



How to develop or review your COVIDSafe Plan

About this template

This COVIDSafe Plan template has been developed for businesses to maintain a COVIDSafe workplace and prepare for a suspected or confirmed case of COVID-19 in the workplace.

To comply with public health directions

- All Victorian businesses with on-site operations must complete and document a COVIDSafe Plan.
- COVIDSafe Plans should be developed in consultation with workers and relevant Health and Safety Representatives (HSRs).
- In addition to completing a COVIDSafe Plan, you must meet your obligations under the Occupational Health and Safety Act 2004.
- You must modify your COVIDSafe Plan if you are directed to do so by an Authorised Officer or WorkSafe Inspector.

In addition to the general restrictions for all businesses, some industries are subject to additional obligations due to a higher transmission risk. For more information see:

coronavirus.vic.gov.au/additional-industry-obligations.

Understand your responsibilities



This symbol indicates mandatory public health requirements. Your COVIDSafe Plan must detail how you will meet these requirements.

- All other guidance is strongly recommended to keep workplaces COVIDSafe.
- Some requirements and recommendations may not apply to your business and should be marked N/A (not applicable).
- Businesses with multiple worksites must complete a plan for each worksite.

When to review your COVIDSafe Plan

You should review your plan regularly, especially when restrictions change. You do not have to submit your plan to the Victorian Government. You must modify your plan if directed to do so by an Authorised Officer or WorkSafe Inspector. Compliance with COVIDSafe Plans is monitored by virtual and physical inspections.

Share your COVIDSafe Plan with employees

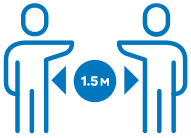
Employees must comply with the COVIDSafe Plan. Where possible, discuss the plan with employees before it is finalised. Employers should share the completed plan with employees and occupational health and safety representatives.

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



Your COVIDSafe Plan

Business name:	Orchestra 21 Inc.
Address:	Church of All Nations, 180 Palmerston St, Carlton, VIC 3053 St Mark the Evangelist, 4 Elm St, North Melbourne, VIC 3051
Plan completed by:	Jennifer Kirsner Room capacities to be calculated and observed. Furniture arranged to establish physical distancing. Information about current guidelines displayed via signage
Job title:	Vice-president, Committee of Management
Date reviewed:	8 November 2021
Next review:	March 2022



1. Physical distancing

RECOMMENDATIONS & REQUIREMENTS

DESCRIBE WHAT YOU WILL DO

WHO IS RESPONSIBLE



You must apply the relevant density quotient to arrange shared work areas and publicly accessible spaces. How will you do this?

- [Density quotients](#) can change. One person per four square metre or one person per two square metres may apply to your workplaces or venue.
- You must [display signage](#) showing the maximum number of people allowed in the space.
- Shared work areas are only accessible to workers and should only include workers in the density limit.
- Publicly accessible spaces should include members of the public and may include workers if they share the space on an ongoing basis.

For more information about restrictions for your workplace, density quotients and signage visit: coronavirus.vic.gov.au/business

Consider: [signage](#), furniture placement, density quotients, working from home arrangements and rostering, seating, lift protocols, staggered tea breaks

Example: Rearrange, remove or cordon off furniture in common areas to practise physical distancing, stagger seating so workers are not facing one another.

Information about physical distancing disseminated and promoted through internal documentation and signage;

Stage planning for rehearsals and performances incorporates physical distancing between musicians (currently DQ 4m2) in line with current government directives and subject to any update from government, as per public health guidelines.

Example: Office Manager

Committee of Management President, Treasurer, and ordinary members

You may need to reduce the number of workers or the number of members of the public at your work premises in accordance with current directions. How will you do this?

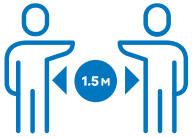
Consider: staff rostering, workforce bubbles, staggered start and finish times.

Example: Adjust rosters and develop procedures to ensure workers do not work across multiple sites.

Pre-arranged caps on ensemble and audience members as per current density limits (DQ 4m2 with 150 people maximum) in line with current government directives and subject to any update from government, as per public health guidelines.

Example: Duty Manager

Committee of Management



1. Physical distancing (Continued)

RECOMMENDATIONS & REQUIREMENTS	DESCRIBE WHAT YOU WILL DO	WHO IS RESPONSIBLE
<p>Where possible aim for workers and visitors to maintain physical distancing of 1.5 metres in the workplace. How will you do this?</p>	<p>Consider: signage, floor marking, entry/exits management, delivery protocols, repurposing rooms and spaces.</p> <p><i>Example: Identify areas that require floor marking, such as lifts, kitchen areas, printer collection areas. Have multiple tea and coffee spaces to reduce congregation of workers.</i></p> <p>Room capacities to be calculated and observed. Furniture arranged to establish physical distancing. Information about current guidelines displayed via signage, in line with current government directives, and subject to any update from government, as per public health guidelines.</p> <p>No tea, coffee, or snack facilities. Ensemble and audience seating plans to be set up out prior to rehearsals and performances. No performance interval to reduce mingling. Ensemble members to socialise outside the venue during rehearsal breaks if possible, otherwise monitoring of physical distancing by Committee members during rehearsal breaks.</p>	<p><i>Example: Team Leader</i></p> <p>Committee of Management</p>
<p>You should give training to workers on physical distancing while working and socialising. How will you do this?</p>	<p>Consider: physical distancing, carpooling, social interaction, hand/cough hygiene, sick days, face masks.</p> <p><i>Example: Inform workers to follow current public health directions when carpooling.</i></p> <p>Information about physical distancing for different work and training activities disseminated and promoted.</p>	<p><i>Example: Site Manager</i></p> <p>Committee of Management</p>



2. Face masks

REQUIREMENT AND RECOMMENDATIONS

DESCRIBE WHAT YOU WILL DO

WHO IS RESPONSIBLE



You must ensure all workers adhere to current face mask requirements. How will you do this?

For more information visit:
coronavirus.vic.gov.au/face-masks

Consider: mask supplies and provision, signage, training/guidance for correct fit, use and disposal of PPE; daily washing of reusable face masks.

Example: Monitoring use of face coverings for workers, unless a lawful exception applies.

Advice and use and disposal of PPE discussed and promoted.
Use of face masks to be monitored for all required in line with current government directives, and subject to any update from government, as per public health guidelines.

Example: Team Leader

Committee of Management

You should give training and information on how to correctly fit, use and dispose of PPE. How will you do this?

Consider: [signage](#), training/guidance for correct fit, use and bins for disposal of PPE, daily washing of reusable face masks, disposable mask availability.

Example: Identifying face mask and PPE required for the workplace and describe when and how they need to be worn.

Information about correct use and disposal of PPE to be disseminated and monitored.

Type text here

Example: Team Leader

Committee of Management



2. Face masks (Continued)

REQUIREMENT AND RECOMMENDATIONS	DESCRIBE WHAT YOU WILL DO	WHO IS RESPONSIBLE
<p>If your industry is subject to additional industry obligations, you may also be required to:</p> <ul style="list-style-type: none">• adhere to extra face mask requirements• appoint Covid Marshals• conduct surveillance testing for COVID-19. <p>How will you do this?</p> <p>For more information visit coronavirus.vic.gov.au/additional-industry-obligations</p>	<p>Consider: training, signage, communications, supplies.</p> <p><i>Example: Monitor face mask requirements and communicate changes to staff.</i></p> <p>Hand sanitiser and soap available at rehearsal and performance venues, along with check-in codes. COVID marshals to be present at rehearsals and performance to monitor check-in procedures and mask-wearing/physical distancing requirements as per public health guidelines.</p> <p>Type text here</p>	<p><i>Example: Site Manager</i></p> <p>Committee of Management</p>



3. Hygiene

REQUIREMENT AND RECOMMENDATIONS

DESCRIBE WHAT YOU WILL DO

WHO IS RESPONSIBLE



You **must** clean and disinfect shared spaces at least twice a day. This includes high-touch communal items, e.g. doorknobs, telephones, toilets and handrails. How will you do this?

For more information visit: coronavirus.vic.gov.au/cleaning

Consider: stock appropriate cleaning and disinfection products, cleaning during and between shifts, soap and hand sanitiser, cleaning roster, cleaning log, replacement of high-touch communal items, reviewing whether communal items could be made available to only one staff member

Example: Provide information about workplace cleaning schedule and how to use cleaning products, provision of previously communal items for each worker.

Example: Officer Manager

Venue operators and Committee of Management

Venue operators will ensure venues are professionally cleaned as per current public health guidelines. Orchestra 21 will ensure availability of soap and hand sanitiser (provided by venue operators but monitored and if necessary, restocked by Orchestra 21). Cleaning log for bathroom areas will be maintained by venue operators. Orchestra 21 will disinfect shared high-touch communal items and limit physical contact with them as per public health guidelines.

Type text here

You should display a cleaning log in shared spaces. How will you do this?

Consider: [signage](#), location.

Example: Display a cleaning roster on the notice board of the kitchen space.

Example: Store Manager

Venue operators

Cleaning log will be maintained by venue operators in accordance with public health guidelines.



3. Hygiene (Continued)

REQUIREMENT AND RECOMMENDATIONS	DESCRIBE WHAT YOU WILL DO	WHO IS RESPONSIBLE
<p>You should put soap and hand sanitiser throughout the workplace and encourage regular handwashing. How will do you this?</p>	<p>Consider: location, rubbish bins, supplies, signage.</p> <p><i>Example: Ensure rubbish bins are available to dispose of paper towels.</i></p> <p>Venues will supply soap in bathrooms (to be checked by Orchestra 21 Committee members) and hand sanitiser available on-site.</p>	<p><i>Example: Assistant Manager</i></p> <p>Venue operators and checked by Orchestra 21 Committee members.</p>
<p>If your industry is subject to additional industry obligations, you may also be required to:</p> <ul style="list-style-type: none">• ensure all areas where workers are working are cleaned at least once daily• adhere to additional hygiene training requirements. <p>For more information visit: coronavirus.vic.gov.au/additional-industry-obligations</p>	<p>Consider: signage, scheduling, training, monitor supplies, shared equipment.</p> <p><i>Example: Identify which products are required for thorough cleaning.</i></p> <p>Signage and dissemination of all public health guidelines will be in place. Professional cleaning of venues will be organised and logged by venue operators.</p>	<p><i>Example: Officer Manager</i></p> <p>Venue operators and Committee of Management</p>



4. Record keeping

REQUIREMENT AND RECOMMENDATIONS

DESCRIBE WHAT YOU WILL DO

WHO IS RESPONSIBLE



Every Victorian business (with some limited exceptions) **must** use the Victorian Government QR Code Service to check-in their workers, customers and visitors. How will you do this?

For more information visit: coronavirus.vic.gov.au/about-victorian-government-qr-code-service

Consider: [signage](#), IT capability, communications, staff contact details, protocols for collecting and storing information, privacy obligations, alternative record keeping methods for periods of power outage or those without mobile phones.

Example: Use the free Victorian Government QR Code Service for electronic record keeping. Ensure staff have downloaded the app, and train staff to facilitate use of the app by customers and visitors and workers.

Use of Victorian Government QR Code Service for electronic record keeping. Dissemination of check-in requirements and correct use of the app for all ensemble members and audience members.

Example: Office Manager

Committee of Management

Venue operators and checked by Orchestra 21 Committee members.



4. Record keeping (Continued)

REQUIREMENT AND RECOMMENDATIONS

DESCRIBE WHAT YOU WILL DO

WHO IS RESPONSIBLE



Some venues **must** have a COVID-19 Check-in Marshal at all public entrances whenever the facility operates. How will you do this?

For more information visit:
coronavirus.vic.gov.au/covid-check-in-marshals

Consider: staffing requirements, training, [signage](#), kiosk check-in, alternative record-keeping methods.

Example: Station a staff member at all public entrances to the workplace.

COVID-19 Check-in marshal will be present at public entrances to the venues, checking ensemble and audience check-ins for all in attendance. Signage will be present at entrance points with QR codes. Manual checking and record-keeping will also be completed by check-in marshals as required, in line with current government directives, and subject to any update from government, as per public health guidelines.

Example: Duty Manager

Check-in marshals will be allocated from Committee of Management for rehearsals and performances.

You **must** encourage workers to get tested and stay home if they have any symptoms (even mild ones) or have been identified as a close contact. How will you do this?

For more information visit:
coronavirus.vic.gov.au/vaccine

Consider: HR support, communications.

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

Orchestra 21 members and audience members told not to attend even if mild symptoms and sent home if they become well whilst undertaking Orchestra 21 activities. No Orchestra 21 members or audience members to attend if waiting for COVID-19 test results or isolating due to exposure or travel. Orchestra 21 to contact DHHS for guidance in the event of a confirmed case, including closure or partial closure planning. Risk assessment requirement understood and part of response effort. Reopening protocol understood to be directed by DHHS if a closure or partial closure is directed.

Example: Manager

Committee of Management



4. Record keeping (Continued)

REQUIREMENT AND RECOMMENDATIONS	DESCRIBE WHAT YOU WILL DO	WHO IS RESPONSIBLE
<p>It's strongly recommended that you develop a business contingency plan to manage any outbreaks. How will you do this?</p> <p>This includes having a plan:</p> <ul style="list-style-type: none">• to respond to a worker being notified they are a positive case or a close contact while at work• to clean the worksite (or part) in the event of a positive case• to contact the Department of Health on 1800 675 398 and notify the actions taken, provide a copy of the risk assessment conducted and contact details of any close contacts• to immediately notify WorkSafe Victoria on 13 23 60 if you have identified a person with COVID-19 at your workplace• if you have been instructed to close by the Department of Health• to re-open your workplace when cleared by the Department of Health and notify workers to return to work.	<p>Consider: HR support, communications, cleaning, contact lists, business closure/reopening.</p> <p><i>Example: Establish a process for notifying workers and close contacts about a positive case in the workplace.</i></p> <p>Orchestra 21 will contact DHHS for guidance in the event of a confirmed case, and will notify all present to follow instructions as informed by DHHS. Orchestra 21 will liaise with venue operators to ensure cleaning requirements are fulfilled as per DHSS guidelines in the even of a confirmed case. Orchestra 21 will follow guidance of DHHS regarding closures or partial closures and reopening schedules and requirements in the event of a confirmed case.</p>	<p><i>Example: Area Manager</i></p> <p>Committee of Management</p>



Enclosed spaces and ventilation

REQUIREMENT AND RECOMMENDATIONS	DESCRIBE WHAT YOU WILL DO	WHO IS RESPONSIBLE
<p>You should reduce the time workers spend in enclosed spaces. How will you do this?</p>	<p>Consider: enabling lower-risk outdoor working environments, enhancing ventilation by opening windows, optimising fresh air flow in air conditioning systems, conducting regular air checks.</p> <p><i>Example: Making sure that windows and air conditioning are set for optimum air flow at the start of each workday or shift.</i></p>	<p><i>Example: Office Manager</i></p>
	<p>All available windows and doors will be left open to enhance ventilation. Fans will be used where available. Ensemble members will be encouraged to spend all non-rehearsal and non-performance time outside. No interval at performance to reduce audience mingling indoors.</p>	<p>Committee of Management</p>
<p>If your industry is subject to additional industry obligations, you may also be required to:</p>	<p>Consider: HR support, communications, record keeping protocols.</p>	<p><i>Example: Manager</i></p>
<ul style="list-style-type: none">ask workers to declare in writing before each shift that they are free of symptoms, have not been in contact with a confirmed case and have not been directed to quarantine or isolate.conduct surveillance testing.	<p><i>Example: Provide workers with a health questionnaire to complete before their shift.</i></p>	
<p>How will you do this?</p>	<p>N/A</p>	
<p>For more information visit: coronavirus.vic.gov.au/additional-industry-obligations</p>		



6. Workforce bubbles

REQUIREMENT AND RECOMMENDATIONS

DESCRIBE WHAT YOU WILL DO

WHO IS RESPONSIBLE

You **are strongly recommended** to consider rostering groups of workers on the same shifts at a single worksite. Try to avoid overlapping of workers during shift changes where practical. How will you do this?

Consider: rosters, working across multiple sites, staggered start and finish times, break times, shared facilities, workers not mixing across different shifts or between shifts (cross-over times), separate entrances.

Example: Area Manager

Example: Stagger start and finish times, shifts and break times, to reduce use of common areas at the same time.

N/A

If your industry is subject to additional industry obligations, you may also be required to:

- limit or stop workers working across multiple sites where practical
- keep records of workers who are working for different employers across multiple premises.

How will you do this?

For more information visit:
coronavirus.vic.gov.au/additional-industry-obligations

Consider: rosters, working across multiple sites, staggered start and finish times, break times, shared facilities, workers not mixing across different shifts.

Example: Adjust rosters and develop procedures to ensure workers do not work across multiple sites.

Example: Site Manager

N/A