

HUMAN RIGHTS STATEMENT

- 1 This Human Rights Statement must be read together with the Statement of Reasons for the Orders made on 15 December 2021.
- 2 This document contains an explanation of the nature of the human rights limited by the Orders (section 165AP(2)(d)(i)). It does so by reference to the Orders generally.
- 3 Then, by reference to each individual Order, it contains:
 - 3.1 a statement as to whether, in the opinion of the Minister, the Order does or does not limit any human right set out in the Charter (section 165AP(2)(c));
 - 3.2 an explanation of:
 - 3.2.1 the importance of the purpose of the limitation (section 165AP(2)(d)(ii)); and
 - 3.2.2 the nature and extent of the limitation (section 165AP(2)(d)(iii)); and
 - 3.2.3 the relationship between the limitation and its purpose (section 165AP(2)(d)(iv)); and
 - 3.2.4 any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve (section 165AP(2)(d)(v)).

Nature of human rights limited by Orders

- 4 Section 165AP(2)(d)(i) requires an explanation of the human rights limited by a pandemic order.
- 5 It is important to recognise that a human right may be affected — either positively or negatively — by a particular restriction. This is sometimes referred to as the human right being engaged.
- 6 For example, a human right might be negatively affected by a restriction. However, some rights are subject to exceptions or qualifications contained within the right itself. If the relevant impact on the right imposed by an Order falls within an internal exception or qualification to that right, it will not "limit" the human right.
- 7 This document considers how human rights might be affected, in addition to considering how human rights may be limited.
- 8 That goes beyond what is required by section 165AP(2)(d)(i). However, for the purposes of giving proper consideration to human rights, it is necessary to consider all relevant human rights. There is conflicting court authority about whether that includes human rights that are both affected and limited, or just rights that are limited.
- 9 Finally, it is important to note that the "limitation" of a human right by an Order does not mean that the Order is "incompatible" with a human right. An Order will be "incompatible" with a human right if the "limitation" is not "demonstrably justified" under section 7(2) of the Charter.
- 10 Section 7(2) of the Charter states that a human right may be subject under law only to such reasonable limits as can be demonstrably justified in a free and democratic society based on human dignity, equality and freedom, and taking into account all relevant factors including—
 - 10.1 the nature of the right; and
 - 10.2 the importance of the purpose of the limitation; and
 - 10.3 the nature and extent of the limitation; and
 - 10.4 the relationship between the limitation and its purpose; and
 - 10.5 any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve.
- 11 These factors are the same factors that must be explained for the purposes of section 165AP(2)(d), in circumstances where I have formed the opinion that a human right is limited by an Order.
- 12 Against that background, this section sets out the explanation required by section 165AP(2)(d)(i), by reference to the human rights affected or limited by the Pandemic Orders.

Right to recognition and equality before the law (section 8)

- 13 Section 8(3) of the Charter relevantly provides that every person is entitled to equal protection of the law without discrimination, and everyone has the right to equal and effective protection against discrimination. The purpose of this component of the right to equality is to ensure that all laws and policies are applied equally, and do not have a discriminatory effect. 'Discrimination' under the Charter is defined by reference to the definition in the *Equal Opportunity Act 2010* (Vic) (EO Act) on the basis of an attribute in s 6 of that Act. Relevantly, s 6 of the EO Act contains the attributes of age, disability, physical features, religious belief or activity, marital status, and parental or carer status.
- 14 Importantly, the definitions of direct and indirect discrimination incorporated into the Charter "operate according to their own terms to give protection against discrimination on the basis of an attribute within the free-standing legislative framework of the Charter (including s 8(3)) whether or not the discrimination is unlawful within the separate legislative framework of the EO Act".¹ This may mean that while a particular decision or course of conduct may not meet the formal definition of discrimination under the EO Act, the right to equality may be engaged.
- 15 Direct discrimination occurs where a person treats a person with an attribute unfavourably because of that attribute. Indirect discrimination occurs where there is a requirement, condition or practice imposed that is the same for everyone, but disadvantages a person, or is likely to disadvantage a person, because they have one or more of the protected attributes, and the requirement, condition or practice is not reasonable.
- 16 The EO Act defines disability as including "the presence in the body of organisms causing disease or illness". A person having COVID-19 therefore has a disability.
- 17 Indirect discrimination occurs where there is a requirement, condition or practice imposed that is the same for everyone but disadvantages a person, or is likely to disadvantage a person, because they have one or more of the protected attributes, and the requirement, condition or practice is not reasonable.²

Right to life (section 9)

- 18 The right to life and the right not to be arbitrarily deprived of life is a fundamental human right and is promoted by the making of the Pandemic Orders. Because the virus is life-threatening, the Pandemic Orders further that right, particularly in relation to vulnerable members of society who are at particular risk from broad and unrestricted transmission of COVID-19.
- 19 In addition, article 12(2)(c) of the International Covenant on Economic, Social and Cultural Rights (to which Australia is a signatory³) requires parties to take steps to achieve the full realisation of the right to the highest attainable standard of health, including by taking measures necessary for the prevention, treatment and control of epidemic diseases. Whilst this right is not directly protected by the Charter, Australia has international obligations to ensure fulfilment of the right and it was identified as relevant to the PHW Act in its Statement of Compatibility.

¹ *Matsoukatidou v Yarra Ranges Council* [2017] VSC 61 at [47] per Bell J.

² EO Act s 9.

³ In the Statement of Compatibility for to the *Public Health and Wellbeing Bill* 2008, then Minister for Health (now Premier Andrews) acknowledged this right, being the right of everyone to enjoy the highest attainable standard of health.

Right to protection from torture and cruel, inhuman or degrading treatment (section 10)

- 20 The aspects of section 10 that relate to protection against torture and cruel inhuman or degrading treatment are not likely to be relevant to the Pandemic Orders. However section 10(c) of the Charter states that a person must not be subjected to medical or scientific experimentation or treatment without full, free and informed consent. This section of the Charter largely reflects the requirements of Victorian law which makes it unlawful to render medical treatment without the informed consent of the person concerned, except in limited circumstances, and permits a person who is competent to refuse medical treatment.⁴
- 21 In New Zealand, the taking of a swab to obtain a bodily sample for forensic purposes has been held not to be medical treatment,⁵ however, the taking of a blood sample for the purposes of determining paternity was considered medical treatment.⁶
- 22 The PHW Act envisages that there will be circumstances in which it will be reasonably necessary to require a person to undergo medical testing in order to ascertain whether a person has an infectious disease (pursuant to s 113).
- 23 During the course of the COVID-19 pandemic, testing has been required in specified circumstances pursuant to the emergency power in s 200(1)(d) of the Act (the power to give any other direction that the authorised officer considers is reasonably necessary to protect public health). High-risk industries have been required to undertake surveillance testing of their workforce (for example, hotel quarantine workers).
- 24 Section 10(c) of the Charter provides that a person must not be subjected to medical treatment without their full, free and informed consent. This section largely reflects the requirements of Victorian legislation, which makes it unlawful to render medical treatment without the informed consent of the person concerned, except in limited circumstances, and which permits a person who is competent to give consent to refuse medical treatment.⁷

Right to freedom of movement (section 12)

- 25 The right to freedom of movement is contained in s 12 and protects three separate rights: the right to move freely within Victoria, the right to enter and leave Victoria, and the right to choose where to live in Victoria. Relevantly, it provides that every person lawfully within Victoria has the right to move freely within Victoria. It provides protection from unnecessary restrictions upon a person's freedom of movement and extends, generally, to movement without impediment throughout the State and a right of access to places and services used by members of the public, subject to compliance with regulations legitimately made in the public interest.⁸ The right is directed at restrictions that fall short of physical detention coming within the right to liberty

⁴ See *PBU & NJE v Mental Health Tribunal* [2018] VSC 564; *Department of Health and Community Services v JWB and SMB (Marion's Case)* (1992) 175 CLR 218, 233–4; *Re BWV*; *Ex parte Gardner* (2003) 7 VR 487.

⁵ *Taylor v Attorney-General* HC Auckland CIV-2010-485-226, 9 July 2011, [32] and [36] and the cases considered therein.

⁶ *Cairns v James* [1992] NZFLR 353 (HC), 356.

⁷ *Department of Health and Community Services v JWB and SMB (Marion's Case)* (1992) 175 CLR 218, 233–4; *Re BWV*; *Ex parte Gardner* (2003) 7 VR 487.

⁸ *Gerhardy v Brown* (1985) 159 CLR 70, 102, cited in *DPP v Kaba* (2014) 44 VR 526, [100] (Bell J).

under s 21.⁹ The right to freedom of movement may be limited where it is reasonable under s 7(2) of the Charter, including where it is necessary to protect public health.¹⁰ The right to freedom of movement is one of the most commonly qualified rights.¹¹

Right to privacy and reputation (section 13)

- 26 Section 13(a) of the Charter provides, relevantly, that a person has the right not to have their privacy or family unlawfully or arbitrarily interfered with. Section 13(a) contains internal qualifications; namely, interferences with privacy only limit the right to privacy if they are unlawful or arbitrary. An interference will be lawful if it is permitted by a law which is precise and appropriately circumscribed. An interference, on the other hand, will be arbitrary if it is, for example, capricious, unpredictable, unjust or unreasonable, in the sense of being disproportionate to the legitimate aim sought to be achieved by the limitation.
- 27 'Privacy' is a broad right. The fundamental values which the right to privacy addresses are the physical and psychological integrity, individual and social identity, and autonomy and inherent dignity of the person. In conjunction with other rights in the Charter, including the right to security of person in s 21, the right to privacy gives recognition to 'the human right to personal integrity'.¹⁰ It protects the individual's interest in the freedom of their personal and social sphere. Relevantly, this encompasses their right to establish and develop meaningful social relations and their right to maintain and develop relationships at work,¹¹ and may also extend to their right to education.
- 28 The 'family' aspect of s 13(a) is related to s 17(1) of the Charter, which states that families are entitled to protection by society and the State. While the term 'family' is not defined by the Charter, the meaning of this term should not be limited to families formed by formal marriage or co-habitation. This term will likely include at least ties between near relatives, such as between parents and their children, and between grandparents and grandchildren. However, whilst the two rights overlap, they are not co-extensive. Section 13(a) is a negative obligation that only prohibits unlawful or arbitrary interferences with family; whereas s 17(1) is a positive obligation on society and the State.
- 29 The 'home' aspect of s 13(a) refers to a person's place of residence, regardless of whether they have a legal interest in that residence.¹² What constitutes an interference with this aspect of the right to privacy has been approached in a practical manner and may cover actions that prevent a person from continuing to live in their home¹³ as well interferences with the home itself.¹⁴

Right to freedom of thought, conscience, religion and belief (section 14)

⁹ *Kracke v Mental Health Review Board* (2009) 29 VAR 1, [588] (Bell J).

¹⁰ See art 12(3) of the International Covenant on Civil and Political rights, which provides the purposes for which freedom of movement may be restricted. Although not reproduced in the Charter, art 12(3) provides a useful indication of the types of purposes that may be legitimate under s 7(2), including public health.

¹¹ *DPP v Kaba* (2014) 44 VR 526 at [117], citing *Kerr v Attorney-General* (1996) 4 HRNZ 270 at 274.

¹² *Director of Housing v Sudi* (2010) 33 VAR 139 at [32].

¹³ *Director of Housing v Sudi* (2011) 33 VR 559; [2011] VSCA 266.

¹⁴ *PJB v Melbourne Health (Patrick's Case)* (2011) 39 VR 373 at [61]-[62].

- 30 Section 14(1) of the Charter provides that every person has the right to freedom of thought, conscience, religion and belief, including the freedom to have or adopt a religion or belief of one's choice (s 14(1)(a)), and to demonstrate one's religion or belief individually or as part of a community, whether in public or private, through worship, observance, practice and teaching (s 14(1)(b)). The concept of 'belief' is not limited to religious or theistic beliefs; it extends to non-religious beliefs as long as they possess a certain level of cogency, seriousness, cohesion and importance.¹⁵ Section 14(2) provides that a person must not be restrained or coerced in a way that limits their freedom to have a belief. Coercion in this context includes both direct and indirect forms of compulsion, such as penal sanctions and restrictions on access to employment.¹⁶

Right to freedom of expression (section 15)

- 31 Section 15(1) of the Charter provides that every person has the right to hold an opinion without interference, while section 15(2) provides that a person has the right to freedom of expression, which includes the freedom to seek, receive and impart information and ideas of all kinds, through various mediums. Although subject to some limitations, generally speaking, the freedom of expression under s 15(2) will encompass all forms of expression regardless of the content.¹⁷ The right to hold an opinion without interference (section 15(1)) is considered to be an absolute right, and therefore not subject to qualification. However the right to express that opinion (section 15(2)) may be qualified. Section 15(3) recognises that the right to freedom of expression will often be in conflict with the rights of other people, and with the public good, and so may be subject to clear limits, including lawful restrictions reasonably necessary to protect public health. It is likely that section 15(2) supports an implied right to peaceful protest.
- 32 In order to constitute 'expression', the speech or conduct in question should be "capable of conveying some kind of meaning".¹⁸ Further, there are limits to what will be considered expression. For example, facial hair,¹⁹ insulting and offensive language and behaviour in a public place,²⁰ acts of violence or criminal damage²¹ (though the act of spraying political graffiti may fit the bill). The protection of the right to freedom of expression is afforded "not only to 'information' or 'ideas' that are favourably received or regarded as inoffensive or as a matter of indifference, but also to those that offend, shock or disturb the State or any sector of the population. Such are the demands of that pluralism, tolerance and broadmindedness without which there is no 'democratic society'".²² Offensive expression may be justifiably restricted, but it is nevertheless "expression".²³ The freedom extends not only to political discourse, debate and protest but also to artistic, commercial and cultural expression, news and information.

Right to peaceful assembly and freedom of association (section 16)

¹⁵ *Campbell v United Kingdom* (1982) 4 EHRR 293, [36]; *Eweida v United Kingdom* (2013) 57 EHRR 8, [81].

¹⁶ UN HRC, General Comment No 22, [5].

¹⁷ See, for example, *Handyside v United Kingdom* (1976) 1 EHRR 737, [49].

¹⁸ *Magee v Delaney* (2012) 39 VR 50.

¹⁹ *Kuyken v Lay* [2013] VCAT 1972 at [205]–[210].

²⁰ *Ferguson v Walkley* [2008] VSC 7 at [27].

²¹ *Magee v Delaney* (2012) 39 VR 50.

²² *Handyside v United Kingdom* [1976] ECHR 5 at [49].

²³ See, for example, *DPP v Collins* [2006] UKHL 40 at [14]; *Monis v The Queen* (2013) 249 CLR 92.

- 33 Section 16(1) of the Charter provides that every person has the right to peaceful assembly. This provision reflects the right of persons to gather as a means of participating in public affairs and to pursue common interests or further common purposes. This includes gathering for the purpose of protest or political demonstration; however, to fall within the scope of section 16(1), an assembly must be peaceful, and the right will not protect violent protest, riots, and affrays. It is recognised that it may be necessary to take action to prevent an imminent breach of the peace, which may place restrictions on the rights of peaceful demonstrators.²⁴ While a gathering need not be for a particular purpose to attract the protection of this right, there is no guarantee to a right to assemble for purely social or recreational purposes.²⁵ However, like most other rights, the right can be limited where reasonably justifiable in accordance with s 7(2) of the Charter.
- 34 Similarly, s 16(2) of the Charter relevantly provides that every person has the right to freedom of association with others. This right is concerned with allowing people to pursue common interests in formal groups, such as political parties, professional or sporting clubs, non-governmental organisations, trade unions, and corporations.²⁶

Right to protection of families and children (section 17)

- 35 Section 17(1) of the Charter recognises that families are the fundamental group unit of society and entitles families to protection by the society and the State. Section 17(1) is related to the s 13(a) right and an act or decision that unlawfully or arbitrarily interferes with a family is also likely to limit that family's entitlement to protection under section 17(1).
- 36 The Charter does not define the term 'family'; however, extrinsic materials and judicial consideration confirm that it is to be given a broad interpretation. As discussed above, it at least includes ties between near relatives and regard to other indicia of familial relationships including cohabitation, economic ties, and a regular and intense relationship. Cultural traditions may be relevant when considering whether a group of persons constitute a 'family' in a given case. In this respect, the cultural right in s 19(2)(c) of the Charter, which states that Aboriginal people must not be denied the right to maintain their kinship ties, is also relevant. As discussed above in relation to cultural rights, the concept of 'kinship' within Aboriginal culture is broader than that used in non-Aboriginal culture.
- 37 Section 17(2) recognises the particular vulnerability of children due to their age, and confers additional rights on them. Its scope is informed by the United Nations Convention on the Rights of the Child, which requires that in all actions concerning children, the best interests of the child shall be the primary consideration. However, it is worth noting that courts in the United Kingdom construe the best interests of the child as "a" primary consideration rather than "the" primary consideration.²⁷

²⁴ See, for example, *R (Laporte) v Chief Constable of Gloucestershire* [2007] 2 AC 105; [2006] UKHL 55.

²⁵ See for example *R (Countryside Alliance) v Attorney General* [2008] AC 719; [2007] UKHL 52 at [58].

²⁶ Joseph and Castan, *The International Covenant on Civil and Political Rights* (3rd ed, Oxford University Press, 2013), [19.13].

²⁷ See *ZH (Tanzania) v Home Secretary* [2011] UKSC 4 at [25]–[26]; *Zoumbas v Secretary of State for Home Department* [2013] UKSC 74 at [10]; *R (MG) v Secretary of State for Home Department* [2018] EWHC Admin 31 at [87].

- 38 Section 17 is closely related to section 13, to the extent that section 13 protects the rights of individuals not to have their family and home unlawfully or arbitrarily interfered with.

Right to take part in public life (section 18)

- 39 Section 18(1) provides that every person in Victoria has the right, and is to have the opportunity, without discrimination, to take part in public affairs, directly or through freely chosen representatives. The rights to vote and to have access to the public service and public office in s 18(2)(a) and (b) may be regarded as specific aspects of the general right to direct participation in public affairs. This contemplates direct and indirect involvement in public affairs. Direct involvement may take various forms including the right to vote, and to participate in public debate. Every person must have the right to vote (s 18(2)(a)) and the opportunity to participate directly in public affairs, subject to reasonable limits (such as appropriate qualifications to be suitable for public office).

Cultural rights (section 19)

- 40 Section 19 of the Charter protects the right of all persons with a particular cultural, religious, racial or linguistic background to enjoy their culture, to declare and practise their religion and to use their language, in community with other persons of that background.
- 41 Section 19(2) bestows particular rights on Aboriginal people. Section 19(2)(c) of the Charter provides that Aboriginal people must not be denied the right to maintain their kinship ties. The concept of ‘kinship’ within Aboriginal culture differs from that used in non-Aboriginal culture; Aboriginal kinship networks are generally understood to extend broadly into the community, beyond a person’s immediate family. The Pandemic Orders will operate to restrict the ability of Aboriginal people to maintain their kinship ties (with people other than those with whom they reside) in a physically proximate way given the strict limitations on both travel and gatherings. Funerals and mourning in particular are important communal activities in Aboriginal culture, with community members having a cultural obligation to attend in order to fulfil their cultural duties. Section 19(d) protects the rights of Aboriginal people to maintain their distinctive spiritual, material and economic relationship with the land and waters and other resources with which they have a connection under traditional laws and customs.

Property rights (section 20)

- 42 The right to property under section 20 of the Charter will be limited when all three of the following criteria are met: the interest interfered with must be “property”, the interference must amount to a “deprivation” of property, and the deprivation must not be “in accordance with law”. In *PJB v Melbourne Health (Patrick’s Case)*²⁸ Bell J observed that in the Charter, “neither ‘property’ nor ‘deprived’ is defined. On first principles, these terms would be interpreted liberally and beneficially to encompass economic interests and deprivation in a broad sense. ‘In accordance with law’ has a particular meaning in this context.”

Right to liberty and security of persons (section 21)

²⁸ [2011] VSC 327 at [87].

- 43 Section 21 of the Charter protects the right to liberty. The liberty right in s 21 reflects aspects of the common law right to personal liberty, which has been described as 'the most elementary and important of all common law rights'.²⁹ In particular, s 21(2) prohibits a person from being subjected to *arbitrary* detention, whilst s 21(3) prohibits a person from being deprived of their liberty *except on grounds, and in accordance with procedures, established by law*. Together, the effect of ss 21(2) and (3) is that the right to liberty may legitimately be constrained only in circumstances where the deprivation of liberty by detention is both lawful, in that it is specifically authorised by law, and not arbitrary, in that it is reasonable or proportionate in all the circumstances.
- 44 The scope of the right in s 21 extends to detention to prevent the spread of infectious diseases. Whether a particular restriction amounts to a 'deprivation of liberty' for the purpose of the right in s 21 is a question of degree or intensity.³⁰ Detention or deprivation of liberty does not necessarily require physical restraint; however, the right to liberty is concerned with the physical detention of the individual, and not mere restrictions on freedom of movement.³¹
- 45 Where some Pandemic Orders may deprive a person of liberty by way of detention, any deprivation of liberty should not extend beyond the time during which the restraint is necessary on the basis of medical evidence. This approach is supported by a significant body of international jurisprudence, which accepts that detention can be justifiable if demonstrably necessary to prevent the spread of a serious infectious disease, where there are no other effective measures that are less restrictive of human rights.³²

Right to humane treatment when deprived of liberty (section 22)

- 46 Section 22 imposes certain standards in respect of the treatment of people who are detained in Victoria. It requires that any person detained must be treated with dignity and humanity. This applies to people detained in the criminal justice system and in non-punitive or protective forms of detention such as the compulsory detention of persons with a mental illness, or for a public health purpose. Section 22 contains additional requirements to ensure differential treatment of accused persons detained who have not been convicted of any offence: s 22(2) and (3).

Rights of children in the criminal process (section 23), Right to a fair hearing (section 24), Rights in criminal proceedings (section 25)

- 47 Section 23 stipulates additional requirements to those in section 22 for the humane treatment of children in detention in recognition that children are particularly vulnerable to harm in criminal detention and to discriminatory exclusion in the operation of the criminal law, and that governments and courts are therefore obliged to take all necessary measures to protect them from such harm and to ensure their participation in those processes.³³ Section 23 applies only with respect to the treatment of children in the criminal process and not to children in other forms of detention. The requirement that a child be brought to trial as "quickly as possible" recognises the

²⁹ *R v Foster* (1993) 113 ALR 1, 8 quoting Fullager J in *Trobridge v Hardy* (1955) 94 CLR 147, 152.

³⁰ *Kracke v Mental Health Review Board* (2009) 29 VAR 1 at [664].

³¹ *Ibid.*

³² *Ibid.*; General Comment No 35 at [5].

³³ Pound & Evans, *Annotated Victorian Charter of Rights*, LawBook Co 2019 at [CHR.24.320] *DPP v SL* [2016] VSC 714 at [7]; *DPP v SE* [2017] VSC 13 at [11].

widely accepted principle in international law that children should be detained for only the shortest appropriate time. Section 24(1) confers on a person charged with a criminal offence or a party to a civil proceeding the right to a “fair and public hearing” by a “competent, independent and impartial court or tribunal”. The requirement in section 24(1) that proceedings be “public” is a reflection of the common law principles of open justice.³⁴

- 48 Section 25 protects a number of rights in the criminal justice system, including the right to be presumed innocent until proven guilty, the right of an accused person to adequate time and facilities to communicate with their lawyer contemplates that the accused should have the opportunity to do so in a confidential setting, the right to be tried in person and the right to be tried without unreasonable delay. An unreasonable delay for the purposes of section 25(2)(c) of the Charter is one which is “excessive, inordinate or unacceptable”.³⁵ The assessment of whether delay is “unreasonable” will depend upon all the circumstances

PANDEMIC COVID-19 MANDATORY VACCINATION (GENERAL WORKERS) ORDER

Nature and extent of limitations

- 49 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:
- 49.1 Freedom from being subject to medical or scientific experimentation or treatment without his or her full, free and informed consent
- 49.2 Freedom of movement

³⁴ *Russell v Russell* (1976) 134 CLR 495 at 520; *Hogan v Hinch* (2011) 243 CLR 506; [2011] HCA 4 at [20]–[21]; *PQR v Secretary, Department of Justice and Regulation* (2017) 53 VR 45; [2017] VSC 513 at [34]–[42].

³⁵ *Baker (a pseudonym) v DPP (Vic)* [2017] VSCA 58 at [67], [87].

- 49.3 Freedom of thought, conscience, religion and belief
- 49.4 Freedom of expression
- 49.5 Cultural rights
- 50 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:
 - 50.1 Right to equality
 - 50.2 Privacy and reputation
 - 50.3 Property rights
 - 50.4 Right to life
- 51 Each of the rights limited or otherwise affected is discussed below.

Freedom from torture, cruel, inhuman and degrading treatment (including protection from medical treatment without full, free and informed consent)

- 52 In my opinion, the Order **limits** this right because its practical effect is to require a person to choose between being vaccinated or not attend the workplace. In many cases, not attending the workplace may put the person at risk of losing their employment.
- 53 I note that this position is consistent with adopted by the New Zealand Government in recent litigation in which mandatory vaccination orders were challenged and in which an equivalent right was considered. The New Zealand High Court has accepted the correctness of that position on three occasions: *GF v Minister of COVID-19 Response* [2021] NZHC 2526 at [70]; *Four Aviation Security Service Employees v Minister of Covid-19 Response* [2021] NZHC 3012 at [28]; and *Four Midwives v Minister for COVID-19 Response* at [38].

Freedom of movement

- 54 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.
- 55 In my opinion, the Order **limits** this right because it prevents a person from attending a particular place — namely, the workplace — if they are unvaccinated.
- 56 This position is consistent with that adopted by the New South Wales Supreme Court in *Kassam v Hazzard* [2021] NSWSC 1320 at [70], recognising that the Court was there concerned with the common law right to movement (not the Charter right). An appeal from that decision was dismissed: see *Kassam v Hazzard* [2021] NSWCA 299 at [111], [175].

Freedom of thought, conscience, religion and belief, freedom of expression, and cultural rights

57 In my opinion, the Order **limits** this right because:

- 57.1 Those who are firmly opposed to vaccinations (or to these specific vaccines) might view the requirement to show evidence of being vaccinated as limiting those persons' rights to hold an opinion about vaccination without interference, or, that this constitutes an interference with their cultural or religious rights.
- 57.2 There are some belief systems which disagree with aspects of the way that certain vaccinations are made if they are made with human tissues, and some have beliefs, associated with the body of a person being sacred, that the human body should not be in receipt of foreign chemicals or compounds.
- 57.3 The Order does not have the effect of altering or limiting a person's beliefs about vaccinations or restrict people from engaging in their cultural or religious practices in other ways, although the Order may require people to act inconsistently with those beliefs if they wish to be able to attend for work at their workplace.

Right to equality

58 This right is **affected** in the following ways:

- 58.1 To the extent that the Order treats persons who are not vaccinated unfavourably based on that status, that may engage the right to equality because it could amount to indirect discrimination where the effect of the Order is to discriminate against a cohort of persons with a protected attribute.
- 58.2 A requirement to be vaccinated to attend work premises and perform work on-site may disadvantage people who object to taking the relevant vaccines for a variety of reasons, including those based on religious, cultural and personal health views and other belief systems. Whilst the latter are unlikely to involve attributes protected by the *Equal Opportunity Act 2010* (Vic), religion and race are protected attributes, as is disability. Reasonable measures will not constitute indirect discrimination.
- 58.3 An exception to the requirement is provided for people who have certification from a medical practitioner that they are unable to receive a dose or a further dose of a relevant vaccine due to a medical contraindication. The requirement will therefore not be imposed on people with disabilities that preclude them being vaccinated.
- 58.4 Although a vaccination condition may disadvantage some people with protected attributes, on the basis of that attribute, such as people with religious objections, this will not constitute indirect discrimination if it is reasonable, which it appears to be.
- 58.5 An exclusion from a physical workplace on the basis of vaccination status may be particularly onerous for single parents, for parents of younger children, and for parents of multiple children (who may find it impossible to work effectively at home). This may cause difficulties for those persons and, further, may disproportionately affect women who typically bear more of the child-minding or caring responsibilities in the home. The exact impact of the restriction on a particular person will depend on the nature of each person's condition or circumstances. This may amount to a requirement or condition that disadvantages women.

- 59 For those reasons, I consider that the Order affects the right. However in my opinion, the right is not limited by the Order because unreasonableness is a precondition to a finding of indirect discrimination. I consider the Order to be reasonable having regard to the matters set out in the Statement of Reasons.

Privacy and reputation

- 60 In my opinion, the Order affects the right to privacy because it requires employers of general workers who work outside their ordinary place of residence to collect the worker's vaccination status and to disclose that information to an Authorised Officer upon request.
- 61 Further, the right to privacy includes a right to respect for bodily integrity. However, the Order does not physically force anyone to receive a COVID-19 vaccine. I therefore do not consider that the Order affects this right.
- 62 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.
- 63 Further:
- 63.1 The collection and provision of any vaccination information will be subject to the existing law, including the *Health Records Act 2001*. Once collected it is noted that the information will be subject to the existing protections that exist in relation to the use, storage and control of this sensitive information.
- 63.2 The purpose of the collection of the information is to ensure that only vaccinated people are present in relevant workplaces. Without this information the vaccination requirement cannot be enforced.
- 64 Having regard to those matters, and the other matters set out in the Statement of reasons, the restrictions imposed by the Order are not arbitrary.

Property rights

- 65 In my opinion, the Order affects this right because it may interfere with the rights of property owners and other persons with property rights, whose use or enjoyment of the property may be limited (real or personal).
- 66 In particular, the Pandemic Orders may restrict the ability of businesses to operate if some of their workforce are unable, or unwilling, to be vaccinated. The Order might in the short term reduce or affect the capacity of certain businesses to generate income from their real and personal property.
- 67 If the business and its assets are owned by an individual, and that reduction in capacity continues for a lengthy period of time, it may over time become a substantial restriction on the use of a person's property.

68 However, I note that the limits on work outside the ordinary place of residence under the Order will only apply to general workers for whom it is reasonably practicable for the person to work at the person's ordinary place of residence.

69 Further, although the Order affects the right, in my opinion, it is not limited by the Order. That is because the right is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful. Further, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Right to life

70 I consider the differential treatment of general workers based on vaccination status assists in protecting vulnerable cohorts' right to life.

71 For that reason, the right to life may be **positively affected** by the Order. However, in my opinion, it is not limited by the Order.

Importance of purpose of limitations

72 The purpose of the Order, and thus of the limitations, is set out at paragraph 325 of the Statement of Reasons. That is, to impose obligations upon employers in relation to the vaccination of general workers, in order to limit the spread of COVID-19 within the population of those workers.

73 That is an important purpose.

Relationship between limitations and purpose

74 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 72 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

75 This issue is considered at paragraphs 346 to 350 of the Statement of Reasons.

PANDEMIC COVID-19 MANDATORY VACCINATION (SPECIFIED FACILITIES) ORDER

Nature and extent of limitations

76 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

76.1 Freedom from being subject to medical or scientific experimentation or treatment without his or her full, free and informed consent

76.2 Freedom of movement

76.3 Freedom of thought, conscience, religion and belief

76.4 Freedom of expression

76.5 Cultural Rights

77 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

77.1 Right to equality

77.2 Privacy and reputation

77.3 Property rights

77.4 Right to life

78 Each of the rights limited or otherwise affected is discussed below.

Protection from medical treatment without full, free and informed consent

79 In my opinion, the Order limits this right because its practical effect is to require a person to choose between being vaccinated or not attend the workplace. In many cases, not attending the workplace may put the person at risk of losing their employment.

80 I note that this position is consistent with that adopted by the New Zealand Government in recent litigation in which mandatory vaccination orders were challenged and which an equivalent right was considered. The New Zealand High Court has accepted the correctness of that position on three occasions: *GF v Minister of COVID-19 Response* [2021] NZHC 2526 at [70]; *Four Aviation Security Service Employees v Minister of Covid-19 Response* [2021] NZHC 3012 at [28]; and *Four Midwives v Minister for COVID-19 Response* at [38].

Freedom of movement

- 81 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.
- 82 In my opinion, the Order limits this right because it prevents a person from attending a particular place – namely, the workplace – if they are unvaccinated.
- 83 This position is consistent with that adopted by the New South Wales Supreme Court in *Kassam v Hazzard* [2021] NSWSC 1320 at [70], recognising that the Court was there concerned with the common law right to movement (not the Charter right). An appeal from that decision was dismissed: see *Kassam v Hazzard* [2021] NSWCA 299 at [111], [175].

Freedom of thought, conscience, religion and belief, freedom of expression and cultural rights

- 84 In my opinion, the Order limits this right because:
- 84.1 Those who are firmly opposed to vaccinations (or to these specific vaccines) might view the requirement to show evidence of being vaccinated as limiting those persons' rights to hold an opinion about vaccination without interference, or, that this constitutes an interference with their cultural or religious rights.
- 84.2 There are some belief systems which disagree with aspects of the way that certain vaccinations are made if they are made with human tissues, and some have beliefs, associated with the body of a person being sacred, that the human body should not be in receipt of foreign chemicals or compounds.
- 84.3 The Order does not have the effect of altering or limiting a person's beliefs about vaccinations or restricting people from engaging in their cultural or religious practices in other ways, although the Order may require people to act inconsistently with those beliefs if they wish to be able to attend for work at their workplace.

Right to equality

- 85 This right is **affected** in the following ways:
- 85.1 To the extent that the Order treats persons who are not vaccinated unfavourably based on that status that may engage the right to equality because it could amount to indirect discrimination where the effect of the Order is to discriminate against a cohort of persons with a protected attribute.
- 85.2 A requirement to be vaccinated to attend work premises and perform work on site may disadvantage people who object to taking the relevant vaccines for a variety of reasons, including those based on religious, cultural and personal health views and other belief systems. Whilst the latter are unlikely to involve attributes protected by the *Equal Opportunity Act 2010 (Vic)*, religion and race are protected attributes as is disability. Reasonable measures will not constitute indirect discrimination.
- 85.3 An exception to the requirement is provided for people who have certification from a medical practitioner that they are unable to receive a dose or a further dose of a relevant vaccine due to a

medical contraindication. The requirement will therefore not be imposed on people with disabilities that preclude them being vaccinated.

- 85.4 An exclusion from a physical workplace on the basis of vaccination status may be particularly onerous for single parents, for parents of younger children, and for parents of multiple children (who may find it impossible to work effectively at home). This may cause difficulties for those persons and, further, may disproportionately affect women who typically bear more of the child-minding or caring responsibilities in the home. The exact impact of the restriction on a particular person will depend on the nature of each person's condition or circumstances. This may amount to a requirement or condition that disadvantages women. However indirect discrimination will not arise if the requirement is reasonable, as is likely to be the case here, having regard to the serious, avoidable and irreversible adverse health consequences that uncontrolled transmission of COVID-19 may have.
- 85.5 The obligation to require workers to wear additional PPE, including face masks and face shields, could conceivably amount to indirect discrimination on the basis of a person's physical features or religious belief or activity (for example, where a person wears a beard for religious purposes) or on the basis of disability (for example, for people with hearing impairments who rely on lip-reading or for those with breathing or lung difficulties).
- 86 For those reasons, I consider that the Order affects the right. However in my opinion, the right is not limited by the Order because unreasonableness is a precondition to a finding of indirect discrimination. I consider the Order to be reasonable having regard to the matters set out in the Statement of Reasons.

Privacy and reputation

- 87 In my opinion, the Order affects the right to privacy because it requires employers to collect the work's vaccination status and to disclose that information to an Authorised Officer upon request.
- 88 Further the right to privacy includes a right to respect for bodily integrity. However, the Order does not physically force anyone to receive a COVID-19 vaccine. I therefore do not consider that the Order affects this aspect of the right.
- 89 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.
- 90 Further:
- 90.1 The collection and provision of any vaccination information will be subject to the existing law, including the *Health Records Act 2001*. Once collected it is noted that the information will be subject to the existing protections that exist in relation to the use, storage and control of this sensitive information.
- 90.2 The purpose of the collection of the information is to ensure that only vaccinated people are present in relevant workplaces. Without this information the vaccination requirement cannot be enforced.

- 91 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Property rights

- 92 In my opinion, the Order affects this right because it may interfere with the rights of property owners and other persons with property rights, whose use or enjoyment of the property may be limited (real or personal).
- 93 In particular, the Pandemic Orders may restrict the ability of businesses to operate if some of their workforce are unable, or unwilling, to be vaccinated. The Order might in the short term reduce or affect the capacity of certain businesses to generate income from their real and personal property.
- 94 If the business and its assets are owned by an individual, and that reduction in capacity continues for a lengthy period of time, it may over time become a substantial restriction on the use of a person's property.
- 95 However, although the Order affects the right, in my opinion, it is not limited by the Order. That is because the right is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful. Further, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Right to life

- 96 I consider the differential treatment of workers at specified facilities based on vaccination status assists in protecting vulnerable cohorts' right to life.
- 97 For that reason, the right to life may be **positively affected** by the Order. However, in my opinion, it is not limited by the Order.

Importance of purpose of limitations

- 98 The purpose of the Order, and thus of the limitations, is set out at paragraph 356 of the Statement of Reasons. That is, to impose obligations upon operators of specified facilities in relation to the vaccination of workers, in order to limit the spread of COVID-19 within the population in these settings.
- 99 Given the significance of workplaces as a site of transmission throughout the pandemic, this purpose is considered very important.

Relationship between limitations and purpose

- 100 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 98 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

101 This issue is considered at paragraphs 377 to 382 of the Statement of Reasons.

PANDEMIC COVID-19 MANDATORY VACCINATION (SPECIFIED WORKERS) ORDER

Nature and extent of limitations

102 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

102.1 Freedom from being subject to medical or scientific experimentation or treatment without his or her full, free and informed consent

102.2 Freedom of movement

102.3 Freedom of thought, conscience, religion and belief

102.4 Freedom of expression

102.5 Cultural rights

103 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

103.1 Right to equality

103.2 Privacy and reputation

103.3 Property rights

103.4 Right to life

104 Each of the rights limited or otherwise affected is discussed below.

Protection from medical treatment without full, free and informed consent

105 In my opinion, the Order **limits** this right because its practical effect is to require a person to choose between being vaccinated or not attend the workplace. In many cases, not attending the workplace may put the person at risk of losing their employment.

106 I note that this position is consistent with adopted by the New Zealand Government in recent litigation in which mandatory vaccination orders were challenged and which an equivalent right was considered. The New Zealand High Court has accepted the correctness of that position on three occasions: *GF v Minister of COVID-19 Response* [2021] NZHC 2526 at [70]; *Four Aviation*

Security Service Employees v Minister of Covid-19 Response [2021] NZHC 3012 at [28]; and *Four Midwives v Minister for COVID-19 Response* at [38].

Freedom of movement

- 107 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.
- 108 In my opinion, the Order **limits** this right because it prevents a person from attending a particular place — namely, the workplace — if they are unvaccinated.
- 109 This position is consistent with that adopted by the New South Wales Supreme Court in *Kassam v Hazzard* [2021] NSWSC 1320 at [70], recognising that the Court was there concerned with the common law right to movement (not the Charter right). An appeal from that decision was dismissed: see *Kassam v Hazzard* [2021] NSWCA 299 at [111], [175].

Freedom of thought, conscience, religion and belief, freedom of expression, and cultural rights

- 110 In my opinion, the Order **limits** this right because:
- 110.1 Those who are firmly opposed to vaccinations (or to these specific vaccines) might view the requirement to show evidence of being vaccinated as limiting those persons' rights to hold an opinion about vaccination without interference, or, that this constitutes an interference with their cultural or religious rights.
- 110.2 There are some belief systems which disagree with aspects of the way that certain vaccinations are made if they are made with human tissues, and some have beliefs, associated with the body of a person being sacred, that the human body should not be in receipt of foreign chemicals or compounds.
- 110.3 The Order does not have the effect of altering or limiting a person's beliefs about vaccinations or restrict people from engaging in their cultural or religious practices in other ways, although the Order may require people to act inconsistently with those beliefs if they wish to be able to attend for work at their workplace.

Right to equality

- 111 In my opinion, the right is affected in the following ways:
- 111.1 To the extent that the Order treat persons who are not vaccinated unfavourably based on that status, that may engage the right to equality because it could amount to indirect discrimination where the effect of the Order is to discriminate against a cohort of persons with a protected attribute.
- 111.2 A requirement to be vaccinated to attend work premises and perform work on-site may disadvantage people who object to taking the relevant vaccines for a variety of reasons, including those based on religious, cultural and personal health views and other belief systems. Whilst the latter are unlikely to involve attributes protected by the *Equal Opportunity Act 2010* (Vic), religion

and race are protected attributes, as is disability. Reasonable measures will not constitute indirect discrimination.

111.3 Limitations in relation to the right to equality may arise for those in the community with a protected attribute who rely on, or deliver, services as a specified worker. Depending on their circumstances, the rights of those cohorts may be affected if the effect of the Order is to sufficiently disrupt the provision of services. In particular, the right may be affected for those with the following protected attributes in the circumstances identified below:

111.3.1 **Religious belief or activity** – those relying on funeral service providers, if for example, the effect of the Order is such that time critical funeral services (for those of the Jewish, Islamic or Buddhist faiths) are not able to be delivered in accordance with the required religious practice.

111.3.2 **Race** – those who are unable to rely on services such as interpreters, cultural or other support workers or those services required to be delivered in person to support particular ethnicities or racial groups such as Aboriginal healthcare workers or interpreters for those from culturally and linguistically diverse communities.

111.3.3 **Parental status** – An exclusion from a physical workplace on the basis of vaccination status may be particularly onerous for single parents, for parents of younger children, and for parents of multiple children (who may find it impossible to work effectively at home). This may cause difficulties for those persons and, further, may disproportionately affect women who typically bear more of the child-minding or caring responsibilities in the home. The exact impact of the restriction on a particular person will depend on the nature of each person's condition or circumstances. This may amount to a requirement or condition that disadvantages women. However indirect discrimination will not arise if the requirement is reasonable, as is likely to be the case here, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons.

112 For those reasons, I consider that the Order affects the right. However in my opinion, the right is not limited by the Order because unreasonableness is a precondition to a finding of indirect discrimination. I consider the Order to be reasonable having regard to the matters set out in the Statement of Reasons.

Privacy and reputation

113 In my opinion, the Order affects the right to privacy because it requires employers to collect the worker's vaccination status and to disclose that information to an Authorised Officer upon request.

114 Further, the right to privacy includes a right to respect for bodily integrity. However, the Order does not physically force anyone to receive a COVID-19 vaccine. I therefore do not consider that the Order affects this right.

115 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

116 Further:

- 116.1 The collection and provision of any vaccination information will be subject to the existing law, including the *Health Records Act 2001*. Once collected it is noted that the information will be subject to the existing protections that exist in relation to the use, storage and control of this sensitive information.
- 116.2 The purpose of the collection of the information is to ensure that only vaccinated people are present in relevant workplaces. Without this information the vaccination requirement cannot be enforced.
- 117 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Property rights

- 118 In my opinion, the Order affects this right because it may interfere with the rights of property owners and other persons with property rights, whose use or enjoyment of the property may be limited (real or personal).
- 119 In particular, the Pandemic Orders may restrict the ability of business to operate if some of their workforce are unable, or unwilling, to be vaccinated. The Order might in the short term reduce or affect the capacity of certain businesses to generate income from their real and personal property.
- 120 If the business and its assets are owned by an individual, and that reduction in capacity continues for a lengthy period of time, it may over time become a substantial restriction on the use of a person's property.
- 121 However, although the Order affects the right, in my opinion, it is not limited by the Order. That is because the right is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful. Further, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Right to life

- 122 I consider the differential treatment of specified workers based on vaccination status assists in protecting vulnerable cohorts' right to life.
- 123 For that reason, the right to life may be **positively affected** by the Order. However, in my opinion, it is not limited by the Order.

Importance of purpose of limitations

- 124 The purpose of the Order, and thus of the limitations, is set out at paragraph 292 of the Statement of Reasons. That is, to impose obligations upon employers in relation to the vaccination of workers, in order to limit the spread of COVID-19 within the population of those workers.

- 125 Given the significance of workplaces as a site of transmission throughout the pandemic, this purpose is considered very important.

Relationship between limitations and purpose

- 126 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 124 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

- 127 This issue is considered at paragraphs 314 to 319 of the Statement of Reasons.

PANDEMIC (MOVEMENT AND GATHERING) ORDER

Nature and extent of limitations

128 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the Order will limit the following human rights:

128.1 Freedom from being subject to medical or scientific experimentation or treatment without his or her full, free and informed consent

128.2 Freedom of movement

128.3 Freedom of thought, conscience, religion and belief

128.4 Freedom of expression

128.5 Cultural rights

129 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

129.1 Right to equality

129.2 Privacy and reputation

129.3 Property rights

130 Each of the rights limited or otherwise affected is discussed below.

Protection from medical treatment without full, free and informed consent

131 In my opinion, the Order **limits** this right because its practical effect is to require a person who works at a ceremonial space to choose between being vaccinated or not attend the ceremonial space, unless the person is an excepted person or a person who:

131.1 conducts services of public worship and acknowledgments of faith; or

131.2 performs marriages, funerals and special memorial services according to tradition and ecclesiastical and civil law; or

131.3 visits members of the community in their homes, hospitals and other institutions to provide advice and religious comfort for the purpose of end of life faith reasons.

132 I note that this position is consistent with adopted by the New Zealand Government in recent litigation in which mandatory vaccination orders were challenged and which an equivalent right was considered. The New Zealand High Court has accepted the correctness of that position on three occasions: *GF v Minister of COVID-19 Response* [2021] NZHC 2526 at [70]; *Four Aviation*

Security Service Employees v Minister of Covid-19 Response [2021] NZHC 3012 at [28]; and *Four Midwives v Minister for COVID-19 Response* at [38].

Freedom of movement

- 133 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.
- 134 In my opinion, the Order **limits** this right because it prevents a person who works at a ceremonial space from attending a particular place to work — namely, the ceremonial space — if they are unvaccinated.
- 135 This position is consistent with that adopted by the New South Wales Supreme Court in *Kassam v Hazzard* [2021] NSWSC 1320 at [70], recognising that the Court was there concerned with the common law right to movement (not the Charter right). An appeal from that decision was dismissed: see *Kassam v Hazzard* [2021] NSWCA 299 at [111], [175]

Freedom of thought, conscience, religion and belief, freedom of expression and cultural rights

- 136 In my opinion, the Order **limits** these rights because:
- 136.1 Those who are firmly opposed to vaccinations (or to these specific vaccines) might view the requirement to show evidence of being vaccinated as limiting those persons' rights to hold an opinion about vaccination without interference, or, that this constitutes an interference with their cultural or religious rights.
- 136.2 There are some belief systems which disagree with aspects of the way that certain vaccinations are made if they are made with human tissues, and some have beliefs, associated with the body of a person being sacred, that the human body should not be in receipt of foreign chemicals or compounds.
- 136.3 The Pandemic Orders do not have the effect of altering or limiting a person's beliefs about vaccinations or restrict people from engaging in their cultural or religious practices in other ways, although they may require people who work at ceremonial spaces to act inconsistently with those beliefs if they wish to be able to attend for work at the ceremonial space.

Right to equality

- 137 In my opinion, the Order affected this right because:
- 137.1 To the extent that the Order treats persons who are not vaccinated unfavourably on the basis of that status that may engage the right to equality because it could amount to indirect discrimination where the effect of the Order is to discriminate against a cohort of persons with a protected attribute.
- 137.2 A requirement to be vaccinated in order to attend work at a ceremonial space may disadvantage people who object to taking the relevant vaccines for a variety of reasons, including those based on religious, cultural and personal health views and other belief systems. Whilst the latter are

unlikely to involve attributes protected by the EO Act, religion and race are protected attributes as is disability.

- 137.3 An exception to the requirement is provided for people who have certification from a medical practitioner that they are unable to receive a dose or a further dose of a relevant vaccine due to a medical contraindication. The requirement will therefore not be imposed on people with disabilities that preclude them being vaccinated.
- 137.4 An exclusion from a physical workplace on the basis of vaccination status may be particularly onerous for single parents, for parents of younger children, and for parents of multiple children (who may find it impossible to work effectively at home). This may cause difficulties for those persons and, further, may disproportionately affect women who typically bear more of the child-minding or caring responsibilities in the home. The exact impact of the restriction on a particular person will depend on the nature of each person's condition or circumstances. This may amount to a requirement or condition that disadvantages women. However indirect discrimination will not arise if the requirement is reasonable, as is likely to be the case here, having regard to the serious, avoidable and irreversible adverse health consequences that uncontrolled transmission of COVID-19 may have.
- 137.5 Furthermore, the Order will impose a requirement to wear face coverings unless an exemption applies in specified indoor spaces such as retail premises, education premises or ceremonial spaces and in airports or on an aircraft.
- 137.6 The requirement to wear a face covering could conceivably amount to indirect discrimination on the basis of a person's physical features or religious belief or activity (for example, where a person wears a beard for religious purposes) or on the basis of disability (for example, for people with hearing impairments who rely on lip-reading or for those with breathing or lung difficulties). The definition of 'face covering' will however still allow people who wear face coverings for religious purposes to continue to wear their religious or cultural clothing, in addition to a face covering.
- 138 For those reasons, I consider that the Order affects the right. However in my opinion, the right is not limited by the Order because unreasonableness is a precondition to a finding of indirect discrimination. I consider the Order to be reasonable having regard to the matters set out in the Statement of Reasons.

Privacy and reputation

- 139 In my opinion, the Order affects the right to privacy because:
- 139.1 It requires organisers of ceremonies to collect vaccination information of persons who work at the ceremonial space.
- 139.2 It will impose a requirement to wear face coverings unless an exemption applies in specified indoor spaces such as retail premises, education premises or ceremonial spaces and in airports or on an aircraft. The Order will interfere somewhat with people's rights to establish and develop meaningful social relations (within the right to privacy) by reason of the requirement to wear face coverings.

- 139.3 The face coverings requirement may also interfere with privacy, including bodily privacy, to the extent that it interferes with people's personal choices regarding whether or not to wear a face covering in the circumstances in which it is imposed. Face coverings remain mandatory in a small number of indoor settings.
- 140 Further, the right to privacy includes a right to respect for bodily integrity. However, the Order does not physically force anyone to receive a COVID-19 vaccine. I therefore do not consider that the Order affects this right.
- 141 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.
- 142 Further:
- 142.1 The collection and provision of any vaccination information will be subject to the existing law, including the *Health Records Act 2001*. Once collected it is noted that the information will be subject to the existing protections that exist in relation to the use, storage and control of this sensitive information.
- 142.2 The purpose of the collection of the information is to ensure that only vaccinated or excepted people are present in ceremonial space. Without this information the vaccination requirement cannot be enforced.
- 143 Having regard to those matters, and the other matters set out in the Statement of reasons, the restrictions imposed by the Order are not arbitrary.

Property rights

- 144 In my opinion, the Order affects this right because it may interfere with the rights of property owners and other persons with property rights, whose use or enjoyment of the property (real or personal).
- 145 In particular, the Pandemic Orders may restrict the ability of organisers of ceremonies to operate if some of their workforce are unable, or unwilling, to be vaccinated. The Order might in the short term reduce or affect the capacity of certain organisers of ceremonies to generate income from their real and personal property.
- 146 If the business and its assets are owned by an individual, and that reduction in capacity continues for a lengthy period of time, it may over time become a substantial restriction on the use of a person's property.
- 147 However, although the Order affects the right, in my opinion, it is not limited by the Order. That is because the right is not limited by a restriction unless the restriction is lawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful. Further, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Importance of purpose of limitations

148 The purpose of the Order, and thus of the limitations, is set out at paragraph 111 of the Statement of Reasons. That is, to impose requirements to carry and wear face coverings in certain settings, and obligations on organisers of ceremonies in relation to vaccination requirements of workers, to address the serious public health risk posed to the State of Victoria by the spread of COVID-19.

149 That is an important purpose.

Relationship between limitations and purpose

150 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 148 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

151 This issue is considered at paragraphs 130 to 139 of the Statement of Reasons.

PANDEMIC (OPEN PREMISES) ORDER

Nature and extent of limitations

152 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

152.1 Freedom from being subject to medical or scientific experimentation or treatment without his or her full, free and informed consent

152.2 Freedom of movement

152.3 Freedom of thought, conscience, religion and belief

153 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

153.1 Right to equality

153.2 Privacy and reputation

153.3 Freedom of expression

153.4 Cultural rights

153.5 Right to life

154 Each of the rights limited or otherwise affected is discussed below.

Protection from medical treatment without full, free and informed consent

155 In my opinion, the Order **limits** this right because its practical effect is to require a person to choose between being vaccinated or not being able to attend open premises, which includes a variety of venues including cinemas, restaurants, swimming pools and gyms.

156 I note that this position is consistent with adopted by the New Zealand Government in recent litigation in which mandatory vaccination orders were challenged and which an equivalent right was considered. The New Zealand High Court has accepted the correctness of that position on three occasions: *GF v Minister of COVID-19 Response* [2021] NZHC 2526 at [70]; *Four Aviation Security Service Employees v Minister of Covid-19 Response* [2021] NZHC 3012 at [28]; and *Four Midwives v Minister for COVID-19 Response* at [38].

Freedom of movement

157 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.

158 In my opinion, the Order **limits** this right because it prevents a person from attending a particular place — namely, open premises — if they are unvaccinated.

- 159 This position is consistent with that adopted by the New South Wales Supreme Court in *Kassam v Hazzard* [2021] NSWSC 1320 at [70], recognising that the Court was there concerned with the common law right to movement (not the Charter right). An appeal from that decision was dismissed: see *Kassam v Hazzard* [2021] NSWCA 299 at [111], [175].

Right to equality

- 160 This right is **affected** in the following ways:

- 160.1 To the extent that the Pandemic Orders treat persons who are not vaccinated unfavourably on the basis of that status that may engage the right to equality because it could amount to indirect discrimination where the effect of the Proposed Pandemic Order is to discriminate against a cohort of persons with a protected attribute.
- 160.2 A requirement to be vaccinated in order to access certain goods or services at an open premises may disadvantage people who object to taking the relevant vaccines for a variety of reasons, including those based on religious, cultural and personal health views and other belief systems. Whilst the latter are unlikely to involve attributes protected by the EO Act, religion and race are protected attributes, as is disability.
- 160.3 An exception to the requirement is provided for people who have certification from a medical practitioner that they are unable to receive a dose or a further dose of a relevant vaccine due to a medical contraindication. The requirement will therefore not be imposed on people with disabilities that preclude them being vaccinated.
- 160.4 A vaccination condition may disadvantage some people with protected attributes, on the basis of that attribute. It is however noted that such a limitation will not constitute indirect discrimination if it is reasonable.
- 161 For those reasons, I consider that the Order affects the right. However in my opinion, the right is not limited by the Order because unreasonableness is a precondition to a finding of indirect discrimination. I consider the Order to be reasonable having regard to the matters set out in the Statement of Reasons.

Privacy and reputation

- 162 In my opinion, the Order affects the right to privacy because it operates to maintain a system which requires all patrons above the age of 18 years to show acceptable evidence that a person is fully vaccinated or an excepted person. Patrons of an open premises are required to comply with the operator's system. This obligation effectively requires those people required to provide this information to have taken steps to receive a vaccination or be subject to certain restrictions, including exclusion from that specified business or from a specified venue.
- 163 Further, the right to privacy includes a right to respect for bodily integrity. However, the Order does not physically force anyone to receive a COVID-19 vaccine. I therefore do not consider that the Order affects this aspect of the right.

164 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

165 Taking into account the matters set out in the Statement of Reasons and this Statement, my opinion is that the restrictions imposed by the order on privacy are not arbitrary.

Freedom of thought, conscience, religion and belief, freedom of expression and cultural rights

166 These rights are **affected** in the following ways:

166.1 The requirement to show evidence of being vaccinated might be taken by some as a limit on those persons' rights to hold an opinion about vaccination without interference or that this would constitute an interference with their cultural or religious rights.

166.2 There are some belief systems which disagree with aspects of the way that certain vaccinations made if they are made with human tissues, and some have beliefs, associated with the body of a person being sacred, that the human body should not be in receipt of foreign chemicals or compounds.

166.3 The Order does not have the effect of altering or limiting a person's beliefs about vaccinations or restrict people from engaging in their cultural or religious practices in other ways, although they may require people to act inconsistently with those beliefs if they wish to be able to receive services from those specified businesses subject to the Orders.

167 For the above reasons, although this right is engaged, my opinion is that it is not limited by the Order.

Right to life

168 I consider the differential treatment of workers and patrons at open premises based on vaccination status assists in protecting vulnerable cohorts' right to life.

169 For that reason, the right to life may be **positively affected** by the Order. However, in my opinion, it is not limited by the Order.

Importance of purpose of limitations

170 The purpose of the Order, and thus of the limitations, is set out at paragraph 194 of the Statement of Reasons. That is, to impose obligations in relation to vaccination against COVID-19 and other requirements, in order to address the serious public health risk posed to Victoria by COVID-19 and limit transmission of COVID-19 in open premises.

171 That is an important purpose.

Relationship between limitations and purpose

172 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 170 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

173 This issue is considered at paragraphs 217 to 221 of the Statement of Reasons.

PANDEMIC (DETENTION) ORDER

Nature and extent of limitations

174 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

- 174.1 Right to equality
- 174.2 Protection from medical treatment without full, free and informed consent
- 174.3 Freedom of movement
- 174.4 Protection of families and children
- 174.5 Cultural rights
- 175 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:
 - 175.1 Privacy and reputation
 - 175.2 Freedom of thought, conscience, religion and belief
 - 175.3 Freedom of expression
 - 175.4 Right to liberty and security of persons
 - 175.5 Humane treatment when deprived of liberty
 - 175.6 Right to life
- 176 Each of the rights limited or otherwise affected is discussed below.

Right to equality

- 177 In my opinion, the Order **limits** the right because:
 - 177.1 A person who arrives in Victoria from outside of Australia who is not fully vaccinated or a medically exempted person (subject to other conditions) may be detained at a place specified by the authorised officer for a period specified in Schedule 2 of the Order or earlier until tested.
 - 177.2 A detained person may only leave the place of detention for specified purposes and may not permit any other person from entering the place of detention unless that other person is lawfully authorised to do so, is detained at the same place, or ordinarily resides with the person under detention.
 - 177.3 A person may stay with a detained person who is a minor or who has a disability or medical condition which requires support or treatment, if the person submits to the same conditions of detention.
 - 177.4 These restrictions can amount to unfavourable treatment on the basis of disability, or association with a person with a disability (otherwise characterisable as a person imputed to have a disability), by requiring people with the imputed disability of possible infection with COVID-19 to be detained, and requiring people seeking to care for certain persons with that imputed disability to stay at the place of detention under the same conditions.

Freedom of movement

- 178 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.
- 179 In my opinion, the Order **limits** this right because it requires the detention – a severe restriction on freedom of movement – of 'persons of risk' for the period specified in the Order.

Protection of families and children, and cultural rights

- 180 In my opinion, the Order **limits** these rights because:
- 180.1 If the detained person has family in Victoria, this person is unable to be reunited with family for the period of detention.
- 180.2 A detained person may permit a person to enter the place of detention if the person ordinarily resides with the person under detention. A person may stay with a detained person who is a minor or who has a disability or medical condition which requires support or treatment, if the person submits to the same conditions of detention.
- 180.3 For detained persons separated from their family, the detention can cause disruptions in relationships, economic difficulties, isolation from culture and traditions, and uncertainty and anxiety. Detention can therefore be characterised as an incursion into the right to protection of families and children.
- 180.4 Detention can also constitute an incursion into the rights of people of different cultural, religious, racial or linguistic backgrounds to practice their culture, religion, or language to the extent that the short period prevents them from doing so. While there are many ways of enjoying one's culture, religion, or language in the place of detention or online, there may be activities which can only be done face-to-face or in a certain location.

Protection from medical treatment without full, free and informed consent

- 181 In my opinion, the Order **limits** this right because:
- 181.1 Although the Order does not impose an obligation to be tested, persons may be requested to be tested while they are detained.
- 181.2 Furthermore a Note in the Order states that, if a person refuses to take a test for COVID-19 when requested to do so and it is considered necessary to require a further period of detention, this will be done by the exercise of a pandemic management general power under s 165BA(1)(b) of the Act.
- 181.3 As a result, a person may feel compelled to undertake a COVID-19 test. I have assumed that taking a test for COVID-19 constitutes a medical treatment, although I note this is unclear: see *De Bruyn v Victorian Institute of Forensic Mental Health* (2016) 48 VR 647; [2016] VSC 111 at [159]-[160]. In New Zealand, the taking of a swab to obtain a bodily sample for forensic purposes has been held not to be medical treatment,³⁶ however, the taking of a blood sample for the purposes

of determining paternity was considered medical treatment.³⁷

Privacy and reputation

182 In my opinion, the Order affects the right to privacy because:

182.1 A detained person may only leave the place of detention for specified purposes and may not permit any other person from entering the place of detention unless that other person is lawfully authorised to do so, is detained at the same place, or ordinarily resides with the person under detention. To demonstrate that leaving or a visit is for a purpose permitted under the Order, a detained person necessarily needs to disclose information, some of which will be personal and some of which will be medical. Being monitored will also erode a person's privacy while they are being detained. This may include being asked questions about where the person is and what they are doing, or a view into the person's place of detention which may show personal items and activities.

182.2 A person may stay with a detained person who is a minor or who has a disability or medical condition which requires support or treatment, if the person submits to the same conditions of detention. Again, to arrange these conditions would require a disclosure of personal and/or medical information.

182.3 The degree of information required to be disclosed by these Orders is intended to be limited to that necessary to identifying the level of risk in relation to a proposed activity measured as against the purposes permitted by the Order.

183 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

184 Further:

184.1 The information sought is not so much that the incursion into privacy is disproportionate to the purpose and is therefore arbitrary; and

184.2 A person is only detained for a period considered epidemiologically necessary to address the risk that a person coming into Victoria from outside of Australia is capable of transmitting COVID-19 to those in the community.

185 Having regard to that matter, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Freedom of thought, conscience, religion and belief, and freedom of expression

186 In my opinion, the Order affects these rights because:

³⁶ *Taylor v Attorney-General* HC Auckland CIV-2010-485-226, 9 July 2011, [32] and [36] and the cases considered therein.

³⁷ *Cairns v James* [1992] NZFLR 353 (HC), 356.

186.1 Those who are firmly opposed to restrictions on their daily activities may argue that the requirements the Order creates limits their rights to hold an opinion about the pandemic or its management without interference. The Order does not preclude a person from holding an opinion or belief either for, or against, the Order, management of the pandemic response, or the pandemic. The Order does not preclude a person from expressing those beliefs and, indeed, expressions of opinion can occur while detained and fully complying with the Order. The Order penalises non-compliance but does not have the effect of altering or limiting a person's beliefs and does not fully inhibit those beliefs from being expressed or shared while complying with the Order, such as through online engagement or complaint.

186.2 Online engagement is also available for those wishing to practice their religious or cultural beliefs, and many such activities can be performed alone. The mere fact of a limited period of detention does not prevent a person from believing in their religion or expressing their cultural values, even if detained in one location and unable to meet face-to-face with other adherents except in very limited circumstances.

Right to liberty and security of persons, and humane treatment when deprived of liberty

187 In my opinion, the Order **affects** these rights because detention places significant restrictions on a person's ability to move freely.

188 However, the right to liberty and security is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

189 Further, people are detained only for the time the medical evidence suggests is reasonably necessary to make sure that a person is not at risk of transmitting COVID-19.

190 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

191 Accordingly, in my opinion, although the Order affects the right to liberty and security, in my opinion, it is not limited by the Order

192 Because the right to liberty and security is not limited, no issue arises about humane treatment when deprived of liberty (because the threshold is not met). Therefore, in my opinion, it is not limited.

Right to life

193 The right to life may be positively affected by the Order. In my opinion, it is not limited by the Order.

Importance of purpose of limitations

194 The purpose of the Order, and thus of the limitations, is set out at paragraph 227 of the Statement of Reasons. That is, to limit the transmission of COVID-19 by requiring persons of risk to be detained in accordance with the Order for the periods specified in the Order.

195 That is an important purpose.

Relationship between limitations and purpose

196 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 194 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

197 This issue is considered at paragraphs 251 to 254 of the Statement of Reasons.

PANDEMIC (VISITORS TO HOSPITALS AND CARE FACILITIES) ORDER

Nature and extent of limitations

198 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

198.1 Right to equality

198.2 Freedom of movement

198.3 Protection of families and children

198.4 Cultural rights

199 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

199.1 Right to life

199.2 Privacy and reputation

200 Each of the rights limited or otherwise affected is discussed below.

Right to equality

201 In my opinion, the Order **limits** this right because:

201.1 A person must not enter or remain at a hospital or a care facility unless a patient or resident, a worker, a visitor who is not prohibited under the Order, a prospective resident of the care facility, or permitted under an exception in the Order such as breastfeeding, end-of-life support, or immediate family members for patients whose medical condition is life threatening.

201.2 A person permitted to enter must provide evidence of full vaccination or a negative test result for a COVID-19 rapid antigen test or PCR test. Visitors providing end-of-life support to a hospital patient or care facility resident are capped.

201.3 These restrictions can amount to unfavourable treatment on the basis of disability, or association with a person with a disability (otherwise characterisable as a person imputed to have a disability), by prohibiting visits from diagnosed persons, people with certain COVID-19 Symptoms, and close contacts (except in circumstances which remain limited despite having been eased from previous settings).

Freedom of movement

202 In my opinion, the Order **limits** this right because:

- 202.1 The Order imposes limitations on entry and caps on numbers of visitors to a hospital or a care facility. Limitations and caps are imposed where the risk of COVID-19 transmission is higher or unknown. That higher or unknown risk may be temporary (such as in the case of a close contact), or some hospital or care facility stays are temporary (such as minor inpatient procedures).
- 202.2 Freedom of movement of persons in Victoria in visiting hospitals and care facilities is therefore limited because it does not allow a person to travel without impediment through places used by the public. However, this limitation is only temporary given that no person is wholesale excluded.

Protection of families and children

203 In my opinion, the Order **limits** this right because:

- 203.1 Children or dependents may be visitors to hospitals without being included in a head count (where a cap applies to the number of visitors) if alternative care arrangements are unavailable and the child cannot be left unattended.
 - 203.2 The Order also imposes restrictions on family members visiting patients or residents.
 - 203.3 If a family member of a patient or resident is not permitted to visit, it would limit the rights of those visitors, patients, and residents to enjoy time with their family in what is likely to be a time of heightened stress.
 - 203.4 Where children seek to have family contact, limitations on their visitation rights may not be in their best interests in every circumstance.
 - 203.5 There is therefore an incursion into the protection of families and children when they cannot meet face-to-face in a time when a relative, who is a patient or a resident, would appreciate the comfort and connection.
- 204 However, the Order does not inhibit non-physical means of communication. Care facilities must take all reasonable steps to ensure that alternative forms of contact are facilitated for residents.

Cultural rights

205 In my opinion, the Order **limits** this right because:

- 205.1 Given that many people practice their cultural and religious rights with family, friends, and members of the community, restrictions on who can visit them in hospital or a care facility can restrict patients' or residents' cultural or religious rights for however short or long a time the stay lasts.
- 205.2 For Aboriginal persons who have connection with country, restrictions on visitors may have even more of an isolating effect when they are already away from ancestral lands.

205.3 There is therefore an incursion on the right of persons with a particular cultural, religious, racial or linguistic background to practise their culture, religion, or language to the extent that this can be done by face-to-face visits.

205.4 On the other hand, many people enjoy their culture, religion, or language through many dimensions beyond face-to-face engagement. These alternative avenues are available to family and friends seeking to exercise cultural, religious, racial or linguistic practices if they fall within the population of persons temporarily limited from visiting a person in a hospital or care facility, either because of visitor caps or COVID-19 symptoms.

Right to life

206 The right to life may be positively affected by the Order, as it will reduce the risk of transmission of COVID-19 in aged care and hospital settings where there are particularly vulnerable populations. However, in my opinion, it is not limited by the Order.

Privacy and reputation

207 In my opinion, the Order affects the right to privacy because:

207.1 Hospitals are required to keep records of the contact details of people who visit, and their dates and times of entry and exit.

207.2 Visitors to care facilities are required to make a declaration that they are free of COVID-19 symptoms and have not been in contact with a confirmed case or are required to self-isolate or self-quarantine.

207.3 This information would constitute personal and health information and its provision to gain access to the care facility would therefore be an interference with privacy.

208 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

209 Further:

209.1 Records are subject to existing privacy legislation and principles in settings where there are already protocols and culture requiring maintenance of patient or resident confidentiality.

209.2 Details sought are limited to those necessary to establish risk of COVID-19 or to contact trace if anyone involved in the visit tests positive to COVID-19. Only the details required to establish risk and contact trace are sought.

210 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Importance of purpose of limitations

- 211 The purpose of the Order, and thus of the limitations, is set out at paragraph 49 of the Statement of Reasons. That is, to limit non-essential visits and access to hospitals and care facilities in order to limit the spread of COVID-19 within those particularly vulnerable populations. Given the vulnerability of people in hospitals and care facilities, and the stress on the hospital system due to the current outbreak, this purpose is considered to be very important.

Relationship between limitations and purpose

- 212 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 211 above.
- 213 Persons in care facilities are vulnerable to serious illness or serious physical, mental, or social consequences of illness. Hospitals and care facilities are both high-density and high-contact forms of accommodation involving both residents and staff, and COVID-19 can spread quickly in such settings. COVID-19 has also spread among healthcare workers who are highly trained, not easily replaced, and valued members of their families and community in their own right.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

- 214 This issue is considered at paragraphs 65 to 73 of the Statement of Reasons.

PANDEMIC (QUARANTINE, ISOLATION AND TESTING) ORDER

Nature and extent of limitations

215 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

215.1 Right to equality

215.2 Right to freedom from being subjected to medical or scientific experimentation or treatment without his or her full, free and informed consent [note our proposed change below is that this right is limited and should be moved up to para [18]]

215.3 Freedom of movement

215.4 Peaceful assembly and freedom of association

215.5 Protection of families and children

215.6 Cultural rights

216 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

216.1 Right to life

216.2 Privacy and reputation

216.3 Freedom of thought, conscience and religion and belief

216.4 Freedom of expression

216.5 Right to liberty and security of persons

216.6 Right to humane treatment when deprived of liberty

217 Each of the rights limited or otherwise affected is discussed below.

Right to equality

218 In my opinion, the Order **limits** this right because the restrictions imposed by the Order can amount to unfavourable treatment on the basis of disability, or association with a person with a disability (otherwise characterisable as a person imputed to have a disability), by requiring people with the disability of infection with COVID-19 to self-isolate, and requiring people associated with a person infected with COVID-19 to self-quarantine.

Freedom of movement

- 219 In my opinion, the Order **limits** this right because persons who are required to self-isolate or self-quarantine are permitted to leave the premises at which they are isolating/quarantining for limited purposes. They are therefore not able to move freely.

Peaceful assembly and freedom of association

- 220 In my opinion, the Order **limits** this right because persons who are self-quarantining/isolating cannot freely gather with others, including to peacefully to pursue common interests or further common purposes (including for a demonstration).

Protection of families and children, and cultural rights

- 221 In my opinion, the Order **limits** these rights because:

- 221.1 A person may choose to self-isolate at a premises of their choice that may not be their home.
- 221.2 Given that children under 12 years remain ineligible for vaccination, many people required to self-isolate or self-quarantine have been young children and their families. Even where children are older or a family is constituted only of adults, many people choose to self-isolate or self-quarantine away from their family. This can cause disruptions in relationships, economic difficulties, isolation from culture and traditions, and uncertainty and anxiety. Self-isolation and self-quarantine measures can therefore be characterised as an incursion into the right to protection of families and children.
- 221.3 Self-isolation or self-quarantine measures can also constitute an incursion into the rights of people of different cultural, religious, racial or linguistic backgrounds to practice their culture, religion, or language to the extent that the short period prevents them from doing so. While there are many ways of enjoying one's culture, religion, or language at home or online, there may be activities which can only be done face-to-face or in a certain location outside the home.

Right to life

- 222 The right to life may be positively affected by the Order. However, in my opinion, it is not limited by the Order.

Right to freedom from subjected to medical or scientific experimentation or treatment without his or her full, free and informed consent

- 223 In my opinion, the Order **limits** this right because persons may feel compelled to undertake a COVID-19 test. I have assumed that taking a test for COVID-19 constitutes medical treatment: see *De Bruyn v Victorian Institute of Forensic Mental Health* (2016) 48 VR 647; [2016] VSC 111 at [159]. In New Zealand, the taking of a swab to obtain a bodily sample for forensic purposes has been held not to be medical treatment,³⁸ however, the taking of a blood sample for the purposes of determining paternity was considered medical treatment.³⁹ The Order does not impose an

³⁸ *Taylor v Attorney-General* HC Auckland CIV-2010-485-226, 9 July 2011, [32] and [36] and the cases considered therein.

³⁹ *Cairns v James* [1992] NZFLR 353 (HC), 356.

obligation to be tested, but persons may have to take self-quarantine/isolate for a longer period if they do not take a test.

Right to privacy and reputation

224 In my opinion, the Order affects the right to privacy because:

224.1 A diagnosed person must inform other people residing at the premises that the person has been diagnosed and they have chosen to self-isolate at those premises, and must notify the Department of that address and the name of any other person residing at the premises.

224.2 A diagnosed person must also inform the operator of their work premises or educational facility, if the diagnosed person attended an indoor space.

224.3 These operators must collect, record, and store lists of employees or enrolled persons, and the results of the COVID-19 tests any of those persons have taken.

225 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

226 Further, the degree of information required to be disclosed and stored by the Order is intended to be limited to that necessary to identifying which people are at risk of becoming infected with COVID19. Having regard to that matter, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Freedom of thought, conscience, religion and belief, and freedom of expression

227 In my opinion, this right is **affected** because:

227.1 Those who are firmly opposed to restrictions on their daily activities may argue that the requirements the Order creates limits their rights to hold an opinion about the pandemic or its management without interference. The Order does not preclude a person from holding an opinion or belief either for, or against, the Order, management of the pandemic response, or the pandemic. The Order penalises non-compliance but does not have the effect of altering or limiting a person's beliefs and does not fully inhibit those beliefs from being expressed or shared while complying with the Order, such as through online engagement.

227.2 For those reasons, although the Order affects the right, in my opinion, it is not limited by the Order.

Right to liberty and security of persons and right to humane treatment when deprived of liberty

228 In my opinion, these rights are **affected** because the requirements of self-isolation and self-quarantine place significant restrictions on the ability of people to move freely.

229 However, the right to liberty and security is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

230 Further:

230.1 The Order deprives people of liberty only for the time the medical evidence suggests is appropriate to make sure that a person is not at risk of transmitting COVID-19, where less restrictive measures have not been enough to prevent a person from becoming infected with COVID-19 or being exposed to a diagnosed person.

230.2 Persons at lower risk are only required to self-quarantine until a negative COVID-19 test result is returned, while diagnosed persons are required to self-isolate for the 10-day period known to be the most infectious period following diagnosis.

231 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

232 Accordingly, in my opinion, although the Order affects the right to liberty and security, in my opinion, it is not limited by the Order.

233 Because the right to liberty and security is not limited, no issue arises about humane treatment when deprived of liberty (because the threshold is not met). Therefore, in my opinion, it is not limited.

Importance of purpose of limitations

234 The purpose of the Order, and thus of the limitations, is set out at paragraph 78 of the Statement of Reasons. That is, to restrict access to hospitals and care facilities in order to limit the spread of COVID-19 within a particularly vulnerable population.

235 That is an important purpose.

Relationship between limitations and purpose

236 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 234 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

237 This issue is considered at paragraphs 106 to 107 of the Statement of Reasons.

PANDEMIC (VICTORIAN BORDER CROSSING) ORDER

Nature and extent of limitations

238 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

238.1 Right to equality

238.2 Freedom of movement

238.3 Protection of families and children

238.4 Cultural rights

239 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

239.1 Protection from medical treatment without full, free and informed consent

239.2 Privacy and reputation

239.3 Freedom of thought, conscience, religion and belief

239.4 Freedom of expression

239.5 Right to liberty and security of persons

239.6 Humane treatment when deprived of liberty

239.7 Right to life

240 Each of the rights limited or otherwise affected is discussed below.

Right to equality

241 In my opinion, this right is **limited** in the following ways:

241.1 This Order imposes self-quarantine, testing, exclusions from vulnerable settings, and permit requirements (including the disclosure of some personal and medical information) on international aircrew services workers and international passenger arrivals which are more onerous than the settings for people in Victoria who have not visited another country in the past 14 days.

241.2 These restrictions can amount to unfavourable treatment on the basis of disability, or association with a person with a disability (otherwise characterisable as a person imputed to have a disability), by requiring people imputed to have higher risk of infection with COVID-19 to self-quarantine and to be excluded from certain vulnerable settings for a period of 7 or 14 days. It may also amount to unfavourable treatment on the basis of employment activity for international aircrew services workers who must be tested frequently, must self-quarantine, and be excluded from vulnerable settings if not in possession of negative test results.

Freedom of movement

242 Relevantly, the right to freedom of movement will be limited where a person is prevented from moving to, or from a particular place.

243 In my opinion, this right is **limited** because::

- 243.1 An international aircrew services worker must travel directly into self-quarantine and may only leave the vehicle for certain specified purposes. A worker who is fully vaccinated or medically exempt must remain in self-quarantine for 72 hours after arrival unless undertaking essential activities, and a worker who is not fully vaccinated or medically exempt must self-quarantine for 14 days after arrival unless undertaking essential activities.
- 243.2 The worker may not attend a residential aged care facility, a disability residential service or a hospital (unless obtaining urgent medical care) for 7 days after arriving in Victoria, unless the worker has a negative PCR or rapid antigen test result prior to visiting. A worker who is medically exempt must not attend an educational facility, childcare or early childhood service, a residential aged care facility, a disability residential service, or a hospital for 14 days after arriving in Victoria.
- 243.3 An international passenger arrival must travel directly into self-quarantine and may only leave the vehicle for certain specified purposes, and must remain in self-quarantine until the 8th day after arrival unless undertaking essential activities. While in self-quarantine, the person must not share spaces or facilities at the self-quarantine premises.
- 243.4 An international passenger arrival may not attend an educational facility in Victoria until the 72 hours after (if fully vaccinated or medically exempt) or the 8th day after (if not fully vaccinated and not medically exempt) arrival in Australia and until after receiving a negative day 5 to 7 COVID-19 PCR test result. Depending on vaccination or medical exemption status, an international passenger arrival may not attend childcare or early childhood services, a residential aged care facility, a disability residential service or a hospital (unless obtaining urgent medical care) until 7 days after (if fully vaccinated and with a negative COVID-19 test result) or the 15th day after (if not fully vaccinated or medically exempt) arriving in Victoria. Provision is made for minors enrolled in an educational facility to attend school from the 8th day after arrival and, if applicable with a negative COVID-19 PCR test result.
- 243.5 There is a broad exemption power to any part of the Order held by senior officials in the Department. If an exemption is granted, the recipient must carry evidence of the exemption, any applicable documentary evidence, and a form of identification.

Protection of families and children, and cultural rights

- 244 In my opinion, these rights are **limited** in the following ways:
- 244.1 International aircrew services workers are required to self-quarantine, or are excluded from vulnerable settings, depending on their vaccination status and time of arrival. Their entry into vulnerable settings may be conditioned upon a negative COVID-19 test result.
- 244.2 An international passenger arrival in self-quarantine must not share spaces or facilities at the premises while self-quarantining. International passenger arrivals are excluded from certain vulnerable settings for a period of time after arrival, depending on their vaccination or exemption status.
- 244.3 Arrivals who are medically exempt and aged under 18 years and arrivals who are younger than 12 years and 12 months must not attend an educational facility in Victoria until the 8th day after the person arrived in Australia and until after receiving a negative day 5 to 7 COVID-19 PCR test result (a shorter period than the exemption for arrivals over 18 years).

- 244.4 There is a broad exemption power to any part of the Order held by senior officials in the Department. If an exemption is granted, the recipient must carry evidence of the exemption, any applicable documentary evidence, and a form of identification.
- 244.5 Given that children under 12 years remain ineligible for vaccination, many people required to self-quarantine choose to do so away from their family and children. The Order requires that a person self-quarantining cannot even use shared facilities in the premise. This can cause disruptions in relationships, economic difficulties, isolation from culture and traditions, and uncertainty and anxiety. Exclusion from vulnerable settings where international passenger arrivals or international aircrew services workers may have family events (such as school concerns or hospital admissions) prevents families from being together, and children from being supported by their families on important occasions. Self-quarantine measures and exclusions can therefore be characterised as an incursion into the right to protection of families and children.
- 244.6 Self-isolation or self-quarantine measures also constitute an incursion into the rights of people of different cultural, religious, racial or linguistic backgrounds to practice their culture, religion, or language to the extent that the short period prevents them from doing so. While there are many ways of enjoying one's culture, religion, or language at home or online, there may be activities which can only be done face-to-face or in a certain location outside the home.

Protection from medical treatment without full, free and informed consent

245 In my opinion, the Order limits this right because:

245.1 The Order imposes obligations on persons to be PCR and/or rapid antigen tested for COVID-19.

245.2 I have assumed that taking a test for COVID-19 constitutes a medical treatment, although I note this is unclear: see *De Bruyn v Victorian Institute of Forensic Mental Health* (2016) 48 VR 647; [2016] VSC 111 at [159][160]. In New Zealand, the taking of a swab to obtain a bodily sample for forensic purposes has been held not to be medical treatment,⁴⁰ however, the taking of a blood sample for the purposes of determining paternity was considered medical treatment.⁴¹

Privacy and reputation

246 In my opinion, the Order affects the right to privacy because:

246.1 An international aircrew services worker must carry and present on request identification and evidence of full vaccination or of medical exemption. The worker must also carry negative test results in order to enter vulnerable settings or to engage in their employment activity, which would require showing those test results at entry.

246.2 International passenger arrivals must obtain a valid international passenger arrival permit including personal details and an attestation, and a QR code. The arrival must carry and present on request identification and the permit. An international passenger arrival permit is valid from the day of entry into Victoria for a period of 15 days and may be used on multiple occasions to

⁴⁰ *Taylor v Attorney-General* HC Auckland CIV-2010-485-226, 9 July 2011, [32] and [36] and the cases considered therein.

⁴¹ *Cairns v James* [1992] NZFLR 353 (HC), 356.

enter Victoria but is revoked if the person departs Australia within the 15 days. The permit is applied for on a digital system. A copy of the permit and information in the application may be provided to the Department.

- 246.3 There is a broad exemption power to any part of the Order held by senior officials in the Department. If an exemption is granted, the recipient must carry evidence of the exemption, any applicable documentary evidence, and a form of identification.
- 246.4 The information required to be disclosed and carried by these Orders is intended to be limited to that necessary to identifying which people are at risk of becoming infected with COVID-19, and which of those people arriving from outside Australia are known to the Department (so that their risk of transmission of COVID-19 is also known).
- 247 The right to privacy will not be limited by being restricted, as long as those restrictions are not unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.
- 248 The restrictions on privacy are not arbitrary because the information sought is bare identification and contact details and COVID-19 test results if necessary. They are little more than details that people already in Victoria carry as they go about their ordinary lives to participate in the vaccinated economy, to drive or enter licensed venues, and so on. Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.
- 249 For those reasons, although the Order affects the right to privacy, in my opinion, it is not limited by the Order.

Freedom of thought, conscience, religion and belief, and freedom of expression

- 250 In my opinion, these rights are **affected** but not limited because:
- 250.1 Those who are firmly opposed to restrictions on their daily activities may argue that the requirements the Order creates limits their rights to hold an opinion about the pandemic or its management without interference.
- 250.2 However, the Order does not preclude a person from holding an opinion or belief either for, or against, the Order, management of the pandemic response, or the pandemic. The Order penalises non-compliance but do not have the effect of altering or limiting a person's beliefs and do not fully inhibit those beliefs from being expressed or shared while complying with the Order, such as through online engagement.
- 250.3 For those reasons, although the Order affects the rights to freedom of thought, conscience, religion and belief, and freedom of expression, in my opinion, they are not limited by the Order.

Right to liberty and security of persons, and humane treatment when deprived of liberty

- 251 In my opinion, these rights are **affected** but not limited because:
- 251.1 An international aircrew services worker must travel directly into self-quarantine and may only leave the vehicle for certain specified purposes. A worker who is fully vaccinated or medically

exempt must remain in self-quarantine for 72 hours after arrival unless undertaking essential activities, and a worker who is not fully vaccinated or medically exempt must self-quarantine for 14 days after arrival unless undertaking essential activities.

251.2 An international passenger arrival must travel directly into self-quarantine and may only leave the vehicle for certain specified purposes and must remain in self-quarantine until the 8th day after arrival unless undertaking essential activities. While in self-quarantine, the person must not share spaces or facilities at the self-quarantine premises.

251.3 The requirements of self-isolation and self-quarantine place significant restrictions on the ability of people to move freely. The right to liberty has been described as 'the most elementary and important of all common law rights' in *R v Foster* (1993) 113 ALR 1, 8.

251.4 However, the right to liberty and security is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

251.5 The Order deprives people of liberty only for the time the medical evidence suggests is appropriate to make sure that a person is not at risk of transmitting COVID-19, depending on whether a person is fully vaccinated or not and medically exempt or not, keeping in mind that variants of COVID-19 outside of Australia are different and not as well known by local science. The right to liberty is not limited because the period of self-quarantine is made under law is necessary to address the epidemiological risk, making the period of detention not arbitrary.

252 For those reasons, although the Order affects the right, in my opinion, it is not limited by the Order.

253 Because the right to liberty and security is not limited, no issue arises about humane treatment when deprived of liberty (because the threshold is not met). Therefore, in my opinion, it is not limited.

Right to life

254 The right to life may be positively affected by the Order. In my opinion, it is not limited by the Order.

Importance of purpose of limitations

255 The purpose of the Order, and thus of the limitations, is set out at paragraph 264 of the Statement of Reasons. That is, to provide a scheme for persons arriving in Australia as an international passenger arrival or international aircrew services worker, to limit the spread of COVID-19.

256 That is an important purpose.

Relationship between limitations and purpose

257 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 255 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

258 This issue is considered at paragraphs 285 to 288 of the Statement of Reasons.

PANDEMIC (WORKPLACE) ORDER

Nature and extent of limitations

259 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

259.1 Right to equality

259.2 Freedom of movement

259.3 Peaceful assembly and freedom of association

259.4 Protection of families and children

259.5 Cultural rights

260 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

260.1 Privacy and reputation

260.2 Freedom of thought, conscience, religion and belief

260.3 Freedom of expression

260.4 Property rights

260.5 Right to liberty and security of persons

260.6 Right to humane treatment when deprived of liberty

260.7 Right to life

261 Each of the rights limited or otherwise affected is discussed below.

Right to equality

262 In my opinion, the Order **limits** this right because:

262.1 A worker must not attend a work premises if they have been tested for COVID-19 because they are symptomatic and they are awaiting the result of that test.

262.2 An employer must not require a worker to perform work if the worker is displaying one or more COVID-19 symptoms. An employer who has become aware of a suspected case must advise the worker to self-isolate immediately by either directing the worker to travel home immediately or to self-isolate and socially distance at the work premises, and must advise the worker to be tested for COVID-19 as soon as possible. A worker who receives a positive test result for COVID-19 must notify the operator of their work premises if the worker attended an indoor space at the work premises during their infectious period.

262.3 These restrictions can amount to unfavourable treatment on the basis of disability by requiring workers symptomatic with COVID-19 to return home or to self-isolate and socially distance at the work premises, and to take a COVID-19 test if the worker has not already done so.

Freedom of movement

263 In my opinion, the Order **limits** this right because:

263.1 A worker must not attend a work premises if they have been tested for COVID-19 because they are symptomatic and they are awaiting the result of that test.

263.2 An employer who has become aware of a suspected case must advise the worker to self-isolate immediately by either directing the worker to travel home immediately or to self-isolate and socially distance at the work premises, and must advise the worker to be tested for COVID-19 as soon as possible.

263.3 Freedom of movement of persons in Victoria who are going to work is therefore limited if the worker is symptomatic for COVID-19 and the Order prevents the person from going to work.

Peaceful assembly and freedom of association

264 In my opinion, the Order **limits** this right because:

- 264.1 A worker must not attend a work premises if they have been tested for COVID-19 because they are symptomatic and they are awaiting the result of that test.
- 264.2 An employer must not require a worker to perform work if the worker is displaying one or more COVID-19 symptoms. An employer who has become aware of a suspected case must advise the worker to self-isolate immediately by either directing the worker to travel home immediately or to self-isolate and socially distance at the work premises, and must advise the worker to be tested for COVID-19 as soon as possible.
- 264.3 The Order limits this right because persons who are self-quarantining/isolating cannot freely gather with others, including to peacefully to pursue common interests or further common purposes (including for a demonstration).

Protection of families and children, and cultural rights

265 In my opinion, the Order **limits** these rights because:

- 265.1 An employer who has become aware of a suspected case must advise the worker to self-isolate immediately by either directing the worker to travel home immediately or to self-isolate and socially distance at the work premises, and must advise the worker to be tested for COVID-19 as soon as possible.
- 265.2 A worker who has been notified that they may have been exposed to COVID-19 must self-quarantine immediately; must take a COVID-19 test within 24 hours; must remain in self-quarantine until they receive a negative test result; and must notify the operator of the work premises of their test result.
- 265.3 For workers who must self-quarantine under the Order and choose to self-quarantine away from their family, this can cause disruptions in relationships, economic difficulties, isolation from culture and traditions, and uncertainty and anxiety. Self-isolation and self-quarantine measures can therefore be characterised as an incursion into the right to protection of families and children.
- 265.4 Self-isolation or self-quarantine measures can also constitute an incursion into the rights of people of different cultural, religious, racial or linguistic backgrounds to practice their culture, religion, or language to the extent that the short period prevents them from doing so. While there are many ways of enjoying one's culture, religion, or language at home or online, there may be activities which can only be done face-to-face or in a certain location outside the home.

Privacy and reputation

266 In my opinion, the Order **affects** the right to privacy because:

- 266.1 An employer must keep a record of all persons who attend the work premises, must use the Victorian Government QR code system and must provide an alternative record-keeping system for people who cannot use the QR code system, with some exceptions.
- 266.2 A worker who receives a positive test result for COVID-19 must notify the operator of their work premises if the worker attended an indoor space at the work premises during their infectious period.

- 266.3 As soon as an employer becomes aware that a diagnosed person has attended the work premises during the person's infectious period, the operator must notify the Department, WorkSafe, and the health and safety representative at the work premises; must advise all workers to be tested for COVID-19 and self-quarantine if they become symptomatic; and must put in place appropriate control and/or risk management measures to reduce the risk of spreading COVID-19.
- 266.4 A worker who has been notified that they may have been exposed to COVID-19 must self-quarantine immediately; must take a COVID-19 test within 24 hours; must remain in self-quarantine until they receive a negative test result; and must notify the operator of the work premises of their test result.
- 266.5 This information would constitute personal and health information and its provision to gain access to the care facility would therefore be an interference with privacy. They are subject to existing privacy legislation and principles, as referred to in the Order. Details sought are limited to those necessary to establish risk of COVID-19 or to contact trace if anyone involved in the visit tests positive to COVID-19.
- 267 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.
- 268 Further:
- 268.1 An employer must not collect personal information unless it is necessary under the Order, and must use reasonable endeavours to protect the personal information from use or disclosure. The personal information is intended to be destroyed 28 days after collection except where permitted or required to be retained. An employer must keep logs showing compliance with the order.
- 268.2 While an incursion on privacy, the Order is not an arbitrary incursion because only the details required to establish risk and contact trace are sought.
- 269 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Freedom of thought, conscience, religion and belief, and freedom of expression

- 270 In my opinion, this right is **affected** because:
- 270.1 The Order creates a significant impost on business owners, employers, property owners, and workers to comply with public health policy measures that are frequently updated to adapt to a fluid disease. The Order creates responsibilities to collect information, to self-quarantine if symptomatic, to send workers home if symptomatic, and to use the Victorian Government QR code system, among others.
- 270.2 Those who are firmly opposed to restrictions on their daily activities may argue that the requirements the Order creates limits their rights to hold an opinion about the pandemic or its management without interference. The Order does not preclude a person from holding an opinion or belief either for, or against, the Order, management of the pandemic response, or the pandemic. The Order penalises non-compliance but does not have the effect of altering or limiting

a person's beliefs and does not fully inhibit those beliefs from being expressed or shared while complying with the Order, such as through online engagement.

270.3 For those reasons, although the Order affects the right, in my opinion, it is not limited by the Order.

Property rights

271 In my opinion, this right is **affected** in the following ways:

271.1 The Order creates an impost on business owners seeking to enjoy their property rights so they can operate their businesses without interference. Sending a worker home to self-quarantine is likely to cause meaningful detriment to a business.

271.2 This Order may have the effect of interfering with the rights of property owners and other persons with property rights, whose use or enjoyment of the property (real or personal) will be affected by the operation of the Order. The Order might in the short term reduce or affect the capacity of certain businesses to generate income from their real and personal property. If the business and its assets are owned by an individual, and that reduction in capacity continues for a lengthy period of time, it may over time become a substantial restriction on the use of a person's property.

271.3 The Order does not currently create a deprivation of property merely by impacting some workforce capacity, although it is an impediment to business. Nonetheless, even if the Orders impose measures that constitute a deprivation of property, it will occur in accordance with law. Lawful and non-arbitrary interference with property will engage, but not limit, property rights.

271.4 Here, the restriction is authorised by the PHW Act and is therefore lawful. Further, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

271.5 For those reasons, although the Order affects the right, in my opinion, it is not limited by the Order.

Right to liberty and security of persons, and humane treatment when deprived of liberty

272 In my opinion, these rights are **affected** because:

272.1 An employer who has become aware of a suspected case must advise the worker to self-isolate immediately by either directing the worker to travel home immediately or to self-isolate and socially distance at the work premises, and must advise the worker to be tested for COVID-19 as soon as possible.

272.2 A worker who has been notified that they may have been exposed to COVID-19 must self-quarantine immediately; must take a COVID-19 test within 24 hours; must remain in self-quarantine until they receive a negative test result; and must notify the operator of the work premises of their test result.

- 272.3 Requirements of self-isolation and self-quarantine place significant restrictions on the ability of people to move freely.
- 273 However, the right to liberty and security is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.
- 274 Further, the Order requires exposed persons to self-quarantine only for the time the medical evidence suggests is appropriate to make sure that a person is not at risk of transmitting COVID-19.
- 275 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.
- 276 Accordingly, in my opinion, although the Order affects the right to liberty and security, in my opinion, it is not limited by the Order
- 277 Because the right to liberty and security is not limited, no issue arises about humane treatment when deprived of liberty (because the threshold is not met). Therefore, in my opinion, it is not limited.

Right to life

- 278 The right to life may be positively **affected** by the Order. However, in my opinion, it is not limited by the Order.

Importance of purpose of limitations

- 279 The purpose of the Order, and thus of the limitations, is set out at paragraph 145 of the Statement of Reasons. That is, to limit the number of Victorians attending work premises to assist in reducing the frequency and scale of outbreaks of COVID-19 in Victorian workplaces and to establish more specific obligations on employers and workers in relation to managing the risk associated with COVID-19 transmission in the work premises.
- 280 That is an important purpose.

Relationship between limitations and purpose

- 281 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 279 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

- 282 This issue is considered at paragraphs 163 to 165 of the Statement of Reasons.

PANDEMIC (ADDITIONAL INDUSTRY OBLIGATIONS) ORDER

Nature and extent of limitations

283 As noted in the Statement of Reasons for the Order, in my opinion, the obligations imposed by the order will limit the following human rights:

283.1 Freedom of movement

283.2 Cultural rights

284 Further, in my opinion, the obligations imposed by the order will affect, but not limit, the following human rights:

284.1 Freedom from torture, cruel inhuman and degrading treatment

284.2 Privacy and reputation

284.3 Freedom of thought, conscience, religion and belief

284.4 Freedom of expression

284.5 Property rights

284.6 Right to liberty and security of persons

284.7 Right to humane treatment when deprived of liberty

284.8 Right to life

285 Each of the rights limited or otherwise affected is discussed below.

Freedom of movement

286 In my opinion, the Order **limits** this right because:

286.1 An employer must direct a worker to undertake a COVID-19 PCR test as soon as possible, and self-isolate until a negative COVID-19 PCR test result is received, if during surveillance testing a worker is found to have a positive COVID-19 rapid antigen test result or two successive invalid COVID-19 rapid antigen test results.

286.2 Freedom of movement of persons in Victoria is limited if diagnosed with COVID-19, living with a diagnosed person, or having been in close contact with a diagnosed person.

Cultural rights

287 In my opinion, the Order **limits** this right because:

287.1 Depending on the industry, additional obligation industries must ensure that workers wear the appropriate level of personal protective equipment or wear a face covering.

287.2 If wearing personal protective equipment or a face covering interferes with a person's choice to exercise cultural, religious, or linguistic practices in the workplace, this would constitute an incursion into that person's cultural, religious, racial, or linguistic rights to the extent that those rights are not already limited by attending work with occupational safety or uniform requirements.

Protection from medical treatment without full, free and informed consent

288 In my opinion, the Order **limits** this right because persons may be directed by their employer pursuant to the Order to undertake a COVID-19 test. I have assumed that taking a test for COVID-19 constitutes medical treatment: see *De Bruyn v Victorian Institute of Forensic Mental Health* (2016) 48 VR 647; [2016] VSC 111 at [159]. In New Zealand, the taking of a swab to obtain a bodily sample for forensic purposes has been held not to be medical treatment,⁴² however, the taking of a blood sample for the purposes of determining paternity was considered medical treatment.⁴³

Privacy and reputation

289 In my opinion, the Order affects this right because:

289.1 Additional obligation industries must conduct surveillance testing and keep records of surveillance testing, unless the worker was a confirmed case of COVID-19 within the last 90 days.

289.2 Depending on the industry, additional obligation industries must ensure that workers provide a written declaration about additional workplaces if working in two or more.

289.3 This information would constitute personal and health information and its provision to gain access to the care facility would therefore be an interference with privacy.

⁴² *Taylor v Attorney-General* HC Auckland CIV-2010-485-226, 9 July 2011, [32] and [36] and the cases considered therein.

⁴³ *Cairns v James* [1992] NZFLR 353 (HC), 356.

290 However, although the Order affects the right to privacy, in my opinion, it is not limited by the Order. That is because the right to privacy is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

291 Further:

291.1 The collection of information is subject to existing privacy legislation and principles.

291.2 Details sought are limited to those necessary to establish risk of COVID-19 or to contact trace if anyone involved in the visit tests positive to COVID-19. While an incursion on privacy, it should not be an arbitrary incursion because only the details required to establish risk and contact trace are sought.

292 Having regard to those matters, and the other matters set out in the Statement of reasons, the restrictions imposed by the Order are not arbitrary.

Freedom of thought, conscience, religion and belief, and freedom of expression

293 In my opinion, these rights are limited in the following ways:

293.1 Depending on the industry, additional obligation industries must ensure that workers wear the appropriate level of personal protective equipment or wear a face covering.

293.2 Wearing personal protective equipment or a face covering does not of itself take away a worker's right to hold an opinion and express them. A worker may wear personal protective equipment or a face covering and still express a belief that such equipment is unnecessary or oppressive.

Property rights

294 In my opinion, the Order engages this right because:

294.1 The Order creates an impost on business owners seeking to enjoy their property rights so they can operate their businesses without interference. Sending a worker home to self-quarantine is likely to cause meaningful detriment to a business.

294.2 This Order may have the effect of interfering with the rights of property owners and other persons with property rights, whose use or enjoyment of the property (real or personal) will be affected by the operation of the Order. The Order might in the short term reduce or affect the capacity of certain businesses to generate income from their real and personal property. If the business and its assets are owned by an individual, and that reduction in capacity continues for a lengthy period of time, it may over time become a substantial restriction on the use of a person's property.

294.3 The Order does not currently create a deprivation of property merely by impacting some workforce capacity, although it is an impediment to business. Nonetheless, even if the Orders impose measures that constitute a deprivation of property, it will occur in accordance with law. Lawful and non-arbitrary interference with property will engage, but not limit, property rights.

294.4 Here, the restriction is authorised by the PHW Act and is therefore lawful. Further, having regard to the public health advice given by the CHO and the matters discussed in my Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

Right to liberty and security of persons, and humane treatment when deprived of liberty

295 In my opinion, these rights are affected in the following ways:

295.1 An employer who has become aware of a suspected case must advise the worker to self-isolate immediately by either directing the worker to travel home immediately or to self-isolate and socially distance at the work premises, and must advise the worker to be tested for COVID-19 as soon as possible.

295.2 Requirements of self-isolation place significant restrictions on the ability of people to move freely.

295.3 If the worker takes a COVID-19 PCR test, the period of self-isolation is only until a negative COVID-19 test result is received and may go about their day at their place of self-quarantine, largely undisturbed.

296 However, the right to liberty and security is not limited by a restriction unless the restriction is unlawful or arbitrary. Here, the restriction is authorised by the PHW Act and is therefore lawful.

297 Further, the Order requires exposed persons to self-isolate only for the time the medical evidence suggests is appropriate to make sure that a person is not at risk of transmitting COVID-19.

298 Having regard to those matters, and the other matters set out in the Statement of Reasons, the restrictions imposed by the Order are not arbitrary.

299 Accordingly, in my opinion, although the Order affects the right to liberty and security, in my opinion, it is not limited by the Order

300 Because the right to liberty and security is not limited, no issue arises about humane treatment when deprived of liberty (because the threshold is not met). Therefore, in my opinion, it is not limited.

Right to life

301 The right to life may be positively affected by the Order. However, in my opinion, it is not limited by the Order.

Importance of purpose of limitations

302 The purpose of the Order, and thus of the limitations, is set out at paragraph 169 of the Statement of Reasons. That is, to establish additional specific obligations on employers and workers in specific industries in relation to managing the risk associated with COVID-19 transmission in the work premises.

303 That is an important purpose.

Relationship between limitations and purpose

304 There is a rational connection between the limits imposed on human rights and the purpose identified at paragraph 302 above.

Any less restrictive means reasonably available to achieve the purpose that the limitation seeks to achieve

305 This issue is considered at paragraphs 188 to 190 of the Statement of Reasons.