



About the COVIDSafe Plan

The COVIDSafe Plan has been developed to support businesses to safely reopen, maintain a COVIDSafe workplace, and prepare for a suspected or confirmed case of coronavirus (COVID-19) in the workplace.

In order to be compliant with public health direction:

- All businesses in both metropolitan Melbourne and regional Victoria must complete a COVIDSafe Plan.
- This COVIDSafe Plan should be developed in consultation with workers and any relevant Health and Safety Representatives (HSRs).
- In addition to completing this COVIDSafe Plan, you are still required to meet your obligations under the Occupational Health and Safety Act 2004.
- You must comply with a request to present or modify your COVIDSafe Plan, if directed to do so by an Authorised Officer or WorkSafe Inspector.
- In addition to the general restrictions for all businesses, some industries require additional obligations due to a higher transmission risk.

If you are in a high risk industry, you are required to complete a 'High Risk COVIDSafe Plan'. Further information can be found at vic.gov.au.

How to develop your COVIDSafe Plan

1. Understand your responsibilities

Information on public health directions applying to employers is available at vic.gov.au.

2. Prepare your plan

Below is the COVIDSafe Plan template which you will need to complete. The COVIDSafe Plan is grouped into six COVIDSafe principles. These include:

1. Ensure physical distancing
2. Wear a face covering
3. Practise good hygiene
4. Keep records and act quickly if workers become unwell
5. Avoid interactions in enclosed spaces
6. Create workforce bubbles

When completing your plan, under the 'actions' column of each COVIDSafe principle, you must outline the actions you will take to meet the listed requirement. You will note that if you are in a restricted or heavily restricted industry, additional requirements may apply. Throughout the document (W) refers to working staff, (V) refers to visitors, namely players, spectators and officials

Mandatory requirements under public health direction feature this symbol: 

- All other points are highly recommended for keeping your workers safe and workplace open, but are not mandatory.
- Some of the requirements in the COVIDSafe Plan may not apply to your business. Where the requirement does not apply to your business it should be marked N/A (not applicable).



3. Keep your plan up to date

Your COVIDSafe Plan must be reviewed and updated routinely, and when restrictions or public health advice changes. Organisations with multiple worksites must complete a COVIDSafe Plan for each worksite.

You do not have to lodge your COVIDSafe Plan with the Victorian Government. However, you may need to provide your COVIDSafe Plan to an Authorised Officer or WorkSafe Inspector upon request, or in the event of a confirmed positive case at your workplace. There will be virtual and physical inspections as well as desktop audits, to ensure the implementation of and compliance with your COVIDSafe plan.

4. Share your plan

Your workforce needs to be familiar with this plan. Where possible it is recommended that you discuss the plan with your workers before you finalise it. Once you have completed the plan, share it with your workers and occupational health and safety representatives.

For further guidance on how to prepare your COVIDSafe Plan or any other questions, please visit vic.gov.au or call the Business Victoria Hotline on 13 22 15.

Your COVIDSafe Plan

Business name: Ballarat Basketball Association including Wendouree Netball Association

Plan completed by: Mark Valentine – Acting CEO

Date reviewed: 30/09/2020



1. Ensure physical distancing

Requirements

Action



You must ensure workers and visitors are 1.5m apart as much as possible. This can be done by:

- Displaying signs to show patron limits at the entrance of enclosed areas where limits apply
- Informing workers to work from home wherever possible

You may also consider:

- Minimising the build-up of people waiting to enter and exit the workplace
- Using floor markings to provide minimum physical distancing guides
- Reviewing delivery protocols to limit contact between delivery drivers and workers

Stickers are placed 1.5 meters apart outside the entrance and leading through the main foyer. (W) (V)

Employees have been instructed to work from home whenever possible (W)

All courts have a sign identifying the limit of people allowed in the area (W) (V)

Employees are instructed to move along groups of people who huddle together immediately. (V)

Games are scheduled at different time slots to allow for separate entry and exit times. (V)

Patrons must enter and exit within a one hour time frame (V)

You must apply density quotient to configure shared work areas and publicly accessible spaces to ensure that:

- There is no more than one worker per four square meters of enclosed workspace
- There is no more than one member of the public per four square meters of publicly available space indoors

All courts have a maximum capacity of 50 people with signs outlining the restrictions (V)

All other rooms must abide by the one person per 4 square meter rule. This applies to a maximum of 20. (W) (V)

All numbers are recorded to determine the number of people in one area at a time. (W) (V)





You should provide training to workers on physical distancing expectations while working and socialising. This should include:

- Informing workers to follow current public health directions when carpooling. This can be found at vic.gov.au

Training on following and enforcing social distancing guidelines has been scheduled before return of competition. (W)

All employees have been trained in hygiene protocols including the correct hand washing procedures. (W)

All bio-safety officers completed an online COVID training and test program (W)

All employees have been told to stay home if unwell and provided with support if working from home (W)

If your industry is restricted or heavily restricted, you must also:



Reduce workers levels in accordance with industry directions.



Limit number of patrons in accordance with industry directions.



Have no carpooling.

Heavily Restricted Industries Only

Have workers only attend work if permitted.
Workers in permitted work premises must work from home, if they can.



2. Wear a face covering

Requirements

Action



You must ensure all workers and visitors entering the worksite wear a face covering as per public health advice. This includes:

- Providing adequate face coverings and Personal Protective Equipment (PPE) to workers that do not have their own

All staff will wear face masks while working in public places and signs will be placed at the entrance and throughout the venue for visitors to follow. (W)

No visitors will be allowed in the venue unless wearing an approved face mask or have correct documentation if unable to wear a face covering. (V)

All employees will be provided with additional face masks if needed (W)

You should install screens or barriers in the workspace for additional protection where relevant.

Two lines have been set up in the main foyer to divide visitors and create separation (V)

Every third seat inside the stadium will be available while all other seating will be taped off. (V)

You should provide training, instruction and guidance on how to correctly fit, use and dispose of PPE.

All employees working within the venue will be given training in safe PPE protection (W)

You should inform workers that cloth masks should be washed each day after use. However, if during the day the mask is visibly dirty or wet, the mask needs to be washed immediately.

Employees have been told to wash face masks daily and spare masks have been made available (V)

There are no additional requirements for restricted or heavily restricted industries.



3. Practise good hygiene

Requirements

Action



You must frequently and regularly clean and disinfect shared spaces, including high-touch communal items such as door knobs and telephones.

You should:

- Clean surfaces with appropriate cleaning products, including detergent and disinfectant
- Replace high-touch communal items with hygienic alternatives, for example single-use or contactless options, where possible to do so
- Clean between shifts

All court seating and benches are cleaned after every game (W) (V)

Disposable wipes are placed throughout the venue for employees to use (W)

All employees have access to the cleaning resources available on site (W)

Cleaning resources are refilled regularly with extra products being stored (W)

All employees have been told to wash hands regularly (W)

All employees have been provided their own space for work if unable to work from home (W)

The bio-safety officer will be required to carry a cleaning kit to ensure high contact areas are cleaned regularly. (W)

You should display a cleaning log in shared spaces.

A cleaning log will be displayed inside each restroom and shared communal area (W)



You should make soap and hand sanitiser available for all workers and customers throughout the worksite and encourage regular handwashing.

Hand sanitizing stations will be set up throughout the venue including at the entrance and exit points (W) (V)

Rubbish bins are placed throughout the venue for all employees and visitors to use (W) (V)

Employees are encouraged to use the hand sanitizer supplied in the communal area. (W)

If your industry is restricted or heavily restricted, you should also:

Conduct an audit of cleaning schedules.



4. Keep records and act quickly if workers become unwell

Requirements



You must support workers to get tested and stay home even if they only have mild symptoms.



You must develop a business contingency plan to manage any outbreaks. This includes:

- Having a plan to respond to a worker being notified they are a positive case while at work, noting workers who show symptoms or have been in close contact should NOT attend the workplace until they receive their test results
- Having a plan to identify and notify close contacts in the event of a positive case attending the workplace during their infectious period
- Having a plan in place to clean the worksite (or part) in the event of a positive case
- Having a plan to contact DHHS and notify the actions taken, provide a copy of the risk assessment conducted and contact details of any close contacts
- Having a plan to immediately notify WorkSafe Victoria on 13 23 60 if you have identified a person with coronavirus (COVID-19) at your workplace
- Having a plan in the event that you have been instructed to close by DHHS
- Having a plan to re-open your workplace once agreed by DHHS and notify workers they can return to work

You must keep records of all people who enter the workplace for contact tracing.

Action

All employees who feel unwell are required to stay home and encouraged to be tested for COVID-19. (W)

All employees will be supported if time off work is needed. (W)

Should a case be detected management will follow the Department of Health and State Government regulations and close immediately if directed. (W)

A deep cleaning process will commence straight away (W)

Notify the relevant authorities of a positive case immediately.(W)

All visitors to the venue will have details recorded via a QR scanning system and will be notified if a positive case is identified. (W) (V)

Contact tracing has been set up inside the venue and employees have been trained on the procedures (W)

All employees contact details are up to date (W)

Employees will have their temperature checked upon entry (W)

Temperature checks are not applicable for the players and spectators who attend the venue for games. (V)

You should implement a screening system that involves temperature checking upon entry into a workplace.



If your industry is restricted or heavily restricted, you must also:

Restricted Industries



Ask workers to declare verbally before each shift that they are free of symptoms, have not been in contact with a confirmed case and have not been directed to isolate.

Heavily Restricted Industries

Ask staff to declare in writing or electronically before each shift that they are free of symptoms, have not been in contact with a confirmed case and have not been directed to isolate.





5. Avoid interactions in enclosed spaces

Requirements

You should reduce the amount of time workers are spending in enclosed spaces. This could include:

- Enabling working in outdoor environments
- Moving as much activity outside as possible, including serving customers, meetings, tearooms, lunchbreaks and locker rooms
- Enhancing airflow by opening windows and doors
- Optimising fresh air flow in air conditioning systems

Action

Employees are encouraged to work from home when possible. (W)

All employees attending the venue are split into different rooms (W)

The employee break room has had seating areas reduced and employees are encouraged to take breaks in separate rooms (W)

All social interactions during events are limited and staff are encouraged to break in separate rooms (W)

All social interactions during events are limited and staff are encouraged to break up any groupings of visitors (W) (V)

Door entries have been permanently opened to increase air flow (W) (V)

There are no additional requirements for restricted or heavily restricted industries.



6. Create workforce bubbles

Requirements

You should keep groups of workers rostered on the same shifts at a single worksite and ensure there is no overlap of workers during shift changes.

Action

Employees have been separated across the whole venue during shifts (W)

The rosters have been scheduled to ensure no overlap occurs (W)

You should maintain records of all workers who have disclosed that they reside with another worker and ensure that there is no cross-over between shifts.

If your industry is restricted or heavily restricted, you must also:



Limit or cease the number of workers working across multiple work sites.



Maintain records of all workers who have disclosed that they are working for different employers across more than one work premises.

For the latest information on restrictions in Victoria, visit [vic.gov.au](https://www.vic.gov.au)



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