



ACT BUILDING AND CONSTRUCTION INDUSTRY

COVID-19 SAFETY GUIDANCE

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1.0 PURPOSE

This Guidance document has been developed to support the Building and Construction Industry to develop, review and refine their COVID-19 Safety Plans on an ongoing basis.

This Guidance document will be regularly updated to reflect any changes resulting from Government announcements, directions of the ACT Chief Health Officer and best practices.

The Guidance document is intended to have application across all sectors of the building and construction industry. Construction sites are diverse and vary in complexity. To allow for appropriate interpretation, it is recommended that employers apply a risk-based approach in the development of their COVID-19 Safety Plans and implement practical controls based on the environment and specific hazards at each construction site.

Definitions

In this document:

- References to “workers” includes both employees and contractors who attend a construction site; and
- References to “employers” includes the employer, person conducting a business or undertaking (PCBU) or head contractor with site responsibility, depending upon the context in which the term is used.
- References to “work sites” and “construction sites” includes, to the fullest possible extent, references to sites that manufacture, fabricate or assemble items to facilitate construction activities.

There is a shared responsibility amongst all construction industry participants to ensure construction sites operate in a COVID-safe way.

2.0 PREAMBLE AND CONTEXT

2.1 Introduction

All Australian jurisdictions have been managing the COVID-19 pandemic since January 2020. The ACT Government, along with all other jurisdictions, is continuing with its transition from a strategy of suppression and goal of no community transmission to a context of 'living with COVID-19', where the community is able to function with minimal social and economic impacts.

In 2022, the ACT Government will continue to support and empower our community to live with COVID-19 by ensuring that they have information and resources to be COVID Smart in their daily lives, their workplaces and communities.

The ACT is well positioned to live with and manage COVID-19. We are a highly vaccinated community, and we have the resources and support systems in place to manage cases as they arise – at home, in the workplace and the broader community.

Public health restrictions have largely remained the same since November 2021, with some minor tightening of business level restrictions made in late December 2021 and January 2022 to reflect the increasing COVID-19 case number in the ACT.

In January 2022, the ACT Government announced changes to its handling of diagnosed cases, household contacts and potential exposures. We know that more Canberrans can expect to have COVID-19 in the future, and most will be able to safely manage their health at home, with the advice of ACT Health and their trusted health care providers. Our public health objectives therefore remain focused on effectively managing morbidity and mortality, protecting health system capacity and those most vulnerable in our community, whilst minimising ongoing social and economic impacts.

This transition will see employers and workplaces needing to manage their workplace exposures, as part of workplace health and safety responsibilities. ACT Health has developed guidance material to support these assessments.

2.2 What is COVID-19 and what are the symptoms?

COVID-19 is the disease caused by the coronavirus, SARS-CoV-2. Coronaviruses are a large family of viruses that cause respiratory infections. These can range from the common cold to more serious diseases.

The virus is spread from person to person by:

- Close contact with an infectious person
- Contact with droplets from an infected person's cough or sneeze
- Touching objects or surfaces that have droplets from an infected person, and then touching your mouth and face.

A coronavirus infection can cause mild to severe respiratory illness. The most common COVID-19 symptoms reported are:

- Fever or chills
- Shortness of breath or difficulty breathing
- Cough
- Sore throat
- New loss of taste or smell

- Runny nose or congestion
- Other reported symptoms of COVID-19 include: muscle or joint pain, diarrhoea or vomiting, nausea or loss of appetite, headache or fatigue.

Anyone experiencing these symptoms should undergo testing for COVID-19. Further advice on testing options can be found here: <https://www.covid19.act.gov.au/stay-safe-and-healthy/symptoms-and-getting-tested/when-to-get-tested>

2.3 COVIDSafe Plan

All building and construction industry sites (including off-site manufacturing, fabrication and assembly sites) must have a COVIDSafe Plan that is regularly updated.

Each construction site must have a compliant COVIDSafe Plan. Construction activities may only occur on a site where a compliant COVIDSafe Plan is in effect.

Where practicable, COVIDSafe Plans should be designed with input from workers and their Health and Safety Representatives. COVIDSafe Plans should be consistent with this Guidance.

It is important to note that where:

- There is continual or specific non-compliance against a current COVIDSafe Plan; or
- There is not a current COVIDSafe Plan in existence; or
- If there are other breaches of the current ACT Health Directions or the requirements set out in this document,

the authority to continue construction, maintenance or repair activities may be revoked by Access Canberra or an ACT public health authority under the *Public Health Act 1997*. WorkSafe ACT may also issue Prohibition Notices under the *Work Health and Safety Act 2011*, and or other legal and compliance measures may be taken.

3.0 CONTROLLING RISKS ON SITE

To assist with providing and maintaining safe operations during the COVID-19 pandemic, the measures outlined below could be considered when developing or reviewing COVIDSafe Plans.

3.2 Check in CBR App

- 3.2.1 From 11:59pm on 11 February 2022, it will no longer be mandatory for employers to register for and use the Check in CBR App.
- 3.2.2 Employers may wish to continue to display their QR codes for voluntary use by staff and visitors to sites who may wish to keep a record of where they have been.
- 3.2.3 Employers may need to consider potential mechanisms for managing and recording attendance on site, to assist in conducting their assessment of workplace risk, following an exposure. Many projects or sites will have various electronic sign on systems as part of their Safety Management Systems which they may wish to utilise.
- 3.2.4 For further information on assessing a COVID-19 exposure in the workplace, visit <https://www.act.gov.au/business/keeping-your-business-covid-safe/assessing-a-covid-19-exposure-in-the-workplace>.

3.3 Screening workers coming to site

- 3.3.1 To minimise the risk of transmission of COVID-19 on site, employers may wish to consider implementing a screening process.
- 3.3.2 Employers should encourage workers to stay home if unwell and get tested if experiencing symptoms of COVID-19, no matter how mild. This applies to both staff and visitors attending the site.
- 3.3.3 Workers and visitors could be asked to consider and respond to the following screening questions before entering a worksite.
- Have you been diagnosed with COVID-19 in the last 7 days and are yet to be cleared by ACT Health?
 - Do you have any symptoms of COVID-19?
 - Are you a household contact of a person who, in the last 7 days, has been diagnosed with COVID-19?
 - Have you been advised, either by your workplace, a social contact, ACT Health or another jurisdiction's health authority, that you have been exposed to COVID-19?
 - If required by a Public Health Direction, have you had the required level of vaccination to enable entry to the site?
- 3.3.4 Workers who have been diagnosed with COVID-19 or are a household contact of a person diagnosed with COVID-19 are legally required to quarantine for a period of seven days from the date of collection of the positive test result. Individuals should not be permitted to enter the worksite. Further information on quarantine requirements for individuals who are diagnosed with or exposed to COVID-19 can be found here: <https://www.covid19.act.gov.au/stay-safe-and-healthy>.

3.4 Access and egress from site

- 3.4.1 Establish clear arrangements for distancing and separation at points of general access and egress including stairways, lifts, hoists, evacuation routes and muster points.

3.5 Site inductions

- 3.5.1 Site inductions should be regularly updated to incorporate any new COVID-19 management requirements.
- 3.5.2 Inductions could also provide information on vaccinations including how to book and where to go, and specifically encourage all workers to get vaccinated.

3.6 Workplace Mapping

- 3.6.1 Employers should consider implementing processes to record the schedule and work locations for workers that enables tracing of those who have come into contact with a worker who is confirmed as having COVID-19. In the event of a worker being confirmed as having COVID-19, those who are potentially affected need to be quickly identified.
- 3.6.2 This may include contactless or electronic means to obtain this information, the implementation of which is subject to consultation with the affected workforce and/or their representatives. If employers are using technology that utilises geo-tracking or geo-location

functions, they will need to ensure compliance with workplace surveillance legislation and/or consultation obligations with workers and unions. There are several examples of electronic mapping and tracing apps/devices in the market that are available for use in the construction industry.

3.6.3 When implementing a new system or process, it will be important to ensure that the system is able to record the following:

- day and time work was undertaken.
- the person's first name and contact number.
- members of teams that worked together (for small sites that are less than 1,500m² or which will be three storeys or less (excluding basement) at completion, all people who were on site at any one time should be taken to have all worked together while on the site at that time)
- specific work area on the construction site (for small sites that are less than 1,500m² or which will be three storeys or less (excluding basement) at completion, the entire site should be taken to be one work area)
- any breaks taken, including time and location (for small sites that are less than 1,500m² or which will be three storeys or less (excluding basement) at completion, it is not necessary to record breaks taken unless those breaks were taken away from the construction site).

3.6.4 Movement between sites, or areas within large sites, should be minimised wherever possible.

3.6.5 Where attending multiple sites is necessary (e.g. for Health and Safety Representatives, first aiders, emergency wardens) movement between sites could be recorded in the workplace mapping.

3.6.6 Where an employer keeps more accurate, reliable and detailed workplace mapping records, they will be better placed to undertake thorough risk assessments of their sites in the event that a confirmed COVID-19 case attends the site during their infectious period.

3.7 Physical Distancing

3.7.1 Physical distancing of at least 1.5 metres should be implemented wherever possible. Employers should consider each work task and whether there is a safe alternative way to undertake the work with an increased distance between workers. For example:

- Mark safe distances in work, transit and break areas (for example, on floors and walls).
- Adopt different shift patterns to minimise the number of workers onsite (for example, AM/PM shifts, ensuring adequate time between shifts for cleaning and disinfecting).
- Stagger start times, breaks and finish times to avoid congestion in high traffic areas and minimise workers coming into contact with each other as they move around the site.
- Work crews must be segregated as much as possible into identifiable groups and kept physically separate.
- Plan for how physical distancing will be maintained during inclement weather (for example, use of lunch or crib rooms and amenities).
- Install temporary physical barriers (for example, fences, screens) between work areas,

where appropriate.

3.7.2 Where it is not possible to undertake work tasks and maintain physical distancing, other control measures could be considered. For example:

- Minimise the number of worker-to-worker interactions that need to be completed within 1.5 metres.
- Consider moving mobile tasks that require close interaction to an outdoor or well ventilated setting – eg building formwork/cutting materials
- Minimise the number of workers involved in activities that need to occur within 1.5 metres of each other.
- Minimise the amount of time the workers needs to be within 1.5 metres of each other (for example, two workers may need to be within 1.5 metres of each other to carry a heavy item, but not needed to install that item. The workers should revert to physical distancing of at least 1.5 metres once the item has been moved).
- Provide and wear personal protective equipment (PPE) (face masks).

3.7.3 Where essential work activities need to be undertaken in restricted spaces (for example, lift shafts, personnel hoists, lifts, plant rooms, small bathrooms), the number of workers working in the space should be minimised wherever possible.

3.8 Non-essential workers

3.8.1 All non-essential personnel and visitors that enter sites must follow the site specific COVID Safe Plan.

3.8.2 Persons exercising a statutory function or right, including union right of access provisions, are permitted to enter a site provided they do so in accordance with the relevant COVID Safe Plan. Officials of relevant trade unions may also exercise their statutory rights to inspect suspected non-compliance of a COVIDSafe Plan (as per the Work Health and Safety Act 2011) or to exercise any other statutory rights, including under the Fair Work Act 2009 or the Work Health and Safety Act 2011.

3.9 Density Limits

3.9.1 Under ACT Health Directions, limits can apply on the number of persons who can be in an enclosed area on all worksites. This is called the '**Density Limit.**'

3.9.2 As of 6.00pm on Friday 18 February 2022, no density limits apply to worksites, however employers should consider what is a safe number of workers to be present on site at any one time, and implement relevant risk mitigation measures accordingly.

3.9.3 Note that all enclosed areas (including crib rooms, amenity areas and site offices) must still comply with the overarching ACT Health Public Health Directions to ensure physical distancing of 1.5 metres at all times, including in these areas.

3.10 Hygiene

3.10.1 Good hygiene practices and general cleaning helps with minimising the spread of COVID-19. Employers should review general hygiene requirements and the cleaning regimes in place on a regular basis.

3.10.2 Employers should display health information (including appropriate messaging for Cultural And Linguistically Disadvantaged workers) in prominent locations on the construction site such as

tea rooms, site offices, toilets, foyers, lifts and site entrances.

3.10.3 Every effort should be made by employers to upgrade personal hygiene and minimise worker to worker contact and all workers must co-operate in all necessary measures to achieve these objectives. These measures could include:

- Require all workers to wash or sanitise hands before entering or leaving the site and regularly throughout the day
- Communicate to all workers regarding where hand washing facilities and hand sanitisers are located and encourage their regular use. Promote regular hand washing with soap for at least 20 seconds.
- Provide hand sanitiser and/or hand washing facilities with soap in all site entrances and exits hoists, amenities and areas/levels of the site.
- Promote good cough etiquette by covering your cough and sneeze, or cough into your elbow or shoulder.
- Wearing of face masks in indoor spaces and where physical distancing may not be possible.
- Avoid touching your nose, eyes or mouth.
- Ensure that workers maintain good hygiene if it is necessary to leave the site and return, for example to purchase supplies, meal breaks or to attend meetings.

3.10.4 Employers must ensure that workers have access to appropriate amenities. Refer to the SafeWork Australia Guidance which can be found here: [Hygiene | Safe Work Australia](#)

3.10.5 Employers should consider reviewing and revising the number and locations of amenities, to reduce movement around the site.

3.10.6 Amenities could include:

- Hand washing facilities (whether permanent or temporary), such as a wash basin, clean running water, soap and paper towels, placed in strategic locations to ensure employees can access them in a timely manner.
- Access to hand sanitiser.
- Rubbish bins with touch-free lids (for example, foot pedal bins).
- Thorough and regular cleaning of amenities.

3.11 Shared tools, plant and equipment

3.11.1 Workers should avoid the shared use of tools, plant, plant rooms and equipment wherever possible. For example, drop saws, drills, grinders, ladders or elevating work platforms should not be used by more than one worker per shift. Appropriate cleaning should take place between shifts.

3.11.2 Where it is not possible to eliminate shared use:

- Provide cleaning products (for example, alcohol spray or solution) where communal tools, plant and equipment are located.
- Keep cleaning products with tools, plant and equipment as they move around the site.

- Ensure all operators thoroughly wash or sanitise their hands before and after every use.
- Ensure all parts of tools, plant and equipment (for example, including handles, handrails) are wiped down before and after use.

3.11.3 The shared use of phones, desks, offices, computers and other devices should also be avoided wherever possible. Where this is not possible, these items should be regularly disinfected.

3.12 Cleaning and Disinfecting

3.12.1 Cleaning and disinfecting of surfaces should be conducted using cleaning products as per SafeWork Australia guidance: [Cleaning | Safe Work Australia](#)

3.13 Personnel Hoists

3.13.1 Workers using hoists and lifts may be at increased risk of exposure to COVID-19, because they are required to be in close proximity to others and potentially contaminated surfaces so extra care needs to be taken.

3.13.2 Employers should encourage the use of face masks when physical distancing is unable to be maintained.

3.13.3 Additional control could be considered to minimise risk including:

- Reviewing which hoists and lifts are available for use on site and identifying if additional hoists and lifts can be used (for example where a partially occupied building is under construction, consider whether a residential lift be used solely for construction persons).
- Increased Cleaning and Disinfecting of the site, common areas and the hoists and lifts in accordance with SafeWork Australia Requirements.
- Limiting worker movement between levels and floors on site, where it is possible and safe to do so.
- Physical distancing of 1.5 metres and hygiene measures to be encouraged when waiting for hoists and lifts, particularly on floors where worker volumes may increase during peak times (start, break, finish times).
- Sequencing of entering and exiting.
- Planning and systems to manage crowding at peak times
- During peak periods have systems in place to limit crowding of workers entering/exiting the workarea. For example:
 - developing a schedule for use of the hoist/lift.
 - staggering what floors workers are to use the hoist/lift.
- Mark the hoist/lift waiting area at each floor to encourage physical distancing.
- Regularly communicate and remind workers (for example, through posters, digital displays):
 - diagram of positioning of workers and sequence of worker entering.
 - not to touch walls/doors of the hoist/lift.
 - advise the cleaning regime in place.

3.14 Personal Protective Equipment (PPE)

- 3.14.1 Employers should provide information, instruction and training on the safe use, decontamination and maintenance of any PPE provided.
- 3.14.2 Any PPE provided needs to be safe and practical for the work environment (for example, allowing the necessary visibility and mobility) and properly decontaminated or disposed of at the end of every shift.
- 3.14.3 Employers should monitor and encourage correct use of PPE, for example providing information on posters and digital screens about:
- Washing or sanitising hands before putting PPE on, and putting face protection on before gloves.
 - Removing gloves before face protection, washing or sanitising hands after removing PPE and decontaminating or disposing of used PPE safely.

3.15 Face Masks

- 3.15.1 A public health direction is currently in force which requires that face masks must be worn:
- On public transport, including buses, light rail, taxis, rideshare and demand response vehicles. Drivers of these vehicles must wear a mask when transporting passengers.
 - By employees and visitors in high risk settings, including hospitals, residential aged care facilities, correctional facilities and residential accommodation facilities.
 - By certain workers who provide services to a person with a disability.
 - By workers who work for in-home and community aged care providers.
 - By staff and visitors in all indoor spaces at a school and early childhood education and care settings. Students in years 7 to 12 are also required to wear a face mask while in an indoor space at school.
 - Inside the Canberra Airport terminal or on a domestic flight in or out of Canberra Airport.
- 3.15.2 Although no longer required in other indoor settings, such as on construction sites, wearing of face masks is encouraged where it could be difficult to maintain physical distancing.
- 3.15.3 Employers and workers should ensure they abide by the policies of individual workplaces in regard to mask wearing even if face masks are not required under a public health direction. Such policies may be in place to protect vulnerable people who may be accessing the premises or services.
- 3.15.4 Further information about current face mask requirements can be found: <https://www.covid19.act.gov.au/act-status-and-response/face-masks>
- 3.15.5 There are exemptions to the current face mask requirements, which include:
- If the person has a physical or mental health illness or condition, or disability, which makes wearing a face mask detrimental to their condition.
 - If the person is consuming food, drink or medicine.
 - If the person is communicating with a person who is deaf or hard of hearing and visibility of the mouth is essential for communication.

- If the person is in a vehicle alone or only with members of the same household.
- Due to the nature of a person’s essential work.
- While undertaking vigorous exercise outdoors.
- Because of an emergency.

3.15.6 A face mask needs to be a properly fitted face mask covering both your nose and mouth.

3.15.7 The term ‘face mask’ includes both cloth masks and single use face masks (commonly known as surgical masks). Both masks are suitable for use to prevent the spread of COVID-19.

Mask Type	Use Frequency	Cleaning Frequency	Lifespan
<i>Cloth</i>	<i>Multiple</i>	<i>Each day</i>	<i>Fair wear and tear</i>
<i>Surgical</i>	<i>Single</i>	<i>N/A throw out after use</i>	<i>Single use</i>

3.16 Common areas

3.16.1 Common areas on sites such as the amenities and frequently touched surfaces pose risks. All frequently touched surfaces and equipment on site should be wiped down regularly with appropriate cleaning and sanitising disinfectants.

3.16.2 Sanitisers or disinfectant wipes should be readily available near frequent use appliances such as fridges, microwaves, drinking fountains, water bubblers etc.

3.16.3 The time spent in those areas should be limited.

3.16.4 Staggering of meal breaks and separation of work groups to achieve maximum personal space and reduce the number of workers accessing those areas at any one time.

3.16.5 Note that crib rooms, amenity areas and site offices must still comply with the ACT Health Public Health Directions to ensure density limits can be maintained and physical distancing of 1.5 metres can be maintained wherever possible.

3.16.6 Spread out furniture to ensure physical distancing measures in common areas.

3.16.7 Adequate ventilation and air flow should be maintained in enclosed amenities, for example by opening windows/doors to allow fresh air, installing fans and/or exhaust fans and/or air purifiers, turning air conditioners to ‘fresh’ not recirculate.

3.16.8 Consider holding meeting and lunch breaks outside in appropriate areas which can still provide amenity to workers (ie shade, tables and chairs, access to water etc).

3.16.9 It is incontrovertible that improving ventilation and air flow will diminish the risk of COVID-19 transmission. To the extent that such measures outlined can be implemented, it makes very good sense to do so, based on proper advice and the particular circumstances of each project and/or location.

3.17 Inspections

3.17.1 Inspections of sites will continue to be conducted by WorkSafe ACT and ACT Government

Compliance Teams as authorised under the Public Health Direction.

- 3.17.2 Employers should ensure that the various requirements of the Public Health Direction are being complied with at all times, that the COVIDSafe Plan is being appropriately implemented and staff are trained and understand the risk minimization measures in place.

3.18 COVID Marshal

- 3.18.1 Employers should consider engaging a COVID Marshal for their construction sites or delegating the functions of the COVID Marshal to a site employee (or employees).
- 3.18.2 COVID Marshals are responsible for implementing COVID Safety measures and supporting site compliance with the Public Health Direction, along with providing advice to employers and workers on the following measures:
- Ensuring workers practice appropriate physical distancing measures.
 - Ensuring workers practice minimum level hygiene measures (as per Infection Control Awareness training).
 - Ensuring adequate ventilation.
 - Maintaining accurate and robust record keeping (subject to audit), including details of attendance on site.
 - Informing required updates.
 - Ensuring workers do not attend the site if they are unwell.

3.19 Deliveries

- 3.19.1 Delivery drivers are required to comply with the National Freight Code where relevant.
- 3.19.2 Delivery drivers must comply with the safety protocols while outside the ACT, as outlined by ACT Health.
- 3.19.3 Provide separate site amenities for freight workers OR ensure freight workers are able to use shared amenities in urgent situations with a mask on and with the amenity cleaned afterwards.

3.20 General Training, Communication and Messaging

- 3.20.1 Introduce a program to provide regular, well-informed training, advice and resources to all workers in relation to personal hygiene, increased risk in indoor environments, updated infection control practices and the adherence to COVID-19 controls. Ensure that any written or visual information is CALD compatible.
- 3.20.2 Ensuring everyone is informed, is fundamental to managing this pandemic and ensuring the safe operations of construction sites. Leadership organisations in the building, development and construction industry have collaborated on COVIDSafe communication materials tailored to reach the industry's culturally and linguistically diverse people.
- 3.20.3 This is an important campaign designed to keep the entire industry informed, engaged, safe and open. The COVIDSafe rules and responsibilities will be regularly communicated in different ways, recognizing cultural differences will see some messages resonate with some more than others.

What you need to do:

Go to [COVIDSafe resources in other languages \(australia.gov.au\)](https://www.australia.gov.au/covid-safe)

Print the posters, put them up in your workplace, in all languages relevant to your workforce.

- 3.20.4 Site inductions Q&As should be updated as required to include information on coronavirus (COVID-19) potential risks and workplace specific controls that have been implemented such as daily screening, health checks and symptoms of COVID-19, staggered start, finish and meal times, good hygiene practices and cleaning regimes and PPE requirements.
- 3.20.5 Toolbox talks should be regularly conducted, and workers are to be encouraged to put forward practical ideas for changing work practices to avoid the spread of COVID-19. Toolbox talks should also provide clarity to workers on leave arrangements for those that cannot work, and to encourage self-reporting and minimise the spread of risk.
- 3.20.6 Toolbox talks should also include updates from the ACT Chief Health Officer as they occur and additional information on the severity of the pandemic and the importance of physical distancing at toolbox meetings.
- 3.20.7 Site inductions, pre-starts and toolbox meetings to be held in suitably ventilated (open air where possible) in accordance with physical distancing, hygiene and PPE requirements.

3.21 Vulnerable workers

3.21.1 The following factors are associated with a high risk of severe illness from COVID-19:

- Aboriginal and Torres Strait Islander people 50 years and older with one or more chronic medical conditions.
- People 65 years and older with a chronic medical condition.
- People aged 70 years and older.
- People with compromised immune systems.
- People who are pregnant.
- Recipients of an organ transplant.
- Recipients of a bone marrow transplant in the last 24 months.
- People receiving immune suppressive therapy.
- People who have been diagnosed with blood cancer within the last 5 years.
- People receiving chemotherapy or radiotherapy.

3.21.2 Employers are to risk assess roles that may have a higher chance of exposure to COVID-19 and implement controls to address these risks. For example, higher risk roles may include (Peggy/Cleaner, Hoist/Lift Operator, First Aider). Where practical, reasonable action should be taken to minimize vulnerable workers from conducting higher risk roles.

More information can be found at: [Vulnerable workers | Safe Work Australia](#)

3.22 Vaccinations

3.22.1 Employers and Site Managers should actively encourage all workers to get vaccinated (including a booster) as soon as possible and provide information on how to book and

where vaccinations are available. High rates of vaccination will help reduce public health risks associated with construction activities.

3.22.2 Employers should support workers to get vaccinated by allowing flexible work arrangements, allowing paid leave or paid time off work to get vaccinated, and use of personal leave if suffering side-effects.

3.22.3 Where the site has a mandatory vaccination requirement as defined in a Public Health Direction, then:

- A worker must not work at the premises unless they meet all the requirements of the relevant Public Health Direction. A worker must provide evidence of vaccination status or evidence of exemption.
- The PCBU must follow all requirements outlined by the operator of a premises in relation to collection and maintenance of evidence of vaccination status or evidence of exemption.

3.23 Other measures

3.23.1 Construction sites are diverse and vary in complexity, employers should apply a risk-based approach and implement reasonably practical controls based on the environment and specific hazards at each construction site. In addition to the aforementioned measures and controls mentioned in this section, employers should consider other measures for implementation such as:

- using alternatives to face to face meetings where practicable.
- reducing the length and size of meetings, especially for critical employees, by requiring some to dial in.
- consider off-site fabrication.
- ensuring working from home arrangements are enabled where feasible.
- structuring management teams to ensure contingency in the event of team members needing to be isolated or quarantined at home.

4.0 FREQUENTLY ASKED QUESTIONS

4.1 What if a worker has been diagnosed with COVID-19

- 4.1.1 If an individual tests positive for COVID-19 with a PCR test, they will be contacted by ACT Health via a text message. If a person tests positive for COVID-19 with a Rapid Antigen Test, they are asked to register their positive result by completing ACT Health's online notification form, which can be accessed here: <https://www.covid19.act.gov.au/stay-safe-and-healthy/rapid-antigen-test-rat-positive-result-registration-form>. Registering a positive result with ACT Health will allow a person to access appropriate care and advice.
- 4.1.2 A person who has tested positive for COVID-19 is asked to notify all people they have spent time with in the 2 days before they started having symptoms or tested positive (whichever came first) that they are at risk of getting COVID-19. This includes advising any household contacts, social contacts, workplaces and educational settings.
- 4.1.3 If a worker has advised that they attended the workplace while infectious, workplaces are asked to conduct their own risk assessment for each exposure, and identify individuals as high, moderate or low risk contacts. Workplaces are only required to identify workplace contacts and not family or personal/social contacts.
- 4.1.4 Guidance on how to conduct a workplace risk assessment has been developed by the ACT Government, and this is available on the COVID-19 website (<https://www.act.gov.au/business/keeping-your-business-covid-safe/assessing-a-covid-19-exposure-in-the-workplace>).

4.2 What if a worker is experiencing some COVID-19 symptoms but has not been diagnosed?

- 4.2.1 The symptoms of COVID-19 include:
- Fever or chills
 - Shortness of breath or difficulty breathing
 - Cough
 - Sore throat
 - New loss of taste or smell
 - Runny nose or congestion
 - Other reported symptoms of COVID-19 include: muscle or joint pain, diarrhoea or vomiting, nausea or loss of appetite, headache or fatigue.
- 4.2.2 If a worker is away from work and experiences any of these symptoms, they should be strongly encouraged to undergo testing for COVID-19 and not attend the site until a negative test result is obtained and symptoms have resolved.
- 4.2.3 If a worker is at work or onsite and experiences any of these symptoms, the worker should immediately advise the employer, leave work, and get tested for COVID-19.

- 4.2.4 The worker should ensure, with the employer's assistance, that in travelling home or to medical attention from the site, that precautions are taken to avoid exposure to others, consistent with ACT Health advice.
- 4.2.5 The employer cannot request or direct any worker into self-isolation, quarantine or with symptoms of COVID-19 to attend work.

4.3 What if a worker has been identified as having had contact with someone diagnosed with COVID-19?

- 4.3.1 In the event that a worker(s) has been identified as a positive COVID-19 case on a worksite, there will be a significant number of staff, fellow workers, subcontracted workers and visitors that will or may have been in contact with the positive case.
- 4.3.2 Workplaces are asked to conduct their own risk assessment for each exposure, and identify individuals as high, moderate or low risk contacts. Workplaces are only required to identify workplace contacts and not family or personal/social contacts.
- 4.3.3 Guidance on how to conduct a workplace risk assessment has been developed by the ACT Government, and this is available on the COVID-19 website.

5.0 WHERE TO GO FOR CORONAVIRUS (COVID-19) UPDATES & FURTHER INFORMATION

- ACT Government:
[Home - COVID-19 \(act.gov.au\)](https://www.act.gov.au/covid-19)
- WorkSafe:
[Home - WorkSafe ACT](https://www.worksafe.act.gov.au/covid-19)
- SafeWork Australia:
[Home | Safe Work Australia](https://www.safeworkaustralia.gov.au/covid-19)
- World Health Organisation:
<http://www.who.int>
- Australian Department of Health:
<https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert>
- Fair Work Australia
[https://www.fairwork.gov.au](https://www.fairwork.gov.au/covid-19)

6.0 ATTACHMENT 1 – SCHEDULE OF CHANGES

The following table summarises changes to this document over time:

Version	Issue Date	Summary of Changes
1.0	12 November 2021	Initial Issue
1.1	16 November 2021	Update to 3.0.1 to reflect new density limits
1.2	18 November 2021	Update to 3.7.1 to reflect new density limits
1.3	9 February 2022	Broad review of document to reflect changes to test, trace, isolate and quarantine requirements and changes to public health social measures (public health restrictions)
1.4	18 February 2022	Update to 3.8 to reflect removal of density limits
1.5	25 February 2022	Update to 3.15 to reflect changes to face mask requirements