

Dear Mr _____ and _____ Board Members,

Let me start this letter by introducing myself.

I am a line pilot on the _____ Base Community Helicopter. I have been a loyal employee of _____ (formerly _____) for more than 10 years. I am the last remaining pilot still working with _____ that started when _____ started operating 24/7 from _____. I have been serving the community day and night and as a fatigue management specialist, I am very aware of the impact of such long term 24/7 service.

In February 2019, I had some medical trouble originating from severe mitral regurgitation. As a result, I was off work for about 8 months during which I underwent heart surgery for mitral valve repair. During the recovery period that followed this surgery, I worked hard to regain my class 1 aviation medical certificate. During this recovery period I was resubmitted to hospital with pericarditis.

In October 2019, I successfully regained my aviation class 1 medical certificate and have since been serving the Toowoomba community again. I am now required to take aspirin for the rest of my life due to the increased risk of developing blood clots. As you may expect my on-going health, and the retention of my class 1 medical certificate are now both matters that are critical to me. Consequently, I have some obvious concerns about the still emerging new information about both the short and long-term adverse effects related to the Covid19 vaccines. For example, since June 16, the advice about the Astrazeneca vaccine has been altered, and it is no longer recommended for people of my age.

I have raised objections against the (implementation) of the _____ Covid-19 Vaccination Policy, based on my genuine concerns. Regardless, on 16 June 2021, I received a 'show cause' letter, indicating that _____ is considering terminating my employment. I am sad that it has come this far and frankly simply don't understand why certain managers at _____ are taking such a hard-line position in this matter, whilst other EMS providers such as _____, _____ and _____ (including their paramedics working on our helicopters) have not mandated their crews receive the Covid-19 vaccinations.

It is important to note that the Australian Therapeutic Goods Administration (TGA), when provisionally approving both the Astrazeneca and Pfizer vaccines, acknowledged that there are clearly 2 aspects still unknown:

- Long term efficacy and safety;
- Efficacy in preventing transmission or asymptomatic disease.

These unknown factors make the roll-out of the two vaccines effectively a continuation of phase III trials. The federal Health minister and the head of the TGA have both admitted that the vaccine roll-out is still in an experimental phase. Importantly, since the second world war, a guiding medical ethical principle that has been accepted by all Western countries is the need for free informed consent from individuals for experimental medical procedures.

As such, questions have arisen as to the lawfulness, reasonableness, and proportionality of the use of emergency powers by the State Governments and Health Directions (such as given by the

Queensland Chief Health Officer) on which the _____ Covid-19 Vaccination Policy is apparently based. Over time these questions will be further raised. Despite what the future may hold about these legal questions, the underlying medical ethical principle is still valid.

The way this medical ethical principle has been disregarded by _____, as seen in the way it has implemented its Covid-19 vaccination policy, and its divergence from the attitude from other EMS operators in this matter, is difficult to understand. In particular, I do not understand how it is claimed that _____ is not forcing me to receive the Covid-19 vaccination, but insists that if I don't; I will lose my job. Can somebody please explain to me how such a circumstance is not considered blatant coercion?

I would ask you to consider why the few pilots with valid health concerns about the new Covid-19 vaccines cannot be treated in the same manner as other colleagues who have been allowed to specify that for personal reasons, they do not want to transport patients diagnosed with Covid-19. This latter circumstance has been accepted practice since the beginning of the pandemic but has now suddenly been abandoned (at least for those who have personal reasons related to the risks of the vaccines). In short, it is unclear why _____ is so determined on risking legal proceedings and potential reputational damage in relation to matters of medical ethics? I fear that _____ is storming off in a direction that may hurt it in the long run.

To use a metaphor; when _____ crews are tasked for a winch operation, the procedures call for regular 'pause points'. This is a moment when the operation is temporarily paused, to allow the crew to reflect on the new situation and to re-evaluate whether their initial plan is still valid or whether an alternate course of action is wiser. This 'pause point' mitigates the risk of rushing through a job, which may result in things slowly running out of control and causing damage and/or injury.

I would request _____'s senior management take a 'pause point' on the Covid-19 vaccination issue, to ensure that _____ is indeed on the correct path.

To assist in that process, I seek an urgent conversation with the CEO, Dr _____ and a representative of the Board to allow a discussion on the medical ethical issues associated with the way the Covid-19 vaccination policy has been implemented, and to demonstrate the extent to which _____'s current position is misaligned with the prevailing practices in the broader landscape of Queensland EMS world.

Kind regards,

_____ Line Captain CHP

Mobile: [REDACTED]