
Epidemic or Pandemic Policy

Reference:

- A) www.safeworkaustralia.gov.au
- B) www.vic.gov.au/coronavirus-covid-19-restrictions-victoria
- C) <https://www.dhhs.vic.gov.au/information-community-services-coronavirus-covid-19>

1. Introduction

From time to time infectious diseases develop into epidemics or pandemics, and create increased risks for the community. These occasions require specific policies targeted at the particular disease in question and general efforts at preparedness.

- 1.1. Clunes Neighbourhood House wishes as far as possible to protect its clients, its staff, its volunteers, and the general public from infection or contagion by epidemics/or pandemics
- 1.2. Clunes Neighbourhood House will facilitate, through its policies and procedures, strategies designed to reduce risks to its clients, its staff, its volunteers, and the general public.
- 1.3. Clunes Neighbourhood House will comply with all directions from authorised public health officers and recognised medical authorities in relation to the epidemic or pandemic

2. Purpose

- 2.1. The purpose of this policy is to outline the strategies and actions that Clunes Neighbourhood House intends to take to prevent the transmission of infectious diseases that are epidemics or pandemics, and control the transmission of infectious diseases when a case/s is identified.

For the purpose of this policy, **infectious diseases** means diseases caused by pathogenic microorganisms, such as bacteria, viruses, parasites or fungi; the diseases can be spread, directly or indirectly, from one person to another. This policy is focused on infectious diseases that are declared to be an epidemic or pandemic.

3. Scope

- 3.1. This policy applies to
 - Directors
 - Officers
 - Employees
 - Contractors (including employees or contractors)
 - Volunteers
 - Suppliers
 - Consultants

4. Policy

- 4.1. Clunes Neighbourhood House will as far as possible plan for and make advance preparations for the possibility that its operations will be affected by an epidemic or pandemic.
- 4.2. In the event of an epidemic or pandemic, Clunes Neighbourhood House will, as far as possible:
 - 4.2.1. Assist its clients, staff, volunteers and others, as relevant, to minimise their exposure to the illness concerned.
 - 4.2.2. Encourage and assist those who have reason to believe that they are at risk of contracting the epidemic or pandemic to obtain a diagnosis.

- 4.2.3. Support Employees, volunteers, contractors and clients to take reasonable precautions to prevent infection or contagion.
- 4.2.4. Provide standard precautions such as personal protective equipment (e.g masks, soap and gloves)
- 4.2.5. Maintain its services and operations throughout the period of concern if it is safe to do so.
- 4.3. In the event of an infectious disease being declared an epidemic or pandemic, Clunes Neighbourhood House requires people covered by this Policy to take the following precautions or advice from the World Health Organisation.
 - 4.3.1. Regularly and thoroughly clean your hands with an alcohol-based hand rub or wash them with soap and water.
 - 4.3.2. Maintain at least 1.5 meters (one arm's length) distance from each other.
 - 4.3.3. Avoid touching your eyes, nose, mouth, or shaking hands with others.
 - 4.3.4. Make sure you follow good hygiene, and encourage others to do the same. This means covering your mouth and nose with your bent elbow or tissue when you cough or sneeze, and disposing of used tissues immediately and washing your hands.
 - 4.3.5. Stay home if you are unwell. If you are well enough to work but would like to minimise the risk of infecting others, ask your manager/supervisor if you can temporarily work from home.
 - 4.3.6. Keep up to date on the latest hotspots (cities or local areas where the pandemic or epidemic is spreading widely). If possible, avoid travelling to places - especially if you are more at risk.
 - 4.3.7. If you are or are likely to be contagious, notify your Manager/Supervisor as soon as possible. It may be possible or necessary for you to self-isolate by staying at home until you recover.
 - 4.3.8. Seek medical advice promptly and follow the directions or our local health authority.

5. Leave and Flexibility

- 5.1. Clunes Neighbourhood House recognises that staff may request or require paid and unpaid leave when they are unwell, at risk of or vulnerable to infection, and at risk of infecting others
- 5.2. Workers may make use of leave consistent with Clunes Neighbourhood House's leave policy, relevant industrial instruments and the National Employment Standards (including access to unpaid leave).
- 5.3. Clunes Neighbourhood House may, at its direction, direct those affected or reasonably at risk of being affected by the pandemic or epidemic, to remain away from the workplace or work remotely.

6. Related Documents

- 6.1. Australian Health Management Plan for Pandemic influenza (AHMPPI)
- 6.2. Trusted Information Sharing Network (TISN) for Critical Infrastructure
- 6.3. Policy Bank - Epidemic/Pandemic Policy template

7. Legislation & Industrial Instruments

This policy & Procedure is not intended to override any industrial instrument, contract, award or legislation.

- Biosecurity Act 2015 (Commonwealth)
- Fair Work Act 2009 (Cth)
- Fair Work Regulations 2009 (cth)