and segregation and discrimination need to cease immediately. We have laws to protect us and the government needs to lead by example. Many good people, good teachers are being punished for standing up for freedom of choice. Please stop the mandates.

Educator 674

My name is undisclosed. I am a female special education teacher working full time in the public sector. I am in the 30-39 year age bracket, with 10+ years of service. I am Bachelor and Diploma qualified.

Some of my gifts as an educator are that I love teaching children with special needs, I develop strong relationships with children and their families, and I have experience and strength in supporting families through the early stages of diagnosis of disability.

I have not yet been in a position to discuss my views with my line manager. However, the response from the Department of Education has been a repeated barrage of text messages and emails multiple times a week, leading up to and throughout the Christmas period.

I am the largest income earner in my family, so the mandate will put significant strain on us financially. Without my income we are unable to pay our mortgage, let alone provide for the many expenses of running a household and raising very young children. I am looking at the very real possibility of losing my job, my career, something for which I have worked and sacrificed for more than half my life.

The impact on my mental health has been immeasurable. I am stressed beyond reason, miserable, cranky and short-tempered with my family, sometimes feeling physically ill thinking about it. When we bought our house, we took on a big mortgage so that we wouldn't have to move again (as we have lived all over the state for my many teaching positions). I did this knowing that I would be working full time for many years to come, so that we could provide a stable and sustainable home for our growing family. This ability to provide security for my family, as I have always done, has been stripped from me, and I cannot even explain the effect that this has had on my mental health, the happiness of my family, and even on my physical health as my misery and stress manifests into physical pain.

I, and other educators in my field, provide very specific and rare expertise to those children in our system with additional educational needs. I have taught children with disability for my whole career, and planned on doing so for the rest of it. I'm often told things like "wow how do you do it?" or "you must be really patient." I generally find these statements quite insulting to our students – but this is what they are losing. Someone who WANTS to teach them, who has great desire to help them learn and grow in the way they deserve.

I am asking that education staff and schools not be mandated. Unfortunately I don't have any other creative alternatives, other than to treat education staff with the same respect we signed up for- not expected to be vaccinated. Yes these are unprecedented times, I understand that, but education providers did not sign up for this. We are not health staff, who have always had mandated vaccination requirements for their work. We're educators, let us educate.

Educator 675

My name is I, I am a 46 year old mother of 3 and we live in X, near Brisbane, Queensland. I have been working as a teacher aide at a local school for the past 4 years. Due to my work and family commitments it took me 2 years to finally complete my certificate in Education Support in September 2021. My work has become my new passion. The constant rise in students with additional learning needs in every single classroom has shown me how essential a good cooperation between the classroom teacher and the assistant has become. I have learned that I can make a difference in the students' learning experience every day by ensuring individual learning needs are met and the students receive the support they deserve and need.

The recently announced mandates have had a major impact on my family life, my mental health and surely on my future colleagues and students. Next year I would have supported another class 7, my fourth one in a row. I have been offered this position because of my former experience with this age group and also because the future class teacher of this class has personally requested me to support her. At this stage I won't be allowed to support her and my students simply because I have chosen not to accept a vaccination that is still in a trial period. [REDACTED] is risk, there must be choice. My choice means that I will be facing losing my job in 2022.

Teacher aide is not my first career. My family and I immigrated to Australia in 2009 from Germany on permanent skilled visa. At that time I had been a well experienced midwife for over 10 years. I fought for years to get my training and [REDACTED] experience recognised in Australia but failed as AHPRA would not accept my German studies and ex [REDACTED] worthless and experienced years of mental health challenges until I finally decided to give up my profession and passion for midwifery and start my new career as teacher aide in 2016.

I am concerned. I am deeply concerned.

I am concerned for my mental health. I am concerned for the wellbeing of my husband who will now be the only income earner again. I am concerned for my colleagues at school who are going to struggle to deliver the same quality of teaching due to too many vacant teacher and teacher aide positions. I am concerned for my children who are losing amazing teachers and teacher aides next year. I am concerned for my students, especially for those who need extra support in the classroom. I am concerned for the quality of education in Queensland.

I am asking you to review the recently announced mandates for school staff. I am asking you to at least consider the introduction of Rapid Antigen Testing for ALL school staff, vaccinated or vaccine free, instead of weakening our education system by excluding vaccine free teachers, school staff and volunteers. Our children deserve better.

Educator 676

My name is M and I have worked in the public system for 35 years. I teach English and Humanities to high school students and am a Senior Experienced Teacher Level 2. I have been in the one school for 33 years. My gift is working with the students who struggle, the Special Needs students who are integrated with the mainstream classes. I work with the lowest of the mainstream students. My Y10 Essential English class had 100% pass rate. Not really amazing until you realise they all failed Y9 English. I have completed three Kokoda challenges with students, walking 48ks as a team. I give it all for my students.

My employer has been supportive of my position. I am a valued member of their team, however they are bound by the mandate. The mandate. I have not taken the vaccinations being offered. I have a medical history that, in my opinion, magnifies the risk of serious, perhaps even life-threatening reactions to the vaccination. So I will be terminated. I am the breadwinner in our family. I will be unemployed for the first time ever. We will have no income. How we will manage, I have no idea. It is so scary. My 12 yr old asked if they should get a job to bring in some money. That is just sad.

My mental health is not good. My children can no longer do their music lessons. My son will not get his driving lessons, his license, his formal, his first car, all because of the mandate. How do you think I feel, knowing my children are suffering? I am frightened. I have no skills other than teaching. I taught through lock-downs, the 1.5 metre policy a joke, How can you teach a frightened child from that distance? How can you hear a child through a mask? How can you comfort a child from 1.5m away? You can't. The last day of the year, I taught my class. At 2:45 I was a great teacher. At 2:51 I was a danger to them. Today, I have no future. No books to purchase, no highlighters, pens, diaries, none of the things I usually take back to school in the new year. I am lost. I am hurting and I am lost.

My students. Where do I start? The girl who relies on me to report the abuse she suffers at home. The boy who is now confident enough to look me in the eye when he speaks to me, he will even joke with me now. That only took two years to happen. The other boy who has given me two smiles over the last semester. Such a big thing for him, he who trembles when adults come near him. My Y10 Essential class this year. My 11s I was to take into Grade 12. My 7's going into Y8. My Y8s. They have lost their champion. Someone who will fight for their rights. Someone who genuinely cares for them. Gone.

I want the right to return to school in my capacity as a teacher. I want the right to be heard, and to be a part of the team I have been part of for 33 years. I have 550 sick hours up. I do not get sick. Yet I am deemed a risk to healthy children.

I want the segregation to stop. I want the divide to be closed. It is almost history repeating itself, a history we said we would never let happen again.

The segregation, the division, the intolerance. Everything we preach to our students. We teach them about acceptance. Ironic, isn't it, when so many of us are no longer accepted.

Educator 676

My name is RC. I am a 47 year old mother (and Grandmother) who has been blessed enough to have worked at my children's school on the Gold Coast for the past three years, in our Enrolments as an Admissions Officer - a job that has been VERY busy over the past 2 years as people from all over the country (and ex-pats trying to get home) are trying to move to the Gold Coast. Whilst my time on staff has been relatively brief to this point, I have a VERY long association with the school I work at, having watched as a nine year old as my father drove off everyday from Brisbane to grow a Christian school on the Gold Coast, and that is why he was never home. It became my school when I was old enough to attend High School, and I then returned as a parent with my children and due to the gaps in their ages, by the time my children all graduate, I will have been doing the school run for 26 years! This will make my association with my much beloved school, over 40 years.

Sadly, despite all this history and genuine love for my school, I have never been more heartbroken in the way the Executive have treated their staff, many of whom, are making a choice not to be vaccinated based on their Christian Faith and such commitment has in the past, always been something to be respected and encouraged, rather than trivialised, ignored and controlled. Staff who have loved and cared for students within the school campus for decades, were being shunned and bullied by pro-vaccine staff and school leadership did not condone this behaviour, they are now enforcing a 'mandate' which disregards many staff's health conditions or faith convictions. The only support they are offering such devoted staff, is Long Service Leave (with minimum requirements only being considered), and not even entertaining possibilities to work from home or give unpaid leave for even a Term, for staff who would like to peruse the possibility of traditional protein vaccine options we are led to believe, may soon be available. Their lack of compassion for staff has been astounding, with one staff member whose wife is about to take Maternity Leave from the same school, terminated with only 3 weeks pay, 2 weeks notice.

My 40 year association is about to come to an end, and it has left a very bitter taste in my mouth for a school which is the reason I am even sacrificing to live on the Gold Coast. My family has bonded together at this difficult time with all of us strongly agreeing that the vaccine is too much of a risk, for a treatment proving now to cause more harm than good. I have a heart condition, my adult daughter has Crohn's disease, my husband and daughter have asthma, and we would all rather take our chance with Covid, than a vaccine which is morally reprehensible to me. We are happy to get take-away coffees and I am trying to get used to the idea of being 'on the dole' for the first time in my life, as I lose my job in January.

Sadly however, my now elderly Father whose legacy I have been trying to protect at the school he helped to found, can't understand why I would choose now to go against the grain, having been a 'good girl' for all these years! It breaks my heart to do this to my precious Dad, so obviously, to be prepared to do so means I feel very strongly about my decision. Quite honestly, it is not something 'I' have done, but am being forced to do! It is my first thought every day or when I wake through the night, and I am up at 4am most mornings to 'do my homework' and research myself into anxiety, just so I can defend my position and justify why I would be prepared to loose a job that I love. My husband will now carry the load of trying to support a family on one income, including my adult daughter and grandchild who live with us having fled domestic violence, and the prospect of selling a home we haven't even finished building.

To say I am anxious....mentally drained.... heartbroken... exhausted.... would be an understatement. I feel like this is not even a choice anymore, but I have to sacrifice it all to be obedient to what I believe God is very strongly directing for me. I do know, beyond a shadow of any doubt, that whilst I may have been prepared to risk my own health to take a vaccine I don't trust, I will NEVER allow that risk to be placed on my precious 13 year old daughter. I have not agreed with people who in the past have said that they would never have children as they wouldn't want to bring them into this broken world.....I can't believe I now see their point and how fearful I am for what my children and grandchildren will have to live with and repair, from the terrible job we have done in protecting their futures. Please let us help ourselves, educate ourselves, prepare our bodies with OPTIONAL preventive measures and admit your mistakes, and let our community face this virus together instead of divided and bickering 'like schoolchildren!' R Clune

Educator 676

My name is RB, I am a female early educator of the past 15 years (Certificate.3 in Children's Services and I have recently had to relocate to X, South Brisbane, due to the housing shortage in Queensland.

I value my experience and have a great passion for working with children who have additional needs and using music and movement as a part of my teaching. I have worked in Early Childhood since 2006 and have had numerous permanent positions in different long day care centres; depending on my place of residence, this has ranged from the Tweed Coast, to Labrador and Scenic Rim Regions.

I have currently been laid off from my permanent/part time position as an Educator from X early Learning due to the mandate of the Covid 19 vaccination ; having served loyally in my position as educator for the past 9 years I was looking forward to completing my ten years of long service with the company.

I was also very close to completing my Diploma of Education and care in order to further my qualifications and eventually complete a degree in education, as that has always been my goal. (But it's taken me a bit longer because I'm also a mother of two boys aged, 3 and 9 years.)

I have been forced to stop study and work due to the vaccination mandate of the Covid 19 jab, because of this I cannot work in the industry that has shaped the very essence of who I am because I love to work with the younger generation, it's part of my essence, heart and soul and it hurts to have your passion ripped away from under you as well as the opportunity to earn money to keep my family fed, educated, clothed and housed.

I have received numerous written notices to provide my personal medical status and be vaccinated; however I value my health over my wage as my well being is paramount to my families needs and they need me to stay healthy and stay in good health as to look after them and support them with their needs.

After X mandated the Covid 19 Vaccination I went and found a job at another long daycare centre, but again I was stopped in my tracks as the whole education/early childhood sector was mandated. This was really disappointing as I did work hard to find another job, but, sadly, of course I had to forfeit the position, that I'd managed to secure.

There has been ongoing discussion in my household over the fear of not being able to function as a normal part of society due to the mandates. I have cried many tears due to my loss of financial and psychological security from the government mandates of the Covid 19 vaccine. I have no secure income since X Early Learning laid me off in late November 2021, my family and I have struggled financially as I am unable to claim any of my work entitlements until the company terminate my contract of employment, which they have directed in writing will occur as of the 7th of Jan 2022.

They have informed me that my contract of employment will be terminated for not choosing to comply with experimental trial of these vaccines and despite my other medical issues, no medical exemption is available.

I am currently in the process of having skin cancers removed as I was originally diagnosed and had surgery in 2012 on a second stage melanoma, then again in 2018 and at the start of December 2021 also had a precancerous mole surgically removed, I am due to go and have another preventive surgery for this.

I have developed high functioning anxiety and have symptoms of stress daily due to the changes that these mandates have made to my life. I have had to seek out professional help from a psychologist to continue to be strong enough to function still because I believe you should try and be the best person you can be, but I am being punished by having my career and life become non existent due to new rules that have come into play that aren't even law.

My youngest child had to change from the X centre that I worked at due to the situation that covid 19 created, being laid off from my job and the company removing my staff discount.

My service now makes parents wear masks to their front door and the teachers have to take the child in and out of the service... not being able to settle your child in and ensure their security before leaving is just traumatic for everyone involved.

I cried to my children , at a family discussion, telling them I would conform to the mandate if they wanted me to, so that they didn't miss out on cinemas, theme parks, restaurants and arcades.. but my child said to me.

"Mum it's your body, it's your choice".

It rendered me speechless but proud that he was brave enough to hand the decision back to me, however I was ready to put my life on the line to allow them to function

I now fear for our children and that the government will mandate school for children and the numerous injuries and deaths that some of our adults are facing will now be the same as our babies and children will be.

I fear that our grandchildren will never know the freedoms that we experienced pre covid. Please see that every decision we make impacts the future generations and this coercion and conditioning is a crime against our human rights.

Please let me be able to listen and sing to our national anthem with loyalty and pride, because at the moment when I feel it honestly all I can do is cry.

Please remember what it means to be Australian... we are young and free... please, I beg of you remember that we are fighting for the best future for our children and speak up for the people.

Revoke the mandates, let the nurses and the educators teach the children they love to teach, without having to literally put our lives on the line. Please have mercy on us and stop creating this absolute hardship on the society and economy of Australia.

Let the children enjoy the joys of childhood, without paying with their health and please do whatever you have to do to ensure that education is not mandated...please don't let the babies vaccination schedule be next. 🙄

Educator 677

I am a teacher in X, near Gold Coast, Queensland. I have just received acknowledgement of 10 years' service from the Department of Education. I have taught students from Prep to Year 12 in this area and got to love the relationship this has created with my community. During this time I also worked jointly with the Department of Youth Justice to facilitate with a pilot program for supporting young offenders and those waiting to go before court.

When my employer emailed to notify me of mandatory Covid-19 vaccination requirements I requested support from them. I needed help to understand what risk assessments were being put in place for my particular role in consideration of the risks of getting the medical procedure. There was no response.

I consulted my doctor and I am not ready yet to get the vaccine. I would like to wait to see what developments are made with this medicine. So now I am unable to return to my school in January. I am absolutely devastated by the lack of consultation before this measure was introduced. A day after the announcement of the rule by the health official, I received an email threatening termination of employment. This pressure and manipulation [REDACTED] upsetting to me and my wife and 2 young children. They will lose out financially now just because Dad is not currently ready to consent to an experimental and provisionally approved medical procedure.

This has had an intense impact on my mental health. I am suffering from anxiety and depression over this problem and the feeling of [REDACTED] used by my employer to pursue this rule to mandate vaccination for Covid-19. I am seeing a doctor [REDACTED]

I also have concerns for my students with disabilities in the senior school, 30 of which I should be supporting with their transition to further education, training or employment. I have worked with them for the last 2 and a half years and this is very bad timing and a loss to them and the collaborative family-school connection I have nurtured during this time. The students will miss having me to support them to access and succeed in their school work and assessment.

I am asking you to immediately pressure the health department and Department of Education to relax the covid-19 vaccine mandate and instead work creatively to support school personnel to work flexibly and not discriminate and terminate employment of those not yet receiving full Covid-19 vaccination status. Please let's get all teachers and staff back to school for Term 1 and get the community really coming together to get through this.

Best Wishes

GF, male

Educator 678

My name is NE, an outdoor education facilitator from X, small town in Sunshine Coast, QLD. I'm 45yo, born in Brazil and migrated to Australia where I am a citizen. For a long time, I worked as a graphic designer and after the covid crisis in 2020 and the period of uncertainty which I was stood down and could not get a job again as a graphic designer in a so competitive market. The whole period made me reflect upon my life and search for a more meaningful profession where I could work as an educator and mentor. It was a big life shift and I've then studied my Cert IV in Outdoor Leadership with TAFE. I've been working for the X Mapleton, X Youth Camp which has been so great to bring kids back to nature and outdoors and nature. I've worked in centre-based activities and with expeditions and survival camps, leading kids to face their challenges in flying foxes and giant swings or canoeing. I've also been teaching kids survival skills on how to make fire, acquire water, build shelters, cook in fire and challenge themselves in solo times in the forest, where I have been a mentor. My gift as an educator is my passion for transformation in Nature. Something that has always been my "playground" for my whole life. Since I was a kid.

Unfortunately, all of that [REDACTED] due to this unfair and disproportional vaccination mandate for Education settings. I was told by both companies that I am not allowed to work anymore due to the mandate and I feel very sorry to have to stop something that I so much love and have changed my life into, which is outdoor education. Also wondering how many kids will lose so many outdoor educators due to that mandate. I am not willing to get the shots as I have friends and family in Brazil that have been hospitalized due to adverse reactions. It is a medical procedure that should not be compulsory but for [REDACTED] I think that is better for them and I respect that. But I am not willing to take part in it, I have always had a very healthy lifestyle and it is quite rare for me to get sick. So I am losing my jobs due to that mandate :(

Last year the covid crisis had an immense impact on my mental health, especially after I got unemployed in my previous area. I had to rebuild myself and try out a more meaningful path which lead me to study again and start my life in Education which I am so grateful for. But then again a whole turn and now I can't work again due to my personal choice on my body autonomy. So the depression ghost has started again to come to me seeing that I will be unemployed even though fully qualified and the centres needing my services.

I know that the pandemic is creating a massive health crisis, but the mandates are making everything much worse. So many people have had an impact from it (mental health and bankruptcy). The numbers of suicide and domestic violence have never been so high in history. And I understand the despair of those losing their jobs even though being able to work but having this vaccination as the only way to keep their job. That is not a choice but coercion and it is very sad. So many students will suffer from the lack of professionals.

I pray for the politicians in Australia to understand the ethical and moral dilemma of this coercion and to do what is right for all of us: to stop coercion. People who want to get vaccinated should be free to do so as well as those who don't want to so. Following the same logic of "doing the good for all", I am sure that we have good arguments that a Vegan diet is the best for the planet but we are not going to make it a mandate. I believe everyone has the right to choose what they want to do with their own body, whatever it is: a medical procedure like vaccination or plastic surgery, diet, religion or gender preference. For any of those, if they want to make it mandatory, it is unethical. Please be thoughtful about us and the future of all. I just want to keep working with what I love and seeing the smiles on the face of my kids.

Educator 679

My Name is ZG. I am a 24 year old, female, Early Childhood educator living in X, Gladstone Region, Queensland. I have been working as a casual education assistant at Bambini Early Learning Centre for 5 ½ years. Prior to this I obtained my Certificate III in Early Childhood Education and did a placement at X Learning Centre, X. I also work as a casual in a retail setting and also face losing this position very soon.

I find the work I do with young children very rewarding and love working in a field where I am able to build relationships with children from infancy often right through to kindergarten age. I connect very well with young children and the children are always happy to see me. I think my gift as an educator is that I am a very empathetic person who enjoys sitting down and spending time with the children. It has been a very distressing time for me having to give up this job which I have held since leaving school.

Both my Mum and I work at this childcare centre. It has taken a huge toll on our mental health and we worry about finances and the future. A total of 7 other staff members at Bambini also left due to [REDACTED] further 2 staff were very distressed at being forced into taking the vaccine. I am asking that you remove the mandate for vaccination in the education sector so that unvaccinated educators and teachers can get back to the important jobs which they perform in the community. At the very least please give us some hope for the future and provide us with a time frame for when the mandates may reasonably be removed.

Educator 680

My name is J and I am a female primary school teacher in Brisbane. I have worked as a teacher in NSW, England and QLD for 15 years combined. I hold a Bachelor of Teaching (Primary) and a Bachelor of Education (Primary) and have worked for Education Queensland as a Support Teacher/Inclusion Teacher in Brisbane for 7 years. As an Inclusion Teacher, I have the gift of working collaboratively with students, parents and teachers in striving towards every student feeling welcome in their school community as well as realising and achieving their full potential in an engaging, safe and supportive environment, free from bullying, discrimination or harassment.

My employer at a school level is not yet aware of my vaccination status however I have been present when a number of comments from staff members regarding unvaccinated people have been made. I have felt extremely uncomfortable during these times.

The mandate for education staff in Queensland to have the COVID-19 vaccine has greatly affected me and my family. I applied for Long Service Leave for Term 1 2022 so I can plan a sustainable future for me and my family. This w[redacted]g up all the Long Service Leave I have built up over my years of service for Education Queensland. If the mandate is still in place when I return from leave in Term 2, I may lose my job. With this prospect, my family and I are having to move house as we could not afford to stay in the current rental property on a single wage. I have also had to withdraw my 3 year old son from child care due to the financial impact this will have and having to re-locate to an area we can afford on one wage. Chris [redacted] cancelled due to the stress of having to find somewhere new to live in the vastly reduced budget and with such short notice. All of the resources I have purchased, using my own money, in preparation for my role as Inclusion Teacher/Leader in 2022 are now potentially void.

Since the mandate was announced, I have felt an increased sense of anxiety and stress. This affected my physical health at the end of Term 4 2021 and I was not well enough to attend work on some days. I have cried every day since the announcement of the mandate, have little emotional regulation due to lack of sleep, stress and anxiety and go through periods of deep sadness and then anger.

Over the 7 years I have worked as a Support Teacher/Inclusion Teacher in my school, I have developed strong relationships with students, parents and colleagues. I have created systems and processes that did not exist prior to my engagement in the school that are vital in creating a safe, engaging, supportive and inclusive environment for our students. I am deeply concerned about the wellbeing of the students and parents who may lose their support person this year due to the mandate. I am worried that the loss of teachers due to this mandate will damage and disrupt student learning and the needs of all of students will be at risk of not being met.

I would like to see an immediate end to all mandates associated with the Covid-19 vaccination.

Educator 681

J. 60yo Female

Secondary public school cleaner – Ipswich

I am a full-time cleaner having worked for EQ for more than 15 years, including working through all lockdowns to date. I ensure our environments are clean for the schooling community and wider community who utilise school spaces. I received a response from my manager that my vaccination status doesn't matter to them, yet EQ tell me I am not allowed to come to work if I do not participate in the vaccination trial. These mandates have caused great upset to myself and my family, being coerced into taking an injection to keep my job because I have a mortgage to pay to keep a roof over my family's head, so cannot face losing my job. This has impacted my mental health also, especially with the constant barrage of emails and text messages stating I have no option but to get the vaccine to keep my employment. Considering I rarely leave my local area, and travel mostly just between work and home, my job is working alone or in pairs to complete unoccupied areas within the school grounds, therefore I do not have interactions to put me at a high risk of infection or s[REDACTED] concerned that if I endure reactions to the vaccine, my community will not benefit from the clean environment that I uphold in providing, there is already a shortage of staffing available to fill absences. I want to see myself and others having the right to choose, bodily autonomy, my body – my choice! And the right to keep my decision for my body private, solely between myself and my GP.

These mandates and co[REDACTED] causing discrimination against members of our community and dividing our whole state.

Educator 682

I am writing this letter to express my concern and share my experiences in regards to the way the Queensland Government has handled the current pandemic, and in particular, in response to the vaccination mandates imposed on its people.

I am a 39-year-old Primary School teacher with a Bachelor of Education, located on the Sunshine Coast. I am passionate about my job and have spent the past 11 years guiding and teaching our youngest students. I am very good at my job. I create supportive, welcoming environments for my students and I make excellent connections with each of them, helping them to achieve their very best. I am skilled in early literacy and love helping children learn to read through phonics and oral language. My rapport with parents is one of my greatest strengths and I am highly valued by the school community. I have even been very fortunate to have been selected from a large pool of applicants, as Foundation Staff at one of the many new schools our region has opened in the recent years.

I have known for a while that we would eventually be mandated for vaccination in order to keep our jobs as educators, as that has been what has happened in other states. However, when the vaccination mandates were finally announced, it broke me. I was so very hopeful that the Queensland Government would have recognised that the large number of teachers lost in other states would be detrimental to our state and our children. I hoped they would recognise that the vaccine is not enough to “stop the spread” or reduce the number of unvaccinated individuals would not solve the problem. I hoped they would not mandate but just continue to encourage vaccination to allow people the right to choose, but that was not the case.

My mental health has been struggling over the last two years, and not because of the threat of the virus. I am fit and healthy. I eat well and go to the gym 5 days a week. I have always considered myself a mentally strong person, but the constant misguidance and conflicting rules and regulations has been what has driven me to the edge. In the days after the mandate announcement, I was lucky enough to get an appointment and visited my GP for some advice. My stress and anxiety were at the highest level and I was not coping. I cried constantly throughout the days, trying to make a decision as to whether I go against my beliefs or give up my career. I found it hard (and still do) to see any positives in the future. My husband and children were very concerned about me and had to help pick up the slack around home. I made arrangements to speak with my principal about my concerns, who simply stated that his “hands were tied” and denied any request of leave.

I, unfortunately, know first-hand 10 - 15 people who have suffered adverse effects from the vaccine. These have also been confirmed results of the vaccine by doctors, not just assumptions. I understand the risk of vaccine injuries are small, but so is my risk of being hospitalised from Covid. When vaccination does not stop infection or transmission, how are unvaccinated staff a threat? I have asked many politicians and ministers this question and am yet to receive a personalised response to my emails answering this question. Where there is risk, there must be choice. People should be allowed to assess the risks in relation to their own bodies and make a decision accordingly.

I love my job. I have put 15 years of my life into this career and to have it threatened to be taken away by means of “show cause” for something irrelevant to my skills as a teacher, is completely unjust. The extremely short and inconsiderate timeframe in which we were given to make this life-changing decision was appalling. The mandate was announced with just 7 working days left of the school term. Only 7 days to talk with our families, discuss options with our principals, and try and get advice from doctors and unions, all in the busy time of end of year and Christmas. The time frame for getting the vaccine also prohibited any possibility of choosing AstraZenica as a preferred vaccine due to the time period required between doses.

I very unwillingly had my first dose of Moderna to keep my job. This was 100% coerced and not a decision freely made by me. Even the administering nurse agreed it should not be given under threat of loss of livelihood.

I am booked in for my second vaccination in time for the mandate deadline, however with the latest news enforcing mask wearing on everybody again, including teachers and students, I am unsure if I will go ahead. This school year already looks to be a repeat of constantly changing directions, putting students again, into a position of uncertainty. These restrictions and mandates are disproportionate to the risk caused by covid, especially with the omicron variant, which is evidently much milder and unable to be suppressed by the vaccine.

I am concerned that our schools are going to lose a large amount of dedicated, passionate and critical thinking teachers. I am concerned for my own children, who are 6 and 8, about what kind of school year they will have again this year. My daughter has not yet experienced a normal school year.

Please stop the mandates. Allow people to make their own decisions. Allow alternatives to vaccination. If RATs are now sufficient for border crossing, allow them to be sufficient for workplaces. I would be happy to use a RAT every morning if it meant the vaccination and mask restrictions were removed. These constant [REDACTED] rules are causing more problems than they are solving. It may not be immediately recognisable, but the toll on mental health as a result is huge and will be something that will continue to require attention for years to come. I know I am not the only one suffering.

Sincerely,

TW

[REDACTED]

Educator 683

To whom it may concern, My name is KD, I'm a 46 year old female who works as a Prep Teachers Aide at X State School, Brisbane. I have been in a Teacher Aide role for 12 years.

When I spoke to my BSM, her response was that we should already of had the jab and why haven't I had it by now. This really upset me as my concerns where not heard.

This impact of mandatory vaccinations has had a huge impact on my family and me, even causing fighting within the family. I believe we all have a right to what we put in our own body and all should respect each other's decision. Therefore I will not be getting the vaccination and now will be forced to lose my job over it. This will have very significant effects to myself and my family.

My emotional and mental health has been immensely affected. I am no longer the happy energetic self. The stress has caused a few health issues.

I am very worried about the [REDACTED] of the students, teachers and parents. I have had parents request that they want me to be there for their next child to attend prep. These relationships take time to build.

I would love it if information on both sides of this vaccination debate be put into mainstream media. The government to stop these mandates and listen to the people and there be no coercion into getting the vaccination or lose your job [REDACTED] what human rights are in Australia.

Thanking you KD [REDACTED]

Educator 684

My name is D. I am 40 years old and one of only three male school chaplains in my district. I have been at my school for five years and four months. I have a Diploma of Youth Work and I love what I do. In an environment where most staff have very little time to spend with students individually, I have the luxury of being able to sit with kids one-on-one and just listen to them.

The response from my employer, Scripture Union (SU), to the recently imposed vaccine mandate is that there is nothing they can do about it. They are contracted by Education Queensland to employ chaplains to work in government schools, and must therefore abide by whatever restrictions are placed on those work places.

SU has “encouraged” [REDACTED] to get vaccinated, and has said that anyone who chooses not to will have their employment terminated on 14 January 2022.

This has been an incredibly distressing time for my family and me, especially coming right before Christmas. [REDACTED] I am fortunate that I have some alternate employment to fall back on. But many others don't. Seven of the 25 chaplains in my district are going to lose their jobs as a result of this mandate.

I work in a large primary school that only has three days of funded chaplaincy. In the last two years I have seen an alarming increase in families struggling to make ends meet. And tragically, we have had two fathers lost to suicide in that time. I am extremely concerned for the social, emotional and spiritual wellbeing of my students, and am devastated that this mandate will not allow me to be there to support them and their families.

I find it incredibly inconsistent that all through 2020 we were told that adults working with children were at minimal risk of contracting Covid, yet now we are supposed to believe that schools are high risk settings, and the only way we can continue working in them is to be vaccinated. According to the ABS, the case fatality rate for people under 20 in Australia is 0.004. That's one death in every 25,000 cases. An extremely minimal risk and one that can be mitigated in other ways besides vaccination.

I am begging you to do everything in your power to abolish these vaccination mandates, not only for education but all sectors.

Educator 685

My name is C H I am a 46 year old experienced senior teacher of Maths and Science as well as Japanese, with 20 years experience teaching in Australia, New Zealand, Cook Islands and Japan.

I have taught in high schools and as a tutorial teacher at University level Foundational Biology. I currently reside in the Sunshine Coast. I have a Bachelor of Science and Graduate diploma in teaching.

After 4 years of developing relations ship's with all staff at my current state college my employers response has been to get vaccinated or be fired from a job I have loved for over 20 years.

My husband has been terminated from his management role in the private health sector as he would not be coerced into taking the vaccination. He has had a close family friend in mid 30's pass away after his second COVID vaccination and his brother recently admitted to ICU with inflammation around his heart after his 2nd COVID vaccination.

My teenage children are facing the prospect of finishing their education in a homeschooling setting and my excited 5 year old son eagerly awaiting his first day at primary school will face the possibility of not being able to do this. I now face loosing my job as I do not wish to be vaccinated.

I am currently seeking psychological help as I cannot sleep with worry about our impending situation and loss of livelihoods for all of us.

I am worried for the future of this country, I am worried for our freedoms, and the world that my dear children and students will have to suffer if these mandates continue.

I am saddened that this could happen in Australia in a country our forefathers fought for freedoms to be preserved. I fear a future of tyranny for us all. I'm calling for an end to mandates and government by fear.

C H

Educator 686

I am C, an early childhood teacher from Brisbane. I was the assistant director/ educational leader in an early learning centre before the COVID-19 vaccination mandate was made effective on the 17th December 2021. I have been working with children for over 7 years and have experience in different positions in early education settings. I obtained my bachelor of early childhood education in 2014 with first honour and a master's degree with an overall GPA of 7. I am gifted in designing and conducting inquisitive programs which are fun, educational and purposeful for children. Dedicated to nurturing children's critical thinking skills, I pay tremendous attention to the children's learning potential and their sense of agency, ensuring their voices are respected, in order to build independence in them.

Since the announcement has been made about the vaccination mandate in school and childcare settings in early December, my vaccination status and my consideration have been brought up by my supervisor daily. Despite my reiteration of the fact that I am able, willing, and planning to continue to work in my position in 2022, I have received a formal letter from the director of operations, threatening that my employment will be terminated unless proof of COVID-19 vaccination is provided. One of the business owners even spoke to me personally, explaining that it is the government that forces this vaccination on us as he would never have made such a decision. He added 'I believe everyone should have the right to choose but with the government mandate, I cannot have you working or I will lose my license.'

Sensing this tension with the rest of the management team, I suffered from tremendous stress. Meanwhile, I was attempting to make an informed decision - I want to know what sort of risk I am expecting if I get vaccinated. Although I have notified my supervisor regarding my decision to research the impact of the vaccine, I was continuously hassled and reminded of what is deemed incompatible with the mandate. I resigned before the 17th of December in the end for the sake of my mental health. This part of my job duty has contributed to this feeling of dismay and worthlessness but this vaccination [REDACTED] I am depressed for a period of time and it has, unavoidably, become an emotional burden to my partner [REDACTED] and the question if I was just another number.

I am totally concerned about the segregation created by these vaccination mandates in society. What do we want the younger generation to learn from this event? Are we trying to teach them that people will be and are punished for taking their time, doing their own research, attempting to make informed decisions. Are we trying to convey the idea that threats and coercion is the way to tackle a problem? From my teacher training, I have learnt that we should facilitate children to develop their higher order thinking, respect and celebrate their individuality. As an educator, I don't think I have been treated as such when the mandate was made effective.

I would like to see the revoke of the vaccination mandate in school and early education settings. In Japan, education staff is prohibited from discussing vaccination status with colleagues or students. Covid vaccination is an optional medical procedure and all staff of students are free to choose what is best for their own bodies. Risk assessments should be done in each and every education setting to formulate a sensible and effective plan. Any forms of threats or coercion should be avoided at all costs.

Educator 687

I got into teaching for the love of teaching kids, mainly through physical activity and health. I have found that teaching is a God - given gift, as mentioned in the book of Romans 12:6-8 and 1 Corinthians 12:28. Our democracy is founded on Christian values, yet I'm struggling to see them in this situation.

For privacy, I wish for my identity to remain anonymous. However, I will give some information. I am in my mid 20's and 5th year primary school teacher. I for the last few years, I have been employed at an Education QLD small, rural school in the Wide Bay area. This school has under 40 students for Prep to grade 6. Prior to this I did supply teaching to gain experience and find a school I liked working at.

I was lucky and was fortunate to have the luxury to choose to work at this school. I felt it had the best administrative and school support; An environment that was flexible, understanding and allowed me to grow and develop as a young teacher in the profession.

Yet since this 'pandemic' came to existence, the staffroom talk has been all of the same boring, repetitive, media fed information. COVID become boring small talk just like asking someone 'how the weather has been' or 'how much rain one got'. So much for schools being places to stimulate minds and evoking thinking. Needless to say, in the last 2 years, I have had to isolate [REDACTED] conversations and professional relationships and place myself in other areas of the school to escape the monotonous, unstimulating talk. This is sad as we need our co-workers in this career to work with!

To add to the paragraph above, I was also anxious to go to work for the fear of toxic workplace talk. In the most recent weeks before school [REDACTED] looming deadlines on my mental health have been caused anxiety, to the point where I would rather [REDACTED] to bite the bullet and show up with a smile on my face for the kids. As this subject of teacher mandates has caused undue division between even the best of people! We have been told since university that teaching is about relationships and sadly, this topic has put lots of strain on even the best workplace relations.

I have also directly witnessed other staff dobbing in staff who weren't in attendance, and who couldn't speak for themselves, who had in private conversations told other parties, they 'would not get the vaccine'. They reported this to the principal in front of a staffroom full of people ... Needless to say that was a couple jobs that will now need to be filled as plans on how to cover the loss of staff were made then and there. I was disgusted and furious this was coming from adults in a professional workplace. Never have I witnessed such a thing!

I found I can't speak up to anyone except my immediate family and the new union I have joined, for if I did, it would compromise my employment for the following year given I am a contract teacher and my contract ended on the December 12th, 2021. My new contract was verbally agreed upon prior to this mandate being release, but I didn't sign anything and without anything being signed, legal grounds are harder to be granted. I know this as my job could easily be opened up to anyone should I not comply what the government mandate, and school is wanting me to inject my already healthy body with. I am even more fearful as it is a popular district for teachers to want to transfer to, which would leave me out of a job. If my contract doesn't get renewed, according to the government, I cannot be employed at a private school or early childhood place, for the same government direction has been enforced there too.

Never have I felt so required to remain silent of something so personal, like one's medical choices or needing to explain myself for my own medical choices. Wouldn't it be invasive if your principal directly asked you when your last Pap smear was or if they're circumcised, so how is this any different? It hasn't even been a requirement of the job to have the flu needle, so how can an experimental guised injectable substance, given under a state of emergency, be forced upon workers.

Teachers have strong immune systems given we are around children and their developing immune systems. I have found we eventually grow immune to the recurrent cold or belly bug that goes around, getting less symptoms and quicker recovery time the more years, I get into my career. However, now after hundreds of years of teachers in Australia, the government tells us we mustn't be strong enough to fight this on our own, without injections?

As teachers we know that repeating information is the lowest level of critical thinking as according to Bloom's Taxonomy. I have found that many other people, teachers included, who use higher order thinking, such as analyse and evaluate are shut down. Does the government not want the next generation to have these critical thinking

skills? Do we not have a right to question things? I teach my students in science lessons, that all good scientists start with a question. However, we teachers who have a right to question science are now being insulted, put down and mocked – sounds like bullying right? Something which is unlawful in a workplace

We have been told that the teachers were first, then the students to get 'vaccinated', at first I didn't know what to think of this and now look what has happened. The 'vaccine' rollout will occur very shortly in Australia for 5 - 12-year-olds. Given the lack of long-term studies, and the rushed clinical trials, where all animals who were tested with the experimental 'vaccine' died, our students are next!? I fear for the day a student has an adverse reaction in my classroom, like a seizure or heart attack. We are 30 minutes highway drive from a hospital who can provide care for such an event. What a devastating and traumatic event for other staff and students to have to witness. Counselling will be required.

I have had kids as young as 9 stressing in the classroom, saying 'we're next to get our vaccination' or pushes them to fear without being 'vaccinated' they will miss out on important events, such as what one student told me of 'not allowed to travel to my family's wedding interstate next year without the 'vaccination''. How sad your mandates have also affected their personal lives too.

It is a fact that children do not [REDACTED] brains and therefore cannot reason, process or make judgements to the level of an adult. These children are placed in the trust of their parents to make these health decision for them, and if those parents haven't done research and just go by the main stream media narrative of what the news companies have been feeding them, they're not going to make an informed or critical thought through decision to what's actually the best choice for their child.

These people have been fear [REDACTED] been watching the news the last 2 years, and I can only imagine the damage it's caused their psyche, but we won't see the long term effects on their brains for many more years. We know video games, social media, pokie machines have the ability to influence mood and behaviour, this is no different. People are acting out of fear and feel coerced into taking this experimental 'vaccine' or have their freedoms removed. This will cause teachers to be excluded.

Education is a right of a child under the federal law, yet these mandates are scaring parents away for the fear of those who are shedding toxins from their vaccination, forced vaccination at school or to be in school or not parents not exploiting their child to the stress and playground talk. Our working families cannot afford to home school as many use working hours to get their own income. Other students, including those in my school, come because school is a safe place.

The education system is already an over worked, underpaid sector that has been dealing with government agendas infiltrating how our students learn. NAPLAN stress anyone? What about the bullying from parents and students or those students who are so far behind 'academic standard for their age group', they are lost in the system, yet we cannot afford to make smaller classes to support their needs!? We need more teachers and this is not going to entice any new teachers who have concerns or questions, join this profession!

We teachers have been harassed every few days by the government, sending ever more demanding messages to our personal mobile phones and emails, requesting us to respond to a 'survey' to declare our health history. Our QLD teachers union has left us high and dry. Usually, they are a force to be reckoned with at any other time, yet they have turned their backs on the members who fund them!

So I'm asking that the government and workplaces:

STOP THE HARRASSMENT. STOP THE DISCRIMINATION. STOP THE COHERSION. STOP THE THREATS

STOP THE BULLYING. GIVE US OUR RIGHTS AND FREEDOM OF MEDICAL CHOICE TO CHOOSE WHAT'S RIGHT FOR US.

Our forefathers did not fight 2 World Wars for us to allow our society & freedoms to crumble. Our nation is founded on freedom, but here we are again, fighting for our rights which we thought were protected by our Constitution. We need to see visible support for all teachers to return to work as we did for the last 24 months of this 'pandemic', by being able to work with our own immune system against illness and making medical decisions for ourselves. Let us teachers work in a face to face setting with our classes and support staff. Do not make us be tested to be on school grounds for work or other events on school grounds. Vaccinations should not be required in any way, nor become mandatory for in person, or online attendance. There are other ways to fight COVID 19.

I hope you review all of this very seriously.

Educator 688

My name is S, and I am a secondary public school teacher who has been teaching for 12 years. My teaching areas include Humanities and English. I love my job, and I am so sad that it is being taken away from me, as I absolutely love my job.

The response from my employer has not been positive. I asked them for a risk assessment where they told me to not contact them about it. My colleague asked for long service leave as we wanted to wait for a safer option such as Novavax or Covax which was denied as we have both seen and read about the adverse side effects from the available vaccines.

The mandates have impacted me severely. I had such dreams about having my life all sorted as we have just bought a house and now I am worried about paying for my mortgage. I have anxiety, I am always stressed and break down in tears a lot. I can barely sleep from stress, and even though I am on holidays I am not finding any joy in anything even Christmas as I am too stressed out. It is affecting my marriage as my husband is so worried about my mental health as I am either crying or being snappy and high strung. I feel stressed when my phone makes a noise whether it is another email or text message from QED about my vaccination status.

My concerns for my students are we teach them about consent, but they will look and see that consent is not practised. Under the **Criminal Code 1899 – Sect 348** it states consent as:

consent" means [consent](#) freely and voluntarily given by a person with the cognitive capacity to give the [consent](#).

(2) Without limiting *subsection (1)*, a person's [consent](#) to an act is not freely and voluntarily given if it is obtained—

(a) by force; or (b) by threat or intimidation; or (c) by fear of bodily harm; or (d) by exercise of authority; http://www5.austlii.edu.au/au/legis/qld/consol_act/cc189994/s348.html

I feel sad that my students will see they will lose choices about the consent of their body to stay employed. I am also concerned that students will be losing passionate teachers with many years of experience due to these mandates and will now be taught by teacher aides and university students. There are also teacher shortages already before these mandates were announced.

Statistics indicate that 40 to 50 per cent of Australian teachers leave the profession within the first five years of their employment. <https://www.newcastleherald.com.au/story/5890796/why-up-to-half-of-australian-teachers-leave-the-profession-within-the-first-five-years/>

Almost half of school principals experienced teacher shortages in 2020, and this number is increasing as class sizes grow. Data has found that Australia's student population is set to rise 21% by 2030. <https://www.theeducatoronline.com/k12/news/whats-being-done-to-address-teacher-shortages/278840>

Hundreds of unregistered teachers are being granted waivers to front classrooms as schools plug holes in the workforce shortages. Of the 320 approvals this year, 272 were for pre-service teachers in Queensland, with 222 working in state schools and 98 in non-state schools. A PTT application can be considered when a school is unable to find an appropriate registered teacher for a specific teaching position and can be granted for up to two years. <https://www.abc.net.au/news/2021-12-09/preservice-teachers-rushed-through-registration-to-meet-demand/100683334>

One in two aspiring teachers are failing to finish their degree within six years, and the number of students accepted into education courses with ATARs lower than 50 has grown fivefold over the past decade. <https://www.smh.com.au/national/teaching-students-struggling-to-finish-their-degrees-report-says-20200219-p542cq.html>

Thousands of teachers will be needed in the next five years to cover a surge in students across Queensland. <https://www.brisbanetimes.com.au/politics/queensland/lost-your-job-during-the-pandemic-queensland-schools-need-you-20200913-p55v62.html> Across Queensland, school leaders report difficulties attracting and retaining teachers, and enrolments are expected to grow quickly, which puts further pressure on schools. Queensland Teachers' Union president Cresta Richardson says the state's population is forecast to increase by about 60,000 in the next few years. <https://www.aeufederal.org.au/news-media/news/2021/national-crisis-numbers>

What I would love to see happen is to stop the mandates and education staff can keep their jobs regardless of their vaccination status. I am worried that Australia won't be considered the lucky country anymore and have a society of segregation and discrimination.

Teachers only become teachers because of a love of teaching, and it has been the best career I have ever had. It breaks my heart that I will no longer be a teacher this year due to the vaccine mandate. My prized possessions are the cards from students saying thank you for being my teacher. The students who say I am their favourite teacher and get excited when they find out I am their teacher the following year. The thank you and gratefulness from students when I read over their drafts and give them advice. I love being a teacher and would love to still be a teacher this year.

Educator 689

My husband and I have both worked in education for the past 21 years. My husband has been a deputy principal at the high school my daughters attend, and I have worked in learning support with vulnerable children who have high needs. Due to these mandates we have both lost our jobs. This has been an incredibly difficult time, as we try and work out what to do next. We have invested so much of our heart and soul in developing our students, and to no longer be a part of their schooling life has been very emotional, not only for us, but for the students, their families and the teams we work with.

It will be hard to replace experience and knowledge as well as building relationships to support learning. We are also very concerned about the vaccination of children, when no long term data is available.

We would love to see schools re appoint the teachers that have been lost to the mandates and for vaccination to not be compulsory for students.

[REDACTED]

Fear is not informed consent, and no one should fear losing a job or education due to these mandates.

Thank you for your consideration [REDACTED]

Educator 690

My name is A and I am a 38 year old primary Experienced Teacher in Toowoomba, Queensland. I have been employed by Education Queensland for 16 years, though have returned to part-time teaching this year after extended leave to start and raise a young family. I have worked in a variety of schools and roles having started as a Physical Education teacher, before moving to distance education and finally settling in the mainstream classroom. Working in these various contexts has enabled me to develop a range of effective pedagogical and managements skills and as a result I am well-liked and respected by students, parents and staff. In fact, one principal described me as "one of the most requested teachers by parents". I believe my greatest attribute as a teacher is my compassion and care for my students' well-being.

While the vaccination mandate for teachers in Queensland came as a shock to many, I was expecting the announcement. This gave me time to decide upon a course of action in advance – unpaid leave. Thankfully my principal was understanding and approved my leave almost immediately, however not before I was made to feel like a conspiracy theorist for sharing my concerns about being injected with a vaccination that has only been provisionally approved for a virus that has over a 99% recovery rate, a vaccination that has legitim[REDACTED] regarding its short-term safety, a vaccination which the long-term safety is unknown.

Although I was expecting the mandate, when the announcement was made, it was like a punch in the stomach. I was overwhelmed with anxiety at the thought of lost income, the stigma of having colleagues thinking I was an "anti-vaxxer" and the fear of what on earth is going on in the great nation of Australia. Some days I was basically [REDACTED] with anxiety. I have also experienced panic attacks. I have been made to feel like I am an un[REDACTED] individual who doesn't care about anyone other than myself and a person who does not care about the well-being of the children in my charge, when in fact, the opposite could not be truer.

I have serious concerns about how these mandates will negatively impact children and other school staff. The government and unions spruik their commitment to improving educational outcomes, however they are prepared to, on the back of these mandates, lose thousands of committed teachers. Graduate teachers and those teachers who previously weren't employed (because they either couldn't cut it or didn't make the cut!) might be able to take the place of the teachers who will be lost, but there is no way that they can replace the decades of experience and knowledge that those teachers will take with them. The system is already struggling and teachers are already in short supply. Can we really afford to watch thousands of teachers walk away? Also, let us not forget the thousands and thousands of teachers, who begrudgingly received a vaccination that they did not want and did not agree with, to keep their job. Those suffering adverse effects from a vaccine that they took for no other reason than to keep their jobs. These factors are going to combine to have a huge negative impact on students all over the nation. Students are going to have to deal with many of their teachers no longer being at school. Teachers who are intelligent, capable people who could have chosen other easier, higher-paying careers, but instead chose to teach because they had a calling to shape and mould our children. Children that they teach, they nurture, they care for, they encourage, they support, they sometimes even feed, they LOVE, every single day! Many students will be taught by inexperienced or incompetent teachers, as the department will be scraping the bottom of the barrel just to meet numbers.

These mandates need to be stopped immediately. Children deserve to be taught by knowledgeable and experienced teachers, regardless of their medical status. No one should lose their ability to earn an income, for simply exercising their right to bodily autonomy. Many doctors in the US have stated that teaching is the safest profession due to the low risk of transmission in the school context. This madness needs to end. I implore you to do whatever you can within your power to help overturn these mandates.

Educator 691

I am J and I am a proud, dedicated educator with 30 years' experience. I qualified with a Bachelor of Education (Specializing in Home Economics) in 1991 and immigrated to this wonderful country where my skills and qualification as a Home Economics teacher was highly sought after 16 years ago. I have been fortunate enough to be able to teach in various countries including South Africa, Republic of Ireland, Kingdom of Swaziland and in the last 15 years in Australia which is now my home. The experience and learning opportunities I gained working internationally has meant I have a repertoire of skills that I utilize and apply in my role as an Australian teacher at a high school on the Gold Coast, where I was initially teaching Home Economics and then moved into a more specialized area of Special Education. I have worked daily, with limited sick days here and there, with young people who have different abilities for the past 10 years. As a senior teacher and SEP team leader I case manage and work very closely with around 50 year 10 students and their families, continually building a relationship and rapport as part of my role and responsibilities. This enables my students to achieve and succeed despite their many personal challenges and learning difficulties. My students and their families rely on me to be their "voice" in the school community and to help ensure that their emotional, social and learning needs are met. I teach Maths Support in SEP and I also run an Independent Life Skills course for QCIA students. I am well respected and appreciated at my school by staff, students and parents.

The last two years have been a challenging time with Covid 19, lockdowns and online learning, and the complexities of assisting SEP students to cope with these many changes and the uncertainties facing us all. The workload has been stressful and extreme, and the school community has faced many challenges, but these past few weeks have been, in my opinion, much more stressful! With the sudden announcement of vaccine mandates in order to continue teaching and staying in a job that has been my life since I was 5 years old, is taking its toll on my mental health and wellbeing. At this young age of 5, I knew I wanted to be a teacher after receiving a Fisher Price school house as a Christmas present! Being vaccine free by choice means I now no longer feel valued by my employer. I feel that my years of experience and dedication are not being acknowledged or considered. My employer clearly does not want to know my reasons for choosing to be vaccine free, and my chronic health and risk of potential vaccine injury has not been considered. The number of times I have heard admin and staff commenting "Just take the vaccine!" without any understanding of my personal chronic health issues and real fear of potential injury or death (as warned by my health care practitioner) is alarming and very concerning. Many teachers I work with have only had the vaccine to simply keep teaching and not for their health. Being made to feel different and segregated is not fair, and I feel alone and targeted by colleagues because I have made a personal choice for me! I am afraid to speak of my choice with others as I know I will be ridiculed, bullied and made to feel "guilty".

I am concerned for my students and how they will cope emotionally should I not return. I have been working closely with this same group of students and their parents/carers for 3 years now. My team and I are invested in their wellbeing and success and are a strong support network for these students at school. Finding replacement SEP teachers proves to be challenging under normal circumstances, so I am concerned about this too. This whole situation is taking a toll on my mental health and wellbeing. There is unnecessary strain between my partner and I as our financial stability is at risk. I have 4 dependent children at home too who ask questions and they are also worried. I have shed many tears and had too many sleepless nights to counts at a time when families should be spending quality time together and celebrating holidays and Christmas. The fact that I do not qualify for a QLD medical vaccine exemption is also not helpful as I have been told that I need to take the first jab to determine if I will react or not? This is placing me at risk and my life is on the line! I am scared and really worried that I will be forced to take this

vaccine to keep teaching and doing the job I LOVE!, not knowing what the real outcome will be. I am the primary provider for my family of 6 – they need me! The only benefit for my family would be my life insurance, and I have seriously considered this as an alternative to taking an injection I do not want. This thought scares me but is the raw reality and what I am feeling.

I have been researching the vaccine options, and if I had absolutely no choice whatsoever, to keep teaching I would possibly consider Novavax or Covax, but neither are currently available in order to meet the mandate deadlines. If I was able to continue teaching and working with young people, I have no issue with PPE and taking alternate precautions for the safety of myself and others.

I would like that my personal choice to remain vaccine free be respected and not questioned as this is a choice I need to make knowing my own chronic health issues. My family needs me! My students need me! I believe my school community needs my knowledge and expertise. I need the students as much as the [REDACTED]

Please let me be the teacher I was born to be without putting a needle in my arm! I matter and so do the students I mentor and care about! I am qualified, experienced, dedicated, willing and more than able and ready to continue teaching and making a difference in the lives of young Australians! Teaching is my life! I have spent more hours in the classroom and working at home than any time I have spent [REDACTED] with 6 children. Let me continue doing what I do best! I am a teacher! I am worthy.

Educator 692

My name is JP, a 46-year-old male, full-time primary school teacher. I successfully completed my *Bachelor of Education degree* at the *Queensland University of Technology* and in 1999 I became employed by Department of Education as a full-time teacher teaching in the public school in the Logan region.

For eighteen years I taught as a classroom teacher, specializing in teaching upper primary - Year's 5 to 7 and having two years' experience teaching Gross Motor Skills. In 2018 I became a physical education teacher & sport coordinator.

I am currently employed as a Senior Experienced P.E teacher with 24 years of teaching experience in the primary school. As a school teacher, I accumulated vast amount of knowledge and skills in planning, behavior management, communication, listening, collaboration, adaptability, empathy, inclusion, differentiation, patience and leadership.

"My gift as an educator is [REDACTED] world of difference in a student's life".

In November 30th 2021, my employer Department of Education advised **Mandatory COVID-19 vaccinations** for all teachers. This mandate has had a very devastating psychological and mental impact on me and my family due to the fact that I am being coerced to take this injection without any prior consultation or consideration for my pre-existing medical condition, and if I do not comply I am facing losing my job. [REDACTED]

The prospect of losing my job, my livelihood as I am the only income provider for my three children and pregnant wife who is not working, has had a very debilitating impact on my mental health. As a direct result of this mandatory vaccination, I am experiencing anxiety, depression, fear, sadness, feelings of helplessness, lack of sleep, loss of weight and unprecedented levels of stress from the uncertain future that lies ahead of me.

My main concern for our students, school and the local communities is an irreplaceable loss of many experienced teachers unable to take this vaccination. This will have a devastating impact on our schools and overall education across the Queensland. I am asking my Employer - Department of Education and the Honorable Senators to STOP this mandatory COVID-19 vaccination for all school teachers across the state and allow all Educators to have a freedom of choice to get vaccinated against the Covid-19.

Educator 693

My name is DC and I am a District Relief Teacher based in Mount Isa. I have worked in Mount Isa since July 2021 after spending the first half of the year in X, Western Central Queensland, as a Collaborative Support Teacher. I moved to remote Queensland at the beginning of 2021 from Victoria with my eleven-year-old son, for a new start and life adventure. I love teaching and believe that I have great strength in connecting with young people and an ability to assist them in reaching their potential.

Since the vaccination mandate I have emailed my employer several times requesting a Risk Assessment for my base school as well as the schools in the area that I visit in my role as District Relief Teacher. None of the replies from my school have provided me with a Risk Assessment or any other discussion on the role that the school has taken with regards assessing the risk that COVID presents to staff or students. I have not been involved or invited to discuss the risk that COVID poses at the school or indeed the risk of my having the vaccine poses to myself.

The impact of the mandates has had an enormous impact on myself and my family. I am terrified of what the future holds for myself and my son. As a single mother and therefor the only income earner for our family I do not know what I will do if I do [REDACTED] teaching. For the past several weeks I have felt frozen in fear of not knowing if I will need to move out of the Education Department housing and how I am going to find appropriate housing in Mt. Isa that has few rental properties and high rent. I am aware that there have been people that have experienced adverse effects to the vaccine and it frightens me to be put in the position of risking my health versus risking my income.

Our end of year family holiday [REDACTED] the mandates and our Christmas plans and presents for my son severely compromised. With the uncertainty of employment next year I had to make the decision to alter my plans because of concerns over future finances.

Since the education mandates were announced I have experienced high levels of anxiety to the point where I have been advised by my doctor to go on anti-depressants to assist with coping with the ordeal. My son is also experiencing anxiety with respect to our housing and my employment situation. He is so concerned with the situation that he has even offered to start mowing people's lawns to help with finance. Due to the stress there have been multiple outbursts in our home that do not normally occur. Our generally happy home has been invaded by a huge black cloud that is hanging over almost every future plan.

As a District Relief Teacher my role is to 'fill gaps' when teachers are absent. Since working in Mt. Isa there have only been a handful of days where I have not been needed. I am also aware of staff shortages and the need on occasion for classes to be combined or be divided and spread out over the school due to lack of teachers. Even a small number of teachers being lost to the Mt. Isa schools will have a major impact on the education of students as this will have a major roll-on effect within the schools. Teachers who are already overloaded will be pushed to the limit to make up for the short-fall caused by the mandate.

My understanding is that it has always been difficult to fill teaching positions in rural and remote Queensland schools for a variety of reasons. One such reason is the diverse behavioral challenges that exist in the classroom. My concern is that the Queensland Education Department, in their desperation to fill positions, may grant 'Permission to Teach' to close-to-graduating teachers who are not ready for the classroom situations in which they will find themselves. This will result in two very disturbing situations: students will not be receiving the level of teaching standard that they deserve and young teachers, due to their not being ready for the classroom, may be put off teaching and leave the teaching service, never to return causing even more teaching shortages in the future.

I would like to see proposals on how to better manage the risk that COVID poses within schools. Surely there cannot be a significant difference between having 80% of staff vaccinated compared with 100%? And certainly there could be another solution to reduce risk than to ask staff to have a vaccine that may risk their own health or to coerce and compromise their family's financial security?

Educator 694

I am SN, female, 37 years old, a permanent full time Technical Officer in one of Cairns state schools which comprises of Primary and Secondary Campus plus OSHC. I am a graduate of Bachelor of Science in Computer Engineering (with honors) plus units in MA Math overseas. I have gained my Microsoft certification and extra qualifications when I got to Australia. I'm a skilled ICT Technician with 18 years IT working experience and have been working with EQ within the last two years.

Last term (term 4) week 9, I had a personal visit from the Head of Campus who's holding a long list of documents where you can see check marks next to everyone's name. While in the middle of sipping my spicy soup, she asked my vaccination status. My answer was "Do I need to answer that right now". She smiled and told me that I should think of the ramification of my actions. The week after, I had a visit from our Executive Principal, where I personally informed him my intention of not getting the vaccine. The Principal urged to re-think my decision and that I speak to him if ever I change my mind during the holiday. I pointed out to the Principal the privacy statement on the survey and the URL which is hosted externally and not visible in OSRR Catalogue. He then said that I do not need to do the survey as there is a way for the Department to find out my vaccination status. I've asked if he had done his own research about the mRNA vaccine and he truthfully said no, but he's aware when Novavax is coming which he reckon could be a better alternative. The Principal suggested that termination would be beneficial for me as I will be able to apply with Services Australia. Considering I've only been to the Department for less than two years so I don't have much leave option.

When I first received the vaccination mandate via email on 30th November, I got shocked, I knew something is coming but I didn't expect a mandatory vaccination for school staff. I then had difficulty concentrating at work. It truly was a nightmare where all staff are trying to finalise everything before the holiday. Being the technical officer, I had to reimage all computer labs, wipe/enrol all iPad, setup all CFTs ready for next year, liaised with HR for an up to date staff list so I can update the email groups and for January staff provisioning. Last week of term was also the time teachers were relocating to different classrooms, so we're being bombarded with phone/projector/panel/ ports/computer "not working" _jobs. On top of that, I had to deal with admin and OSHC staff. It's the time of the year where IT run like a headless chook on the background.

I have received numerous emails from QED QLD asking about my vaccination status - five sent to my personal email, two emails sent to my work email and five SMS messages. Content of the email and SMS were all about my vaccination status, plus all staff will be required to be fully vaccinated by 23rd January.

When I first heard of the vaccination mandates, I had issue sleeping, always anxious and felt helpless. My temper to my two young kids had suddenly diminished as I got worried of losing our only source of income. Also, the friendship and trust I built from the last two years will be forgotten once they successfully terminate my position, but I will not let that happen.

I am concerned about the community being fed with lies from mainstream media, politicians, experts and unelected bureaucrats. I am worried that our students and kids' futures will be led by teachers and leaders who have forgotten to exercise their own critical thinking and who have lost their sense of judgment.

I would like to believe that it is possible to go back to normal, but I am also being realistic here. I just want my job back, so I can be closed enough to protect my own kids and our students from what are yet to come. I have decided to fight until the end, and hoping my mental, physical and spiritual energy will guide me through the end of this dilemma.

I hope more people will start to realise the fear and lies being fed to them all this time. When that time comes, I hope they can wholeheartedly accept the truth and that they will still have their senses, soul and energy to stand up and protect what and who are important to them before it gets too late.

Educator 695

I can fondly remember countless childhood hours spent gathering my stuffed teddy bears, delicately arranging them on my bedroom floor, and standing before them, teaching them their ABC'S. Since I was a little girl, becoming a teacher was my dream. This dream became reality in 2017 when I graduated university with a Bachelor of Primary Education and subsequently embarked on an incredibly gratifying, meaningful, and challenging four years of educating little humans in rural Queensland. Four years to inspire, encourage and motivate little people to believe in themselves and to teach them that persistence and hard work can turn their dreams into reality. Four years to watch little people, who were initially unable to write simple words, write accurately punctuated paragraphs with descriptive detail. Four years of seeing blank and confused facial expressions be replaced by expressions of understanding in Math lessons. I fear that's all I had. Four years.

The recent vaccination mandates for Queensland teachers are stopping passionate, hard-working, and dedicated teachers from stepping foot inside a classroom. Regretfully, it is not only teachers implicated by these mandates, but also our children. You see, growing up in a loving and supportive family created a sense of personal naïveté. The devastating number of children with less than fortunate upbringings. My first year as a teacher demonstrated how naïve I was. I quickly learnt that it is common for many children to arrive at school without having breakfast and without lunch for the day. I quickly learnt that many students are victims of abuse and neglect. Some children have not even heard the words 'I love you' from their parents. Ultimately, I quickly learnt that teaching is a work of heart. For six hours a day, teachers are the role model that these children need. Teachers can care, inspire, motivate, and show these children that they are capable. The recent mandates will rob these children from such role models.

I have taught many children experiencing vulnerability due to their family circumstances. This can result in poor behaviors and heightened emotions, which have been very difficult to deal with at times. Teaching in rural Queensland is not an easy job nor is it a job that can be easily replaced. These are very isolated communities that do not have the luxuries of metropolitan areas. I relocated to Central Queensland first, and then to the South Burnett Region and sacrificed many important family occasions and a social life to do so. However, I have always persevered with this job because I truly love it and believe that I have a positive impact on the children I have taught. That is clear in the outcomes I have witnessed.

The Australian Curriculum recognizes the importance of teaching our youth about diversity, inclusivity, and tolerance. The Australian Curriculum tells us to teach students that it is okay to hold an opinion that is different to another person. Most importantly, it tells us to teach students the importance of respecting and tolerating beliefs that are different to our own. I am very grateful for the support that my principal and fellow teaching partners have shown regarding my concern about the vaccine mandates and am very appreciative of their understanding. For they understand the importance of tolerance and they understand the negative impact that not receiving the vaccine will have on our teachers and children.

Personally, the impending vaccination deadlines have negatively impacted my mental health and have caused financial worry. Opening the email that informed teachers that they must be vaccinated to teach in 2022 was like a hit to the face. That email demonstrated a lack of tolerance for personal choice and threatened to punish those with different opinions by removing their freedom to practice their vocation and by removing their ability to financially support themselves and their families. I recently bought my first home. I purchased this home in the South Burnett Region. I would not ordinarily have purchased a home in such a rural town but I pictured myself staying to teach for the long-term and so it seemed a sensible investment. If I do not receive the vaccination, I will no longer be able to pay my mortgage. If I do not receive the vaccination, I will no longer be able to fulfil my dream of teaching.

I write to ask for your understanding. To ask for your tolerance of personal choice. To ask you to stand up for teachers and our children. Is there not another alternate health measure to vaccination,

particularly for teachers work in rural settings where zero positive cases of COVID have been documented? Further, due to family medical history, it is very difficult to accept a vaccine that the TGA reports as having issues associated with the heart. For many people, this may be an acceptable risk but for me personally, it is not possible to take that risk. There must be reasonable alternatives in circumstances where the risk of COVID in a rural town is far less than the personal risk to me in accepting the vaccine.

Sincerely,
S.H, a Queensland Teacher

[REDACTED]

[REDACTED]

Educator 696

My name is MRH and I am a 19 year old female Early Childhood Education Trainee from the Mackay region in Central Queensland. I have been studying my certificate III in childcare for the past year but have been stood down from the daycare/Kindy where I worked because I refused to let an experimental vaccination into my body. I am an energetic, positive and eager person who offers support to young children and their families as they embark on their first learning experiences. I have worked in the childcare industry for a relatively short time (12 months) and was very much looking forward to this being my career and advancing to the level of Centre director in the near future, because I am very engaged with the early learning development of children. I have been heavily influenced by the arrival of my younger brother who is 15 years my junior. My little brother loves to learn and I love to see how excited he is when sharing his new learning experiences with our family, and that is why I want to help other little people learn – because I want to ensure they too love to share their learning experiences with their families. My gift to our community and to our Centre is that I am enthusiastic and willing to learn and eager to ensure children learn in a positive environment, the whole community benefits from my job as it allows parents to work, children to learn with a safe and loving [REDACTED] and draws people together in a space of shared common interest.

The implementation of the vaccination mandates has had a negative impact on both my personal and professional life. My employer has sent me a letter of termination because I am not willing to submit my body to the experimental [REDACTED] on procedure that has been mandated by the Queensland government. I have lost [REDACTED] my income and have been frozen out of the training program that was going to provide me with the necessary skills to advance my career as an early years educator. I am suffering from anxiety and panic attacks thinking about my future without my job to the point of sleeplessness and constant exhaustion. I do not understand how the government can decide my personal health requirements without allowing me any choice.

I was struck by lightning three years ago and have Barmah Forest virus. These two health issues have impacted my mental and physical health greatly and fed into all aspects of my life especially my mental health. My job was a source of great empowerment and happiness for me and I feel lost and depressed to think that I will no longer be working all because of a government decision to mandate an experimental vaccination which does not actually solve the problem it has been designed to fix – because it is an experiment and needs to be rigorously tested in laboratories before being used on me.

My employer has not clearly informed me of the consequences of not taking the mandated vaccinations other than contacting me to let me know that a termination letter is being sent to my mailing address, this lack of consultation and support from my employer has left me feeling unvalued and disempowered. I am at a loss as to how I can continue my studies and feel that the government has really let me down by taking away my freedoms and ability to learn and advance my skills in a career that I really enjoyed.

The vaccine mandates are unfair because my decision to decide what is best for me and my health has robbed me of close friendships and support systems causing anguish and constant mental health issues like anxiety, heart palpitations, constant sweating and insecurity.

I feel confused and unsupported.

I have friends who have developed health issues after receiving the vaccinations and see on the news that many people continue to get Covid after being double vaccinated. There is little security and reassurance in the media and government mandates perpetuate fear and build a cycle of confusion, division, and contempt. All I want is my job. All I want is freedom to choose what happens to my health, my body and my future. We are a democratic nation please respect my democratic rights.

Educator 697

My name is F S and I am a 44 year-old male, Secondary School Teacher on the Sunshine Coast, Queensland. I have a Bachelor of Information and Communication Technology and a Graduate Diploma in Education.

Before moving into Education I was a Creative Designer for 10 years. During our Honeymoon we taught English in South Korea and my wife identified my aptitude for teaching children. Since my late teens I was always passionate about helping younger kids at my local church so this new-found passion for education made sense.

Since gaining my Education qualifications I have taught almost 7 years in an International Baccalaureate School in Shanghai and 7 years in Queensland. In 2021, I taught Year 7 and Year 9 Digital Technologies, Year 7 Art, Year 9 Christian Studies and Year 11 & 12 Information Communication Technology.

My prominent role since 2019 has been "Year Level Coordinator." Last year I was responsible for the general needs, discipline, and pastoral care of Year 8. This is the most passionate role I have in my job, as it is my passion to see students grow holistically, not just academically. I enjoy connecting with kids "outside of the classroom" [REDACTED] interactions during breaktimes, sports and coaching opportunities, school camps, extra-curricular activities or during community service. I believe that some of these times with students are the most impressionable and opportune times where many life lessons are learnt.

In general, my employer has been very gracious about the vaccine mandates and it's effect on those that are vaccine-hesitant. Counselling [REDACTED] it has also been made available to those that have needed it. That being said, any discussions [REDACTED] urged and in many ways I wish there was an opportunity for staff to discuss their concerns with our Principal and Senior Leadership. The timing of the announcement was very inconvenient for teachers and leadership. I know that this has caused a burden on schools and I do believe an announcement earlier in the term would have been less impactful on the health of many staff.

The mandates have made a huge impact on my family as my wife, who is also vaccine-free, and works in an industry where her employment has been affected. Financially it has been stressful as we are thinking of ways that will pay for our mortgage. We are considering selling our house if we cannot make ends meet next year. We cannot afford to buy back into the market on the Sunshine Coast so we would have to relocate further north.

I think that it is very unfair for people to be coerced into getting vaccinated to lose their jobs. I know that many of my colleagues, friends and family have been vaccinated not because they believe in the health benefits gained from it, but because they cannot lose their job due to their vaccination status.

My wife and I have decided to stick to our convictions and not get vaccinated. This may sound noble to some but it has been a very difficult line to walk. I had several weeks during Term 4 where my thoughts around the vaccination and income were a major burden and it affected my performance at work and as a Father and Husband. Looking back on it now, I think I had a form of depression. This is quite unusual for me as I am known to be a very positive, 'glass-half-full' type of person.

My wife has felt more of a depression, and it has increased her anxiety. This of course compounds when I'm not feeling well and I know that our 2 young children, can feel the strain as well. At this point, we are faring better due to the holiday season but the reality of the new working year is looming and I am actively exploring alternative employment that is not in Education.

Not being able to work at my school (an independent Christian school), means that my children will no longer be able to attend as we will have to be very careful with our budget. On top of the possibility of working from home in new roles, we will add Home Schooling to our list of newfound challenges (and potential opportunities) in 2022. This will be another stress that my whole family will have to face in the new year.

I have many concerns for my students and the community. The greatest one is that as a teacher, I encourage my students to learn how to think and what is happening in Australia is indirectly teaching them to just accept the status quo. I teach them to question everything so that their education is not just regurgitated facts. Instead, I encourage them to create knowledge gained from critically thinking through information. The example made by our Government combined with communications by the mainstream media, show my students that they do not allow citizens to question and discuss the issues at hand. People with valid opinions who want to approach leadership in a respectful manner are cancelled or portrayed as pariahs in the community.

I worked in Communist China, then left in 2015 when I realised that I want my young children to be raised in a 'free' country. Today, in 2022, I shudder to think of what our fallen ANZACs, who fought for our freedoms, would think about the way our country is being lead and how Australians have been coerced into making decisions that affect their health and employment.

I would like our Government to openly discuss other ways of approaching our current 'pandemic.' What can we learn from the successful approaches in places like Japan, Sweden, Bangladesh and the Indian state of Uttar Pradesh? What can we learn from places like Israel and the USA where many things are not working as well as they should be?

During previous lockdowns in QLD, teachers who were working at school during lockdown were praised for providing education in a safe place for children who were at risk or had parents that could not care for them while they had to work. [REDACTED] did not spread like wildfire through our education system then and since. Why is there a sudden change in stance for teachers working in schools?

I am a passionate teacher who chose to be in this industry because I truly believe in developing a strong foundation and creating opportunity in the lives of Australian children and teens. By shutting myself and other passionate educators out of our chosen vocation, it will not only negatively affect our mental health and financial stability, but it means that there are less people who care about Australian young people, who are directly working with them in an environment where their sole purpose is to see them grow and thrive.

I really hope that you can help passionate teachers like myself, to regain our jobs as teachers in schools.

Educator 697

My name is S. I am a fifth year teacher who has worked in the Ipswich and Metro regions of South East Queensland. I hold a graduate diploma in education, specializing in senior studies.

In my career to date, I have worked with many of our vulnerable students from prep to senior. I am to start new work in 2022, which I have been greatly looking forward to, with the prospect of becoming permanent soon.

The mandates have had a great impact on not only myself, but my family also. Due to my workplace setting I received the first vaccine dose under coercion and suffered an adverse event. Since, I have had to see specialist doctors to assist with my health. The physical, emotional and mental stress this has put on myself and my family has been immense. The prospect of having to receive multiple vaccines periodically for an undisclosed amount of time does not seem tenable to me. Therefore, if I do not get further vaccinations I will not have a job. I am left to choose between my health and further health risks, or work.

Due to the pressures I have been facing, my mental health has deteriorated significantly. I now suffer from severe anxiety and depression. As a teacher relatively new into their career, I am saddened and angered that myself and many other [REDACTED] and ancillary workers have been put into this unethical position with no consultation.

As is evident from the last two years of workplace practices, schools and education settings know how to work with Covid. To suggest that blanket vaccination mandates will solve our problems does not make sense, as experts and courts [REDACTED] around the world can attest to. Despite high vaccination rates the pandemic in Queensland is [REDACTED]

By locking out valuable staff the students of Queensland are missing out on an invaluable wealth of experience and support, especially when we are already facing critical teacher shortages.

I sincerely ask that you drop the mandates and consider introducing other practices moving forward that will cater to the rights of individuals to choose with informed consent, yet also mitigate risk in measured and proportionate ways.

I sincerely thank you for taking the time to read my brief account.

Educator 698

I would like to introduce myself. My name is S. I am 41 years old single mum of two young teens, living in the Wide Bay area. I am diploma qualified and have dedicated the past 26 years to working within the early childhood care and education sector, collaboratively caring and educating 100's of young children alongside their families and fellow educators.

I have a strong passion for ensuring children feel valued and loved. I work with the children to build a strong self-esteem and resilience as they move onto their formal education. Creating a sense of wonder and joy is something that I am passionate about as I believe that through this the children will learn and thrive whilst feeling a sense of self-worth and belonging.

At the beginning of this pandemic, March 2020, the early childhood sector was deemed a low-risk sector, we were classed as 'essential workers' and told that it was safe for us to work through what was a worldwide pandemic. Fast forward to 2021 and things had changed, we were now classed as a high-risk sector and mandated to take two doses of a trial vaccine, a vaccine that has been proven to not stop the virus, only lowering the severity of symptoms. If we do not comply, we would essentially lose our jobs.

No Job – No Job.

This mandate has not only affected me emotionally, but it has caused major disruptions within my home life. My children are also feeling the pressures of what I am facing as they are aware THAT this is GOING TO AFFECT THEM GREATLY. I have only ever known their Mum as a mother that works every day and puts 110% into her work as an educator, without being Miss Sarah?

So what should I do? I research, I take notes, I question. And although I have always been one to follow all of the 'rules' set out by authority; I went to the doctor's office to 'do what I have been told I must do to keep my employment', to get the vaccine that the government have mandated for me to have if I wish to continue working in the industry that I have dedicated so many years of my life to. but couldn't follow through.

Leaving the doctors surgery unvaccinated, meant that not only did I have to come to terms with huge possibility that I would no longer be employed, having to contact my management team, but I also had to return home and tell my two young teens that I am going to lose my job, the sole income that supports them, and the harsh reality that it is likely to be difficult to acquire a rental property due to me looking at being jobless. Yes, I am also needing to find a rental property within 6 weeks as the house that we reside in has now been sold. I had to tell my children that we may soon be without a home, homeless, couch surfing, however you would like to put it, because I cannot bring myself to take this vaccine that I HAVE to have if I wish to continue to work in my job.

I am faced with the possibility that at the age of 41 years, it is likely that for the first time since I was 15 years old, that I will be unemployed and looking for a place to sleep with my two children, aged 12 and 15 years old.

Unfortunately, due to the segregation that this mandate has created between society, people who once allowed others to have voice and make their own choices regarding medical issues, now have a strong opinion, and families are becoming divided everywhere. My entire family are vaccinated, leaving me being the one that is not. I am completely segregated, to the point that I am unwelcomed at family lunches and catchups for fear that I will transmit the virus to one of them. How is this fair?

Once it was inappropriate to ask someone of their vaccine status, now it seems to be the first question out of people's mouths. Again, this is causing a lot of segregation and social disconnection due to a choice that I have made regarding my body.

Emotionally I am all over the place, I am now seeing a therapist, I am unwell medically and going through a range of tests, I now have high blood pressure and a very high heart rate, possibly due to anxiety, as stated by my doctor. And this is before even having the covid – 19 vaccines.

I feel very disheartened and undervalued as a person and employee as the only responses, via email, that I have received from my employer have been that I must comply, or disciplinary action will be taken and my employment with their company will be in jeopardy. The countless unpaid hours that I have dedicated to improving their service and myself as an educator has now been for nothing as I face no longer working in this area again. Where does this leave me? It leaves me in a place of the unknown.

I am basically employed, but until the 23rd January, I won't know the outcome. This is like holding onto that thin thread of hope that the career of 25 years and the employer that I have dedicated 11 years of my life to may find a way for me to continue working in the job that I love so dearly, continue to work with the children and families that trust me to be a part of their family and the community in which I have helped to build around my services. Yes, I say services as I am employed at two kindergartens, permanently as the assistant educator for one of their groups. This mandate is taking all of that away from me. As an early childhood educator our work does not stop at the end of the day. Our days roll into one another, regularly documenting and reflecting, completing paperwork into the night, we are constantly looking at ways to improve on ourselves, our practice and our environment. I would ask you to spend some time in our sector to truly get an understanding of the connections and roles within the community, see the impact that this will have on children and families when they return to see that the educator that they felt so comfortable with that they would leave their own flesh and blood with, the educator that has already cared for three of their children and this year will be their fourth child, that educator is no longer there. One of my kindergartens is in a small seaside community where we have the belief that it takes a village to raise a child, a village that is hard to connect with over 8 years, knowing that with their help and support that I could then pass on to the children in my kindergarten.

On top of this, because there is so much unknown of the future, these families have not been told that I will no longer be caring for their child. They have not been given the notice that they deserve and is essential when staff changes are implemented. I have not had the chance to say goodbye to these children and their families, which saddens me to the core. In the Wide Bay there is a clear shortage of qualified educators and teachers, evident just recently when two of the three staff in my service were away unwell and they faced the possibility of having to close the service until we returned. With that being said, I have concerns with how they are going to staff the services affected by this mandate. One of the services that I work at, both the teacher and myself who are not vaccinated.

That means both permanent staff members will not be there on the first day of kindergarten, with families and children not having any warning that they will not know their educators on their very first day. That can be detrimental for a child who has attended play dates with us educators to allow them to become comfortable with us in preparation for separation from their families. These are small children aged 3-5 years, children who build the foundations for a relationship with us already. If nothing else, I ask for you to understand the sheer pain that this mandate is causing so many people. Talk to some of us, there are plenty of nurses, teachers, tuckshop volunteers, bus drivers, and that is only a small portion of people that have been impacted negatively due to these mandates. I am only one of many people that have been affected by this mandate and I am sure that there are many people out there that have been impacted in a much bigger way than I have.

I have no idea of what the future holds for me as an educator. I wish that the mandates were reviewed and lifted, especially now that Scott Morrison and our Chief Health Officer have both stated that we will all likely be affected but for most of us it will be like the common cold. So please, tell me again why I am losing my career and livelihood due to something that they are referencing as a common cold?

Educator 699

Hello my name is KB, I am a 48 year old female who is a full time teacher aide on the Sunshine Coast at a public High School in Nambour, Qld. I work in the Special Ed side of the school and have worked at this High School for 5 and a half years. I absolutely love my job and the team I work with along with the students. I know that I am very well respected, appreciated and a valuable member of the school. I work hard and I know I am very good at my job. I care for the students and offer support and kindness. I believe I have a natural ability with teenagers and their parents. I support the students and teachers in classes, also during my lunch breaks and before and after school. I have a natural way of calming students who become heightened or upset. I feel I have a special bond with so many and they can come to me for support. I follow this through by supporting teachers in whatever way I can. I am a part of an amazing team and it saddens me to think that these mandates are going to affect this.

The mandates that have been brought in, are saying that I need to be double vaccinated to do my job. This has impacted myself and my family in so many ways. I am deeply upset, it is affecting my mental health. It is also putting pressure on my kids and the loved ones around me as they see how this stress is causing me so much pain. I feel like I am being pressured and coerced into taking a vaccination that I do not want. But by me not taking these vaccinations I face losing my job, which means I have no idea how I will have money coming in to pay my mortgage and everyday bills. I feel scared that like this is totally unfair to do this to someone who is giving 100% to her job. A job that she has been doing for her generation and being a positive role model.

We teach our children in schools to not keep quiet if we are being bullied. To speak up if we feel like someone does something to our body we don't like. Well- I feel like this is happening to me right now, but I am meant to sit down, be quiet and have something put into my body I don't want and that I don't feel comfortable with. I am feeling so emotional and stressed about all of this. I cry at the drop of a hat, I'm not sleeping properly, and my kids are seeing a broken mother. I am being bullied and no one wants to hear me.

I have sent emails to my principal and deputy principal. I am not being heard by them and only received generated emails back that must be from the education department.

I want to be given a choice of what I put into my body. I have always lived a very healthy life and raised my kids in a healthy environment.

This is Australia. We deserve freedom of choice. Let people choose if they want this or not. We should not be made to feel backed into a corner to have this vaccination if we want to keep our jobs.

Please will someone listen to us?

Educator 700

My name is H and I am a primary school Music Specialist in Toowoomba, Queensland. I am 44 years old and began my working life as an opera singer, performing nationally and internationally for many years. Alongside my singing career, I have taught singing students for more than 20 years and over the past 5 years I have enjoyed focusing my efforts on primary school music education. My current role consists of delivering weekly music lessons for all students in the school (Prep – Year 6) across 2 campuses as well as conducting a junior and senior choirs. It is such a privilege to share the joy of music with young people and gives me great satisfaction to watch them thrive, learn and experience all that music has to offer.

Late last year, my happy employment situation disintegrated around me when the government announced the vaccine mandates for the education sector. I have lived with an autoimmune condition for the past 9 years which was originally diagnosed when I was performing in Germany. I have managed this condition quite well over the years, but was advised that events, such as vaccination, could have a detrimental effect on my health. Because of my individual health situation and with medical advice, I had decided that my risk of COVID-19 is far less than the risk of getting any of the currently available COVID vaccines. Now means that I am unable to continue the work I love and at which I excel! I have wonderful supervisors who have always been very supportive towards me as an educator and as a person. Rather than lose my job (like so many others), I was granted 6 months of unpaid leave. While I am very grateful to have my position held, my family is now under considerable financial strain and of course, if I am not vaccinated by the 1st July 2022, I will likely be dismissed. This situation is devastating for me, my family and my school community that is now desperately seeking a replacement for the start the school year. So far, they have not been successful and this situation is very disruptive and upsetting for the school and my students.

The past month has been very distressing for me and my family. I am a mother of two boys who are 7 and 4 years old. Our mental health is suffering and I have great concerns for our future. I never imagined that individuals in this country would not have the right to decide what is best for their health without being coerced into accepting a vaccine that is still only provisionally approved and without long term safety studies. How can this be happening? How can the government decide that 'one size fits all' for a medical procedure? How can there be trust in our governments when they don't allow doctors to freely express an opinion regarding the use of new vaccines on the health of their patients?

Why can't all frontline workers use rapid antigen tests each morning before commencing work to ensure the safety of all around them? Especially when the vaccinated can and do contract and spread the virus.

I implore you to stand up to make this situation right. Remove the mandates and allow qualified workers to do the jobs for which they have trained and worked for many years.

Educator 701

My name is KW. I am a 22-year-old female teacher and I have been teaching for one year. I have been employed by X College – Moreton in Caboolture, Queensland for the entirety of that year, teaching middle and senior school classes. I have a Bachelor of Education (Secondary)/Bachelor of Arts from the University of the Sunshine Coast which I acquired with a major in English and a minor in History. However, in the next two weeks, I will lose my job because I have chosen not to get vaccinated.

In response to the mandate that all teachers and educators in Queensland must have received two doses of the COVID-19 vaccine by 23rd January 2022, my employers have informed me that my employment will be terminated if I do not comply with this mandate.

The prospect of losing my job has been a difficult one to process. Becoming a teacher has been a lifelong dream and I have worked towards it since I was 5 years old. To lose my job after only one year of teaching is an abrupt and disheartening end to a long-time dream. I have been fortunate enough to have the full support of my family as I made my decision, regardless of what I chose.

However, this does not mean my decision was easy. I wish to keep my job that I have worked so hard for, and I can guarantee that it was a decision I did not make lightly. I weighed up all of the consequences of both receiving and rejecting the vaccine, including the possible health repercussions and my employment status. This has led to many tears and heartache as this decision is a lose-lose situation for me, and the uncertainty of my future career and financial position has been emotionally taxing.

Large teacher shortages have been predicted once this mandate takes effect, and I am concerned about the impact this will have on the students in our schools, both academically and personally. I have built valuable relationships with my students over the last year and will greatly miss them. Due to the time when the mandate was announced, I did not have a chance to say goodbye to my students and they will return in the new school year to many of their favourite teachers missing. Teaching is not a moment in time but a journey that I take with my students, growing with them as I teach them skills and information and support them throughout the process. As a teacher, my job is to teach my students. Not only do I teach them academic skills, but I also teach them skills and values, and the relationship that I build with them creates a safe environment for me to offer guidance. This is what I have been trained and employed to do, and my vaccination status does not impact my ability to effectively and successfully do this. I am asking that these mandates be revoked, and unvaccinated teachers be allowed to work in schools to do the job they are qualified to do: teach.

My decision to remain unvaccinated is an exercising of my personal values, morals, and beliefs, something that I as a teacher am encouraged to teach my students. If teachers are forced to take a vaccine to keep their jobs, then we are not displaying the same freedom of choice that we teach them to support every day.

Yours sincerely, KW

Educator 702

Hi! My name is L, I am a single mum of two beautiful young girls. I am a teacher in the X area and have 15 years' experience teaching various year levels, at various schools in the Tablelands area. I pride myself in having the ability to build a rapport with any child, no matter how difficult, and nurturing them through their educational journey, helping them believe they are learners, helping them achieve success in their own way. All of my students leave me with a sense of belief and pride in themselves that they are learners and can achieve success no matter what.

When the mandate was released, it caused a lot of stress and anxiety for myself. I love my job and my students, so contacted my employer. Unfortunately I'm yet to get a response from my workplace for the emails I have sent.

The mandate has and [REDACTED]ing me great stress and anxiety. I am the sole provider for my household and face not being able to provide for my girls and myself by not wanting to get those vaccine. My children are my world and need their mum. I CAN NOT risk the chance of adverse effects from the vaccine and leave my children with a mum that is no longer [REDACTED]d healthy and not able bodied. The thought of not being able to provide [REDACTED]ful. I've spent many days in tears stressed about my kids and my future in the teaching profession. I've spent four years of my life studying to become a teacher and spent a whole heap of money on it too... only to lose my career over a vaccine?

I have these same concerns for fellow community members and children... I'm also concerned for the impact this will have on my students. I have many students and families celebrating the fact that I will be their teacher for 2022, however I'm also going have many devastated students when they find out I can no longer work at our school and teach them this year. The age group I teach are too young to fully understand what is happening in the world and why I cannot get this vaccine.

I have the human right to choose what goes into my body, I do not wish to have a chemical cocktail injected into me not knowing the effects it will have on my body. I'd like the government to drop this mandate so that I can return to the job that I chose and love. I'd like the government to trust me to look after my body, health and family's safety in regards to preventing us from getting covid or any other variant, just as I did during each flu season every year. Please drop the mandate.

As a final message I'd like to point out the ridiculousness of this mandate for educators... it states that while I cannot attend my workplace to teach, I can attend my workplace as a parent of two children that attend the school. How is that any different to being on site teaching? It doesn't make sense!! This mandate is causing so much stress and anxiety for so many people and forcing their mental health to decline at a rapid rate. This vaccine cannot be forced and pushed on people.

Kind regards,
L

Educator 703

My name is CC, female and a first-year primary school teacher. I have been offered a full-time position in an Independent school (Christian College) as a prep teacher (my first contract). I graduated in March 2021 and have been relief teaching since then. I was also a Teacher Aide for 5 years whilst spending some of it completing my degree. I'm a mum of 4 and completed my degree while working full-time and doing the books for my husband's business. I was considered a mature-aged student, this career choice was a life dream for me. To get this position I was to start on 14 January 2022 was my dream job!

My employer has been quite 'legalistic' about his approach. Unfortunately, I don't feel I have a leg to stand on as my contract formally starts on the 14th of January. Although I haven't received my termination of contract email yet, I know it's coming. This is the most disappointing and disheartening thing to ever have happened to me in my working history.

The mandates will substantially affect my family as I will now lose my much-desired job and be pushed into one income. I have already spent a substantial amount of time and money preparing for my class. Being terminated has left me and my family under financial strain. Not only financial but I am suffering bouts of depression and anger. I've never experienced this sense of grief for a job. Just knowing I spent the last 4 years of my life studying and obtaining my ideal job to now the reality that I may never have my own class. It is deeply saddening and distressing. I have not had the vaccine because I'm unable with the adverse reactions. I have two older children that I am concerned about. If the vaccine becomes available, they will get it also, I'm a mum and my children's health is more important than my job. My family will always be my priority.

I had been given the opportunity at the end of the year (2021) to work in the early childhood centre where my 2022 students were attending. This was an ideal opportunity for me to meet the students and parents and start to build those relationships we all need to as teachers. I even had a student that had arrived from a country that speaks the same language as me. He was going to be in my class. Now all that effort and relationship building has gone to waste. This student needed me as his teacher as his English was limited and his mother was so happy and relieved to know I'd be his teacher, I was too! All this has been taken away from us.

All I ask for is that the students be thought of in this whole process. That we as teachers are valued for all the extra hard work and effort we put in before we even start our year. That these vaccines mandates be abolished. Our students need teachers that are dedicated and passionate about what they do. We should not feel pressured to take a medical procedure to complete a job we have already been doing during the pandemic, with great success. Acknowledge our worth and stop this insanity. I am ready, willing, and able to do my job, let me do it.

Kind regards, CC

Educator 704

My name is G, male, and I have been a teacher for the past 17 years. During this time, I have taught in both the secondary and primary sector, done both full time teaching, contracts and supply days. I have taught in schools all around far north Qld as well as stints overseas teaching whilst travelling. My qualifications (which is a double degree) and ability to teach more than 5 subjects for all grade levels of high school have meant that I very rarely need to go far for a job as I am useful to many schools who may need a teacher to teach a certain subject. This has come in handy to get many schools out of trouble when their regular teacher has been away. I have worked, by choice, in schools where no relief teacher has wanted to go to because of student behaviour and where the schools collapse classes because there is no one to fill the role for the students. In these schools a teacher who stays with them through their difficulty times can literally save their life. My time spent with students in these schools has stopped student's, yes multiple, from taking their lives when it all gets too much.

For the past 6 years, I have taught at X primary, in the Tableland Region, as their PE teacher with a student body of 500 kids. [REDACTED] the town my family live in and was chosen because I wanted to make a positive impact in my own town. It has been an amazing experience. I have enjoyed the younger kids so much that it has made the decision to start a family with my wife extremely easy. They are full of life and everything that happens in their life is truly an important aspect of shaping their young minds. In a small town, my lessons have far-reaching importance for the kids and their parents where students learn about their body, what goes into it and the long-term consequences of their choices.

Since the announcement of this mandate, I have been in a slump. Every time I talked at the end of the year about next year and the students plans for giving a sport their best, or something they want to train for, or that they wanted to be sports house captain has weighed over me since it was announced. I hate to lie to the kids. They know that I look after my body beyond what many people would consider normal. I don't eat junk food and read about and research all ingredients in my food as well as on my skin. My principal told staff to not talk to other staff about the mandate which has made this journey a very lonely one. The principal has not talked about this mandate in person to me even once. He has emailed a message from the education department that my choice is either get the injection or lose my job. I am the majority bread winner for my family as my wife is a massage therapist by trade, but cares for our children at home. I have talked to my doctor who has not shown me what the ingredient list is of the shot and was very annoyed when I asked for it. Like I said, I decide what I eat based on what is in it and this was my hope for becoming informed to give my consent to the injection. At this stage my school and employer have also not explained to me why my job can't be done outside next year as it has been done for almost 2 years.

The kids were devastated when I told them a few days out from the end of school that I may not be back because of this mandate, heaps of parents contacted the school, many rang me personally and the talk around town was very angry as this was being asked of me. The majority of conversations made me sad as the kids went home crying saying that they 'didn't want to go to school next year', 'this is not right' and many were just saying 'why don't you just get it'. I tell them that I don't want to be coerced into making this decision just for my job.

Teaching has been all I know for the past 17 years. I have had a positive impact on thousands of kids, many that found school the hardest times of their life. I know this because when I have left schools I have received hundreds of personal letters saying how much our interactions meant in their life. This mandate has cut me off from making a difference in kids' lives, many locally from trauma backgrounds of people leaving and it is not right. I want to and can teach straight away in 2022. Myself, and other teachers like me, do this job for the kids in an attempt to make their lives better than ours. I ask for your help to let me help students achieve their best.

Educator 705

My name is A and I am a secondary high school arts teacher on the Sunshine coast in the public system. I have been teaching for 17 years and hold a bachelor in education and bachelor in creative industries. Following my passion for dance and drama, I auditioned while in year 12 for one of 24 places in a dance degree and was accepted. I worked hard at a double degree over 4 years and graduated with 2 degrees and the highest teaching rating. I love teaching especially in my specialist area of the arts (Teaching dance, drama, visual art, film and television) and have also been called upon by Education Qld to teach English, English communication, literacy, sport, home economics and wellbeing over my 17 years in the profession. In the last 10 years (since having my own children) I have worked part time in my role however I have put in full time hours (working on my days off and late into the night/early hours of the morning after my kids have gone to bed). I have gone over and above my job description in order to provide the best learning and performance experiences for my students. I have grown a successful dance extension program at my current school where student audition and are extended in the field of dance. This has grown to 90 students and includes classroom work and extracurricular rehearsals and performances. This year my students and program has received much recognition for the outstanding results at [REDACTED] [REDACTED] talked about by our local member in parliament. This has meant sacrifice of my time, my finances, and at times my wellbeing to run this program. I have given it everything and to see the outcomes for my students (not the recognition and accolades but their growth in their ability, their confidence, their teamwork, and their sense of community) has been my greatest reward. I don't do it for the money, I do it for the love of what I do and for the students.

Due to the mandates, I have been in contact with my Principal. Due to the lack of notice or consultation by the QLD Department of Education, I have felt rushed to find information from my employer as to my options. I have been exploring a genetic medical issue this year and am seeing medical professionals. I have requested risk assessments from my principal (and the department at my principal's request) and neither has been able to supply this. This has been so stressful for me and my family. I have cried, I have been sad, I have been angry, I have had trouble sleeping and been irritable. It has been an emotional roller coaster. To risk losing a job that I love and have given so much to has affected me emotionally and physically. I feel like I am going through the grief process. It has been difficult to get responses to emails as staff are on holidays. I have had to access my sick leave and I have been told that my LSL request may not be approved due to the high number of requests.

I have been working over my holidays (as I always do) planning ahead for next year (band plans, unit overviews, semester planners with learning goals and success criteria for each lesson, lesson plans/power points, entering eisteddfods, organising guest choreographers etc. Yet I will not be allowed back to see these through unless I am vaccinated. I will not be allowed back on site. My students will return, and I will not be there. Year 7 students who I have auditioned and welcomed into our school/program will arrive for their first day and I won't be there. Students in senior who I have taught for years will come back to a new teacher for their ATAR dance subject and their extracurricular program. Students who I

have taught dances to at the end of 2021 in preparation for 2022 performances and competitions will not have ne there to rehearse and polish these. I fear that someone else will have to step in to take my classes but also to run a large program that I requires lots of time and energy and that they will not want to or won't be able to give it the time and energy it requires to keep running. My greatest fear is that the program will cease and students who have come to the school specifically for this program will suffer or leave the school. That students who have been in the program for years will lose something that means so much to them in their final years of school. This would be such a loss for the school and the students, it would also break my heart. I also fear that all our students will be affected by teacher shortages. That classes will be overcrowded, experienced teachers will be forced out of their jobs and students will miss out on their knowledge and passionate teaching, that unskilled/inexperience teachers will be put in roles they can't handle and over worked at the detriment of our students and their learning.

I am willing and able to do my job. This mandate has been put me in a terrible position whereby I need to decide between my health and my job. I entered this profession and being vaccinated was not a requirement. In the last 2 years I have been required to teach face to face and I was r ██████████ ed at risk or a risk in the school setting. I was even required to work during ██████████ students who were at school as their parents were considered essential workers, however now I am considered a risk. I want to be provided with proper consultation and a risk assessment. I want RAT/PCR testing to be explored as a way for teachers to still be in the classroom teaching.

I know these are unprecedented times, however more consultation and risk assessment are needed. Teachers have worked through the pandemic the last 2 years, and we are now being told we can't. These mandates will only hurt schools, staff, and students.

Educator 705

My name is C.M, I am 43 year old female and was employed as an ongoing casual with many hours as a trained certificate IV teacher aide in a private school on the Sunshine Coast. I also hold a Diploma in early education where I also am unable to now work due to these mandates. I have worked in these fields for 15 years. I am a very passionate professional who thrives on aiding students be their best selves not only in academia but also life. As I work one on one or closely with students, I get the pleasure of seeing those light bulb moments I help create, I help guide them to love learning and celebrate their individual success. It is my calling to aide students!

Due to these unfair mandates I am no longer being called into work. I am a single Mother of three who no longer has income. Not only do I believe everyone should have a choice over any medical procedure, I personally have medical issues and I know I will be adversely affected as I have been by prior pharmaceutical interventions. I am suffering severe anxiety over these mandates and worry greatly for my children and their mental health with all the scare mongering going on in the media. These mandates make no sense, always a changing narrative which contradicts the prior. Us dedicated educators should be allowed to work, jabbed or not.

Educator 706

BN: I am a female person holding a Bachelor in Education and have been working as a permanent primary school specialist music teacher for the past 5 years. During the 2021 Teacher Transfer process, I secured a position from my Base school in Rockhampton to a large primary school on the Sunshine Coast. I am super excited to secure this position as I feel very familiar with the school, having just fulfilled a 6-month contract there. More importantly, this successful transfer means I will be in close proximity to my young adult son and my elderly parents. With approximately 18 years teaching experience, I am a jack of all trades having worked overseas and in numerous contract positions. I love mentoring children to become resilient problem solvers assisting them to set goals for success in their future.

I do not feel like I had any consultation regarding the new mandate to be double vaccinated by 23rd January. I was appalled by the Premier's timing to issue this directive. The Notice was received on November 30 (Term 4, week 9), which gave very little time to consult with the appropriate line manager etc. Although I was aware NSW had already introduced the mandate, there was no indication at staff meetings to expect this to happen in QLD. COVID-19 rarely featured on our staff agenda list and business seemed to move on from the mask mandates. I approached the Acting Principal in week 10 expressing my love for my position as music teacher and my concerns around the safety, efficacy and necessity of the vaccine. I told him I was advised by Red Union to send a request for a Risk Assessment to the principal of which he advised he would only pass it on to QLD Health. I told him I was feeling significantly stressed and asked him if I would be able to access LSL in Term One 2022. He directed me to access the HR leave requests portal. On the last staff meeting for the term the Acting Principal showed a PowerPoint presentation of how to access your myGov and vaccine certificate etc. It seemed strange that there was no open discussion regarding this directive.

I just tried to put the issue to the side, but, all the time it was causing significant stress and unnecessary duress. Since I had chosen to rely on my natural immunity towards COVID-19 and given the contentious views around the topic, I found myself remaining quite silent about my personal convictions regarding the vaccine. It was only in Term 4, week 10, that I started to talk to fellow colleagues, gradually finding others who also felt strongly against taking the vaccine.

Being an educated person, I researched this topic enough to know that I am very comfortable to rely on my own natural immunity should I be exposed to COVID-19. I have real concerns in regard to inconsistent and one-sided information delivered by the government and mainstream media. There has been a definite element of deception since the pandemic's inception. Medical principles and ethics have been violated. Of main concern the vaccine doesn't prevent spread in the community so can't be called a vaccine. People have been misled; Initially people were told they need two doses to obtain protection, now it is expected people will continue to need booster shots.

Consequently, numerous doctors and scientists are warning people's natural immune system will be unjustifiably compromised.

This injustice and the prospect of losing my job is taking a huge toll on my emotional and mental well-being during what should be my holiday period. To add to the stress is the thought that the government is looking to vaccinate 5-11 year old children. Another inconsistency - at the beginning of the pandemic teachers were regarded as essential workers in a low risk setting as children were not immunocompromised. More recently WHO has stated the vaccines are dangerous for children.

I am concerned that as the vaccine rolls out there will be an increased number of immune deficient skilled workers who have complied to government coercion to take a vaccine that is still in its experimental trial phase. I am concerned countless adverse reactions; vaccine injury [REDACTED] deaths have gone unreported but will be witnessed in our school settings as a direct outcome of irrational response measures taken by our government and health system.

I ask that all mandates to immediately cease. I ask for freedom of choice abolishing unlawful coercion and [REDACTED] I ask that the government stop using the virus to expand their draconian controls over our lives. I ask for common sense to prevail.

Educator 707

I'm MC, I'm 21 year old Teacher Aide in the Moreton Bay region, and I have been employed for 4 months. I'm studying Certificate III in Education Support while I was working as a Teacher Aide. However, in a couple of weeks, I will lose my job because I have chosen to not receive the COVID-19 vaccination. My employer has informed me that my employment will be terminated if I do not comply with the mandates and receive the double dose of the COVID-19 vaccination by the 17th of January 2022.

This decision of not receiving the vaccine wasn't taken light-heartedly and I struggled with the reality of losing my job, especially after finding my love for helping kids with their learning and supporting them in their journey in life. My family does not support my decision which has put a lot of strain on our relationships. My mental health has declined with the news of losing my income and has created a lot of unknowns in my life regarding to my financial situation.

There has been rumors of shortages in teachers and other school staff as a result of the mandatory vaccinations. From this mandate in schools, students will start the new year finding out so many of the loved teachers have left and have less teachers and teacher aides to assist. Being unvaccinated does not affect my ability to assist students with their learning and I'm asking for the mandates to be removed, so unvaccinated staff can go back to work and teach students which they are qualified to do and so that students aren't at a disadvantage. It should be up to the individual to decide whether they want the vaccine and they shouldn't be treated differently or lose their job based on that decision.

Educator 708

My name is J. I am 40 years old and have been teaching primary school aged children on the Gold Coast for over 14 years. I am a passionate, kind, caring teacher who makes every child feel safe and welcome every single day. I provide joy and comfort to my students, no matter their background or home life.

These mandates have had a huge impact on my mental state and physical health, my family support and my fear of not being able to provide sufficiently for my own children. The emotional turmoil has impacted our life immensely and each day is uncertain with the looming threat of losing my job.

I am concerned for the vast majority of students who will be potentially losing the most amazing and generous teachers, mentors, teacher aides, volunteers, and other community support. I [REDACTED] for the continual upheaval and uncertainty of schooling for our children in the current climate.

I want to see these mandates removed for 2022 and beyond. I want to be able to do my job just like I have done [REDACTED] 14 years successfully and without question.

My health is my concern and I am able and capable of performing my job as I have always done with the safety of my students at the forefront of each and every day.

I want to be there for the children who need me the most. I want to continue to provide for and support my family. I want to live freely and without fear and threat in this beautiful country we all call our home.

Educator 709

My name is MM

I am a Music Specialist in a primary school in Gladstone and have been with that school for over 30 years! Hard to believe I know, but when you love what you do everyday, why change the recipe?

After completing 3 year Bachelor of Arts at the Conservatorium of Music in Brisbane, I then went on to complete my Graduate Diploma in primary Education. I was so excited to become a classroom Music teacher, as my family background has a strong link to Music. I eventually graduated and was sent to Gladstone as my first teaching post. I started in half of the staff room, as the school had not yet envisaged I'd be arriving! At least I was first to the morning tea room! I love teaching Music and every single day is different. As prepared as I can be, I have found out I have have be.....versatile, quick to think on the spot and [REDACTED]ve the subject I am imparting to the whole school.

A couple of months ago, I was told I had to have a vaccine or else I would lose my job. The whole idea didn't and still doesn't make any sense. Most people lose their job for something they have done [REDACTED]len goods, inappropriate behaviour, jail, etc etc. But here I was being told [REDACTED]thing I wasn't going to do and had absolutely no intention of doing.

I went to see my principal about my dilemma. He was very sincere in his role. He was also very sad to hear I would not be getting the Vaccine any time too soon. I did admit I would get it, eventually.... after a few years. He hoped I would just bite the bullet and get it done by the due date. We were both sorry to know the outcome would be a lose lose. After many tense days, my partner and myself, sat down and considered life without a teacher's wage. We would not survive past a month. Would this all blow over in a month?

We started to ring all of our friends and family who have been vaccinated.

They were all fine. Little to no side effects. We knew it would be more like many months before any real side effects would start to show.

We could not sleep. We were sick, thinking of how this would impact our day to day. My ex-partner was threatening to take my son away from me if I was unable to pay his school fees. I would not ever let that happen. I had oodles of leave available to me but unavailable to be used in this situation unless it was deemed extenuating circumstances.

We decided one night after many nights of little or poor sleep, anger and frustration towards one another, and a general sad demeanor about life in general, that I would have to get the vaccine. I cried.

I understood I had to do something I was not okay with...because I was unable to live otherwise. I prayed.

I asked many friends to think of me during this time.

My parents and close friends were sad I had to be forced to make this choice.

My partner and I went in to the clinic and I was given the first dose of the vaccine. I was visibly upset just before the health worker administered the needle. She reassured me of its effectiveness and that many people were in there today having their 3rd vaccine.

I am very ashamed for not standing my ground, but my needs and resources are different to others. I need to have my family around me. I need to teach. I need to live another 40 more years to see the other side of this whole debacle.

My one wish is for the vaccine mandate to be revoked. The rules for mask wearing and signing into every establishment to be canned and those who brought this on to all Australians to pay. Pay for our freedom and choice to be ripped away from us. Pay for our losses.

There has been no gains.

No one is better off with vaccine mandate.

I am awake and aware.

I will not stop searching for the whole truth even though I have been half vaccinated. I will be a force to be reckoned with for the students and my children of tomorrow.

Our leaders of this country downright shameful. My votes in the next election will reflect their poor choices.

The truth will prevail.

Educator 710

My name is RM, I'm a 42yr old female and I'm a teacher aide/school support worker/houseparent/and Jill of all trades in a newly opened rainforest style schooling education center situated in X, North Queensland. Having only gained this role late last year, in October 2021, I have signed a 12month contract to continue, build upon and shine in this position for the duration of 2022.

I know if my employer were to be reading this email before its submission, she would 150% back me up that the creativity, patience, love, support, nourishment, encouragement, and detective skills I bring to the children, and the teachers alike, that I support, is like the missing piece of the jigsaw finally falling into place. Students with individual behavior support needs and challenges are my forte, and building solid, trusting and confident relationships with those students is essential to their support, growth and overall success.

Commencing with this school in November has been a challenge as there have been teacher and support changes, and the [REDACTED] have felt the adverse impact of sudden departure from routines and people they have been building relationships with. There have been some serious testing of boundaries I've undergone in just 4 short weeks before the Christmas holidays, and they all presented along the lines of "if I push *this* hard, are you gonna leave?"

Having spent 2years working [REDACTED] hours as a disability support worker, I understand the confusion, frustration, loss [REDACTED] commitment, anxiety, worry they won't be understood, that people living with disabilities experience when continuity of care isn't able to be carried out, where there is high staff turnover, where there may be a lack of understanding surrounding basic needs are not met. These kids deserve that kind of respect towards the continuity of their care. They deserve to not have a revolving door of staff but people wholly invested and passionate about their wellbeing.

When the opportunity came up at the school, I felt that it was my calling to undertake this position so that I can provide intervention and support where it's most needed, to our children. It was a dream to sign my 2022 contract and my mind was racing with all the amazing things we could achieve together. 2022 was way off in the distance, and I wasn't really working very much, but that didn't matter because this was the opportunity of a lifetime worth waiting for.

The verbal response from my employer in relation to the vaccine mandate has only ever been supportive. They personally chose to vaccinate themselves, not their children for their own reasons, and had no issue with my vaccination status. The Principal is pro choice, but she also has the weight of what the repercussions may be if she continues my employment if I remain unvaxed. I have witnessed the wear on her trying to figure out how to keep her super team together, to stop it from splitting at the seams and falling apart, and hitting brick walls all along the way. She is tired. She is sad about it. I think she is even feeling pretty defeated.

I have in fact suffered multiple adverse reactions to previous vaccines such as flu shots, rubella and the Hepatitis B series, but that is not being recognized by my GP as sufficient to qualify for an exemption. Her official advice was "I don't want you to get Covid" "you should get your first shot under hospital admission so that there are medical professionals there to assist you if you need resuscitating".

I'm not sure the "2 sizes, fits all" categories there are for medical exemption are sufficient enough for people who know their own circumstances, and legitimately fear for their personal health, wellbeing, life and safety at the hands of this blanket rule for everyone, or else be excluded from meaningful and free engagement in society. There is no protection here for me and anybody with sound risk assessment capabilities, would deem my personal situation at a critical, catastrophic risk level, and give me a break aka an exemption.

In any case, my employer is aware of all of this, but reluctantly sent the formal correspondence prescribed by Independent Schools Queensland, or other like education body explaining that while they are pro-choice, they will be complying with the directions of the Chief Health Officer, and stated the penalties that apply if they do not comply with the direction. A Covid-19 Staff Direction Policy has also been generated by the school as being applicable to the school conditions.

The impact of this mandate is that I will no longer be welcome at my job in 2022 due to my private and personal health and vaccination status, and that I will now either be forced into a process of fighting to continue my employment by trying to introduce a counter offer to the "mandate" to see whether that protects my rights and position, or whether I just let it all go and hope to get a job somewhere else? It is completely mentally and emotionally draining to constantly go over the "what if's" trying to look for loopholes and ways around. It is devastating to feel the personal anxiety that the kids will have yet another upheaval to try and overcome when already, solid foundations and relationships are being built.

I feel empty. I wonder what the point was honing and refining my interests, skills and passions to this degree and level, only to have it taken away. For me, a choice between vaxing or keeping the job I love, is not a choice at all. It is coercion, manipulation and has the most devastating fallout consequences not only for myself, but for my friends, family, and community.

My experience doesn't just [REDACTED] the loss of capacity in disability work and at the school, but it also impacts my small circus arts business. As a result of this mandate, I am no longer able to offer and facilitate workshops at schools, or be engaged as a contractor by schools and childcare centers. I have studied Holistic Circus Therapy and provide specialized programs to children and people living with disabilities to help build capacities and provide therapeutic respite from stress and trauma.

I spent 4 years volunteering with an international circus teaching at risk and displaced Burmese youth on the Thai side of the border. In the month to 6 weeks we spent traveling to local provinces, villages, hospitals and camps, my small team and I worked with some 10-12,000 students over that time.

I may be suffering from loss of income, but our children are suffering from our failure to protect their right to play, to their own freedom and choice, to being open to experience joy, creativity and fun, to know they will be supported at school when they are overwhelmed, to know that the people they have come to depend on will be there for them.

This is not going to be a problem isolated to me and my school, but to many, many educators right across Queensland. The effects are not going to be fully felt until the children return to the school yards and both they, and their parents start to realize just how many incredible staff are not there this year. The timing of the mandate has coincided with both the end of school in 2021, and the start of school in 2022 so communities won't know just how impacted they are until the gates open on 24 January 2022. That is yet another injustice to our kids and their families.

The mandate needs to be removed before the complete devastation of our education system is experienced. I honestly believe it is as simple as that. Limited staff, limited contractor choice, limited on who can volunteer in an already "who can be bothered" society. Without removal, you cut the throat to the education system as we know it and leave it to bleed out. How is this right? How is this just?

I sincerely hope the voice of every single educator that has responded to this request is not just heard, but proactive steps made towards ensuring the security, future and education of our children.

Educator 711

My name is M, and I am a casual piano tutor in several private colleges in Brisbane, Queensland. I am 31 years old, have a Masters degree in music and am in the final year of a Doctor of Musical Arts. I have been teaching piano for 15 years, 10 of them in schools, and love working with students of all ages and abilities, including special needs children, fostering their love of music.

I work as a contractor during term time, and have heard from one of my workplaces so far that they will not be accepting myself and others back onto campus unless we are fully vaccinated.

Due to my family health history, my doctor has been unable to recommend any of the current vaccines, but I would possibly consider Novavax or similar once it is rolled out, however, I am afraid that I will lose my position before that becomes possible. One of my siblings was coerced into getting the current vaccine, also because of a job mandate in a different field.

The impact on my mental health has been huge. I wake up emotionally paralysed each day, trying to work out how I will get through without the ability to work, or to perform or accompany as a freelance musician, activities also affected by mandates (my other income streams). I'm concerned that long-term I won't be able to pay the rent or continue to save, and have had to change my living situation to take the pressure off in the short term. I have anxiety and am struggling to function day to day as this stress escalates it.

I want to keep continuity with my students as I have some with learning disabilities and other disadvantages, and over several years we have built a wonderful rapport. I am very excited at how their skills and enjoyment is blossoming, but concerned about them having to start from scratch with a new teacher.

I am keen to do my bit to protect my school communities from covid, however believe very strongly that rapid testing needs to be offered as an option for those who are not ready or do not feel safe to take the vaccines. The current omicron outbreak, solely brought through the Queensland borders by fully vaccinated persons, shows vividly that these vaccines do not stop or greatly reduce transmission in the current variants; rather they act to reduce severe disease, and thus primarily have personal rather than societal benefit. I'm happy to wear a mask, sanitise as needed and distance, and to carry the risk of myself getting sick; however I need to be able to, with the advice of my medical doctor, choose if and when I take a medical treatment as is best for my personal health situation. It's heart-breaking to be ostracised from work and from society because of wanting to be cautious about the risks associated with these new medical treatments that are still on trial, and to be selective of what is best for my body.

So in summary – I am asking that mandates be lifted, and replaced with vaccination recommendations – and left as a private matter between individuals and their doctors, as has been done always in the past. I am recommending rapid testing be rolled out for all staff, or at the very least as an option for unvaccinated staff. I am recommending that the option be given to for unvaccinated staff to sign a waiver that while the school is doing what it can to mitigate risks, they shoulder the personal risk in case of contracting covid in terms of litigation while they choose to remain unvaccinated. And especially I recommend that students not be mandated under any circumstances, and that parents' full, written informed consent be sought in all cases prior to school-based vaccination administration.

Thankyou for your consideration! Please help us.

Educator 712

My name is R and I am a female early childhood trained teacher with a Bachelor of Education (Early childhood). I am 26 years old and have experience working in both early learning centres and school settings throughout the last 7 years. For the last three years, I made the commitment to leave my family and moving to X, Central Queensland to complete my rural/remote teaching service. I am now based back on the Sunshine Coast. As a teacher, I am dedicated towards providing families with a safe and welcoming learning environment where their children can grow and succeed. My passion lies in offering real-life engaging and organic learning opportunities and empowering children to become confident learners.

When the vaccine mandate for teachers was announced in Term 4 2021, I did not receive much direction from my employer. Before the end of term, the principal sent out an email to all staff outlining the new health directive stating what was expected of staff and that this was a directive we must all follow.

During the time that the n[REDACTED] teachers and all school staff was announced, it was a very stressful, upsetting and confusing time. I felt like I could not freely talk to people about my concerns and the feelings of injustice I felt when hearing peoples' stories as well as considering my own situation. Due to personal reasons, I had already made the decision to not have the COVID vaccine and so instantly was faced with the reality of losing my job. This was an overwhelming dilemma in an already busy term of asse[REDACTED]rting and end of year activities.

Prior to finding out about the mandate, I had applied for a transfer and decided to take leave (special leave, no pay) for the following year after I did not receive a suitable transfer location. My hopes were to move back to my family and find casual/contract work in schools around the area. With the vaccine mandate in place, I am now left without the option to do this, and I am forced to give up a career that I love. This is extremely upsetting while only being 3 years into my career as a primary teacher. I feel as if I have so much more to give and experience as a teacher, and I feel that chance has just been unfairly taken from me. The years of study, the sacrifice of moving away from my family in order to complete my country service and the passion that drives me to teach children and be a role model in their lives has suddenly become somewhat useless. I have a hope that things will change but I am deeply saddened that the government has put these mandates in place and in doing so has caused significant damage to a profession that is so important. Not only am I concerned for the many teachers and school staff/volunteers who are facing this difficult time, but I am also deeply concerned for the students and school communities who will have to deal with the repercussions of this mandate. Having been a teacher in a rural/remote location, I am aware of the strain it has on teachers and school communities when there is a shortage of teaching staff or volunteers. I am concerned that there will be a teacher/school staff shortage and the effect of this will mean the workload increases and students do not receive the best care and learning opportunities that they deserve and desperately need. I am also concerned that the valued volunteers that are often desperately sort after will not be available. As teachers, our roles and responsibilities are to provide safe and supportive learning environments for all students and to build relationships with families and the wider community. How can teachers do this if they are overwhelmed with work and inadequately supported themselves? What repercussions will this have for the children, families and whole schools experiencing the impacts of these mandates?

I ask that the Queensland Government does not mandate vaccines and instead honors and respects the basic human right to have freedom of choice. When you are told you must be vaccinated to remain working in your job, that is not a fair and reasonable choice. It is a distressing and concerning feeling when your freedoms are taken away from you and you must make a decision based on survival even if it means going against your beliefs. I am asking that the government listens to our stories and seriously considers other options. I urge them to consider the negative impact this vaccine mandate has had and will continue to have if they don't make a change now. I plead for the freedom to continue to work in a profession that I am so deeply passionate about.

Educator 713

Hi, I'm E, I am 28 years of age, female and have been working as a Primary school teacher in the private sector from 2019-2021 north of Brisbane after completing my Masters of Teaching Primary. As an educator I greatly value having a whole person approach. My Pastoral Care and warmth was acknowledge through our Graduation speeches and through past parents and other parents requesting me as a teacher for this reason. I write to you for my voice to be heard, for the voice of the people to be heard. I am one voice of many, some have the same tone some don't but we live under a democracy and have the freedom to not let time idly pass without having our voice heard. Our school's response to the mandates is varied. My principal had a meeting with the staff about what could happen in the COVID space for schools mid-November. I was on a school camp at the time and no email was sent to summarize the main points. When the announcement of the mandate came out staff were emailed to come and see the principal as soon as we could if we had not been vaccinated. Our principal was away the last two days of school. The outcome and options were undetermined. We are a small school, tight budgets is a conversation norm. I didn't know what the school was considering, if I would be stood down or if I would receive holiday pay. I had no certainty, no direction, no knowing. [REDACTED]

The last Friday, the 3rd of December I was met by our newly appointed Head of Primary, she said that she was waiting in my room as I would be due to return. My vaccination status was asked and unpaid leave was raised. Returning, the Head of Primary met me in my other room and said that I could apply for unpaid leave for 12 months. [REDACTED] then asked what happens if it gets rejected she assured me that it won't get rejected and that [REDACTED] that I had until the following Friday to apply. A few hours later another colleague received an email from personnel in administration who made a statement about unpaid leave and how it will be reviewed later in December and is not guaranteed. My confidence fell. A few days before the 17th of December an email was sent from our director to all staff instructing us to inform payroll of our status and a few categories were listed. Again, my fears of pay rose. I sent in my response by the close of the 17th. Since then I have received two phone calls from the Head of Primary, I emailed to ask to correspond over email I didn't get a response. Over the phone I am vulnerable and over email they're accountable. Again my confidence fell. I want words that carry weight and not verbal words that are open to interpretation. Since then I have asked the school to provide me with a Risk Assessment and have continued to do so and have not received a Risk Assessment to date after multiple attempts. Schools are considered a high-risk setting so I expect a Risk Assessment.

I have only been a school teacher for 3 years. It's an awful thought that after 3 years of teaching my professional learning will be interrupted. I'm worried about how long it will be before I can earn an income from the career path I chose, studied for and so dearly loved. Mentally, I know I've proved my resilience in the past but this is different. To have the possibility of a career in teaching stripped away is already eating away at me. I added value and received value from teaching. I've withdrawn myself, I've avoided local places. I'm worried about my teaching reference. People have been hurt, it's been a place of confusion.

For my parents, teaching team, students and colleagues this is a big change too. Our parent community will feel the effects of the turnover. The finances to retrain staff in our framework and rebuild a community among the teachers, parent community and children worry me. What we can't replace is the relationships with students that have ended so abruptly. There has been no farewell and no proper closure for all the students we have cared for pastorally. I'm worried about the anxiety and impact this will have on our kids. Team dynamics will be lost, experience lost, teachers will be hurt on both sides of the fence. Teaching is taxing and teachers build their identity on it, it worries me for the wellbeing of teachers as many will lose their identity and purpose for those who cannot make the decision with the current information they possess or don't possess to make an informed decision on getting a vaccine.

I urge you to allow teachers to be reinstated in their roles vaccinated or unvaccinated, for schools to provide all staff with a Risk Assessment once considered a high risk setting. You need to decide what to do with the time that is given to you in your office. I urge you in your time to apply wisdom, listen to the people, look at the cycle, foresee the ramifications and understand the required action from you to make a way forward and show the people of Australia that you believe in democracy and the freedoms so badly fought for.

[REDACTED]

[REDACTED]

Educator 714

I, RG, commenced my teaching career in Townsville in 1976, and am now 66 years old. In recent years I've been doing relief teaching in all classes from Kindy through to year 12, wherever I'm needed, and specialising in Early Childhood education and classroom Music. My qualifications include a Diploma of Teaching and an ATCL Teacher's Diploma in Music.

It's a heartbreaking time realising that one's teaching career could end not when one wants to finish teaching, but right now because of government mandates. My Principal has specified that I had to have received my first covid vaccination by December 17, 2021 or I would not be allowed to set foot on the school grounds. This was followed by a very clear statement that if I'm not double-vaccinated by the commencement of school in January, 2022, I won't be allowed to teach. This is coercion, being backed into a corner with the very real threat of losing my job if I'm not vaccinated.

The impact on my physical, emotional and mental health has been immense. It's traumatic not knowing if my job will be taken away from me – what a terrible way to end a career, with no choice in the matter. It causes angst in our family to [REDACTED] depend on my income to supplement my husband's basic pension.

I am very concerned about the well-being of my students at school. Fear is at an all-time high. Students are uncertain about the future seeing a plethora of mandates and shifting of the goal posts. The fear, isolation and confusion are real and impact their daily lives.

As a relief teacher, I am relied on by [REDACTED] to count on me to do the best job possible teaching students for that day during the classroom teacher's absence. I've been at the school for many years and can offer continuity in the students' education by stepping in when needed. Since I know most of the students at the school, this helps with rapport and trust in classroom management.

I'm asking you please, for an opportunity to continue to teach without being coerced into having a vaccination. I want the freedom to choose. I'd like the Principal and school leaders to stand with us against these mandates that cause division. The best outcome would be having the freedom to choose whether we want to be vaccinated or not, and work alongside each other. Please help us to end the segregation and discrimination!

Our forefathers fought to keep our country free. Over the past two years our freedoms have been eroded, our choices taken away from us. This issue is not about health, but control. Please help restore our country to the democratic nation it used to be and allow us to educate our students in truth and equip them to create a better future for everyone.

Thank you for listening. I look forward to great things ahead, changes for the better.

Educator 715

I am a female Early Years Teacher on the Gold Coast. In February, 2022 I will have been a teacher for Education Queensland for ten years. I have always been a devoted teacher to the Department of Education. I dutifully relocated my family to a rural remote area for four years in order to fulfil my country service commitments. I love being an educator and teaching reading is my super power. I am passionate about about it and have dedicated myself to improving my practice to ensure that all students in my class develop this vital skill. My greatest joy is watching my students grow throughout their Prep year. I will never grow tired of seeing the look of excitement on their little faces when they finally read their first words.

I have always been a valued and respected member of the teaching staff at my school. I enjoy helping my colleagues and I often shared my knowledge and skills by facilitating professional development and collegial coaching. I happily rolled up my sleeves and did whatever it took to support our school community. Over the past two years, I went above and beyond for our school community. During the pandemic and lock downs I followed all directives without question. I was assured by the Department of Education and the Premier of Queensland that my workplace was safe and low risk. I worked tirelessly to support my students who were learning at home while simultaneously teaching the children of essential workers in a face-to-face classroom setting. I spent many hours replying to emails or on the phone, supporting parents with a range of problems from IT support and navigating the online learning school website to being a sympathetic ear to the personal struggles they were enduring. Now all of a sudden my workplace has changed to a high-risk setting, despite there being zero cases at the time. Compelled to take a vaccine and if I did not comply then I would face losing my job.

The mandates have left me in an impossible position. If I didn't comply then I would lose my career and be in financial hardship. If I did comply, it would only be through coercion and in the event of a vaccine injury then who would take care of my family? Earlier on in the month, I had registered interest to take part in planned future clinical trials of a recombinant protein vaccine developed by Vaxine Pty Ltd known as Covax-19. This is a traditional vaccine much like all the others I have taken throughout my life. I met with my principal and requested to access my Long Service Leave while I awaited the upcoming trials. However, my request was denied and I was told that even if my principal could approve it, if I did not upload proof of vaccination then the department would revoke my leave and recall me back to work. This has left me in an impossible position and I have been traumatized ever since. It has significantly impacted my mental health and well-being and I have been experiencing insomnia and panic attacks ever since. In the last week of school, I could not hide the tears from my students. I am devastated that I will lose my job and will no longer be there for my students. It has also impacted my family as we are faced with the future prospect of financial hardship. My daughter can no longer complete her Certificate III in Early Childhood Education as she cannot attend her workplace due to the mandates. This will prevent her from being awarded her QCE. Furthermore, If I am stood down and terminated before the end of February, then I will be a few weeks short of completing ten years of service. Education Queensland will terminate me for misconduct all because I refused a provisionally approved vaccine. If an employee is terminated for misconduct then any pro-rata long service leave can be withheld. That is over 300 hours of paid leave that I have accrued over my employment.

I am concerned for my students and the school community. There is already a teacher shortage in Queensland and with looming mandates the shortage is only going to increase. This will impact the students for many years to come. You cannot replace experienced and passionate educators overnight. What will happen to the staff who are left? How many more will be lost from the impact of stress from increased class sizes and workloads? There are other alternatives that can be implemented to maintain Covid safe work environments, such as a rapid antigen test. I don't want to lose my career but I will not be coerced into a vaccine that I do not have enough long-term data on to make an informed decision.

Educator 716

I'm a 22 year old chaplain working in two highschoools in the Brisbane South district. After graduating from a Bachelor's degree in social work in 2020, I chose to take a chaplaincy role because I'm passionate about supporting teenagers. Over the past year, I've built a strong rapport with my students and school communities. Some things I do in my chaplaincy role are provide breakfast and lunch for students who need it, offer individual support to students facing challenges, facilitate various social/emotional skills programs, and provide practical assistance to families struggling financially. One of my favourite memories from this year is when seventeen of my students from all different year levels covered my entire office with hundreds of sticky notes. They used hours of their free time while I was away. They were incredibly proud of their prank and reminded me of it daily!

When I told my principals and other staff that I would be losing my job, they were compassionate and understanding but made it clear that my absence would be strongly felt in the school communities. They said that the students would be devastated and would dearly miss their "chappy."

Due to the mandates, I won't even be allowed back onsite to say goodbye to my students. They won't know where I've gone or why I've left. Having to leave my schools and the students that I care so much for has had a huge impact on my mental health and I am barely coping. Chaplaincy is much more than a job to me and when I think about leaving, I feel like my heart is being ripped from my chest. I've poured my heart and soul into my job over the past year and worked countless unpaid hours preparing things for my students and attending school events that my students always begged me to come to. To have all of this taken from me because of a personal medical choice is absolutely heart-breaking.

I support a number of students who have told me things that they've never told anyone, students who refuse to talk to other support staff, and disengaged students that are only willing to attend school on my work days. I'm very concerned about how some of these students will access the support and assistance they need next year when I am no longer there.

I am asking you to retract these mandates and allow unvaccinated staff to return to their schools. Please stop keeping dedicated, committed, and caring staff members away from their schools because of a personal choice. Our medical decisions do not inhibit our ability to work and to care for our students.

I want to conclude with some notes I received from my students this year. R in year 11 wrote "You're the best chappy ever. You always make everyone feel welcomed and you brighten everyone's day. (School) is extremely lucky to have a chappy like you." L in year 7 wrote "Thank you for making me happy and caring about me and the others. Every time I'm around you I feel like my worries just fly away from the earth. I hope in the future I will have lots of fun with you and the others and maybe not have any negativity to think about."

Educator 717

I'm M. I'm a female high school teacher of Health, Physical Education, Business & Humanities. I usually work as a casual, but do contracts when my regular schools really need someone. I work for Education Queensland occasionally and Brisbane Catholic Education a lot. I live & work in Logan. I'm a 46yo mum of 2 with 16 years teaching service. My original degree was a Bachelor of Business Studies, Sports Management & Coaching. I then went back to university at 25yo after my big OE and completed a Graduate Diploma of Teaching (Secondary Education). My gifts as an educator are my ability to build relationships with students, make learning fun (within limits, lol) & slipping resilience & interpersonal skills into maths & English lessons!

Since the vaccine mandates were announced I've only had generic, all staff emails & text messages. These have been to say we need a covid vaccine to work in 2022 and to ask for my private medical information. I've also had a few calls from schools looking to fill contracts for 2022. I've had to let them know that I'm not available for any teaching work until the mandates are removed.

I have lost my job and my financial independence from the mandates. I've had to apply for government help for the first time in my life (no idea if that will be successful or not yet). Teaching at my main school was perfect timing for picking up my kids outside their primary school. If I can get a new job, competing with the Drs, nurses, police, aged care workers and other teachers, my kids will likely need to go into after school care. This expense makes staying on government hand outs appear much more attractive (if one can acquire such hand outs!).

Ideally I'll find work where I can mainly work from home in order to ensure I can look after my children in the likely case of more lockdowns and severe teacher shortages.

With no end date to the mandates in sight, it's easy to feel anxious & depressed about the future.

- * What will school be like for my colleagues, ex-students and my own children with the huge lack of teachers the government has created?

- * Will we be able to survive financially?

- * What if the government say masks or vaccines are a requirement for young kids like mine to attend school?

- * Will all my vaccine injured friends ever be healthy enough to work again?

I'm extremely concerned about the questions above. I feel so bad for those who thought they were doing the right thing getting vaccinated, and now have to deal with injuries, lack of medical & financial help, being labelled "antivax" & ostracised.

Unless a less harmful, more efficient vaccine is created, we need to look at early treatments and our general improvement of health to combat this flu-like disease. Mandates and passports have never made any sense, especially now that we know the vaccinated are catching and spreading the disease at least as much as the unvaccinated. The only benefit of the vaccine may be to slightly reduce severity of the disease if you catch it and even that disappears after a few months and is negated by the hospitalisations due to side effects.

Thank you for hearing my serious concerns as a parent and a teacher.
Vaccine mandates and passports must be stopped urgently.

Educator 718

My name is EM and I was the owner of a thriving Family Day Care business in X, Queensland. As a level 3 Forest School Leader and Educator I am passionate about educating children holistically and igniting a love for learning that connects them to themselves, their people, their culture and their land. I am one of the leaders setting up a Forest school association which will help make a difference to Education as a whole, linking in with meaningful connections to Indigenous perspectives. In my Family Day Care I facilitated most of my learning experiences outdoors or out in our local bushland where we investigated STEM, ecological storytelling and literature, two way science etc. As a Family Day Care we had multiple aged children who would learn and collaborate together. For example, a typical day might include a 12 year old giving the 3 year old a piggy back while he marches down the creek to compare the geology structure of different rocks.

I have seen my philosophy over the 6 years of running my business with my mum (who is currently studying her Master's in Education) provide incredible results with trauma children who in most other cases just shut down emotionally. These children have been able to heal underneath the program I have provided. It has also been instrumental Closing the Gap with my Indigenous clients. We have built a community of connected friendships and beautiful discoveries as we learn together as a multicultural community.

All of this has been forced to come to an end. The announcement that mandates for covid 19 vaccinations would be enforced came on the 1/12/21. I run through the school holidays and the children and I had already planned out our school holidays of going yabby hunting, going bush and doing nature study, climbing trees, continuing to be involved in local land rejuvenation programs, reading books etc. I desperately tried to find a way of keeping my business going. My umbrella scheme told me that I needed to get vaccinated and provide my private medical details to them by the 17th or they would force me to take long leave. I get no pay as a sole trader on long leave and I would lose all my clients. However, I thought I could obtain an exemption by being part of an official control group of unvaccinated individuals, as outlined by the announcement being considered an exemption.

I was prepared to do rapid testing and risk assessments to enable me to continue provide care. I thought we were going to be ok. But on the 11/12/21 the health directive came through and the previous exemption was not listed which meant that if I chose not to get vaccinated, I would lose all my income for my family and lose my beautiful community and business.

I was notified that my contract underneath my umbrella scheme would be cancelled (I cannot run without this contract) unless I got the Covid 19 vaccination and provided them with my status. I have my own private reasons for being cautious about undergoing this medical procedure and was not comfortable in being coerced and threatened with my whole world being taken away if I do not comply. I could not consent to something I was being forced to do. To me mandates obliterate any form of consent. I felt trapped. I knew that my children with trauma backgrounds would particularly struggle and be in danger if I removed the support system that my family day care offered.

I wrote to my umbrella scheme and told them that I was only able to take the vaccine if they could provide me with a risk assessment, detailing the plan they would have in place in case I had an adverse reaction while working. They refused to do this. I asked them if I could at least continue with them and claim "critical work shortage" so that I could transition my Day Care children onto new care and support systems (I run my own business have my own ABN etc so to my understanding this could have been claimed) but they refused and they terminated my contract on the 17th..

I am writing all this to beg for some alternatives ways of working around Covid 19 risks. This can be done in the form of rapid testing and taking time off when sick. We can continue to risk assess and keep our environments clean. I do not see how I would be a threat to the health of the community if I can prove that I am perfectly healthy person each day. I was working alongside

the frontline workers providing care for essential workers and at-risk children all throughout the lockdowns and pandemic scares. Yesterday's hero, today's unemployed.

When I see my children in my community they are showing major signs of depression. They are lost and emotionally displaced. Family Day Care has been a major part of their lives and now it is cruelly taken away from them with such short notice. I have worked with children who have been suicidal and I am desperately concerned that this displacement could cause major mental health in some of the children I care for. I have parents and carers and older children begging me to open my Day Care again. I am forced to cry with them and tell them that I can't because of the mandate. My family has no income, and I am struggling to cope as I look for work. The pressure is enormous, and I am seeking help from a psychologist as to how to cope with my whole world falling apart.

Educator 719

As the new year begins, my usual excitement has been replaced with great sadness. The career that I have cherished since I started teaching in 1987 is about to be terminated because I have not, as yet, been vaccinated with a vaccinations that prompts more questions than answers. As a teacher with over 30 years of experience, I have found myself in a profession that has mandated vaccines for all staff. By the beginning of the school year, all staff are required to have had two vaccinations. The irony of this decision is startling when I review my professional journey. Every year as a teacher we are presented with new data and research to guide our pedagogical practice. We are actively encouraged to read widely and conduct our own research to ensure that our students gain the best learning outcomes. When my attention was directed to the vaccinations being forced onto teachers, I decided to actively research these vaccinations. What I discovered regarding their ingredients, possible adverse reactions and the lack of long-term safety data, concerned me greatly. Furthermore, to have had a death of a family member from the AZ vaccine and have another family member disabled as a result of the Pfizer, concerned me even more. I have been disappointed to find that my employer has not provided an opportunity for me to consult with them regarding my concerns. In fact, all correspondence has been [REDACTED] and my request for a Risk Assessment regarding the virus and the vaccines has not been made available, even when requested multiple times.

As a 54 year old female teacher at a Toowoomba school, I have dedicated my career to teaching young children how to empower their minds to think positively and to be the best learner that they can be. I have also had a wealth of [REDACTED] teaching children one of the most important skills they will ever learn – how to read! Further [REDACTED] teaching children that require specialized strategies to deal with emotional, physical and cognitive issues and I am dismayed that regardless of my experience, my job can be terminated without any opportunity to consult.

I am very concerned about my school and the students I have been allocated to teach in 2022. It is already difficult to find relief teachers and I believe that it will be difficult to fill all the vacancies as a result of these mandates. Sadly I believe the children will be the ones who will suffer.

The toll that this decision by my employer has had on my health cannot be underestimated. To think that I will lose my job because I have reservations concerning trial vaccines, is unbelievable. Furthermore, to receive an email or text message every few days during my Christmas vacation reminding me to 'get vaccinated', has been very stressful and quite unnerving. Added to this is the realization that my family will suffer financially as I will not be able to contribute to mortgage payments as has happened in the past.

If consultation had been offered, I would have informed my employer that I would be more than happy to be regularly tested to ensure that I did not have the virus. I am writing this letter in a hope that these blanket mandates could be scrutinized to assess their necessity and validity when considering their effect on the precious students in our school system.

Yours sincerely,
A distressed teacher

Educator 720

My name is J and I am a teacher. This August will mark 20 years of teaching and I am turning 41 later this year. I have had experience with early years and inclusive teaching. I completed my country service in the Torres Strait in the early 2000's and have worked in 4 schools. I am now teaching in the wide bay area. I am lucky enough to work only a few minutes from my house and my youngest child attends the same school. To say I love my job is an understatement. I love going to work each day, I love to make each day better than the next. I love to see the faces of my students each morning and no matter how I am feeling I make a conscious effort to greet each child with a big smile, positive energy and a genuine care.

The last few weeks of school I stayed strong for my students. However internally my anxiety was immense. I experienced loss of appetite, sleep and concentration. I wanted to wake up and for it to be a dream. The thought of being forced into something I did not feel comfortable with brought upon childhood trauma I experienced and an immense anxiety.

My school community are [REDACTED] supportive. What decisions we have made are not discussed, the question is always, "Are you ok? What can I do to help?" I feel immensely supported in my place of work. My principal is genuine and kind and is always reliable and approachable. Most times he initiates the conversation as he takes the well being of his staff as the highest priority.

The mandate has effected [REDACTED] greatly. At time of joy there was a heavy cloud over my family's head. Most of my outside [REDACTED] out of choice and my father has had medical issues and has low immune so I understand his choice. My husband, who is a groundsman at a school and myself decided that we are healthy, we love spending time at home and leisure activities at the beach, river and fishing huts, we exercise and take care of our bodies how we feel suitable. The thought of having a vaccination or I loose my job that I have worked so hard for, I just can't comprehend! Loosing a job for not following code of conduct, I understand. However feeling coerced and loosing my job is unfathomable.

Unfortunately this goes further. The last 12 months have been the most difficult I have ever experienced. At the end of 2020 my husband come home from the mines, he had worked away for 13 years, we have 2 young boys, he came home suddenly from work feeling immensely depressed and was having suicidal thoughts. He sort help and took some time off. Gratefully he found is dream job working as a groundsman January 2021. Coming home every afternoon, picking up his children from school, seeing every soccer match on a Saturday, he was whole again. June we began our house extension and renovation that had been drawn up 8 years ago. August we began packing up and demolishing our existing house and we were living in our outdoor area and in tents while our home was being completed. Whilst it was an exciting and busy time, this saw me have a mental breakdown and severe panic attack whilst I was at work. I took some time off, sought help and was diagnosed with depression and anxiety and prescribed a low dose of medication till then end of the year, let the school year and renovation complete, life settle slightly and ease myself off the medication. Also to mention, we have a small bee pollination business (just over 100 bee hives, that we have been running for 4 years. To say this is a lot to deal with is true, hence my husband and I both having mental breakdowns almost 8 mths apart. Then as you could understand the pressure of Covid vaccinations is immense, the pressure from the my family was immense. It caused a divide and conflict between myself and my parents, weeks out from Christmas, a joyous time that was very heavy.

At the moment I feel like what I think is doesn't matter, what I want to do with my body isn't any of my business, you just have to do it, otherwise I will be jobless and feel an enormous amount of financial pressure. This is not right. I teach children, I am good at teaching, being their for my students and families. Now more than ever they need us.

However, all along the word vaccination has brought me a lot of anxiety, something I have no interest in. Now the word 'mandated vaccination' or loose or job, as you can imagine my anxiety is at times unbearable. Not a day goes by that I don't have chest pain, feel like I can't breath and

feel like heavy weights are on my chest and shoulders. Why should I feel this way, I don't deserve this, my family doesn't deserve this.

Each night I spend half hour to an hour settling my 8 year old boy with anxiety. He is scared. I cannot imagine a child's world at the moment. There is so much uncertainty in the world, adults cannot comprehend, how on earth do children feel. We decided not to watch the news, haven't had it on for months.

We've all been there, a child looking to adults, trying to make sense of the world. There are more and more cases of anxiety within young children, I have seen it increase every year. Children who are on the spectrum increases year after year. My fear is how are they going to cope. Teachers they trust, they feel comfortable with may not be there. There will be constant changes of routine and staff, relief teachers. This will create so much angst and chaos in schools.

Let's eliminate unnecessary change with our education department. Now more than ever children need to have their safe place of familiar faces, a place to feel safe and routine. Schools and their valued staff from cleaners, groundsman, aides, admin, teachers and school communities need to be there when school returns 24th January, 2022. Please think of our future children. Mandates need to be dropped. Let people have a choice and do what they love, teach and nurture children.

[REDACTED]

Educator 721

I am Mrs L, a 42 year old female and I have been teaching primary school for 21 years. I have taught Prep to Year 7 in towns and cities in Australia and London. My skills in behaviour management, re-engaging disengaged students and education for gifted and talented students are highly sought after by principals, fellow staff and parents.

My employer disagrees highly with the mandates and openly stated he would not be able to fill my shoes easily.

The recent mandates that have been announced have brought incredible stress for our family at what is meant to be a time for celebration. Our normally festive Christmas Season was reduced to isolating circumstances as with our future income now unknown, we were unable to travel 3 hours to spend Christmas Day with our family and I admit I spent much of the day in tears in bed. The only items under our Christmas tree were for our children that I had purchased prior to the announcement, which was a couple of books. Not bad presents, but not joyous either. The stress around the announcement of the mandates saw me and my husband very fragile, upset, angry and gutted at the thought of having what I put my heart and soul into suddenly taken away from me.

The impact has been extreme. I do not wish to divulge just how low I have gone, but I can confirm it's at an all-time low. I have never been in such depths of despair.

My concerns for my students are real. Without me, there will be no Extension and Enrichment program available for any student at my school. This means that all high-ability, independent students from across all year levels throughout the school, who have been accessing a program facilitated solely by me in my own lunch times (yes I skipped lunch twice-weekly to provide this) will no longer be able to participate in programs such as Robotics, the school newspaper, making solar ovens, annual Spelling Bee, the school Talent Quest and participating in art shows to name a few. Also for the community, this means no more involvement of local artists, police detectives (for our forensics club) and local restaurants that we grew food for with our school as I've solely facilitated all of this. On top of this, I stretch the individual students in my own class to explore their own capabilities and strengths in a safe and supportive environment. My own class have access to more incursions, excursions and are involved in more community events than the rest of the school combined.

I would like to continue the work that I have been so highly valued for over the past 21 years. I would like to continue building these important school community relationships and providing a space where students feel valued and realise their full potential.

Educator 722

Hi. My name is S. I am a 58 year old female currently employed as an early childhood educator on the Gold Coast. I hold a Bachelor in Speech Language Pathology and a Cert III in Children's Services. For the past 14 years I have been responsible for coordinating our school's community playgroup which welcomes over 100 families/ week across our four groups (covid limited to 80 attendees - adults and their little ones - each day). I'm also employed as relief staff in our Early Education Centre. I was previously employed by Education Queensland as a Speech Language Pathologist (16 years) working in primary schools, special education, early childhood and early intervention in various locations across central, northern and south east Queensland. Whilst raising my family and when part time work allowed, I spent many hours each week as a parent volunteer in my children's kindy's and schools, as a volunteer coordinator in community playgroups and as a day care provider or babysitter for friends' children. My lifelong passion remains to provide the highest quality care for and support of young children and their families as they learn and grow together, particularly through fostering the connection and community so vital to individual and societal well being.

In response to the public health mandate, my employer has:

- hastily formulated a new staff policy with grossly inadequate consultation,
- provided formulaic and impersonal responses to my specific questions and personal concerns,
- issued an email to families declaring how little impact staff "departures" would have on the school community and how easily staff such as myself would be replaced,
- demonstrated no regard for the dedication and expertise of the many staff members impacted - those facing the loss of their position, income and career; those facing serious risk of adverse health outcomes and unable to secure exemptions, those morally opposed to the mandate but forced to comply, those who comply and will face significant challenges coping with resultant staff losses and unavoidable adverse effects on the school function and culture.
- Offered me a 10 minute meeting to discuss my inoculation status and possible work arrangements

My employer has yet to provide a risk assessment for my workplace role or assurances relating to safeguarding my confidential medical information.

The mandate has been as thoroughly divisive in every aspect of life as any deliberate program of enforced discrimination and control is undoubtedly designed to be. I am my immediate family's only non-participant in this taxpayer funded experimental pharmaceutical trial. I have witnessed my husband and adult children's fear, anger, confusion, frustration and sadness as they have reluctantly complied and have then wrestled my grave concerns for their wellbeing in the face of mounting incidences of adverse reactions, especially in my children's age group. Gatherings with extended family have been fractured. I am unable to visit my mother in law (of 35 years) who is in a palliative care hospice. I have spent months questioning my decision and attempting to access credible information beyond the censored and biased onslaught of public misinformation. As a conservative, law abiding citizen who is mindful of my social responsibilities across all aspects of my work and private life, I have adhered to every other govt regulation despite strong doubts as to their efficacy and a reasoned awareness of their likely detrimental impacts – for example, mask wearing reducing the social/emotional/ communication development of the young children attending my work place, restricted numbers forcing us to turn away families already isolated from family/community and heavily dependent on our groups for support, connection and care.

After 38 years of diligent paid and voluntary work with an unblemished record, I can seemingly be discriminated against, discarded and treated as a nuisance or even a criminal due to a private medical and moral decision that poses no risk to anyone.

I am convinced that the cost/ benefit equation of all mandated measures will demonstrate irrecoverable costs (measured in lost lives, health years, livelihoods, productivity, community and of course FREEDOMS) for little IF ANY actual benefit.

What do I want?

I keep hoping to hear that a life raft of rationality has surfaced on the sea of fear mongering rhetoric. I keep hoping that those who claim to serve the people will take responsibility for (or be held accountable for) actions which, at best, are a gross dereliction of duty or, potentially, are an active and intentional disservice to the nation. I pray the mass hypnotic slumber will be broken and the resultant outcry could lead to a better future, far removed from emulating all the worst forms of governance that our country had previously abhorred and sacrificed to defeat.

How can I stand silent as unimaginable damage is next targeted at those I have spent my life caring for and protecting – our children, our responsibility, our future.

Educator 723

I am writing to share with you my concerns. 2021 was my first year as a full time Teacher Aide after completing my Cert IV in Education Support. I have a family of my own and have thoroughly enjoyed not only helping many students strive to do their best, but also loved being able to work a job that fits in perfectly with my children's schooling, allowing me to take them to all the sports they love after school. My name is Alyssa, (32) and I live and work in the town of Kingaroy, Queensland. I am proud to say that I have the ability to get on the same level as my students and encourage them to push through their challenges at school. Growing up in a small community has brought me the opportunity of schooling at the primary school when I was younger, to then completing my work placement for my study their and now working within the school my children attend also.

My employer has enfo[REDACTED]andate that I must be vaccinated to continue with my position as a Teacher Aide within the school. I have been informed that it may result in disciplinary action including the possibility of being summarily dismissed for failure to comply with these COVID-19 vaccination mandates. These mandates have impacted myself and my family [REDACTED]possibility of me losing my job.

Originally, I was feeling very anxious and concerned about what may come as the media was providing the information before the public health order was released. This led to some stress on my mental wellbeing. As the 2021 schooling year came to a close there was so much on my plate, showing up to work in front of a class of kids like nothing was wrong, but behind closed doors feeling so overwhelmed and emotional.

I am concerned what these mandates are doing for our community. My school principal commented to me in a meeting that she is finding it very difficult as she can't hire the people she would like to (as they are not vaccinated). It takes a special kind of person to work with kids. Not everyone is cut out to do it. I only want what is best for all the kids in my community.

I would like to see all vaccination mandates lifted as people should be given the right to choose whether they would like to get vaccinated.

Thanks for your time,
AT
Teacher Aide

Educator 724

My initials are J.C. female and a Secondary Teacher of Visual Arts in North Brisbane. I am 47 years old and have been teaching for 23 years. My qualifications include Bachelor of Arts Honors in Visual Arts, Graduate Diploma in Education, Secondary and Graduate Diploma in Religious Education. As an educator I gave students the opportunity to express their emotions, feel comfortable to be as creative as they can be. I have provided safe secure learning environments where students could come willingly in their own time to my class room during breaks and after school. They had a space to come and be people. I would be there to listen and they would be there to make art or just have a chat.

My employer is just following orders. There is no indication of caring about the individual. They are duty-bound to follow what the government is and media is telling them to do. When asking for a risk assessment, they said they didn't need to forward one as they are following orders by the CHO and public health directions.

The mandates have not only impacted me but my entire family. In the home and out of the home. I have chosen not to have the injection. It is my body and refuse to be coerced into a direction I strongly oppose. As an educator I am [REDACTED] in what research has provided about the adverse effects of the jab. I have enrolled my children from their schools, I have rearranged my budget and choice of any spending. These mandates have prevented myself and family from living the life we once knew. I am on long service leave and won't know if I have a job to go back to, a place where I could teach my passion.

Every day the conversation [REDACTED] my family members are the mandates. This is NOT healthy. When holidays and family time [REDACTED] wants for their futures, these have all been pulled out from under them. Their world no longer exists as it did before. I have to be strong for them but this is a huge struggle and challenge every day. Why children should be mentally effected by the decisions is beyond me. I have no stamina, I have no drive, and I have no desire to carry on as normal. This has been felt by my husband and children. There is constant anxiety and sadness felt by us. Not knowing if we will have a home and a life worth living. I have no drive to move too far forward into the future and yet I am crying every day for the future of my children.

My concerns evolve around the education and mental health of all the students I have taught. I was that rock for them and now I am not there. What reason will my school tell them? I don't know. They will not know the truth, they will be blinded by the media and blinded by an education system which should be ultimately looking out for the welfare and education of their students. Absolutely heart breaking.

I am asking you look into the numbers of what the vaccines are statistically doing to human kind. How each of these vaccines are actually creating more harm physically, mentally, emotionally and socially. These mandates are destroying the lives of so many livelihoods. What I would like to see happen is letting people have FREEDOM OF CHOICE.

This government disgusts me and leaves very little faith and trust in your leadership. The leadership which should bringing our community together is dividing us. How dare you!

Educator 725

My name is NB. I am a single parent to three teens, and I work full time in Admin at a Gold Coast State Primary School. My current role is Attendance Officer. I have worked for QED for over four years. I love my job and care deeply about our community. Building rapport with others, to encourage effective, reciprocal communication, is important to me, and I go above and beyond, to improve outcomes for staff, students, and families. I am a flexible problem solver, and work to overcome obstacles such as managing attendance during Covid-19 lockdowns. The changes I implemented during the second lock down in 2021, resulted in a more streamlined, efficient daily process. I also initiated the creation of my own ADO calculator, accounting for all public holidays and student free days, when calculating staff ADO. I use my calculator to forecast end of year ADO for each staff member every fortnight, to reduce stress, as it's imperative they know where they sit with their ADO hours. I have also worked as a Teacher Aide in SEP at a high school. Throughout my working career no two roles have ever given me so much joy, job satisfaction, or a sense of making such a difference, as these roles have.

My principal's response was very compassionate, which I am so grateful for. Prior to speaking with my BM, I sat through two very confronting and stressful team meetings, involving harsh, de-humanising, and discriminatory conversations between team members regarding the vaccine mandates. After speaking openly with him, he was very compassionate and understanding of my predicament. He was also grateful that I continued working hard every day to wrap up the year, rather than taking my hard-earned sick leave. I had every reason, and right, to take sick leave, as I was exhausted by the situation, and suffering a great deal of stress.

Neither my BM or Principal were open to considering alternative options such as working from home, or rapid antigen testing. Despite my email requests seeking the workplace risk assessment, one has not been provided, and no consultation entered into.

The Covid-19 vaccine mandates have caused a significant amount of upheaval and stress over my family's future. My 16-year-old has lost his traineeship certificate hours. My eighteen-year-old son has lost his part time job and deferred his place in the Bachelor of Biomedical Science program at Griffith University for 2022 due to the mandates. Despite answering the vaccination survey, QED has continued to send further SMS and emails reminding me of the directive and asking me to fill out repeated surveys. I feel harassed by my employer during my holidays.

Due to my medical history, a total lack of liability from vaccine manufacturers, and legitimate concerns regarding the risk v benefit ratio of the current Covid-19 vaccines, their waning efficacy, and their potential impact on my health, I am in consultation with my doctor to make a conscientious, informed decision for my individual circumstances. For that reason, I have not yet been vaccinated with one of the current available Covid-19 vaccines, and so I face losing my job.

I am concerned for my children and all other school students mental health, as they face a difficult start to the 2022 school year with staff shortages, and general upheaval created by the mandates. I'm also concerned for the community as prolonged stress, division, further upheaval, and more families losing income and sliding into poverty, will ultimately effect all of us.

I'm seeking an end to the Covid-19 vaccine mandates. I'd like to see alternative, humane, reasonable, and more effective measures put in place. I care deeply about the health of the whole community, and do not agree at all that my choice regarding covid vaccines will impact or endanger the health of any other individual.

From a medical, scientific, and health standpoint these cruel mandates simply don't make any logical or humane sense.

Educator 726

I am E, an Art Facilitator currently employed as a Team Leader of nine other artists with an external art company. A small, local visual arts service that offers art workshops as an incursion to both private and state Primary Schools across SEQ. Prior to that, I owned and operated a similar service out west based in the Isaac Region of Central Queensland. We provided similar art incursions to schools such as X SS, X SS and X SS to name a few. I have been an Art facilitator for the past seven years.

I'm also a 40-year-old mother of three children. As it stands, although I work part-time hours my income from my employer provides for my two older children, to attend private high schools by paying for their education fees. The vaccination mandate that has been stipulated in order to work in primary schools across SEQ means that I can no longer hold my position of employment and provide for my children.

My employer has required that all team members give over our personal health details in order to share our vaccination status with schools that we service - which clearly is coercion and a breach of the Privacy Act (1988). As per this protection the citations in this act clearly state that this is a direct breach of my employers right to request personal health information and the fact that this experimental vaccine is currently under trial until 2023, and only provisionally approved by the Therapeutic Goods Administration. This means that I will lose my job, simply because I object to sharing my personal health information with my employer and by default, to all the schools that we provide a service to.

This vaccine mandate has already impacted my family and the welfare for my own and their mental health, as I haven't been able to work, we have had no income for this period. This has put a strain on us enjoying Christmas, to participate in holiday activities in the past three weeks, and unfortunately we've been unable to use the library, swimming facilities, art galleries or even the cinemas due to this vaccine status mandate.

Going forward, I am concerned that this mandate will impact further the requirement for students in all the schools that we attend on their physical, mental and long-term health and the community at large. This kind of medical apartheid is unsustainable, inhumane and costing our local economy. I want to contribute to my family, to society, to remain employed; I don't want to lose my job because some ineffective, lawless mandate from the previous Chief Health Officer tells me I need to. No risk assessment has been provided on the current strain of Omicron, in fact no strain of Covid-19 SARS can be isolated, so why is this not been re-evaluated and where is the Material Safety Data sheet to provide this information? Keeping my employment means I will endure in my chosen profession as an Artist facilitator working in a vocation I love, and maintaining that thrill to engage with the student's creativity via all the schools that I attend and facilitate in.

Please ensure that you weigh all this up when you are considering how this effects individual's livelihoods and that of the person's mental welfare. This has not been easy for any teacher that has chosen to take a stand against these illegal mandates, lest of all me, I know that as an artist facilitator I'm not regarded as a typical teacher, but these mandates affect a plethora of volunteers, administrators maintenance, school chaplains across Queensland and Australia.

Educator 727

My name is B. I am a Secondary Teacher in , Queensland. I am 48 years old and I have taught in my school for 22 years. I have a Bachelor of Education and teach in the areas of Senior Geography and Junior Social Science. I am a Year 8 Coordinator and I love my subject areas and the pastoral aspects of my job the most.

My employer has shown some empathy though I have not been told too much yet, except that the school will be following the Health Orders. Once the Health Directive was made, I spent time reading through the long email sent by the principal and I made a definitive decision not to have the Covid vaccine. I was told a contingency plan was required as to place a teacher in front of the students at the start of the 2022 school year and a replacement for me was organized. I am hoping to get more information about how long my job will be held for me in the new year. I am hopeful that the mandates will end very soon.

I am facing a tough period as my husband lost his job due to Covid last year and with an ill child, he needed to stay home to fa ██████████ nce Education for my son. As I will not be coerced into taking this vaccine, we face losing our home and our livelihood. I am willing to hold the line and look for alternative ways to generate income but this is not ideal and is not my desire long-term.

My mental health has been impacted greatly. There was already financial and emotional strain due to the impacts of Covid in th ██████████ nths. When the announcement was made about mandates for educational staff, I felt dis ██████████ others around me and alone in my decision. It seemed that everyone knew my decision which was not well-supported by my colleagues. I am still processing the fact that everyone knows my medical decision which should be a private matter. It is not easy to feel judgment by your peers. This has been difficult to process as I have worked in my school for 22 years and I had hoped to work for at least another 22 years in the school and career I love so much.

My concerns are mainly for my family and my college community. Families have also been impacted by the mandates as have other staff members. Some have been coerced to accept the mandate, despite feelings of remorse. Many parents are unlikely to want their young children vaccinated if this becomes a requirement to attend school. Parents may choose alternative schooling as the fees will be burdensome if they too lose their incomes.

I would like to see problem-solving and alternatives to the vaccine mandates. I do not want my job to be jeopardized by requirements to have a vaccine that cause risk to my health and that evidently does not prevent others from contracting Covid. I wish to be responsible for my own health decisions. I have made this known to my GP, with no question. I would be happy to work with my employer to ensure that my students, school community and I are working together in a safe environment, without having to accept this mandate.

Educator 727

Hi, I'm K, a female Music Teacher in a Primary School. I teach part-time in Bundaberg and am 46 years old. My first teaching appointment was a Full-time Music position almost 25 years ago. Since then I have taught Music and occasionally some supply, apart from when I took maternity leave with each of my four children. I graduated with a Bachelor of Arts (double major in Music) and a Graduate Diploma of Education (specialising in Primary Music).

Before the school holidays, I applied for leave until 12 Feb 2022. This was approved by my boss quite quickly, but I was called in to speak to our BSM the following day (firstly to ask if I was taking leave because I wasn't vaccinated, and secondly to be notified that I may not be entitled to it because I didn't give 8 weeks' notice). Recently, I sent an email to the Education Department's "staff vaccination" email address to ask for a risk assessment, but haven't had a response (except to say they are experiencing a large volume of enquiries, so a response may be delayed).

These vaccination mandates have certainly impacted my family, with my husband and one of my sons having to be vaccinated [REDACTED] use of work. I also felt I was being coerced to take the vaccine and finally made the decision to take a couple of weeks of leave, so I could gather more information and perhaps put it off a bit longer.

I do feel this whole mandate situation has put me under quite a bit of stress as it is a worry to know whether or not I'll have to [REDACTED] next year, doing something that I love, at a school that I love. The other members of my family [REDACTED] affects them at times as well, being unsure of what will be mandated next and whether it will affect them or not.

It is a concern that there will be a shortage of teachers in 2022. I am deeply concerned that the vaccine may be mandated for children and even more worried that there is a possibility that students over 12 can make their own decision about the vaccine, without the need for parent consent. It definitely worries me that there is not enough information given for free and informed consent.

It would be great if there were other options, like rapid-antigen testing, for example. Also, if the things we have been told to do over the past 18 months work; like masks, physical distancing, being hygienic, staying home if we are unwell, etc.... why can't they continue to be used?

I am quite sad that I will not be at school at the start of 2022! I love my job and am good at it. As I am a Music Teacher, I teach all of the children and so I will miss them most of all.

Educator 728

My Name is T, I am Female, I work as Administration/Teacher aide at a remote primary school in FNQ. I am 33yrs old and have been in the department for 7 wonderful years, and regret not stepping into an education role sooner. I have completed a Cert 3 Teacher Aide and I recently was going to start my diploma in business manager. To further my role and capability in the new Administration role I acquired in 2021 as I was relishing in the new challenge.

My employer has not approached me, instead forwards on the department's emails with "FYI" and "Only read if you are unvaccinated." messages attached. The subject is taboo and she refuses to acknowledge that any of her staff are currently unvaccinated or refusing to vaccinate. One phone call to the CLAW, was that she had 2 left to get their second shots, when she hadn't even approached them to see if they had considered getting their first. She isn't one to go against the Department or cause conflict in the work place so I believe she will continue to not address the staff, until the Department has made the decision for her. This has made the work place a once light-hearted and enjoyable atmosphere, now one where I have to shut down and just do my work and don't ask questions. My other administration officer [REDACTED] is supportive as she can be and wants me to continue my role next year. However, she agrees that even though she is fully vaccinated that it should not be mandated. It should be freedom of choice. That I shouldn't be the one approaching the chopping block of the principal, but let her come to me and have her actually step into her role as the leader, asking the questions. And lead the group with what is best for her school and not be a sheep of the department. These mandates have created [REDACTED] amount of stress and anxiety in our family. Where I am forced to choose my job as [REDACTED] family, over our beliefs and choice to live our life how we choose. I find myself having a shorter fuse with my children, when it isn't their fault. Children should not have to grow up with this stress surrounding their lives. They are too little to understand why, but they know enough to give me a hug when I break down.

I know my mental health is suffering, with what you would describe as feelings anxiety and depression. My co-workers at previous jobs always described me as happy, warm, energetic, outgoing and infectious. Now, I am just trying to see light at the end of this dark tunnel. Sleep is now hard to come by, with the looming feeling of doom to a career I deeply love and loss of freedoms for my family. The empty and anxious feeling I now get is growing when I speak with once called friends, knowing that I can no longer really open up to them, like I once did for fear of being cast out like a leper of society as I go against what they have been coerced to believe. I can feel myself turning inward to protect myself, but with the mandating walls being erected at every turn, it is eliminating the outlets I would normally consider taking to rectify my mental health.

My concern is for the students and community these mandates are already having by dividing us without including the younger age groups. If I am old enough to understand why I have these feelings and what they are, what is a child meant to make of them? They go through so many emotions already that I worry about their mental health and general health if the choice is also forced onto them.

Become an outcast/isolated - when we already are isolated enough in our shire -or take the gamble on their developing organs with a trial vaccine that hasn't had the correct timeline for data to be safely collected. Emergency or not.

What I would love to see happen and am asking to happen is the mandates eradicated. Freedom of choice returned and let herd immunity do its thing. We can't live in fear and we also can't live with all of this over our heads. We have tried it your way and it has failed. Let's do it our way and watch society thrive again. I am not generally anti-vaccination - Let's get that clear, but I am fighting for freedom of choice and I would love to go back to work. Please Stop the mandates.

Educator 728

My name is M and I am a 44 year old female Teacher Aide working in the High School Sector in Mackay, Queensland. I have worked as a Teacher Aide for the last 4 years. My gift as an educator is working with student with special needs. My qualifications include a Bachelor of Adult Education, Cert IV in Workplace Training and Assessing, Cert III in Educational Support.

My employer, Catholic Education Rockhampton has sent numerous e-mails and text messages to me since the Chief Health Officer of Queensland release the mandate on Education, including a vaccination survey, which I ignored as it didn't advise of a due date. Then my manager called on 23rd December and again on 24th December to advise that I still hand not filled out the survey. So basically the school were seeking advice from staff, so they could trying and work out staffing for 2022. These mandates mean that I will not be able return to work in January 2022, as I have already been advised that I am not even allowed on-site as I didn't receive my first vaccination by 17th December, 2021. This will also impact my family financially, due to the loss of my job. I am also looking into homeschooling my children, as I will not be able to work and pay school fees, so my children will also be impacted. [REDACTED]

The impacts of the mandate on my mental health have been significant. I am definitely more anxious about my financial situation and have lost many nights sleep due to the pressure these mandates have put on me. [REDACTED]

With the larger number of [REDACTED] these mandates, I am very concerned about what schools will look like in 2022 and beyond. How are schools going to cope with the staff shortages these mandates will bring? The educational sector was already struggling with staff shortages before mandates were introduced, especially in regional areas of Queensland. These staff shortages will have a huge impacts on the students and class sizes, which will affect all students and quality of the education that they will receive. What about the years and years of experience that these mandates will see walking out the door once they are enforced, where do you find that kind of experience again? I believe many students will be pulled out of school, due to parental concerns and loss of jobs across of a lot of sectors due to mandates the government is enforcing. I feel like this could ruin the education system reputation moving forward.

I would like to see common sense prevail and all government mandates be lifted, so people can continue to make a living and return to the jobs that they love, if this doesn't happen, then unfortunately the greatest impact will be on the students, as their education will most definitely suffer due to staff shortages.

We are meant to live in a free and democratic society, so why are we being forced into vaccinations just to keep our jobs. We should have the right to choose what is right for our own situation and not be discriminated against. Please reconsider these mandates before it is too late!

Educator 728

Hi, my name is S, male, I am 44, and I work(ed) as a rare male permanent full-time Primary School Teacher for the past 2.5 years in Ayr and Townsville. Prior to this I worked as a casual teacher for five years in Northern NSW. I graduated in 2013 with a Grad DipEd at the University of Southern Queensland. I also have a Dip Aqua (TAFE) and a BTech (FUSA) which are marine science qualifications and worked as a Marine Scientist in Aquaculture for over a decade. As an educator, my gift is my diverse knowledge, attributed to by extensive travel and a range of jobs in a variety of industries and contexts; plus installing a love for learning and critical thinking (due to my science background and life experiences).

Since receiving the email from the Managing Director, X about the COVID-19 Vaccination Requirements for Workers in a high-risk setting Direction, the response from my employer and Queensland Teachers Union has been disappointing and negligent. I feel that the Department of Education, being the primary educational institute for young children and teenagers, that of all people, giving exception to medical science, this institution should have questioned the validity and effect of the mandates and done more to protect their workers from this irrational and unreasonable directive. Evidence clearly shows (despite the Chief Officer's claims that the vaccines are safe and effective), that they are not and are causing more harm than good. I have written to the Department of Education about my concerns around the vaccine's efficacy and safety, requesting evidence, proof, and documentation that the vaccines are safe and effective. Also questioning, why being in a classroom with approximately 25 children have an extremely low (almost negligible) risk of contracting COVID and transmitting it to other factors successfully with sound hygiene, cleaning and adopting recommended behavioral changes, is classified as a high-risk setting? They were unable to provide any evidence. So, it makes me wonder why the Chief Health Officer is coercing me, a healthy human in a low-risk age cohort with this directive, and, why aren't the Unions, Department of Education, and Principals challenging this?

Since finding out about the mandate, I have been heavily impacted. I was teaching when I first received the email, and I had to stop and give the students some busy work because I couldn't function for the rest of the day. Thereafter, I have persistently had ongoing fear, stress, anxiety and depression and have spent almost every waking moment of my holiday's fighting this mandate, not spending quality time with my family as I had hoped and planned. On occasion, I have been in tears. These emotions are a direct result of:

- **Confusion and frustration**, over the incomprehensible and unreasonable response of the government to the pandemic.
- **Guilt and failure**, for how this directive and overreach has negatively impacted I and my son's world.
- **Feeling trapped**, that I have lost my human rights to privacy, free will, and bodily autonomy.
- **Feeling scared**, that if I get the current vaccine to keep my job that I will fall ill, be unable to look after my son and suffer from incurable disease with no compensation, as there is no vaccine liability.
- **Feeling angry**, that I have worked extremely hard to gain qualifications and progress my career as a teacher and this may unjustifiably and unnecessarily be a waste of time, effort, and money if I lose my job.
- **Feeling anxious**, due to the financial strain that losing my job, thus income will have.

On this last point, I am a single dad with minimal family support as they live in Adelaide. I rent a house with no back-up income or savings and minimal assets. I am so afraid that I will not be able to support myself, but more importantly, my son. I truly believe, if I lose my job as a teacher that I will be homeless by mid-February.

I am concerned that if the directive is not revoked, that this is going to negatively impact on my students and the community. Losing my job, plus the loss of thousands of education employees will create undue stress on school principals, staff, and students. Our educators and students have experienced tremendous anxiety, feeling overwhelmed with the chronic unpredictability over this past year. Sadly, students will not receive the predictable and safe atmosphere they deserve. Even

more disturbing, mandating vaccinations for 5-11 y.o. children could see huge numbers of parents choosing to home school, further impacting families and our community.

Please, please, please challenge these mandates with political integrity and utilize true scientific data, evidence, analysis, and common sense. Please, please, please revoke the Chief Health Officer's directive and **all** mandates and restrictions related to COVID-19. We and our children have all been through enough.

[REDACTED]

[REDACTED]

Educator 729

My name is DK. Last month I was stunned by the news that the Queensland government have imposed mandatory vaccinations for all education staff. I tearfully bid farewell to my year two students, their parents and my colleagues. I tried to engage with my principal on this issue but the message was clear.....no exemptions. I have 22 years' experience teaching in ECE and in the blink of an eye I was suddenly no longer needed.

I live in Townsville and we have not even had a large covid problem here at all. How disappointed the parents will be next year, as I know of several who have requested to have me as their child's teacher. I have a reputation of being a kind, fair and engaging teacher. My classroom is a place where everyone feels like they belong. We learn, grow, discover, share and create together. Everyone is challenged, accepted and encouraged in my classroom. I will miss my students and they will miss me!

My concern is not just about what I have lost however. I am also concerned for the school community and what they have lost. There will be many experienced, caring and accomplished teachers who will be lost to the school community. Those that remain will be overworked and the students will suffer as a result. It's always the innocent that bear the brunt of poor decisions unfortunately.

I am the breadwinner in my family so it has not been easy for me to walk away from my livelihood. However, I cannot go against my conscience and take what I believe to be an ineffective and potentially unsafe vaccine. My husband and I have had many fights about it. I've felt coerced not only by my principal and the government, but also my own husband. This is causing severe stress and anxiety in our family.

I want to know why this decision was made. There was no consultation process, no transparency and no science data to back up this decision. I would like to see real facts and not vague, fearful and sweeping statements coming from the government. This would help me to have more faith in their leadership. I would also like to see more compassion from those in power.

Surely there is room for religious and other exemptions? Surely there are other solutions besides just one way forward. For example, if rapid testing is suitable for border control, why is it not suitable for work place safety? Please know that I realise governing is a difficult job and I want to be a supportive member of the community. This is difficult for me when I feel my voice is not being heard. Many community members are thinking individuals like myself, and we require intelligent debate on this subject instead of a one-sided approach which does not allow for differing opinions and viewpoints.

Educator 730

My name is A and I am a 30 year old mother of 3. I am a long term casual/supply primary teacher in the Ipswich area. I have been teaching for 6 years and am well known amongst many Ipswich and surrounding schools. I love supply teaching and believe students need stability in their classrooms in the form of familiar supply staff that they can feel a sense of ease and normality with, a supply teacher that full time classroom teachers can rely on to run their classroom in a way that works for them as well as their students. Supply teachers are a vital part of every classroom and school.

The mandates have severely impacted myself and my family as I face not being able to return to teaching unless I get the double covid vaccination. I am feeling very anxious, stressed and upset that I am at the point now where I feel I have no choice in this vaccination, I am being forced to have it or I face being forced out of a career I have studied so hard for, a career I love.

The impact on my mental health has been huge. I have suffered many panic attacks, have cried more times than I can count, have found it hard to be completely present in family situations as this lingering vaccination mandate has been hanging over my head. It is impacting my partner and I as the stress on him to try and find a way to make more income just so we can have food on our table is also taking its toll. I am at the point where I am looking for alternative employment away from education, a decision I don't want to have to make.

If I were to leave the teaching profession because of this mandate, I worry for the students who rely on stability in their relief teachers. I worry that the students I have bonded with and who look forward to my return, will miss me. I worry that I will be one of many quality relief teachers who will not return, making it hard for our education community who is already struggling to find relief staff.

I am asking for the mandates to be removed. I would be happy to do temp testing and rapid testing if required. I do not want to be coerced into taking a vaccine that I do not have enough trust in yet due to the reported ineffectiveness, the side effects and unknown long term effects.

I don't want to see a huge mass of passionate, caring and quality educators leave their profession because of this mandate. I also don't want to be a part of a profession that has been forced to take this vaccination and it impact my mental health so significantly that I can no longer enjoy the career I was once so passionate about. I am begging for things to change.

Educator 731

My name is S, I am a 57-year-old Senior Mathematics and Science teacher currently working in a medium-sized Christian school north of Brisbane. My association with this school began over 28 years ago when a small group of non-educators gathered in my mother-in-law's sewing room to discuss starting a school. We commenced by fund raising. The small church congregation did everything from folding bags for Lifeline to delivering telephone books. We held garage sales and fashion parades, had coffee and desert evenings, and ran trivia nights among other things. We spent roughly ten years working to raise money to establish *X School* on 9 acres on what was then the outskirts of north Brisbane.

I was on the Management Committee of the school organization and later became a member of the board. When our daughter started school in 2002, I commenced volunteer work in the Senior Learning Centre (High school). I worked in that capacity until my employment in 2004 as a monitor (the equivalent of a TA) u [REDACTED] en I went to university to complete my teaching degree. During my time at university, I was employed as a cleaner by the now called Australian Christian College Moreton. I graduated from university in 2014, at the age of 50. Upon completion of my degree (B.Sc / B.Ed) I was employed at the school as a senior Mathematics/Science teacher. A position held for the last 7 ½ years.

[REDACTED]

My first assignment at university was a reflection on my Philosophy of Teaching. I wrote about relationships. Students need to feel a connection with their teacher. The teen years are difficult ones, particularly with the current challenges of social media, technology overload and, sadly, very often broken homes and families. After running a youth group with my husband for 15 years I knew I had a gift that enabled me to relate to teenagers. This has played out in my years at the school, and in the relationships I have built during that time as a Form teacher.

Just before Christmas I received an email from my employer stating I was no longer allowed on campus. The place that has been my home for well over 20 years. I have been told on the one hand that it is my choice whether or not I receive the Covid-19 vaccine and in the same letter told my employment will be terminated on Jan 10th if I do not. How is this a choice? My husband and I were planning on retiring in four years. This is now highly unlikely. I need to find work in an industry that does not require me to be mandated. A career change at 57.

My concerns are threefold. Firstly, for the students. The class of 2022 will have immense turmoil with the loss of teachers, and support staff. There are at least 20 teachers from our school alone that will lose their jobs and not be there for the students. These students have already had to navigate two years of lockdowns, remote learning and mask wearing. Secondly, I feel for the teachers 'left behind'. Those who have been vaccinated, quite a number of whom did so only because they felt coerced. Some cannot afford to lose their job or find other work. Some received the vaccine to save their marriage and keep their family together. Lastly, I am concerned for my family and our ongoing financial situation. It is not easy to attempt another career change at this age and I am not confident that any job I do obtain may not at some stage also be mandated.

For the last two years teachers were told we were low risk and continued to do our jobs. Now we are being told we are high risk and can't work without the vaccine. Please, consider the impact this is having on individuals, families, students, education, the economy and mental health. Stop the mandates and allow people bodily autonomy to make health choices for themselves and their unique circumstances. Please remove the vaccine mandates.

Educator 732

My name is N, I am a wife, mother, daughter, sister and for the past 25 years I have been a Head of Science, Head of Year 10, Science Coordinator, Science specialist and STEM instructor in a variety of schools in the public sector. I consistently achieved outstanding results in my senior Biology and Chemistry classes, and I have been blessed to teach a subject that inspires so much curiosity in young minds. I am currently based in Redlands. My initial degree in Physiology saw me study with medical professionals and scientists alike. I then undertook a post graduate certificate in education which allowed me to impart my knowledge to future generations of scientists.

I immigrated to Australia in 2009. I left a wonderful life in the United Kingdom, for a better life, here in Australia with my husband and two children.

I used to adore the annual Science exhibitions, put on by my departments to starry-eyed grade 6 students who looked on in wonder as I set my hands on fire, exploded balloons of hydrogen gas (carefully collected the afternoon prior, to squeals of delight) and the custard bomb explosion which all drew these young minds in. From the first entry to high school, I pushed my students to, 'See, Think and Wonder', about everything they observed in the world around them. I taught them to conduct experiments by questioning and observation, producing a hypothesis and then planning, conducting, analysing and evaluating all the data. The scientific method is like a classic car, it is tweaked or fine-tuned to ensure it is compatible with current fuels.

I have taken students on science trips to ensure they can witness current research of 'real scientists'. I have spent many hours outside of school coaching, encouraging and supporting all my students as and when they needed me. That's what the job is about.

I have never put a child at risk in doing experiments and when I was asked to take an injection to continue to do my job, as a scientist, my first thought was to wait and watch the data that entails from the clinical trials. As time proceeded and there was no exception but that I had to inject a sequence of ~~computer generated~~ computer-generated sequence of nucleotides ~~in to~~ into my body with no evidence if it would interfere or not with my original molecule of life then I was forced to choose. It was a choice that has broken me, literally, physically and emotionally.

I left my job as the sheer enormity of what I was asked to do rapidly took its toll. My children deserve a mother who is happy and healthy and wants to be an active contributor to society, earning a salary, paying a mortgage and saving for the occasional treat. I have always wanted my children to aspire to the work ethic that I have cultured. However, I have always encouraged my children to call out bullying and coercive behaviour.

I am overwhelmingly concerned for my beautiful students. Experience takes time to nurture. Skills take a long time to hone and the daily interactions with a trusted member of staff make all the difference for many of our students. They deserve a teacher who will challenge them to critically think, who will demand a high standard of work submissions and who will push them to achieve their potential.

I implore any individual reading my story to think of the consequences on our youth. They have suffered more than any cohort over the past 2 years. They deserve caring, nurturing, experienced teachers who put their welfare first and foremost. I urge whoever reads this to stop these mandates that are destroying the very fabric and essence of the Australian way of life and humanity itself. I kindly request that you activate the humanity within yourself to restore some semblance of normality moving forward and effect change for the better. We are all human. We all deserve to do the job we love, free of discrimination and segregation. Please, do not condemn experience to the scrap heap.

Educator 733

My name is AK, male, and I am a Teacher based in Cairns. I am currently 37 years old and have been with the department of education for 8 years. I have a bachelor of business with a Graduate Diploma in Education. I teach junior math and science and take pride in establishing academic and behaviour expectations for our students during their first year at high school.

In December 2021, the education department declared that I would need to participate in a medical experiment and receive two vaccinations or I would not be allowed on the school campus. On the day of the mandate announcement, my only family member (my mother) called me in a distraught state, crying and beside herself as to why this is happening. She went on to remind me how hard I have worked and how many sacrifices I have made to establish my career in education. Despite this hard work and the many sacrifices, I am not comfortable taking part in a medical experiment and must now look for a different career [REDACTED]

The impact these mandates are having on my mental health is considerable. My anxiety has increased significantly and my health issues pertaining to insomnia and food allergies have escalated considerably. [REDACTED]

However, what is more concerning to me is the wide scale medical experiment that is relentlessly being coerced upon our next generation. Administering a new vaccine to adults is alarming, but what is even more alarming is the administering of this vaccine to children. This needs to be halted immediately.

In summary, I am simply asking for free and independent choice to be reinstated to the education sector across Queensland. No employee or student should be subjected to medical experiments without their willing and informed consent. Each individual must have the sovereign right to choose what enters their body.

Educator 734

My name is RM and this is my story. I am a 58-year-old female teacher who teaches at an independent boys' school. I have been at the school since the middle of 2008 and I have been teaching for 35 years across schools in the independent education sector both in Johannesburg, South Africa and in Brisbane, where I have lived and worked for the past 14 years. Throughout my teaching career, I have been employed in a full-time capacity. I have taught students from Year 3 through to Year 7 during my time of teaching, so my skill set is shown through teaching in the middle primary years.

It makes me extremely sad that these mandates have been imposed on me as a teacher. My employer has been gracious enough to me to grant me last minute Long Service leave for the duration of term 1 2022 but I am unsure as to what will happen after that. I know that if I do not take the vaccine, I will lose my job and even if the government rescinds the mandates, the school body has now embedded them, and I am sure these will stay for the unforeseeable future. My partner has also been impacted by the mandates and we are at risk of both losing our jobs. Come April 2022, when I am due to start back in Term 2, either I will have to give in and have the vaccine or leave my role as a teacher. Who will then employ a 58-year-old teacher(even one who is young in spirit?) Teaching has been me and makes me who I am, so it is a very difficult decision to make. Do you give in and carry on, knowing that intrinsically you have gone against your moral beliefs and core feelings, or do you not give in and lose your livelihood, your career, your essence of being?

My mental health has taken a huge knock. I have had some help from a psychologist through the workplace, but this has just allowed me to have someone to talk to – no solutions have been given, especially as they have also been mandated and feel the same way. I wake up in the early hours of the morning most nights, have lost touch with many friends, feel desolate and extremely lonely most days. When faced with a future without being able to teach – I feel fearful as to what that would look like. It feels like the loss of a loved one, like a death to be mourned. That is the best way of describing it.

I feel concerned for the students who I was meant to teach this year. Many parents have requested me as their son's teacher, and we had a day when we met our students for next year and they seem like a really sweet group of students. I teach Year 3 so they will miss out on many things that I do. I start them with a computer instead of an iPad and also work with them on OneNote. That aspect will not be done as well, that I know, as I am miles ahead with IT integration at my school compared to other teachers. I will also miss the relationships that could have been built. The Year 3 NAPLAN results were outstanding last year...they may not be so again.

I only ask that we are allowed to make choices for ourselves. I am not an antivaxxer and have had all my other vaccines throughout my life as have my children. I just don't want this one. I am happy to undergo rapid antigen testing if that would be allowed. It would be great if the mandates would be lifted once Queensland reaches 90% double vaccinated – but even then – would the school council allow me back?

I am passionate about empowering Junior School children and helping them to develop their full potential. My firm but fair approach often brings out the best in the students in my care and I am renowned at my current school for encouraging children to flourish and become the best that they can be. Part of this process includes close interaction with parents to encourage communication, participation and reinforce learning in the home while building the child's self-esteem and confidence. A student who is confident is always willing to try things they have not experienced before. Building confidence is a critical component for any student's self-belief. Initially, usually at the start of the year, I take the time to build a classroom climate of mutual respect, a sense of responsibility with learning, as well as encouraging the character traits of striving and being brave when things are tougher than they would expect them to be. My students are inspired to be independent and adaptable, as sometimes life is not always a straight and even road. They are supported to make good choices and decisions about their learning and about how this learning is presented.

How can I teach this way yet myself be coerced into taking something I do not wish to have? How can I advocate against bullying and standing up for yourself when I have had to cave? If I do go back forced to have the vaccine, I know that I will be a very different teacher to the one I am now. I know I will be a very different wife as well as a very different mother to my two grown up sons...will they still think of me the same? My father emigrated from the Czech Republic with me in 1968 when the communist tanks invaded the country to give me a better life. I myself have left South Africa to come to Australia to give my sons a better life. Currently, I live with the huge guilt of imposing this extreme controlling governance on my family. It sits very heavily on my soul.

Educator 735

My name is J.M and I am an educator in the OSHC sector as a casual.

I'm 19 years of age and have been working and studying in the childcare sector For 2 years. I am studying my diploma in school aged care and education and am not far off being complete. I love working with children and, as a male in child care ,I can see the great benefit to students and families when there is a gender balance in care settings.

When the mandates were introduced , my employer demanded a response to a survey about my vaccine status, which I was not prepared to give. They called me several times and tried to force me to disclose and I didn't , to which they never stood me down but have ceased to give me shifts since the 17/12/21 .

My income has now stopped and I am struggling to pay my bills, run my car and plan for my future.

I was diagnosed with extreme anxiety last year and was hospitalised several times. With the care of psychology, meds and counselling I was getting better but since the mandates and uncertainty come about, my mental health has declined again.

I just found out I have to find a new psychologist as ours has decided that she will ask for personal medical information to continue seeing her.

Even in my limited time in the industry I can see that these mandates will have a huge effect. Just in our service , 4 staff who were the most qualified and experienced have no more shifts. It has been very sad for the families and students who I will not get to say goodbye to or have any closure with as these mandates were rushed and forcefully placed at the end of the school year to which all of a sudden it looks to them as if I have just vanished .

I am asking that these mandates be revoked so I can continue to study and provide quality education and care .

Educator 736

I am a mid-30's female residing in Mackay in Queensland. My identification for the purposes of this story is LG. I have been employed in a local private school for the past year, working in an administration role, part-time, supporting the director in operating the kindergarten program of which in 2021 there were 4 classes. Prior to commencing in this role I worked 10+ years in the private sector in administration, and hold a Bachelor of Management Studies (business) degree. This year was my return to the workforce after maternity leave.

As a response to the health mandate on education staff our school is preparing to lose 30% of our staff in 2022, as well as trying to fill current vacant positions. At this point all are unsure whether we will have enough staff to open at the start of the school year. The Principal and parents overwhelmingly do not support the mandate (school had parents answer a survey), and are pro-choice in support for an individual and staff to be able to make an informed decision about being vaccinated for Covid. Our Kindy staff are devastated as they prepare to start a new school year with 4 classes of new children, and potentially losing half of our existing team, fearing we will not be able to deliver a quality program in the face of staff shortages. During the course of last year we had already tried to recruit educators multiple times without success.

The health mandate for education workers has been extremely stressful for myself and my family, especially over the holiday period. I worked extra hours in the lead-up to Christmas to help prepare the Kindy for the start of the year. I was under extreme pressure. Basically I was asked to prepare for the case I would not be able to start in 2022, so you imagine how much of a mental toll this takes on an individual, and a team. I am constantly faced with the desire to get the covid vaccination to make my life less stressful and complicated, however burdened with the fear of an adverse reaction resulting in a long-term health condition, since I feel there is not enough data or transparency from pharmaceutical companies. I am faced with the prospect of losing my income, and my job due to the health mandate.

This in turn also affects the whole family. Constant discussions about what will do, how we will pay bills, what will schooling look like for us in the coming year, makes for highly stressed parents, and a Christmas season that had a huge shadow hanging over it. This has also impacted our marriage, our mental health and the emotional availability we have for our children.

As a school employee, and as a parent in the school community I have serious concerns over the quality of the education for the students of 2022 and beyond. Staff shortages will indefinitely lead to a drop in quality of teaching, as well as huge pressure for the vaccinated staff who will continue on. I also fear an increase in bullying and division in both staff cohorts and student cohorts.

I am asking for the state government to over-turn the health mandate and allow unvaccinated staff to remain in education roles, due to the fact that vaccinated staff can also spread the virus, just like unvaccinated staff. There should be more resources allocated to reducing class sizes, allowing classes and activities to run outdoors, and restricting cross-cohort interactions as preventative measures instead.

Educator 737

My name is R, I am a 33 year old female Teacher at a Primary School in Toowoomba, QLD. I have been a teacher since 2018 and during my Bachelor of Education studies I specialized in Early Childhood.

Unfortunately, since the introduction of the mandates, the reality of continuing a job I love is fast becoming a thing of the past. I was not consulted and I was treated like I was just another number. This was evident when my school's leadership team met and organized a replacement for me and another teacher for 2022 despite knowing nothing about our medical status. To date, I have not been asked by my principal about my intentions concerning the mandate.

I am a single parent to a 13 year old boy and needless to say these mandates have had a very negative impact on us in the lead up and during the holidays. At a time when we should have been resting and recuperating, I have found myself in a cycle of emotions, constantly researching, reading, strategizing and stressing over finances which has hindered my sleep and has kept me awake in the late hours of the night and early hours of the morning. Furthermore, to add insult to wound, I was appalled when reading emails from the Director General that contained sentiments like 'looking after yourself and taking time for recovery' and 'I hope you have a safe and happy break with your family and friends over the coming weeks and I look forward to working with you all in 2022'. I found that last one interesting...how does he expect that we will all be working in 2022 when the mandates very clearly state the contrary.

These mandates have greatly impacted the existence of our livelihood, strips away our bodily autonomy and dissolves the freedoms that our forefathers fought so hard to keep. My mental state is in constant fight or flight mode and it takes nothing for my adrenaline to surge. There are days where I cannot lift myself out of feelings of depression, where I will snap at my son or cry as the stress builds in me to a point of despair. My son has experienced feelings of sadness and uncertainty due to the mandates that threaten my job and the impending mandates that he may be subjected to in the future.

My concerns are many but particularly for the wellbeing of students going forward. With the impending number of education staff set to leave the industry, where does this leave students and class sizes? Before the mandates were introduced, schools already found it extremely difficult to replace absent staff. There have been many proposals but amongst all, one stood out as utterly negligent. It was suggested in order to fill the gap; University students would be ushered in before completion of their degrees to fill the spots of experienced teaching staff. There is absolutely no substitute for years of experience. I fear the quality of education will be severely compromised should this come to fruition.

I want to see these mandates lifted and people given back their livelihoods. I want to see real consultation around the current issues so many industries are facing. I want to see schools thriving and the education of each child taken seriously. I want to see real steps towards the care of teachers mental health and wellbeing, not just words on paper. I want to go back to what I love doing!

Educator 738

MJJ

School Cleaner, Cert 3, Age 64, 25 Years with Education Queensland, now in a State Special School

The Government Mandate is affecting my employment security which I'm understandably very unhappy about. As a way of buying time in the hopes the Government might change its stance, I asked the Business Manager at X if I could use my Long Service Leave. It was agreed to allow me to access my LSL at half rate so I am presently off on LSL till middle of April 2022. This means my income has been cut in half and I'm using up a valuable asset at the same time whilst I should be working. I will also lose over 600 hours of accumulated sick leave. I have not lost my job yet but will do once my Long Service Leave runs out [REDACTED]

My Employer emailed a Survey Form Requesting information about my Covid-19 Vaccination Status which I have not responded to at this point in time as I believe an individual's medical status is private. [REDACTED]

These Mandates are very divisive, dividing the community which is causing stress to family and me. We can no longer participate in everyday activities which are important to being part of society. It also causes confusion as you don't always know if you are allowed access to a shop or venue that you could once freely go into.

The governing bodies continue to purport the vaccines as safe and effective, but according to the TGA, they have shown a concerning number of adverse events reporting. For this reason alone, these mandates need to cease immediately as the real virus appears to instead be the division in our community due to loss of an individual's autonomy over their body and their right to choose what is best for them, in the light of conflicting information.

Educator 739

I am a 50 year old female, full time primary teacher, with 30 years of teaching experience. I have gained my experience in both small and large schools, in Australian and UK education settings, and across all year levels from Prep to Year 7. My most recent school setting has provided me the opportunity to take on leadership roles in both administration and leading the school's Positive Behavior for Learning (PBL) program, while also teaching upper school students, and preparing them to transition to high school.

2022 was to be for me, a year of new experiences. It would see me attain my 'Experienced Senior Teacher 2' level of experience, and begin in a new role as DRT (District Relieving Teacher), gaining additional experience, and taking a year to refresh myself as a teacher and gather new ideas. Since the announcement of the mandate, my world has been turned upside down. My emotions are on a constant roller coaster and I can say, I have not felt this level of stress for as long as I can remember. Since the mandate, I have struggled to function at times, due to experiencing many stress-related symptoms. I feel that I have been given an ultimatum that I have absolutely no control over.

My principal has been nothing short of supportive and strongly disagrees with this mandate. He is concerned that he will be losing valuable staff from his school, and I'm certain that his own stress levels will have been raised, at a time when he too should be recharging for the new school year. I pride myself on being a highly organized and optimistic person, and I always focus on the future. Right now, I struggle to function day to day, feeling like I am waiting for the next negative to raise its ugly head. I am not optimistic about the future and I feel like I have nothing to look forward to. Life has become full of worries: will I lose my job, how will I pay the bills, what other job can I do, will my children be mandated, can I safely send them back to school, will my husband lose his job, will we lose our house.....and these are just some of the questions and worries fogging my brain and making me nauseous on a regular basis.

My stress has become the stress of my husband and my children now too. We all worry what life will be like for us. We talk about the things we can no longer do as a family due to mandates or financial strain. My children are teens, in high school, planning their futures. I ask myself all the time....do they actually have a future?

I am willing to work. I want to work. I love going to work. How many other educators and school staff are there out there that feel the same? Imagine what the loss of these people in our schools will do to our students and our school communities? We need this mandate scrapped now, so that we can go back to doing what we love for the most important people in the world right now...the children. Please, we need your support. Do it for the children.

D. A

Educator 740

My name is D and I am 57 years old. I have been working as a relief teacher (mostly primary) in both private and public settings in the Bundaberg area for the past eight years.

I am a life-long learner who is passionate about education, sustainability, and wellbeing. Grit and growth-mindset are two of my defining traits. I enjoy running and volunteering at Parkrun as I believe in the importance of wellbeing and service to the community.

Qualifications: Graduate Certificate of Leadership and coaching, obtained on 3.8.2020

Graduate Certificate of Education Specialisation Special Education, obtained on 7.4.2017

Graduate Diploma in Teaching and Learning (GDTL), University of Southern Queensland (USQ), obtained on 11.5.2013

BSc.in Botany and Geography, University of South Africa (UNISA), 31.3.1998

I use multimodal texts, interest based learning, and universal design for learning. I build relationship with students as I guide them with learning strategies. I enjoy replacing specialist teachers as there is always great brainstorming and sharing experiences to be created.

I am studying for a Master in Counselling (as I suspect the world will need more people displaying unconditional positive regard) and cultivating my wellbeing through strengthening my family, meditation, running, volunteering and practicing random acts of kindness to neutralize the unbelievable attack to freedom created by the following sentence sent to me every fortnight: "Education Queensland will need to know your vaccination status to ensure you are eligible to continue working in 2022".

I refuse to take an experimental injection which uses a new technology with no knowledge of long-term effects and produced by a pharmacological company renowned for paying enormous fines over two decades of misrepresentation, bribery and suppressing adverse trial results).

I fear that the unreasonable decision to vaccinate children is leading to a genocide as they are our future and are not a vulnerable group for Covid-19.

Educator 741

I am a 39 year old, female teacher from Rockhampton, QLD. I have been a teacher for 17 years. I am a passionate Early Childhood Teacher who constantly strives to bring more play-based learning into the classrooms. I have a particular interest in early literacy and just love to see the light in a child's eyes when they realize that they too, are a reader or a writer! I have special keepsakes from families from every year that I have taught, including a beautiful necklace given to me by a little boy named Jake in Roma, on my very first year of teaching. I named my son after this beautiful child. I have been fortunate enough to work in remote and indigenous schools in the Northern Territory, including School of the Air where I taught the kids from Bullo River Station as well as some beautiful little girls living in Czech Republic (whilst at School of the Air). I taught at a station school on Tipperary Station, NT. I absolutely love my job and I am GREAT at it.

At the end of the last school term my school advised that the department (Catholic Education) were mandating the Covid Vaccine [REDACTED] and that without the vaccine, we would be unable to work in the following year. This has devastated my working life. I cannot give clear and informed consent on a vaccine that is still in the trial stages. I personally know far too many people who have been harmed by this vaccine. I have been safe working with children all through the last two years of Covid. And now, apparently, I am not. I believe that this is clear coercion, to lose one's job unless you agree to receiving a trial vaccine. [REDACTED] informed consent.

I haven't lost my job. I will simply not have my contract renewed once school goes back. Something that has happened every year at the same school for three years. I will not be able to see my kids. I will not be able to be their writing teacher. I will not be able to read them stories written by my fabulous author friends – authors who have encouraged 'my kids' to be writers too. I will not be able to earn an income to support my family.

This has been an incredibly stressful time for myself and my family. I wake at night and worry about the possibility of having to homeschool my four children because I am distrustful of our schools – what if they start vaccinating students at school without parent consent? It's incredible that the government has said that children at age 12 can give consent to this procedure! We don't know the long term side effects. It is simply not ok. I wake at night worrying for mankind. I worry for the division and segregation that is occurring. For the suicide rates which have skyrocketed and for the small business owners that will have to close (that's me too) with these mandates.

I truly respect any person that has chosen to make choice to take this vaccine and actually wish that could be me. But I can't give clear and informed consent. Anyone that wanted this vaccine has already gone out and done it. Months ago. With clear, informed consent. The rest are being bullied and coerced into it and that is most definitely not ok. What sort of country are we leaving to our children?

I urge you to listen to the people speaking up for freedom. I urge you to support pro-choice and work to abolish these draconian mandates, which are causing endless grief. A person's medical choices are theirs alone and should be held sacred. Please, use whatever influence you have to put an end to this madness. My children deserve better.

AJ

Educator 742

My name is GQ. I've been a special school teacher for special school teacher for 6 years in the Sunshine Coast region. I acquired a HECS loan 6 years ago to gain my teaching qualifications as well as my special needs teacher training, after being a carer for my son who lives with cerebral palsy. I had many years of being a carer and was keen to become employed. I used to be a lecturer and university professor in music and the performing arts prior to my son's birth. I've twice missed out on getting permanency for a part-time role due to

- i) a previous principal dispensed with my role at the school so I had no contract to support permanency and
- ii) I had to rescind a renewing contract on 10 Dec 2021 so that I could get my holiday pay, a holiday pay that was threatened by numerous emails and text messages from the state offices of QED threatening the removal of my holiday pay if I didn't get the COVID vaccination shot 1 by 17 December 2021.

The final day of school I informed my contractual principal at X Special School that my son was having respiratory problems, possibly due to inhalation of others shedding their injections around him and was due for the wearing of a heart monitor on the following Monday. If I were to get the injection I could be contributing to his breathing problem so I couldn't in good conscience plan to become vaccinated by that date. I also told her that in 'normal' circumstances I could get a medical exemption but that it's impossible to talk to our doctor about this matter. I had an exemption to work from home rather than in the classroom during our first lockdown because of my son's disability. She had the opportunity to make me permanent on that day, all I asked for was a leave of absence but she chose not to. I only know this because a previous principal from X Special School contacted me the following day asking if I would return to her school. She said she would make me permanent and then I could take leave. She found out on the following Monday with QED HR that because my contract did not renew, only 1 business day prior, the permanency I was to be offered in January 2022 would now be null and void, and there was nothing that could be done. I am a carer in my late 50s, now with a HECS loan I cannot repay, and employment I worked hard to get, has been stripped from me. I was in the front line along with my fellow teachers when COVID first hit QLD and for two ensuing years. I am now effectively unemployable. I tried to move to the disability sector but was also shut down by HR of Steps when I applied for an online teaching job. Apparently they are really short staffed for the number of young adults living with disabilities. I'm waiting for my separation certificate so I can go to Centrelink but I've heard there are plans to not provide for those that are unvaccinated. What am I supposed to do for employment? How am I supposed to care for our son, if I can't even get carer or unemployment payment.

My responses from my employer are in statement 1. In addition, as fall back employment I was a relief teacher mostly at X and X Special Schools and now this option is also NOT an option.

I am now faced with not only unemployment but also not being eligible to get employment benefits. I also have a HECS loan that I cannot pay off. I have a very small super from 6 years of employment but that's for my old age – not to replace what I should be getting from my employer.

My mental health is not good. I'm usually a really great problem-solver because of raising a son living with a disability but I feel like I've already been put into prison – since I've been stopped from doing what should be normal life tasks. I need to stay strong for my son's mental health, but I'm crumbling.

My concerns for my students is that they will not see me to start school in 2022 and they will not understand why. I didn't have a chance to tell them I wouldn't be back which needs to be told tactfully since they all live with cognitive impairments being in a special school. I teach the most vulnerable in our community in a very small school. I will not even have the chance to enter the school grounds to say good-bye to them. It is cruel not only for them but also for me. Teaching is my vocation and teaching students living with profound and complex needs a very big responsibility that I do not take lightly. Being a specialist teacher, I see all of the students every week.

I would like the freedom to talk to my doctor freely about my concerns for the vaccination, and a possible medical exemption. Apparently the vaccine does not stop the spread nor the getting of COVID, only the potential lowering of symptoms. I should be allowed the freedom to choose whether I want to get COVID naturally or through the vaccine, since my vaccination has no apparent impact on others. This information comes from our government website but it's also mixed in with other conflicting information making all of the information questionable.

Teaching is not only my job. It's my life-long vocation. It doesn't make sense that for two years I worked alongside other teachers, staff and our students in different schools, managing sanitation and teaching students COVID behaviour, and now it's problematic because I have concerns about my family's health should we become vaccinated. I feel like I'm living a nightmare of a totalitarian state, and I don't understand the reason. I have both Masters and PhD qualifications – I research all the choices I make for myself and my family. Why has our government silenced our healthcare workers and taken away our ability to discuss our health concerns with them? Why has there been no focus on treatment protocols after 2 years of living with COVID. Why have cheap medications been taken off the shelves and yet used successfully in third world countries? Why? I need an answer from what seems to be crazy politicians running our country.

[REDACTED]

Educator 743

My name is MS and I'm a Senior Teacher at X on Yuggera and Turrbul country. I've been an essential part of our small teaching team for the last 16 years, working most recently in a part-time capacity at 0.6. We are a specialist team at PEEC, and I have both a BA (Drama) and B.Ed (Primary) – the combination of these skills is of particular importance to my role. For 16 years I have supported thousands of children and hundreds of Teachers EVERY YEAR to fall in love with nature again. I have brought my authenticity, respect, and passion for engaging with nature to our Excursion Day Programs and to highly successful Professional Development Courses including the EQ Metro Leadership Team (2019), EQ Project is Me participants (2020/21), EQ Principals & their leadership team from Brisbane Schools (2020/21), and EQ Teachers from Primary and High School settings (2014-2021). In consultation with PEEC's network of Elders and through my personal connections, I authentically give voice to important truths and practices that support reverence for First Nations perspectives, and promote a slowed down way of being that deepens respect for self, others and nature.

My Principal and I have a very close working relationship and friendship after sharing 16 years together at X, and in the last two years we have co-facilitated a swathe of Professional Development courses for Principals, Leadership Teams, and Teachers. In 2022, we have 60 Teachers already signed up to our year-long Connected Teacher course, and close to 100 Teachers expressing interest in our Connected Leader Course. Throughout the year, my Principal and I had openly discussed my decision not to get vaccinated, so in the weeks preceding the announcement of the mandate as we were finalising our calendar for 2022, things became challenging as he feared that I wouldn't be there in 2022 to work with him. Unfortunately, this put a significant strain on our relationship, increasing both our stress levels significantly at the end of what was an already busy year.

When the mandate was released, I wondered whether I might change my mind and get the vaccine. Now that it was real, was I really going to risk losing my job? But almost immediately, I knew my truth was no. The gift I bring to my role at PEEC is my authenticity, integrity and reverence for 'deep listening' or 'Dadirri' – which I share with permission from Miraim-Rose Ungunmerr Baumann (Senior Australian of the Year 2021) after spending time with her on country in 2019. In all my teachings, I am encouraging children and adults to slow down and remember who they really are (a gift that has a PROFOUND impact on the well-being of participants even after a few short hours). If I got the vaccine against my will, I would be ignoring my truth, my own capacity to deeply listen to my intuition; resulting in a 'less than' authentic and unhappy Teacher.

Since the end of the school year, I have been deeply grieving the loss of being able to share my passion with others through EQ in 2022, and as my Principal has confirmed, I am not replaceable in delivering

these workshops. Many Principals, Teachers and Students will miss out on the benefits of these well-being practices that serve to sustain them. I have also experienced high levels of anger, sleep deprivation and negative dreams. A stabbing pain in my heart increases with consistency whenever my mind turns towards this situation, perhaps anxiously anticipating what is yet to play out after January 10th. My partner who is terminally ill and highly sensitive has been taking on a lot of my emotional state, and we are both incredibly tired as we attempt to also support sick family members and rearrange finances to promote more security. I want the mandates to be dropped. I believe that everyone is entitled to make the choice that is right for them – to vaccinate or not. I also want to see through my commitment to PEEC in 2022, so that I may bring positive benefits to the Education sector at this challenging time. At the very least, and in the event of being ‘stood down’, I want to ensure that I do not lose my capacity to either take Long Service Leave (73 hours) and/or Sick Leave (44 hours), OR financially be paid out for it.

My name is C. I am a 44 year old female who has been working in the child care and education sector since completing my early childhood qualifications in 1997. I have dedicated the past 26 years of my life to facilitating children's learning in the foundational years of their education and development. For the first 10 years I worked in a preschool as a teacher's aide and the last 4 years I have worked as a casual educator in a community child care centre in the Townsville region. This might seem like an insignificant and dispensable role to some but it is like the glue that holds everything together. Without the contribution of casual staff in child care centres they cannot legally operate and pre covid 19 vaccine mandates, there was already a critical shortage of staff. As well as the regulatory requirements, my services are being relied upon by colleagues (for leave) and by clientele (parents) to remain operational so that they can maintain their own employment situation. You may think it a simple matter of training people up to fill these positions but unfortunately not everyone is suited to these types of care jobs and you run the risk of having just enough people who don't really care. My philosophy has always been about caring for and putting the needs of the children first and this is reflected in the positive relationships I have with each individual child.

I have chosen not to get the experimental job and therefore presume that I have been terminated, although I am yet to receive an official letter of termination. This may or may not come as I am a casual employee and rely on weekly rostering for hours of employment. I was getting an average of 25 hours per week. This loss of hours will impact our family income by about \$700 per week, which has effectively halved our family income. This situation has caused undue financial and emotional stress and anxiety for myself and my family and intense uncertainty for our future.

These mandates are not only affecting me and my family but also affect my employer, colleagues, children, parents and the entire community in which I live. The mandates are unnecessary, unethical, unscientific, unlawful and unsustainable in the long run. They may even prove to be criminal if it turns out that these vaccines have serious unintended consequences (as medicine often does) and that people in positions of power acted in a criminal or negligent manner.

What I am asking for is for the mandates to be revoked (permanently and immediately) and for our constitutional guarantees to be upheld according to the law. There is no medical conscription in this country under S51 of the constitution and no state government can override the constitution, even in an emergency. I am asking the people who are in a position of power to stand against these unlawful mandates and demonstrate to the state government the same level of courage and determination myself and others are demonstrating by saying “No, this is wrong”.

This letter of request is not about being anti-vax or ant-government. It is simply about maintaining our right to choose or decline medical treatment, especially that of an experimental nature with unknown long term consequences. Please do what is right by the people of Australia.

Educator 745

My name is R. I am a 41-year-old wife, mother, university student and teacher aide. I live on the Darling Downs. I have worked as a part-time casual, relief and contract teacher aide in primary schools for the past 4 years in two schools on the Darling Down and am due to convert to permanency in 2022. I have been studying my Bachelor of Education part time for 7 years and am four subjects off completing my degree. As a Bachelor of Education student, I have a lot of knowledge and skills that can be implemented in my work as a teacher aide. Most recently I have been working in learning support, providing small group and individual intensive literacy support to students who are struggling with reading.

The mandates have had a huge detrimental impact on our family which includes my husband (a primary teacher), me and four children aged between 8 and 13 who attend state schools. We have felt coercion to take the injection or face losing our jobs and, thus, our livelihoods. Due to our concern over this and the possibility of having no income, I have had to resign my teacher aide position and pause my study to take on a full-time position in the industry I used to work in before studying.

[REDACTED]

All these things have had a huge effect on my mental health and that of my family. I have had to begin working through the grief that comes from giving up my dream of completing my degree and leaving the job that I have found a huge sense of achievement in. The job I have had to take on is a full-time position. I have missed out on the school holidays that I expected to be able to enjoy with my family. Our children are missing [REDACTED] ending time with them due to my full-time work. I have days where I feel depressed over [REDACTED] feel anxious and fearful about the future, and that of our children.

I hold huge concerns for the students at my school. Someone new will need to be trained to provide the learning support program I ran. Students may not understand why I have not returned. I feel a sense of grief for the school and the many staff that may not be able to return due to mandates that make them force between their careers and an injection they are not willing to have at this time. I am concerned there may not be enough teachers in schools and the years of experience being thrown away.

It is my desire that these mandates for education staff be dropped and that alternatives be sought in their place (for example, rapid antigen testing). Schools were originally classed as low risk (and therefore we continued to teach through lockdowns in 2020) but now they are suddenly classed as high risk. The changes and inconsistencies to the rules and expectations do not make sense and are confusing. We have so many questions as to the necessity for mandating vaccinations, but we do not seem to be able to ask those questions without fear of backlash. In the long term, I hope that I will be able to return to and complete my degree and then spend many years working with children into the future.

Educator 746

My name is M and I am a secondary HPE teacher at a Brisbane Public School. I am currently on maternity leave with my 9 month old son and plan to return part time in term 2 next year. I graduated from UQ in 2012 with a Bachelor of Health, Sport and Physical Education (Honours) and have taught HPE, Maths, Science, ICT and Marine Studies, as well as being Sports Coordinator for 5 years. Over my 9 years as a teacher, I believe my gift is to use my knowledge of the curriculum to help my students flourish and perform to the best of their ability. Outside of the curriculum, I also endeavoured to help create wholistic students who were real world ready.

In response to the vaccine mandates, my school's Executive Administration staff have sent a few emails reiterating the important information and asking all staff to be supportive and understanding of each other through this process. Unfortunately, my Head of Department did not display considerate or professional behaviour by asking my husband (who works at the same school as me) about my vaccination status in front of other employees.

The mandates have had [REDACTED] impact on myself and my family, especially as I am currently breastfeeding my baby and we plan on being pregnant early next year. The thought of my husband and I both potentially losing our teaching jobs next year due to not taking the injection is causing a high amount of stress and has led to me seriously considering the vaccine to relieve the immense pressure we feel and provide some security for our family. I'm just as terrified at the thought of [REDACTED] being coerced to take the vaccine due to the potential and unknown risk of the adverse [REDACTED] and my future children. What an impossible situation to place people in.

My husband and I have experienced negative mental health effects from the utter exhaustion of dealing with COVID over the past two years, which has intensified due to the teacher vaccine mandates coinciding with restrictions on the unvaccinated. We have faced struggles in our marriage due to arguments about what the "right thing" is for us to do next year. We face constant criticism from society, social media, our family and friends over our "selfish" decisions and have even been excluded from family Christmas events. I have personally suffered from headaches, stress and sleep issues caused by the mandates.

I hold grave concerns for my students and school community due to not only these mandates but the constant media propaganda pushing vaccines on young people. The unprecedented actions of the Government are terrifying. Teenagers have been coerced and pressured into taking the injection so they don't lose their freedoms, jobs and social connections. 12 year olds are permitted to give their own consent for the vaccine, without parental knowledge. 5-11 year olds are able to be vaccinated without any trial data. This is all on top of the poor students who have struggled with lockdowns, masks wearing and restrictions over the past two years. They have suffered enough – please do not promote discrimination and segregation in our communities. Don't take away their passionate and loving teachers. I also worry for my fellow colleagues who were already struggling with workload. How are they going to cope when unvaccinated teachers cannot return to work and we experience a staff shortage?

I am asking for the vaccine mandates to be revoked for all workers. People need to have the right to make their own decisions about the health of themselves and their families, without undue pressure or coercion of losing their jobs, homes and livelihoods.

Vaccination doesn't make a great teacher, passion does. Let us do what we love to create a better future for our students.

Educator 747

It is with great pride that I introduce myself, B, as a permanent full time classroom teacher at a Northern Gold Coast Public primary school.

I'm a 48 year old female with a Bachelor of Education (Primary) degree and 8 years of classroom experience, including 4 years teacher aide experience in Australia. Plus 5 years international experience in private international schools teaching pre-schoolers and tutoring.

I am a dedicated, enthusiastic, committed, and caring teacher that goes above and beyond for her students, families, and the community. My impact on students goes deeper than providing an education. I provide a lifelong aspiration for my students to learn, to belief in themselves and to aspire to their dreams and desires.

My Principal has provided a supportive undertone during the last few weeks of school after the directive of mandated vaccines was received. Although, this support has been impersonal and received through online p[REDACTED] her than in person. She has been tense and it was felt that her speeches were very scripted. When I approached her personally in her office she was supportive and agreed to grant me with LSL, although this was then reneged 2 hours later. Her spoken words have been very cautiously delivered. The stress for us both, to navigate these uncertain times was evident. The last 2 weeks of school after the mandates were delivered produced a wave of emotions. Emotions from other staff in the for [REDACTED]. Also, sadness from staff that had been coerced to take the vaccines and now have he [REDACTED]d. Loss of close friendships with colleges and support and respect from others.

I have fought so hard for the last 8 years to resettle in Australia with my 3 amazing children as a single mum and obtain cars, houses, and a career. Finally settling into a comfortable position just as Covid arrived on Australia's doorstep. The last 2 years have plunged me back into a range of emotions that I though had passed during the years of separation from my husband and the turmoil of re-establishing my life and career and settling my children. I really did not want to feel this way again so soon. This has been particularly disturbing for my children to see me go through another separation, a separation from a career.

A career that I love and cherish, a means of supporting and providing for my beautiful children and myself. I have experiences extreme insomnia, waking in panicked hot sweats from my sleep, uncontrollable crying, continual mental searches for answers and solutions. The mental and physical exhaustion, the inability to eat and the nausea. Pacing and busying myself with medial tasks to try and busy my mind with other thoughts. The holidays are supposed to be a time for teachers to decompress and recharge. This year has not been an easy year with high class numbers, many students with diagnoses and high needs. Leadership challenges, year level team changes due to illnesses. Lastly on top of all that Covid. To start the year, we had students that had missed a large amount of school and the educational disadvantages this had created. Nervous parents and families returning small children to school in an unknown environment. Hand washing and the pressures related to acquiring resources to implement the covid protocol thrust upon us. The rush to re set our classrooms to be as covid safe as possible, with little advise and help. The continual strain physically and emotionally to perform the necessary tasks to keep the students and ourselves safe. The lack of help to assess ventilation of our classrooms. All this while continuing to teach and the continual change in curriculum delivery and expectations to produce amazing student results.

My concern for my students and community include the education of the students is going to be stretched because of reduction of amazing experienced teacher working in the industry because of mandates. The strain this will create for other staff at the schools. The strain that will be felt by families and the community losing these professions. Also, the main concern is the transmission of the virus in the schools. The vaccines don't stop you from getting and transmitting the virus, so I ask the question... Will this help keep our school community safe? The schools will still be in jeopardy of deep

cleans and lockdowns.... I also ask how our school environments went from low risk to high risk over night? What science is there to support that decision?

Wouldn't Rapid Antigen testing be a more effective means of controlling the virus in the school environment for all staff or at least the unvaccinated.

[REDACTED]

[REDACTED]

Educator 748

My name is Mrs B, I'm a 45 year old, full-time special education teacher working in Hervey Bay who has served with Education Queensland for 23 years. I hold a Bachelor of Education – Special Education as well as being a Trainer and Assessor providing Certificate I qualifications to my students. I am currently working in the administration team at my school. As an educator of students with complex and multiple impairments I have been able to tap into their unique gifts to help them transition post-school into community placements, including paid work.

The mandate affecting those in educational facilities was announced at an extremely busy time for any school and anyone working in administration. Because Principals were not provided warning of this mandate, they did not have time, resources or the information to properly support their staff. I believe this was the case for my Principal, who rather than openly addressing the mandate, chose to not speak to the whole staff about it. To those requesting a work risk assessment for receiving the vaccination for work purposes or for COVID in general (schools suddenly went from low risk to high risk), her response was visible annoyance at not knowing what the staffing levels would be come January and took these requests in a negative way, personally. It was directly stated to me that future working relationships would be affected due to staff asking questions in regards to this mandate. When I sort clarified Education Qld not once did someone ring or respond in person to emails sent asking for further clarification or to those asking if alternative arrangements could be made for the staff being affected. I had turned into a number, my 23 years of exemplary service meant nothing.

This mandate has flipped my family life upside-down. I am a mother of four whose partner is also a teacher. We are unable to both be without work and continue to feed and house our children. We both fully believe in one's right for body autonomy and informed consent and have taught hundreds of students this over the years. One of us will have to be vaccinated and the other will have to stay home and keep our home. We feel forced, coerced - it goes against our family's morality and basic belief system and has caused much psychological distress. I grieve daily over the notion that one of us will have to go against our health choices and one of us will lose the job they love. Even with one of us needing to receive the vaccination, financial hardship will befall our family.

I have been told I must undergo a medical procedure I do not want in order to maintain my livelihood, a livelihood I love. This is causing me so much inner turmoil, grief, fear and the feeling of hopelessness. I have struggled to deal with these emotions and find myself crying daily. I want to be strong for my kids, especially at Christmas time, but I have not been able to do this. I want people to respect each other and work together to solve problems but all I am experiencing is division and contempt for anyone who does not comply with the current mandates. Each day is a struggle to remain positive and I feel tired to my core and I cannot sleep due to the worry I have. I haven't been able to be the mum, wife or even friend I have been in the past. This mandate has affected every aspect of my life.

I once lived in an Australia that was based on trying harder, on one that aimed to repair and make better previous wrongs, especially in regards to discrimination and tolerance for those in minority groups or those that displayed any type of diversity. I once lived in an Australia that taught informed consent was essential for each and every person. In a matter of months I have witnessed these core principles vanish, even to the point now where local doctor surgeries are openly discriminating against those who are unvaccinated by not providing patients medical treatment or are only providing patients services after 5pm in the carpark and charging them upfront. This is happening in my very town. What is it we are teaching our children? We have taught them 'no means no' but now everywhere they look they see 'no' or 'I'm not yet sure, I want more information' means you miss out, you are ostracized, you can no longer access higher education, you won't get a job and that you will be locked out of society. Our children and young people are learning that their decisions about what is right for their own bodies doesn't count anymore if they wish to be an Australian.

So today I ask that you would look at how quickly our society and the principles it was built upon has crumbled, in such little time, under these current health mandates. I ask that you allow people to take back their rights to body autonomy without threat or punishment of being locked out of society. End these mandates that have crippled our basic services, small business, employment and economy. I hope you are courageous enough to allow open and honest dialogue about COVID-19 and the vaccinations and speak about the risks of both to all demographics. A one size fits all approach does not work and we need to look at different ways to go about living with this current pandemic. Wise decisions yield growth, prosperity and unity. Current political and health decisions have brought about quite the opposite for us as Australians.

Educator 749

Hi. My name is D, I am a 32 year old Primary teacher who has just completed his third full time year of teaching. I have worked this year in Cairns in a private primary school but my training was in high school maths and science. My passion as a teacher during this year has been helping the primary students increase in their reading ability and better understand what they are reading.

This recent mandate has caused my employer to require each of the members of our school staff community to have the vaccination which has caused some division and stress for the staff. My employer has actually handled the process well from my perspective and they have indicated that they are just as put out as the staff are due to the limited time frame and short notice. Most of the communication regarding this mandate following the PHO has been in our annual leave holidays.

The mandate has forced me to make a decision about continuing to work with a stable income or to loose my job. I have had a bad reaction to a flu vaccine in the past that the doctor did not write down as relevant and so I do not fit under any exemption ruling. I have had to make the decision not to get vaccinated and am starring down the barrel of being terminated from my job when school resumes.

My mental health has been affected, mostly by the anxiety of not knowing what work I will find next year, but also worrying about how the students and school will cope with loosing me as a teacher when it is already difficult to recruit teachers to the school. My family and wife are supportive of my decision to not get vaccinated which is a blessing and a help during this difficult time.

I am concerned that the lower grade of students are expecting to be in my class for next year and due to the short notice from the government, no announcement has been made to the school community that I am unable to return to the classroom next year. This news will come as a surprise to many in the school community next year as they will be expecting me to return with them on the 17th Jan.

It is my wish that the government would lift the mandate requirements for teachers to be vaccinated and appreciated the strain that this will have on most of our schools in Queensland. I would like to see more politicians consult our heads of school companies in the private sector and have more community discussions before mandating blanket rules that have serious implications.

Educator 750

My name is R, I am a female relief teacher in my mid 30's in the Mackay region. I hold my Bachelor of Education and specialise in Early Childhood education and inclusion for students with disabilities. I have been teaching for 12 years and I absolutely love my job and the challenges it brings; the best part is seeing the smiles on students' faces when they accomplish a task for the first time independently.

However, with the recent COVID mandates brought in, it seems as though I will have to walk away from the job I love and have worked extremely hard for if I do not choose to receive a COVID vaccination. This has caused a great deal of anxiety and turmoil both personally and professionally. I have been given limited time to seek out medical advice from my GP (due to them closing over the Christmas break) and unable to make an appointment prior to the cut-off date of 7th January 2022 to take the first dose of a vaccine. The mandate and deadline have also limited which vaccine/s I can choose to have (under duress).

Consequently, in this time I have been bombarded with aggressive and bullying emails and text messages from the Department of Education to go and get vaccinated and compile surveys. In the last month alone, I have received six emails and five text messages pressuring me to get vaccinated or risk losing my job. These emails and texts are the only form of response I have received from my employer. Being constantly harassed and coerced to get a COVID vaccine has caused stress and anxiety; clouded my ability to make an informed decision for my health as I worry about not having an income; constant panic attacks; loss of sleep; and loss of appetite. As a result, it has started to affect my home and family life as I risk being unable to provide the necessities for my children with no income, if I decide not to take a COVID injection currently on offer. If I was to buckle and receive the COVID injection I would be doing so under duress.

Furthermore, with the current mandates in place I feel we will see dedicated and qualified teachers leave the profession. Thus, resulting in larger class sizes and added stress on the education system as there are days when classes go uncovered already due to the teacher shortage in the region.

In conclusion, I would like to see the COVID mandates around vaccination status scrapped. This would enable myself and many other qualified and dedicated teachers to continue to deliver not only the curriculum, but, quality education to the next generation with love, care and respect.

Educator 751

My name is E C and I have been a loyal public servant as a Teacher Aide for the past 10 years at a large Brisbane southside primary school. Sadly, it has come to a sudden and unexpected end, due the vaccination mandate enforced by the Queensland Government in the education sector. My personal choice to not take the current vaccination for Covid-19, has forced me to take Long Service Leave to try and hold onto my position for as long as I can or until the mandate has been lifted.

I have carried out various roles at this large southside primary school including learning support (involving specialised literacy and numeracy groups), general teacher aide work and for the past 3 years library administrator/assistant. My role in the library is crucial in supporting both students and staff throughout the year. With no teacher librarian since 2018, as a teacher aide I have managed the library to ensure resources are available to all students and staff, managed lunch time activities for children who need a quiet place and a friend, book parades, computer labs, IT support and the list goes on. I believe this school will be forced to reduce the library availability or perhaps even close it, as there are no other staff trained in this position. I am angry and embarrassed that due to my personal choice and the m[REDACTED]ccinate for Covid-19, I have left so many teachers and students in a position of unavailability of a library service. 1000+ Students and teachers are going to suffer due to something I have no control over.

The current Principal at the school where I am employed has been empathetic and encouraged me to take leave, due the mental [REDACTED] the current mandate for the Covid-19 vaccination. I am Covid exhausted and the emotio[REDACTED]ctor General and the Education Department causes tears to come easily and always lurking beneath the surface is a fear of a “vaccination conversation”. I have been bullied by a co-worker who believes I should be vaccinated (foolishly I disclosed this to her to stop her gossiping about others in a similar position as me) but supported by others who have secretly carried around a “dirty little secret” of not being vaccinated for Covid-19. However, I have concerns as there is a new Acting Principal starting at the beginning of this term and they may not be as empathetic. I know I will be a loss to the staff at this school but at this stage the new Acting Principal will not know that. I am incredibly worried that I am going to lose a job that I love and perform well in, due to a mandate to vaccinate against Covid-19.

My family and our normal way of life has suffered due to the rules and regulations currently in place for those unvaccinated against Covid-19. Not to vaccinate against Covid-19 is not a decision we have made lightly as we have fully immunised ourselves and our children for vaccinations required for childhood illnesses and travelling overseas. We have been willing to make sacrifices and miss out on many opportunities as we take our health and our right to choose how we look after our health very seriously. This willingness to sacrifice our normal way of life has come at a cost to our mental health. I see it in my children, I feel it within the tension in my marriage. There is a grief and a loss we feel right now on so many levels. With family interstate we have lost important time with them. The only way we can change that is by being vaccinated for Covid-19, however, this would still come with many rules and regulations. This could come at a heavy cost. One cost already is my husband has been coerced to take the Covid-19 vaccination. He believes he has a responsibility to his parents interstate, a provider to his wife and children and a responsibility in his position at work.

Like many, I have great concerns for this Covid-19 vaccination mandate. The cost it is taking on the community and society will never be able to be measured. I believe the freedom to choose what we do with our health, which was once something kept between my doctor and I, should still be an option. I would like to return to my job as soon as possible so I can support the staff and students of the primary school I am employed at and hope the mandate will be lifted for the freedom of people's right to choose.

Educator 752

My name is L and I am a Special Education/Inclusion secondary school teacher in Logan. I am 47 years of age and have been a teacher for 22 years. I am an Experienced Senior Teacher who balances my school responsibilities with my home life where I am a wife and mother to 4 school aged children.

I have always felt called to teaching and subsequently, see my position as much more than just a job. I started my teaching career as a HPE teacher and was told by the HOSSES, in my first year of teaching, that she believed I would end up in Special Education eventually because of how I related to the students. At the time, I couldn't see that as my path until I taught in England and secured a position teaching HPE in a special needs school. It was there that I realised that my true passion and calling was working with students with needs and received the revelation about how important inclusion was.

Since moving into Special Education 18 years ago, I have taught a variety of subjects including English, Mathematics, Science and Humanities but have consistently been involved and more recently have coordinated the QCIA program for students unable to complete a QCE pathway. The role of QCIA Coordinator has involved curriculum planning and collating evidence from about 40 teachers. Once again, this is much more than a job for me as I put my heart and soul into creating individualised programs and working closely with senior students to help them achieve their goals.

We have recently had a change of Principal and she has faced the difficult task of hitting the ground running in the midst of a pandemic. She has been incredible and I was really looking forward to being part of her plan to take our great school and transforming it into something next level. Sadly, her hands are tied and she is being forced to uphold the mandate so will lose many excellent and dedicated staff members.

There is a question mark over whether I will be able to return to school this year as I am unable to take any of the current vaccines due to my diagnosed disability of Panic Disorder that is particularly triggered by severe health anxiety. My psychologist of 8 years and my doctor have both advised that I should be exempt from receiving the COVID vaccines for mental health reasons but they are unable to provide the necessary documentation due to the strict criteria. I have applied to the Department to be exempt and they will apparently be contacting my specialists to confirm my medical history. I have given authorisation for them to access my records because of how desperate I am to not have my permanent position terminated.

The mandate that was announced for teachers on Tuesday 30 November triggered me to have a major panic attack resulting in needing to go home and being off for the following 2 days. I spent 1.5 hours with my psychologist that Tuesday evening and have suffered with considerable anxiety and stress since then, at the thought of either taking a vaccine or losing my career. My husband is now also under considerable stress as he's concerned about how we will afford our mortgage and schooling for our four children. Our children are anxious and upset about what the future holds.

At the height of my panic disorder, a few years ago, our children witnessed me needing to phone ambulances, being hospitalised and regular doctor visits in an attempt to control the spiraling symptoms. Going back to work full-time and finding my passion in teaching, actually helped to overcome many of the symptoms that are now again being exacerbated by the current situation and particularly by the mandates.

An overwhelming concern I have is for the students that I currently support through the QCIA program and particularly the senior students that I support and/or case manage. I have had three year 11 students suggest that they have only made it this far due to my support and they would not complete year 12 if I wasn't there. I have absolute faith in my colleagues that would step up to support them in my absence but it breaks my heart that I won't be there to see them graduate after working closely with them and their families for 3-4 years. One of the mum's has a life-threatening illness and it distresses me immensely to know the extra stress she will be under if her twin girls have to change case manager in year 12.

My goal for writing this letter and sharing my personal information is because I desperately want to continue teaching. I am willing to wear a mask and would do daily rapid antigen testing as risk mitigation in order to continue in my position. I ultimately hope that the mandates will be removed but at the very least, that individual circumstances will be taken into consideration.

Teachers who last in the profession as long as I have, usually do so out of a love for what they do and for the students that they support. This is certainly true for me and I can honestly say that I'm devastated at the thought of not continuing in my position. This has been the most difficult decision of my life but I know that if I was to take the vaccine, it would destroy my mental health and therefore my physical capability.

Thank you so much for taking the time to read my personal account and considering my individual circumstances.

Educator 753

The words of Albert Einstein, "It would be better if you began to teach others only after you yourself have learned something" were very true for myself in my journey to becoming a secondary Accounting/Business and Mathematics teacher.

Having started life as an Accountant and then moving into my own rural based practice, in my latter years, I switched to education to provide the young people of today with the fertile ground in which to plant their creativity and develop for the reality of tomorrow, the desire of their heart today.

B is my name, and I come a small town on the Darling Downs, Queensland, and for the last three years, I have been a teacher at a school in the Toowoomba region. I have been associated with the town I live in & surrounding district for the majority of my life. My passion lies with the rural and regional peoples, and, with my wife, we have been dedicated to providing young people in these areas with similar opportunities to those in the capital and coastal cities and towns. Whilst I had my accounting practice, I continually took in secondary school and university students for work experience, to at least give some of them the opportunity to experience that which is more readily available in the cities.

My move to education was a na [REDACTED], given my adult life passion to teach, inspire and prepare (younger) people and to shape the world in which I will need to live as an aged person. For some years, I only taught for one or two days a week on average. In fact, I have only been a full-time permanent teacher for under 3 years. The rest of my time was spent volunteering in youth work and the rural fire service.

This whole coronavirus issue has been unsettling from the very start - including the closing of schools one week early in term 1 - 2020, and the delay in [REDACTED] at the start of term 2 - 2020. From my observations, it has impacted students in a variety of ways, in [REDACTED] mental health and their zeal to strive to excel.

Coming into the education profession later in life after having been in the accounting profession and having raised my own children to adulthood, I quite understandably, have a very different perspective compared to those teachers who have only ever been teachers. Having also taught in quite a number of public and private schools has given me a wide exposure to the plethora of student needs, life opportunities and learning styles.

I see there is so, so much more to education than just standing in front of a class and trying to impart knowledge - and that is where my life's experiences are invaluable.

It has been terribly disappointing to have this covid vaccine mandate imposed on myself (and all school employees). My school Principal is a very supportive principal, but is bound by government rules and regulations. I was trying for a medical exemption (I have a very serious life-threatening medical condition, and whilst I am currently undergoing treatment, it is not affecting my ability or capacity to teach), but my doctor recently advised that the grounds for exemption are very tight and narrow, and even though it defied belief and makes no scientific or medical sense at all, I do not qualify for an exemption.

Financially, due to having a very low income for some years post retiring from accounting, I need to keep working, so to lose my job over this vaccine mandate in my sixties, is far from funny, and is causing me great personal stress at a time when I don't need stress in my life. I have a 39 y.o. daughter with incurable leukemia and a son-in-law with cystic fibrosis, and both those family units are financially dependent on my wife and I, and myself without a job is going to have major ramifications for their households as well. In other words, my losing a job is directly impacting others as well as impacting my own physical and mental well-being.

My greatest concern though is for my students - and that's what education is ultimately about. Teachers in my teaching areas are hard to come by, let alone those with the extensive practical real world experience that I have. I think there is little doubt that our educational standards are slipping compared to the rest of the world, and to ban teachers who are unvaccinated is akin to biting the hand that feeds you. I stand to be corrected, but it clearly seems obvious to me from reading the media and health department announcements since vaccinations commenced, that it is the double vaccinated who are primarily responsible for spreading the virus, not the unvaccinated. To penalise the unvaccinated has no non-refutable scientific basis, especially given that health and nutrition do not even rate a mention in comparison.

Educator 754

I am a 37 year old female that has worked as an ECT in the early childcare sector for 16 years. I have always worked full time in the private section in North West Queensland. I have received many compliments for bringing the community together and my services have always got a waitlist of children. The children are always ready to start their formal schooling years when they leave my service and teachers and principals all give this feedback to the service.

X service does not want to implement the mandates as it goes against their core values of everyone being treated equally within our service.

I have been given the choice to have the vaccine (in which I am waiting on another vaccine that I believe will be safer option) or lose my job. I am the main income earner for my family and I have 3 small children. I have recently built a brand new home however with [REDACTED] income my children and myself could be living out of my car.

From the 30.11.21 when the mandates were released I have cried myself to sleep most days, I am consistently on edge and I have not had 1 day that I have enjoyed my holiday time with [REDACTED]. In a general school time I work 11 hour days to ensure that my students [REDACTED] they can, so generally my holiday are for my family. This year this has not happened and this sadden me more.

What concerns me the most is that we can already see the small community falling apart. Most of the hospitality venue are running on limited hours some are trying to do the right thing and not discriminate however they are being shut down or detained by the police. These people like myself are generally compliant but our bodies are telling us that this is not right.

I am asking that you trust the Australian people to make choices for themselves, no more mandates on working environments and separating people because of their personal health choices in venues. This is causing a lot more mental illness within smaller communities than people realise.

I am really hoping that you consider these letters and let Australian people make their own choices and drop the mandates and segregation and blaming people for making choices for their own bodies.

Educator 755

My name is K. I am female. I have been an early childhood educator for 16 years, primary school teacher for 4 years, and special needs teacher for 1 year. I work part-time and casual on the Sunshine Coast. I am 43 years old. I have a Bachelor of Education (early childhood) Diploma in children's services, and Certificate 3 in childcare. I have always been told that I connect with children regardless of the background, abilities, and gender.

When I told the principal of the school that I may decline the mandate he was clearly concerned. He had several other staff come and see him with the same issue. He stated that he offered the job to me, and he will not be offering it to anyone else until I return.

As I am not willing to take the injection and risk losing my health the mandates have impacted me and my family. I am losing my job and I am unsure where my next pay will come from. My family are very supportive and believe in pro-choice. They realise that we will be on a strict budget and will need to sacrifice. They have seen others suffer adverse reactions and understand why I have decided not to undergo an experiment that has no data.

Since the mandates were enforced, I have been suffering from anxiety and unable to think of anything else. The quality time I should be spending with my family after a very busy year and the rest and recuperation I deserve has severely been impacted.

I am concerned that my school will have insufficient staff to replace the staff that have chosen not to follow the mandate and to replace them if they fall sick. This could possibly affect their mental health as well as the student's wellbeing and learning.

I would like the Premier to consider another option other than the current MRMA Vaccines. I am willing to wear a facemask, take a rapid antigen test every 3 days until another vaccine is available that I feel comfortable injecting into myself.

I am an Australian, pay my taxes, and I believe I should not be given the choice no job no pay as it goes against my civil rights as a human being.

Educator 756

My name is I, and I am 53 years young. I was a T/A for special needs students at state high school. I have been a T/A for over twenty years in England and now Australia. I had been at my present school for twelve years and was a T/a 4 level 2. before the mandate hit. I support students with varying special needs and help them access the curriculum. I've helped autistic children flourish and become part of the school society. Watching and helping them deal with their disabilities and everyday battles they have to be part of the school.

My business manager told me I was rude and disrespectful for sending her a letter regarding a risk assessment, which I was instructed to do by the Red Union. I have never had a rude or cross word with anyone at the school. My principal was not rude but only directed the issue back to the mandate and the covid survey. He never asked to discuss this. I know my letter were shown to my head of Dept who seemed to think it was laughable and to get a new lawyer. Did I just become a number?

The mandate has impacted my family and taken away my choice, my earnings and a career that I'm excellent at and that I love. There is now more pressure on my husband to earn more to make up for my loss. My children are telling me to have the vaccination because they know how much I love my job and how I love to buy things or buy food or pay bills with money I've earned - no one else. I feel so stressed. My heart hurts and I cry. Is it the unknown? What will happen to me. I have trouble sleeping and dream about my students failing and me being forced to vaccinate.

I have worked so hard with my special needs students to get them where they are now. Who will do it now. There is no one with my experience or knowledge. Of course they will suffer and probably take a few steps backwards. Heartbreaking. When they say where is Mrs X will they be told, or lied to. I want to work. I want to be back with my students. I want to be there for our new year 7 special needs. I want to see our seniors graduate and say I was part of that. I helped them get to this key stage. Revoke the mandates. Get me back in the school and classroom where I belong helping our most vulnerable.

Educator 757

My name is D. I am 46 years old and am a very passionate teacher with 25 years' experience. I am the Head of Curriculum at a primary school, years Prep to 6, in X, Central Queensland. I love my job and go to work with a smile each and every day. I am known as the positive ray of sunshine. I was mandated to take my first COVID vaccine by 17th December. As I have chosen to decline the COVID-19 vaccine I am no longer permitted to attend my workplace when school returns in (week 0) 17th January 2022. They have managed to fill my position, but I can assure you the person replacing me does not have the experience and expertise that I do. I am caring and driven and know most of the 785 students by name. I have a wealth of knowledge and skill in pedagogy and curriculum and am a great support to my colleagues. My school has a total of 6 graduates starting in 2022 and my fear is that they will not receive adequate support. The care, support, understanding and knowledge I bring to my school cannot simply be replaced.

Being mandated as caused a severe impact on my mental health and I have suffered terribly. I am now medicated with sedatives at night so that I can sleep and awaiting a psychiatric appointment. My doctor has created a mental health plan for me to see a psychologist locally to help me process my feelings of dread and grief at being forced to leave my career that I so dearly love, although wait lists are long. My family have experienced terribly due to watching me dissolve in front of their eyes. They live in constant worry that I'm ok. My friends no longer call or in pop in to say hi, but rather check that I'm upright and not in a ball on the floor. This is simply not ok. I know and am more than my profession but why should I have to choose between my job and my health, when I know my human rights mean I am entitled to live my life outside of work will change dramatically. My husband and I had great plans on early retirement to travel and see our wonderful country but, without my income that dream has now been quashed. Vaccines and mandates are dividing our nation, putting stresses on families and creating hatred and fear. This simply is not the free democratic country I have been blessed to call home. I am a very proud Australian.

Stop the mandates as soon as possible. Let people live by the choices they choose to make. Better still, stop the COVID vaccine program. People should not be used as guinea pigs in a clinical trial. Leave the children alone. Stop pushing the jab for children. If children become mandated to attend school, I fear there will be a mass exodus of students from traditional education settings. No-one wants to see that. Finally, I hope with every fibre of my being, that people who have been vaccinated, and those who continue to get booster vaccines, will be healthy and safe in the uncertain future ahead and will not suffer medical injuries and illness caused by this COVID vaccine.

Educator 758

It is with great pleasure that I am able to express how deeply and significantly my life and that of my family has been affected by these mandates.

I became a teacher in 2013 and have spent the last 8 years teaching in various settings in South East Queensland and Darwin in the Northern Territory. I loved my career and towards the end of 2021 was moving further into the field of Special needs. I hold a Bachelor of Education PreService and also a Post Graduate Certificate in Creative Industries. Many of my years teaching were as a specialist Visual Arts Teacher and I was proud to be the only practicing teacher of the Mona Brookes Method of Drawing in Australia. I was selected by Mona Brookes to go to San Francisco in 2015 to complete her course, of which only 12 teachers are selected worldwide per year. I am devoted to the Arts and loved being able to facilitate this vital activity to many students.

Early in 2020, I blended my teaching with working as the Education Co-Ordinator at Ronald McDonald House Charities. I was working relief at Darwin's most prestigious school, or X Special school on the days I was not at RMHC. When the NT (Nov 2021) mandated that all teachers must be vaccinated, I lost all my work at both schools. It is quite commonly known, that teachers are very difficult to source in the NT and this mandate meant that those schools, that called me every available day, where now not able to. It was not their fault and I felt very sad for them as it was at their peril that they lost these vital parts of their schools. Also during this time, I was advised by RMHC that if I didn't take the vaccine, I would not be welcome there also. I was a remote worker, that had very little contact with the children and families that I co-ordinated for. RMHC also mandated that all the tutors we utilised to provide help to sick and injured children could not continue to tutor without the vaccine. I lost 9 tutors for my case load of 114 students. It was devastating telling these families that their child would be put back on a waitlist for support. To make matters worse, just before I left after resigning, RMHC also mandated that any child on the program over the age of 12 must be vaccinated. I could not and would not advise parents of this rule as it went against my values as a person. These children face challenges and difficulties we can only begin to fathom and the threat of an extra medical intervention was way too much for many parents.

We left the NT in early December 2021 to move to QLD as I had heard that teachers were not mandated in QLD. It wasn't long before we realised that this was to change. I had secured a job with QLD Education as a Special Needs Teacher at a brand new school on the Gold Coast. I was extremely excited to be taking on this position but it wasn't long before I had to notify them that I could not take on the role due to the mandates. At that point I had lost 4 jobs in the space of 2 months. I am a highly qualified, eager and experienced worker that just wants to give back to students and the community. My decision not to be vaccinated does not reflect my ability to teach and be kind. I am currently searching for other positions and will find something outside the realm of teaching, I am sure however it is the children that are missing out.

My family are working within the boundaries of lost income and it has had an impact on our lives, they are unable to visit their cousins in other states and spending money has become non-existent. We were saving money for a holiday in Australia and that will now not happen any time soon. My children understand what is going on and feel that the government is being completely unfair. Look out governments that made these decisions when they get the chance to vote. They have always been proud of their Mum and love it when other students see me outside of school and give me the biggest hugs. They know of the impact I can have on all my students. I think the most difficult part of this situation is the mental anguish that it has caused to myself and my family. Fights between my husband have become common and the sickly feeling each day has become unbearable on some days. When I see a rainbow now, the only thing I wish for is peace of mind. There is nothing material that will make me happy, just the thought that the segregation and division in society will disappear. My mental health has definitely declined during this time and I hope that one day, we receive an apology for the way we have been treated. This is apartheid repeating itself.

Educator 759

My name is D. I am a female Primary School Teacher that is employed full time in the private sector teaching in X, Queensland. I have been teaching for 21 years with a Higher Diploma in Education - Pre/Junior primary (equivalent to a 4 year Bachelor of Education). I am a patient, loving teacher who always strives to do the right thing and is devoted to helping each child in my class to develop their full potential socially, emotionally, physically, cognitively and spiritually.

My employer has been put into a terrible position! They do not agree with the mandates and are trying to keep a positive relationship with staff while trying to support them, but at the same time need to protect the school from legal action against them. The government has placed them in a very unfair position and are forcing their hand. They have not had a holiday this year and have been sending emails and calling teachers right up until Christmas eve. They are all stressed and are having mental health issues of their own due to these mandates.

This whole process has [REDACTED] for me and my family. It has ruined Christmas and put terrible pressure on us, and our children cannot enjoy the holiday they have been looking forward to all year. My husband has had a very stressful year and needs to "switch off from work" but he is now unable to do this as we have had to rearrange our lives and try to come up with another way to cover our expenses. Our children love their school (where I worked), but we will now not be able to afford the school [REDACTED] have to home school them). One of my children has ADHD and has thrived [REDACTED] been given at school. When we had lock down, he really struggled to learn at home. He is going into year 8 and needs the schools support, so I do not know what we are going to do!

This situation has consumed our family. The stress and pressure it has caused has led to many fights, arguments and has impacted the whole families mental health. I am getting constant migraines and my doctor has done blood tests, an MRI and numerous tests to get the bottom of the problem but it looks like it is all caused by stress brought on by this situation.

I am very concerned about the impact this will have on the community. In our small school alone 12 teachers will not be returning in 2022. Also, numerous parents I have spoken to say that their children will be home schooled if parents cannot come onto the school property or if children are forced to have the vaccine. My students will be devastated when they hear about the teachers leaving. We have a very close community school, and this will impact all the parents and students as well. I am also concerned about the teachers that will be replacing us. Will the standard of education be the same? Where will they get teachers from? Will my children still get the same level of education? This is a Christian school that follows Christian values and so they employ teachers that have the same values. There are already a very limited number of Christian teachers available, so who will they find to teach?

I would like to see these mandates reversed! I want to see no more discrimination, free choice without coercion, appreciation for everything teachers do and what we have been put through.

Please consider the impact this situation is going to have! There are not enough teachers, and you are getting rid of the dedicated, free thinking, caring staff that have spent years of their lives devoted to enriching these children's lives and impacting each one of them and their futures.

Educator 760

My name is N and I am a 50 year old teacher with 22 years experience. I have taught in both the Primary and Secondary sectors, and currently I am a classroom Music Specialist and Supply teacher in the Gladstone region. My gift as a teacher is to encourage students to use higher order thinking skills in all aspects of life, not only education. I also teach them the value of Music in education and everyday life.

Unfortunately, it has become a requirement of the Queensland Education Department that I be vaccinated to continue providing my skills and experience as a teacher in schools within this State. I have been informed that I will have to show cause as to why I'm not vaccinated, and if my reason isn't found to be suitable, I will be terminated.

2021 had already been a very difficult year for me, especially during Term 4 when I realised that for the past two years, I had been the victim of emotional and mental abuse by the Principal of the school I was based at. This abuse has already caused my mental health to suffer considerably – I have been diagnosed with [REDACTED] matic Stress Disorder because of this abuse. Now, to add to this, the State Government are bullying and harassing me to be vaccinated against my will by threatening my job security unless I receive the vaccination. This bullying and harassment has triggered my PTSD caused by the Principal, which has led to a deterioration of my mental health.

The day that the announcement [REDACTED] requirement was made – I called on a counsellor to speak with them as I was suicidal [REDACTED] lose my job because I wasn't allowed to be in control of my own body made me want to kill myself. Any time that I consider getting the vaccine – I consider killing myself if I end up getting it. I am the mother of two children – this is what has (so far) made me not follow through with these suicidal thoughts.

There is a shortage of Supply Teachers in Gladstone – if I am no longer able to work as a Supply teacher this is going to contribute to a shortage that already exists. This will result in schools having to re-distribute students from the class of an absent teacher to other classes for them to have adequate supervision. This will result in extra work for Admin staff, and the students falling behind in their education, and add extra pressure to the teachers required to handle more students than are supposed to be in their room.

I believe it is disgusting that the State Government and Department of Education feel it is appropriate to cause someone to become suicidal by taking away their right to choose what they do with their own body. I gave up drinking alcohol earlier this year, this was a conscious decision to no longer put something into my body that causes an adverse reaction – it is wrong I'm being forced to do this after everything I've been through.

With the recent acceptance of Rapid Antigen Testing for visitors to Queensland, casual contacts and asymptomatic close contacts, there is no reason this could not be extended to myself (and other unvaccinated Education Queensland staff) to enable me to continue fulfilling my duties as a teacher, and in turn, prevent an exacerbation of the teacher shortage in the State. Also, with the new protein vaccine, Novavax, due for release in the coming weeks, it would be better to allow teachers the opportunity to consider having this vaccine.



RADCARE Support Services

Ravenshoe Rural & Remote Aged & Disabled care Inc
 ABN - 79 115 909 900

Sponsoring - Home Care Packages Levels 1 - 4
 - Cedar Park Cottage

P.O Box 672, Ravenshoe, QLD 4888

Tel: (07) 4097 7263 Fax: (07) 4097 6274

A FLEXIBLE INDIVIDUALLY COORDINATED SET OF SERVICES FOR THE OLDER PERSON WISHING TO REMAIN AT HOME

15th December 2021

To Shane Knuth MP,

Thank you for taking the time today to listen to my urgent concerns regarding the safety of our clients due to a critical workforce shortage of key personnel. I have spoken with members of our Management Committee, who have given me their support in composing this letter to you.

In relation to the Workers in a healthcare setting (COVID-19 Vaccination Requirements)

Direction imposed on November 10 2021, whereby a worker in healthcare must be fully vaccinated by 15th December 2021, this is going to have a detrimental effect on our ability to safely provide services to our clients. We implore you to make a case to Queensland Health for the *Direction* to be amended to approve the use of COVID-19 Rapid Antigen testing in place of a PCR test at the start of each shift for unvaccinated workers under the Critical Workforce Shortage Exemption, for key personnel. If a positive result is read, then staff are to undertake a PCR as per Rapid Antigen testing instructions.

Radcare Support Services is a Home Care Package provider based in Ravenshoe on the Atherton Tablelands. We are located two hours South West of Cairns, and 45 minutes from the closest hospital in Atherton. We provide in-home care to close to 150 elderly clients spread across the entire Tablelands. We don't see clients as a 'recipient number', or an 'Aged Care Number', but as individuals who have built our communities and paved the way for us. We pride ourselves on providing individualized care to them, as we feel they deserve it.

Further to this, we employ 53 staff who reside across the Atherton Tablelands. A few of our staff have made the moral choice to not have the current approved Covid-19 vaccines, or would prefer to not be vaccinated altogether, due to safety concerns and/or religious reasons. We fully support all of our workers, both vaccinated and unvaccinated. Some of these staff have worked for Radcare Support Services for over 10 years; they have shown untold loyalty throughout the years and I am not prepared to take disciplinary action for not following the *Direction* and/or terminate their employment. As a Manager, I feel it is my duty to show leadership through compassion and support to reassure people, not to make people feel like they are dispensable or not valued as our colleagues because of their beliefs. Diversity and anti-discrimination are cornerstones to our organisational culture.

We have offered staff the opportunity to take leave in the interim whilst the current Direction is in place. However, some staff cannot afford to take unpaid leave and have requested Separation Certificates, which is unfortunate. My main concern as a priority is with our key personnel. Our RN's and Finance Officer have taken leave until January 5th, after which we will review how to move forward. Our Finance officer can be set up to work remotely. However this is not possible for our RN's who provide face to face care, which is of a grave concern should this not be able to continue.

We currently employ two RN's who case manage and provide clinical care to our complex care clients, as well as offer guidance and support to all of our staff including other case managers. Our RN's are an integral part of our service delivery. Both of our RN's have opted not to take the COVID-19 vaccines at this stage due to personal reasons. They have both felt completely torn over this, as it has taken years to build up the rapport they have with our clients and develop their health history. However, their own convictions are important to them also. In turn our clients trust them and feel safe in the knowledge of having an RN who has cared for them and acted swiftly preventing further deterioration. We cannot safely sustain extended leave for our RN's past January, without posing a risk to these clients.

Replacing our RN's, which we do not want to do, is not an easy feat. The geographical location of being based in Ravenshoe does not work in our favour. We simply to not have the pool of available RN's some of the metro centres have. We have advertised on multiple platforms for the RN position for two weeks, and have not received a single application nor even an enquiry.

As an organization providing care to the elderly, we can fully appreciate the Department trying to mitigate the risk to vulnerable groups. However, we are now in a situation where we have to evaluate which is the bigger risk to our clients. Either having our trained nurses, who are competent in infection control measures necessary for transmittable diseases and who are willing to wear PPE and take a daily Rapid Antigen Test, or to not have any RN's on staff, which at the very least this will put clients at risk; or at worst, we might have to advise some of our clients they may need to go into a home or into hospital because we cannot continue to provide the clinical care they require. There are limited providers in regional areas, so transferring to another provider is not an option.

The worker shortages have further been exacerbated by the additional release of home care packages by the Federal Government in response to the Royal Commission into Aged Care. Whilst we applaud the Government for this release, which will allow more people to remain at home, the shortage of workers means that we will not be able to take these clients on, thus defeating the purpose.

Radcare Support Services has been in operation for 25 years, providing in-home care so that our elderly clients can stay independently at home for as long as possible, rather than go into permanent care, so not being able to continue to do this would go against everything we have worked towards over the last two decades. This could easily be preventable with a small change to testing requirements for unvaccinated workers under a Critical Workforce Exemption.

PCR testing is a challenge on its own. Firstly, the test is not easily accessible, especially in remote locations where you are more likely to see a critical workforce shortage. Secondly, there is a delay in receiving results – again due to remote location. I spoke to a lab in Cairns (remember, that is two hours away) who advised the PCR test is \$80, with a 24-48 hour turnaround for results. Thirdly, the test is quite invasive: in that a swab is taken from the back of the nose/throat area where there is soft tissue. A daily test such as this could possibly cause inflammation over a period of time.

Rapid Antigen testing before each shift would have results back within 15 minutes, allowing our RN's to get on with their day in a timely manner. They are easily accessible, with testing to be overseen by an authorized person who will take responsibility for the recording of the test.

I ask as a provider on the ground, delivering services whilst following the current Direction, that consideration be made for the following in addressing our critical workforce shortage for our unvaccinated key personnel, in particular our RN's includes:

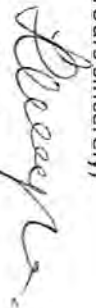
- Daily temperature checks
- PPE when visiting clients
- Daily rapid antigen testing before shift. PCR if positive.

Or alternatively, a special consideration for us as a provider in a remote location.

In summary, we are asking you - on our behalf - as a matter of urgency to recommend a small change in the Direction by approving COVID-19 Rapid Antigen testing and PPE for unvaccinated key personnel, for providers experiencing a critical workforce shortage in regional areas. This will allow us to continue to keep our clients safe, along with reducing the stress on the remaining valuable staff who are already mentally fatigued.

Thank you for your time and consideration; I look forward to either a change in the standing Direction or suggestions on how we should proceed with our clients from January.

Yours sincerely,



Tina Quayle
Manager
Radcare Support Services

