



## About the Construction COVIDSafe Plan

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

### In order to be compliant with public health directions:

- All businesses will be required to have a COVIDSafe Plan, or a Construction COVIDSafe Plan (as required under the public health directions), for their onsite operations under the 'How We Work' Roadmaps, except businesses with no onsite operations (e.g. working from home).
- 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.

For all construction businesses who have completed the previous Construction COVIDSafe Plan for current sites there is no requirement to complete this plan. This COVIDSafe Plan should be used for all future sites. Information about your industry's level of restriction can be found at [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au)

## How to develop your Construction COVIDSafe Plan

### 1. Understand your responsibilities

Information on public health directions that apply to employers is available at [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au).

### 2. Prepare your plan

Below is the Construction COVIDSafe Plan template which you will need to complete.

The Construction COVIDSafe Plan is grouped into six COVIDSafe principles. These are:

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 requirements above.

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

You do not have to lodge your Construction COVIDSafe Plan with the Victorian Government. However, you may need to provide your Construction 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 you implement and comply with your Construction 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.

### 5. Allocate a COVID Marshal

It is recommended that you implement a COVID Marshal for each large scale worksites. COVID Marshals are responsible for supporting site compliance and providing advice on appropriate physical distancing, hygiene and records requirements detailed in the roadmap. Further information on COVID Marshals is in the attached Guidance section.

**For further guidance on how to prepare your Construction COVIDSafe Plan or any other questions, please visit [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au) or call the Business Victoria Hotline on 13 22 15**

Additional best practice information developed by industry is also available and can assist operators in implementing change. This includes:

- [Coronavirus \(COVID-19\) Guidelines For The Building And Construction Industry Victoria](#)
- [Housing Industry Association "Making Space on Site" guidelines](#)

There is also a range of [COVIDSafe Worksite Resources](#) available in 16 languages developed in partnership with industry bodies and unions.

## Your Construction COVIDSafe Plan

Business name: \_\_\_\_\_

Site address: \_\_\_\_\_

Plan completed by: \_\_\_\_\_

Date reviewed: \_\_\_\_\_



# 1. Ensure physical distancing

## Requirements

## Action



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

- Displaying signs at the entrance and other locations within worksites
- 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
- Staggering start times, breaks and finish times
- Using floor markings to provide minimum physical distancing guides in situations that require employees to be in close contact with one another (e.g. when travelling in personnel hoists and work lifts)



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

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



**You must ensure that vehicles used for work (e.g. dual cabs or utes) have a COVIDSafe Plan**

- Employers who operate transport services need to have a COVIDSafe Plan but not an individual plan for every vehicle in their fleet.

**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 [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au)

**You should ensure that you have a physical barrier for works undertaken in occupied premise**

- A physical barrier should control unauthorised entry to the work site and reduce air circulation between the work site and an occupied premises
- Where possible the occupant of the premise should vacate for the duration of the works

- You should hold client (or agent) contract meetings including document signing, material selection and final inspections remotely when possible. If not reasonably practicable, onsite meetings are permitted by appointment only with physical distancing.



## 2. Wear a face mask

### Requirements

### Action



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

- Providing adequate face masks and personal protective equipment (PPE) to workers that do not have their own
- You should install screens or barriers in the workspace for additional protection where relevant
- You should provide training, instruction and guidance on how to correctly fit, use and dispose of personal protective equipment (PPE)
- 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



**An employer in relation to an Additional Obligation Industry Work Premises (except for retail facilities) must:**

- Have a personal protective equipment (PPE) training plan in place as soon as reasonably practicable after 11 August 2020
- Be consistent with best practice training plans and provide this to workers in multiple formats such as infographics and text
- Be able to provide translated health and safety guidance for employees who speak English as a second language



### 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

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You should display a cleaning log in shared spaces

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You should undertake comprehensive cleaning in all areas where staff are working on a daily basis

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You should provide hand sanitiser at site entrances and exits, in all hoists, amenities and other high traffic areas of the site. Communicate with workers about hand sanitiser locations and encourage regular use

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You should create accessible resources and messaging, including for culturally and linguistically diverse communities

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You should display hygiene information in prominent locations on the construction site such as tea rooms, site offices, toilets, foyers, lifts and site entrances

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Minimise the of sharing tools, plant and equipment

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## 4. Keep records and act quickly if workers become unwell

### Requirements

### Action



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



For contact tracing, you must keep records of all people who enter the workplace

You should proactively share notice of positive cases to suppliers and sub-contractors have been in contact



## 5. Avoid interactions in enclosed spaces

### Requirements

### Action

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**You should reduce the amount of time workers are spending in enclosed spaces.**

**This could include:**

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

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You should conduct all site inductions outside where practicable

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You should conduct all toolbox inspections outside where practicable

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## 6. Create workforce bubbles

### Requirements

### Action



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

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

You should establish a process to keep business records and calculations to determine the restricted workforce levels (e.g. including the roster, time and attendance, payroll and other site attendance records)

You should consider having workers operating in consistent teams/bubbles where possible:

- Separate shifts
- Separate work areas on site
- Divide work areas up further into separate teams/bubbles
- Keep bubbles separate at work and after work
- Separate break areas or break times
- Use identified COVID marshals to ensure separation



# Construction COVIDSafe Plan Guide

This guide has been designed to accompany your Construction COVIDSafe Plan and provides suggestions and example actions for how to implement requirements.

Please use this guide to help you complete your Construction COVIDSafe Plan. For further information go to [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au)

## Recommendation for your Construction Industry

**Implementation of COVID Marshals is recommended for large scale sites in your industry.**

COVID Marshals are responsible for supporting site compliance and providing advice on appropriate physical distancing, hygiene and records requirements detailed in the Roadmap for reopening.

The overarching purpose of COVID Marshals is to ensure implementation of Construction COVIDSafe Plans and providing advice to employers and workers on safe working practices. This includes:

- Ensuring workers practise appropriate physical distancing measures
- Ensuring workers practise minimum-level hygiene measures (as per Infection Control Awareness training)
- Ensuring adequate ventilation
- Maintaining accurate and robust record keeping (record keeping is subject to audit)
- Informing required updates to respective COVIDSafe plans.

In addition, the COVID Marshal is also the lead point of contact for contact management.

It is recommended that you:

- Designate one or more workers as a COVID Marshal whose role is to monitor compliance with the work premises' Construction COVIDSafe Plan
- That the COVIDSafe Marshal(s) must successfully complete training provided by the employer that is in accordance with guidance from the Department of Health and Human Services (DHHS)
- Have a COVID Marshal(s) at the work premises whenever workers are on site
- Keep records of duty rosters for COVID Marshals

The COVID Marshal should undergo basic infection control awareness training. You can find this training at <https://www.health.gov.au/resources/apps-and-tools/covid-19-infection-control-training> or <https://www.skills.vic.gov.au/victorianskillsgateway/Explore/Pages/infection-control-training.aspx>.

It is also recommended that COVID Marshals are also trained in first aid (Level 2).

Employers can appoint multiple COVID Marshals if the nature of the work premises requires it.

Employers should keep records of duty rosters for COVID Marshals

**The employer holds ultimate responsibility for ensuring that COVIDSafe obligations are met and that the employer complies with the Chief Health Officer's Directions.**



# 1. Ensure physical distancing

## Requirements

## Action (examples)



**You must ensure workers and visitors are 1.5 metres 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

- Identify areas that require floor marking, such as lifts, kitchen areas, printer collection areas
- Allocate different doors for entry and exit
- Use an entry and exit system to the site that is as contactless as possible and quick to enter and exit
- Use floor markings to provide minimum physical distancing guides at entrances and exits
- Establish contactless delivery or invoicing
- Display signage for delivery drivers
- Identify designated drop off areas
- Outline the maximum occupancy of areas that are open to the general public, and information about signage



**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

- Rearrange, remove or cordon off furniture in common areas to ensure physical distancing, stagger seating so workers are not facing one another on break
- Comply with relevant density quotient and signage requirements in the Workplace Directions



**You must ensure that vehicles used for work have a COVIDSafe Plan.**

- Employers who operate transport services (e.g. dual cabs and utes) need to have a COVIDSafe Plan but not an individual plan for every vehicle in their fleet

**You must ensure that you have a physical barrier for works undertaken in occupied premise**

- A physical barrier should control unauthorised entry to the work site and reduce air circulation between the work site and an occupied premises
- Where possible the occupant of the premise should vacate for the duration of the works

- A physical barrier may include a separate room, a temporary wall or other barrier that controls access of occupants to the work site



# 1. Ensure physical distancing (continued)

## Requirements



**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 [coronavirus.vic.gov.au](https://coronavirus.vic.gov.au)

## Action (examples)

- Develop and educate workers on strategies and work practice changes to maintain physical distancing
- Reinforce messaging to workers that physical distancing needs to be maintained during work and during social interactions
- Educate workers on hand and cough hygiene, including how to wash and sanitise their hands correctly
- Reinforce the importance of not attending work if unwell
- Ensure appropriate information on the use of face coverings and personal protective equipment (PPE)
- Ensure compliance with current restrictions if in metropolitan Melbourne about industry closure and Permitted Worker Permits
- Identify the roles that are required to be performed from home or can be adapted to be performed from home
- Adapt working arrangements to enable working from home
- Regularly assess workers in attendance at the workplace to determine whether they are required to be there
- Encourage workers to complete [infection control training](#), which is offered for free through Victorian TAFEs and Registered Training Organisations



## 2. Wear a face mask

### Requirements



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

- Providing adequate face masks and Personal Protective Equipment (PPE) to workers that do not have their own
- A face mask includes a fitted face mask, of at least two plies, that covers the nose and mouth to provide the wearer protection against infection. Face shields on their own do not meet these requirements



**An employer in relation to an Additional Obligation Industry Work Premises (except for retail facilities) must:**

- Have a personal protective equipment training plan in place as soon as reasonably practicable after 11 August 2020
- Be consistent with best practice training plans and provide this to workers in multiple formats such as infographics and text
- Be able to provide translated health and safety guidance for employees that speak English as a second language

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

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

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

### Action (examples)

- Identify face masks and PPE required for the workplace and describe when and how they need to be worn
- Monitor the use of face masks in all workers, unless a lawful exception applies



### 3. Practise good hygiene

#### Requirements



**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

#### Action (examples)

- Identify high touch surfaces (lift buttons, door and cupboard handles, kitchen counters, touch screens, shared work equipment)
- Provide information about workplace cleaning schedule and how to use cleaning products
- Identify which products are required for thorough cleaning
- Monitor supplies of cleaning products and regularly restock
- Swap shared coffee and condiments for single serve sachets
- Install 'no-touch' amenities such as contactless taps, rubbish bins and soap dispensers
- Avoid sharing equipment such as phones, desks, headsets, offices, tools or other equipment
- Provide workers with their own personal equipment, labelled with their name

You should display a cleaning log in shared spaces

You should increase the regularity of comprehensive cleaning by requiring cleaning of all areas where workers are working on a daily basis

You should provide hand sanitiser at site entrances and exits, in all hoists, amenities and other high traffic areas of the site. Communicate with workers about hand sanitiser locations and encourage regular use

- Locate hand sanitiser stations throughout the worksite
- Ensure rubbish bins are available to dispose of paper towels
- Ensure adequate supplies of soap and sanitiser
- Ensure workers have information on how to wash and sanitise their hands correctly

Be able to provide translated health and safety guidance for employees that speak English as a second language

You should display hygiene information in prominent locations on the construction site such as tea rooms, site offices, toilets, foyers, lifts and site entrances



### 3. Practise good hygiene (continued)

**The following restrictions also apply for large-scale construction sites:**



You must ensure adequate PPE for workers moving between sites

You must have translated resources for culturally and linguistically diverse workers.



It is recommended that you have a COVIDSafe Marshal onsite

Restrict the of sharing tools, plants and equipment



## 4. Keep records and act quickly if workers become unwell

### Requirements

### Action (examples)



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

Communicate to workers the financial support available to them if they cannot work while they are waiting for test results or are confirmed as a positive case



**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

- Establish a process for notifying workers and close contacts about a positive case in the workplace
- Establish a cleaning process in the event of a positive case
- Establish a process and responsibility or notifying DHHS, WorkSafe and your health and safety representative
- Establish a process for confirming a worker (with a suspected or confirmed case) does not have coronavirus (COVID-19) before returning to physical worksite
- Establish a process for notifying Worksafe that the site is reopening



For contact tracing, you must keep records of all people who enter the workplace

- Ask workers to complete a health questionnaire before starting their shift
- Establish a process to collect records from workers attendance including labour hire, external contractors, cleaners, delivery drivers and workplace areas that are accessed during each shift. Where possible, consider implementing a contactless system
- Review processes to maintain up-to-date contact details for all workers
- Provide information on protocols for collecting and storing information

You should proactively share notice of positive cases to suppliers and sub-contractors who have been in contact



## 4. Keep records and act quickly if workers become unwell (continued)



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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



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Ask workers 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

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## 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 activity outside as much 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 (examples)

- Ensure that windows and air conditioning are set for optimum air flow at the start of each workday or shift
- Create outdoor spaces for meetings and break times

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You should conduct all site inductions outside where practicable

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You should conduct all toolbox inspections outside where practicable

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## 6. Create workforce bubbles

### Requirements

### Action (examples)



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

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

- Communicate to workers so they understand they cannot work across multiple sites
- Adjust rosters and develop procedures to ensure workers do not work across multiple sites
- Stagger start and finish times, shifts and break times, to reduce use of common areas at the same time
- Encourage workers to minimise time in shared facilities when taking breaks
- Ensure groups of workers do not mix across different shifts

You should establish a process to keep business records and calculations to determine the restricted workforce levels (e.g. including roster, time and attendance, payroll and other site attendance records)

- Outline your process for developing and storing your business records and the calculations you've used to establish your restricted workforce levels. This might include rosters, time and attendance, payroll and other site attendance records
- Keep records to demonstrate compliance with these directions, including (without limitation):
  - the Construction COVIDSafe Plan
  - all logs created during the time these directions are in place
  - Work Premises rosters
  - time and attendance records
  - payroll data; and
  - records of all workers and all visitors who attend the Work Premises in accordance with the records requirement

You should consider having workers operating in consistent teams/bubbles where possible:

- Separate shifts
- Separate work areas on site
- Divide work areas up further into separate teams/bubbles
- Keep bubbles separate at work and after work
- Separate break areas or break times
- Use identified COVID marshals to ensure separation
- Workers in same households on same shifts