# COVID Safe Plan

The following template should be used as a guide only. Any wording changes, other than those to insert a business name, may change the context, meaning or purpose of the document. We recommend you receive advice from the Victorian Chamber of Commerce and Industry prior to making such changes.

## Contacting the Victorian Chamber of Commerce and Industry

The Victorian Chamber’s team of experienced workplace relations advisors can assist members with a range of employment, human resources and industrial relations issues.

Our experienced workplace relations consultants can also provide assistance to both members and non-members on a range of more complex matters for a fee-for-service. The consultants can, among other things, provide training to employees, conduct investigations and provide representation at proceedings at the Fair Work Commission.

For assistance or more information, please contact the Workplace Relations Advice Line on (03) 8662 5222.

Disclaimer

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*Guidance on how to prepare your COVID Safe plan is available* [*here*](https://www.business.vic.gov.au/disputes-disasters-and-succession-planning/covid-safe-business/creating-a-covid-safe-workplace)*.*

# Our COVID Safe Plan

Business name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Site location: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact person: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Contact person phone: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date prepared: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

| Guidance | Action to mitigate the introduction and spread of COVID-19 |
| --- | --- |
| Hygiene |
| **Provide and promote hand sanitiser stations for use on entering a building or other location at the worksite and ensure adequate supplies of hand soap and paper towels are available for staff.**  |  |
| **Where possible: enhance airflow by opening windows and/or adjusting air conditioning.**  |  |
| **In all areas or workplaces ensure employees wear a face covering and/or required PPE, unless a lawful exception applies. Ensure adequate face coverings and PPE are available to employees that do not have their own.**  |  |
| **Provide training to employees on the correct use and disposal of face coverings, other PPE, on good hygiene practices and slowing the spread of coronavirus (COVID-19).** |  |
| **Replace high-touch communal items with alternatives.** |  |

| Guidance | Action to mitigate the introduction and spread of COVID-19 |
| --- | --- |
| Cleaning |
| **Increase environmental cleaning, including between changes of shift and ensure high touch surfaces are cleaned and disinfected regularly (at least twice daily).** |  |
| **Ensure adequate supplies of cleaning products, including detergent and disinfectant.** |  |

| Guidance | Action to mitigate the introduction and spread of COVID-19 |
| --- | --- |
| Physical distancing and limiting workplace attendance |
| **Ensure that all staff that can work from home, do work from home.**  |  |
| **Establish a system that ensures staff members are not working across multiple settings/work sites.** |  |
| **Establish a system to screen employees and visitors before accessing the workplace. Employers cannot require employees to work when unwell.**  |  |
| **Configure communal work areas so that there is no more than one worker per four square meters of enclosed workspace and employees are spaced at least 1.5m apart. Also consider installing screens or barriers.** |  |
| **Use floor markings to provide minimum physical distancing guides between workstations or areas that are likely to create a congregation of employees.** |  |
| **Modify the alignment of workstations so that employees do not face one another.** |  |
| **Minimise the build-up of employees waiting to enter and exit the workplace.** |  |
| **Provide training to staff on physical distancing expectations while working and socialising (e.g. during lunchbreaks).** |  |
| **Review delivery protocols to limit contact between delivery drivers and staff.** |  |
| **Review and update work rosters and timetables where possible to ensure temporal as well as physical distancing.** |  |
| **Where relevant, ensure clear and visible signage in areas that are open to the general public that specifies maximum occupancy of that space, as determined by the ‘**[**four square metre’ rule.**](https://www.dhhs.vic.gov.au/preventing-infection-workplace-covid-19#what-is-the-four-square-metre-rule)  |  |

| Guidance | Action to ensure effective record keeping |
| --- | --- |
| Record keeping |
| **Establish a process to record the attendance of customers, clients, visitors, workplace inspectors and delivery drivers. This information will assist employers to identify close contacts.**  |  |
| **Provide guidance to employees on the effective use of the workplace OHS reporting system.** |  |

| Guidance | Action to prepare for your response |
| --- | --- |
| Preparing your response to a suspected or confirmed COVID-19 case  |
| **Prepare or update your business continuity plan to consider the impacts of an outbreak and potential closure of the workplace.** |  |
| **Prepare to assist DHHS by providing employee and visitor records to support contact tracing.** |  |
| **Prepare to undertake cleaning and disinfection at your business premises. Assess whether the workplace or parts of the workplace must be closed.** |  |
| **Prepare for how you will manage a suspected or confirmed case in an employee during work hours.** |  |
| **Prepare to notify the workforce and site visitors of a confirmed or suspected case.** |  |
| **Prepare to immediately notify WorkSafe Victoria on 13 23 60 if you have a confirmed COVID-19 case at your workplace.** |  |
| **Confirm that your workplace can safely re-open and workers can return to work.** |  |