

Avoiding Delta in the Workplace

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Presented by:

Alicia Mataere | Partner
Workplace Relations Group

P: +61 2 9390 8420

E: alicia.mataere@holmanwebb.com.au

Lee Pike | Associate
Workplace Relations Group

P: +61 2 9390 8337

E: lee.pike@holmanwebb.com.au

Professor Catherine Bennett
Chair of Epidemiology - Deakin University

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Delta and the Workplace

□ Overview

- Epidemiology of COVID-19
- Risks of COVID-19 in the workplace
- Management of COVID-19 in the workplace
- Vaccine Declarations
- Mandatory Vaccination
- Future Workplaces
- Practical Tips
- Questions

Delta and the Workplace

□ Workers Compensation

- Rebuttable presumption
- Prescribed employment:

- (a) the retail industry (other than businesses only on-line retail)
- (b) the health care sector, including ambulance officers and public health employees,
- (c) disability and aged care facilities,
- (d) educational institutions, including pre-schools, schools and tertiary institutions (other than establishments providing only on-line teaching services),
- (e) police and emergency services (including fire brigades and rural fire services),
- (f) refuges, halfway houses and homeless shelters,
- (g) passenger transport services,
- (h) libraries,
- (i) courts and tribunals,
- (j) correctional centres and detention centres,
- (k) restaurants, clubs and hotels,
- (l) the construction industry,
- (m) places of public entertainment or instruction (including cinemas, museums, galleries, cultural institutions and casinos),
- (n) the cleaning industry,
- (o) any other type of employment prescribed by the regulations

Delta and the Workplace

- ❑ **Public Health Orders**
- ❑ **Model *Work Health and Safety Act***
 - ❑ **Primary duty** to ensure, so far as is reasonably practicable, the health and safety of workers and others whilst at work.
 - ❑ **Workers duty** to take reasonable care for their health and safety, that their acts or omissions don't adversely affect others, comply with reasonable instructions and cooperate with health and safety policies/procedures.

Delta and the Workplace

- ❑ Control Measures
 - ❑ Ventilation
 - ❑ Social distancing – Public Health Orders
 - ❑ Cleaning and sanitising
 - ❑ Temperature Testing
 - ❑ Masks and Face Shields
 - ❑ Rapid Antigen Tests
 - ❑ Fitness/vaccine Declarations

Delta and the Workplace

- ❑ Mandatory Vaccination
 - ❑ Quarantine workers
 - ❑ Transport workers
 - ❑ Airport Workers
 - ❑ Construction Workers from LGA's of Concern
 - ❑ Care Workers from/within LGA's of Concern
 - ❑ Workers from LGA's of Concern seeking to work outside their LGA

Delta and the Workplace

- ❑ Employer Mandated Vaccination
 - ❑ Lawful and reasonable direction
 - ❑ Risk of contracting COVID-19
 - ❑ Safety reason
 - ❑ Nature of the work, workplace and workforce
 - ❑ Other control measures
 - ❑ Vaccine scarcity
 - ❑ Medical contraindication
 - ❑ Incentives

Delta and the Workplace

- ❑ Office-based
- ❑ Working from home
- ❑ Flexibility
- ❑ Recruitment and retention



Practical Tips

- ❑ Overriding safety obligation
- ❑ Risk Assessments
- ❑ Vaccine Declarations & Workers from LGA's of Concern
- ❑ Return to the Workplace Policy
- ❑ Vaccinations Policy