



KOKATHA ABORIGINAL CORPORATION SAFE COVID - 19 PROTOCOLS REVIEWED 4 APRIL 2022

Background

Kokatha Aboriginal Corporation (KAC) management continues to deal with the COVID - 19 threat in accordance with current government advice, whilst also taking a precautionary approach to ensure as much protection of KAC members and staff as possible. KAC's priority remains the wellbeing of KAC members and staff¹. As an employer KAC has a duty under the model WHS laws to eliminate, or if that is not reasonably practicable, minimise the risks of COVID - 19 in the workplace so far as is reasonably practicable.

KAC also has a duty to consult workers regarding COVID - 19 risks and how these risks are to be managed. This includes the introduction of workplace policies relating to vaccination. Government issues information regularly the will assist KAC to assess whether a COVID - 19 vaccine program is a reasonably practicable control measure to manage the risks of COVID - 19 in the KAC workplace.

Issues

Therefore, based on information and data² available to KAC management from WorkSafe SA and Government agencies, organisations such as KAC will be required to demonstrate that they are taking "all reasonable measures to keep staff and KAC members safe", therefore the following **COVID – 19 Management Protocols** are in place commencing 5 April 2022:

1. To meet our duties under the [model WHS laws](#) and minimise the [risks](#) of COVID - 19 in our workplace, KAC will continue to implement all reasonably practicable COVID - 19 [control measures](#) such as:
 - ensuring workers do not come to work when unwell
 - ensuring workers do not come to work if they have tested positive for COVID - 19 unless they have been released from isolation by the relevant public health authority
 - ensuring physical distancing in the workplace and adhering to density limits. For example:
 - supporting workers to work from home or relocating work tasks to different areas of the workplace or off-site
 - staggering workers' start, finish and break times
 - reducing the number of situations where workers come into close contact, for example in lunchrooms and other shared spaces.
 - improving air quality
 - practising good hygiene and wearing masks
 - increasing cleaning and maintenance
 - conduct meetings online wherever possible. Face to face meetings preferably outside.

¹ Includes KAC, CHC, KE and KP staff, Directors, and members

² 145 active cases in the Wakefield LGA



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2. As a form of COVID - 19 risk management a RAT program may be implemented. When determining whether a **RAT program** is a reasonably practicable control measure, KAC management will take into account:

- How likely is it that KAC workers will be exposed to the COVID - 19 virus? This includes, our office front line workers, considering the extent of community transmission of COVID - 19 where our workplace is located and the number of people, they will be in contact with which will increase likelihood of workers contracting the virus. If community transmission is high, the risk to those workers is higher than for places of low community transmission. This may mean developing and implementing a KAC RAT program that is likely to be reasonably practicable.
- When our workers work with people who would be vulnerable to severe disease if they contract COVID - 19, we will implement control measures to reduce the likelihood of workers exposing vulnerable persons to infection, such as by using a RAT program.
- KAC work tasks may require our workers to work in close proximity to each other, to our customers or members of the public. If it is high, this may mean that management will implement control measures to reduce the likelihood of workers either catching the virus from others, or transmitting the virus to others, such as by using a RAT program.

The design of a RAT program may include:

- who will be tested,
 - how often will workers be tested,
 - where testing will occur (e.g. at home or at the workplace), and
 - processes in place to manage a positive result.
3. KAC business activities that conduct a [defined public activity](#) must use the [COVID SAfe Check-In](#) or other approved contact tracing system.
4. Evidence of COVID - 19 vaccination status will be recorded by KAC to ensure the corporation can adequately manage of ongoing COVID - 19 safety measures in accordance with government requirements.
5. In the event of a **confirmed case of COVID - 19** associated with a KAC work site, **the following three points have been considered** in advance in order for management to be ready to respond:
- Record keeping on what shifts staff have worked and in which physical locations, such as buildings, as well as their up-to-date contact details. This will help with contact tracing.



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- How the workplace will close and cease operations for a period of time while there is an investigation underway and/or to assist with transmission reduction.
 - How to undertake additional cleaning and disinfection that may be required if an individual with COVID - 19 was infectious while at the site.
6. When an employee or in some cases a KAC member test positive for COVID - 19, they are required to not go to work, or attend any KAC owned sites and let their supervisor know immediately. KAC will then liaise with the infected person and authorities to identify any close contacts.
 7. Staff and members identified as close contacts of a positive case will need to get a RAT or standard (PCR) test within 24 hours and stay isolated until returning a negative result. Evidence of the results need to be shown before returning to work and all other related Government requirements must be followed.
 8. Across all areas of KAC business, management will continue to deal with the COVID - 19 threat in accordance with Government advice and mandates, whilst also taking a precautionary and responsive approach to ensure as much protection for members and staff as possible.