

HEALTH POLICY



YellowBridge QLD Ltd. is committed to adhering to the legislative provisions and the requirements of applicable Government Health Directions, and to ensuring, as far as is reasonably practicable, the health, safety, and welfare of the working environment for its Board, staff, service recipients, volunteers, contractors and visitors.

In recognition of the risks of coronavirus ('COVID-19'), influenza and other infectious diseases, the purpose of this policy is to implement measures to reduce the risks to all persons in the workplace and to fulfil our obligations under Government Health Directions.

This policy applies to all workplace participants including employees, subcontractors, consultants, and volunteers who are attending/working at the organisation's workplaces.

YellowBridge QLD is committed to the following measures:

Vaccination

Vaccination is recognised as an important measure to minimise the risks of infectious diseases in the workplace.

Unless otherwise exempted, where mandated by public health directives or other applicable law all workplace participants are required to have received the prescribed number of approved vaccine doses and any further booster doses within the specified timeframes.

Should you require time off work to undergo vaccination, requests should be made in accordance with usual leave procedures.

Other Measures

All workplace participants should observe a range of health precautions including social distancing, common area hygiene and hand sanitation at all times.

If any workplace participant experiences any symptoms of sickness, including sneezing, coughing or fever, they should undertake relevant testing and comply with all applicable government directions. Workplace participants cannot attend the workplace until they have received appropriate medical certification providing them with a full clearance.

In such situations the workplace participant may be directed to work from home if appropriate, or agreement can be reached to access appropriate leave entitlements. The workplace participant should not come into physical contact with any workers or attendees at the workplace during this time.

Related Policies

- WHS Policy
- Legislative Compliance Policy

Related Procedures

Related Documents

- Application for Leave form

Quality Framework References

- *Work Health and Safety Act 2011 (Qld)*
- *Disability Discrimination Act 1992 (Cth)*
- *Anti-Discrimination Act 1991 (Qld)*
- *Australian Human Rights Commission Act 1986 (Cth)*
- *Fair Work Act 2009 (Cth)*
- *Queensland Government Workers in a healthcare setting (COVID-19 Vaccination requirements) Direction*
- *Queensland Government Disability Accommodation Services Direction (No 25)*
- *Queensland Government Residential Aged Care Direction (No 10)*
- *Information Privacy Act 2009 (Qld)*

Policy Approval Authority

- YellowBridge QLD Ltd Board

Policy Custodian

- Chief Executive Officer

Exemptions

If a workplace participant believes there are exceptional circumstances which affect their ability to comply with Government Health Directions and relevant legislation, they should immediately report this to their manager in writing so these concerns can be assessed. Appropriate evidence will be required to support such concerns.

Conditions

Exemptions will be considered in accordance with the legal requirements and within the limitations of the Government Health Direction.

If an exemption is granted, the workplace participant may be required to follow alternative measures as outlined in applicable Government Health Direction.

Responsibilities

YellowBridge QLD will endeavour to:-

- provide and maintain a safe working environment for all attendees at the workplace; and
- provide information and instruction so far as it can to provide health and safety.

Workplace Participants must:-

- follow applicable infection control protocols;
- report any potential exposure to infectious diseases and any relevant symptomology;
- follow employer's directions.

Record Keeping

YellowBridge QLD may be required to record, sight or otherwise confirm evidence of medical and vaccination status of workplace participants in order to comply with Government Health Directions, relevant legislation, or contractual requirements.

All workplace participants must as soon as reasonably practicable, provide the required evidence of complying with the requirements to their supervisor.

We will use and disclose our record of evidence of compliance as required by law and in the course of managing the employment or associated relationship with the workplace participant. This may include disclosing the vaccination status of workplace participants to government or regulatory authorities, responsible persons under work health and safety law and/or Government directions.

The information will be stored in a secure database that is accessible to authorised persons only.

Communications

Appropriate consultation and communication with all YellowBridge Qld workplace participants will be undertaken to ensure all workplace participants have opportunity to provide comment on our policy and are informed in a timely manner of any changes or updates to Government directions and/or this policy.

Non-compliance with policy

Appropriate disciplinary action, up to and including dismissal, may be taken against an employee who breaches this policy. Any other workplace participant who fails to comply with this policy may be excluded from our workplace or from performing any further work for us.

Amendment

This policy will be changed as further information becomes available, and to reflect any further Government guidelines and directions.

