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Public Health and Wellbeing Act 2008 Section 200

DIRECTIONS FROM ACTING CHIEF HEALTH OFFICER IN ACCORDANCE WITH EMERGENCY POWERS ARISING FROM DECLARED STATE OF EMERGENCY

Workplace (Additional Industry Obligations) Directions (No. 47)

I, Professor Benjamin Cowie, Acting Chief Health Officer, consider it reasonably necessary to eliminate or reduce the risk to public health – and reasonably necessary to protect public health – to give the following directions pursuant to section 200(1)(d) of the **Public Health and Wellbeing Act 2008** (Vic.) (**PHW Act**):

1 Preamble

- (1) The presence of a person with a positive diagnosis of Novel Coronavirus 2019 (**SARS-CoV-2**) at a **Work Premises** is considered to pose an immediate risk of transmission to persons who attend, or may attend, the Work Premises.
- (2) The purpose of these directions is to establish additional specific obligations on **employers** and **workers** in specific industries in relation to managing the risk associated with SARS-CoV-2.
- (3) These directions must be read together with the **Directions currently in force**.
- (4) These directions are intended to supplement any obligations an employer may have under the **OHS Act** and the **Workplace Directions** and are not intended to derogate from any such obligations.
- (5) These directions replace the **Workplace (Additional Industry Obligations) Directions (No. 46)**.

2 Citation

These directions may be referred to as the **Workplace (Additional Industry Obligations) Directions (No. 47)**.

3 Revocation

The **Workplace (Additional Industry Obligations) Directions (No. 46)** are revoked at 11:59:00 pm on 1 October 2021.

4 Commencement

These directions commence at 11:59:00 pm on 1 October 2021 and end at 11:59:00 pm on 4 October 2021.

5 Application of directions to certain employers and roles

- (1) These directions apply to **Additional Obligation Industries**, namely:
 - (a) **poultry processing facilities;**
 - (b) **abattoirs and meat processing facilities;**
 - (c) **seafood processing facilities;**
 - (d) **supermarket Work Premises and perishable food Work Premises;**
 - (e) **warehousing and distribution centres;**
 - (f) **commercial cleaning services;**
 - (g) **commercial passenger vehicle services;**
 - (h) **horticulture operations using seasonal workers for seasonal horticultural work;**

SPECIAL

- (i) **care facilities;**
 - (j) **ports of entry** servicing international arrivals;
 - (k) **hotel quarantine;**
 - (l) **hospitals;**
 - (m) **Australian air transport operators;**
 - (n) **construction sites;**
 - (o) **schools;**
 - (p) **childcare or early childhood education services.**
- (2) These directions apply to Additional Obligation Industries Work Premises that are located:
- (a) in relation to supermarket Work Premises and perishable food Work Premises, and warehousing and distribution centres, in **Metropolitan Melbourne**; and
 - (b) in relation to all other Additional Obligation Industries not referred to in subclause (2)(a), anywhere in Victoria, unless these directions indicate otherwise.
- (3) The **daily peak workforce capacity** is the daily average of the highest number of workers at the Work Premises each day calculated over the period of:
- (a) August 2021; or
 - (b) any three consecutive months in the last 12 months.
- (4) The **daily total workforce capacity** is the daily average of the total number of workers at the Work Premises each day over the period of:
- (a) August 2021; or
 - (b) any three consecutive months in the last 12 months.

Example 1:

On one day, a distribution business had workers working over two shifts:

(a) 6:00 am to 2:00 pm: 120 workers

(b) 12:00 pm to 8:00 pm: 150 workers

During the crossover of the two shifts, the business had 270 workers working at the Work Premises at any one time – this is the daily peak workforce capacity on this day. Over the two shifts, the Work Premises had 270 workers in total – this is the daily workforce capacity on this day.

The same calculation is undertaken for each day of either August 2021 or any continuous three month (13 week) consecutive period in the last 12 months. These figures are then averaged over the period to calculate the daily peak workforce capacity and the daily total workforce capacity over the period.

Example 2:

*On one day, a meat processing business had people on the Work Premises, including **employees**, contractors and labour hire, working over three shifts with no cross-over of workers:*

(a) 4:00 am to 10:00 am: 120 workers

(b) 10:30 am to 4:30 pm: 100 workers

(c) 5:00 pm to 11:00 pm: 80 workers

The daily peak workforce capacity on this day is 120 workers. Over the three shifts, the business had 300 workers working in total – this is the daily total workforce capacity on this day.

6 General Obligations

- (1) This clause 6 does not apply to schools, childcare or early childhood education services, care facilities, hospitals (except for **high-risk hospital Work Premises**, to which the clause does apply) and Australian air transport operators.

Note: the exception of schools, childcare or early childhood education services, care facilities, hospitals (except for high-risk hospital Work Premises) and Australian air transport operators from the requirements in clause 6 does not exempt care facilities from satisfying equivalent requirements imposed under other regulatory arrangements.

Compliance

- (2) An **Authorised Officer** or **inspector** (or their nominated representative) may conduct:
- (a) an inspection of a Work Premises; or
 - (b) an inspection or audit of the records of an employer, to assess an employer's compliance with these directions.

Consultation

- (3) An employer in relation to an Additional Obligation Industry Work Premises must, to the extent **reasonably practicable**, consult with health and safety representatives, together with workers who are, or are likely to be, directly affected:
- (a) to identify or assess risks to health or safety at a workplace; and
 - (b) to make decisions about the measures to be taken to control risks to health and safety; and
 - (c) to determine if any risk identified under subclause (a) is either under the employer's management and control or arises from the employer's conduct; and
 - (d) to make decisions about the adequacy of facilities for the welfare of workers; and
 - (e) in making decisions about procedures to resolve health and safety issues, including (but not limited to):
 - (i) procedures around health and safety consultation itself;
 - (ii) procedures to monitor the health of workers and the conditions of the workplace;
 - (iii) procedures to provide information and training to workers; and
 - (f) by a change to:
 - (i) a workplace; or
 - (ii) the plant, substances, or other things used at a workplace; or
 - (iii) the conduct of work performed at a workplace.

7 Additional Industry Obligations

- (1) An employer in relation to an Additional Obligation Industry Work Premises must:
- (a) increase the regularity of comprehensive cleaning by ensuring all areas where workers are working are **cleaned** at least daily (except for meat, poultry and seafood processing, seasonal horticulture, schools, childcare or early childhood education services, care facilities, hospitals and ports of entry); and

Note: the exception of schools, childcare or early childhood education services, care facilities, hospitals and/or ports of entry from the requirements in subclause (1)(a) does not exempt schools, childcare or early childhood education services, care facilities, hospitals and/or ports of entry from satisfying equivalent requirements imposed under other regulatory arrangements.
 - (b) where the employer's Work Premises is an industry that is listed in the **Surveillance Testing Industry List and Requirements** (as amended from time to time on the advice of the Chief Health Officer):
 - (i) carry out surveillance testing for SARS-CoV-2 on its workers in relation to the Work Premises in accordance with the requirements of the Surveillance Testing Industry List and Requirements (as amended from time to time on the advice of the Chief Health Officer), including:
 - (A) those sections of its workforce required to be tested under the Surveillance Testing Industry List and Requirements;
 - (B) a weekly surveillance testing target of the percentage of workers that are to be tested; and
 - (ii) keep records of surveillance testing of workers for SARS-CoV-2, which demonstrate that the employer has complied with its obligations under subclause (b)(i) in relation to the Work Premises; and

- (iii) provide the records required to be kept by the employer under subclause (b)(ii) to the **Department** upon request by the Department for those records.

Note: the industries and requirements included in the Surveillance Testing Industry List and Requirements may be amended on the advice of the Chief Health Officer.

Additional measures to prevent SARS-CoV-2 in abattoirs and meat processing facilities, poultry processing facilities, seafood processing facilities, warehousing and distribution centres, supermarket Work Premises, and perishable food Work Premises

- (2) In relation to a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility, an employer must arrange operations at the Work Premises so as to have workers working consistently with the same group of other workers where reasonably practicable, including (but not limited to):
 - (a) developing separate shifts in a way that minimises physical interactions between groups of workers attending different shifts;
 - (b) separating workers into work areas;
 - (c) dividing work areas up further into separate teams;
 - (d) providing separate break areas for the separate teams;
 - (e) requiring teams to use separate entrances and exits from other teams;
 - (f) where workers are from the same household, ensuring they work in the same shift and work area.
- (2A) In relation to a Work Premises that is an abattoir, meat processing facility, poultry processing facility, seafood processing facility, warehousing and distribution centre, supermarket Work Premises, or a perishable food Work Premises, an employer must:
 - (a) provide regular training to workers (including, but not limited to, an induction for all workers commencing at, or returning to, the Work Premises) that covers:
 - (i) good hygiene practices; and
 - (ii) advising workers not to attend the Work Premises when unwell; and
 - (iii) where applicable, compliance with the requirements of subclause (2) (a); and
 - (b) for a Work Premises in Metropolitan Melbourne, designate an employee or employees as a **COVID Marshal**:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site.

Note: the requirements in subclause (2A) apply to all supermarket, perishable food, warehousing and distribution facilities in Metropolitan Melbourne, not just chilled facilities.

Additional measures to prevent COVID in abattoirs and meat processing facilities, poultry processing facilities and seafood processing facilities

- (3) In relation to a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility, an employer must ensure that all workers at the Work Premises wear the appropriate level of **personal protective equipment**:
 - (a) to carry out the functions of the worker's role; and
 - (b) to mitigate the introduction of SARS-CoV-2 at the Work Premises including (but not limited to):
 - (i) at a minimum, wearing a surgical face mask; and

- (ii) suitable protective clothing which should be changed at the end of each shift and washed appropriately,
unless it is not reasonably practicable to wear a surgical face mask and/or protective clothing in the Work Premises or the nature of a worker's work means that it creates a risk to their health and safety.

Note 1: an employer at a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility is required to comply with subclause (3)(b)(i) unless an exception pursuant to clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the Stay at Home Directions (Restricted Areas) or clause 5(9)(e), (g) – (i), (r) – (t), or (x) – (aa) of the Stay Safe Directions (Regional Victoria) applies in respect of a worker, in which case the employer is exempted from requiring that worker to wear a face covering.

Note 2: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the Stay at Home Directions (Restricted Areas) or clause 5(9)(j) of the Stay Safe Directions (Regional Victoria) does not apply to a worker at a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility whilst working at the Work Premises in Victoria.

- (3A) An employer may only operate a facility that is a poultry processing facility in Metropolitan Melbourne if it reduces the daily peak workforce capacity and daily total workforce capacity for that Work Premises by 10 percent or to 25 workers, whichever is higher.
- (3B) An employer may only operate a Work Premise that is an abattoir or meat processing facility in Metropolitan Melbourne if it reduces the daily peak workforce capacity and the daily total workforce capacity by 20 percent or to 25 workers, whichever is higher.
- (3C) An employer may only operate a facility that is a seafood processing facility in Metropolitan Melbourne if it reduces the daily peak workforce capacity and the daily total workforce capacity by 20 percent or to 40 workers, whichever is higher.
- (3D) The **Chief Veterinary Officer** may grant an exemption in writing to the requirements of subclause (3A), (3B) or (3C). An exemption may only be granted where there are unavoidable animal welfare impacts that arise from workforce reductions.
- (3E) Where there is a risk to food supply as a result of the requirements in subclauses (3A), (3B) or (3C), the Chief Executive Officer of Agriculture Victoria or the Deputy Secretary of the Department of Jobs, Precincts and Regions responsible for food supply and logistics may make a recommendation to the Chief Health Officer in writing that an exemption be granted, including any conditions on that exemption, to the requirements of subclause (3A), (3B) or (3C).
- (3F) Upon receiving a recommendation pursuant to subclause (3E), the Chief Health Officer may grant an exemption, including any conditions on that exemption, in writing to the requirements of subclauses (3A), (3B) or (3C), if satisfied that the exemption is appropriate, having regard to:
- (a) the need to protect public health; and
 - (b) the principles in sections 5 to 10 of the PHW Act.

Additional measures to prevent SARS-CoV-2 in supermarket Work Premises or perishable food Work Premises

- (4) In relation to any supermarket Work Premises or perishable food Work Premises that is a chilled distribution facility in Metropolitan Melbourne, an employer must ensure that all workers at the supermarket Work Premises or perishable food Work Premises wear a surgical face mask, unless the nature of a worker's work means that it creates a risk to their health and safety.

Note 1: surgical face masks may create a risk to health and safety in those parts of a chilled distribution facility where the temperature is below negative five degrees Celsius. If a surgical face mask cannot be worn, the employer is still required to ensure an employee uses a suitable fitted face covering, such as a cloth mask of three plies.

Note 2: an employer at a Work Premises that is a supermarket Work Premises or perishable food Work Premises is required to comply with the requirements of subclause (4) unless an exception pursuant to

clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** applies in respect of a worker; in which case the employer is exempted from requiring that worker to wear a face covering.

Note 3: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** does not apply to a worker at a Work Premises that is a supermarket Work Premises or perishable food Work Premises whilst working at the Work Premises in Victoria.

Additional measures to prevent SARS-CoV-2 in warehousing and distribution centres

- (5) In relation to a Work Premises that is a chilled facility in relation to warehousing and distribution centres, an employer must ensure that all workers at the Work Premises wear a surgical face mask, unless the nature of a worker's work means that it creates a risk to their health and safety.

Note 1: surgical face masks may create a risk to health and safety in those parts of a chilled distribution facility where the temperature is below negative five degrees Celsius. If a surgical face mask cannot be worn, the employer is still required to ensure an employee uses a suitable fitted face covering, such as a cloth mask of three plies.

Note 2: an employer at a Work Premises that is a chilled distribution facility in relation to warehousing and distribution centres is required to comply with the requirements of subclause (5) unless an exception pursuant to clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** applies in respect of a worker, in which case the employer is exempted from requiring that worker to wear a face covering.

Note 3: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** does not apply to a worker at a Work Premises that is a chilled distribution facility in relation to warehousing and distribution centres whilst working at the Work Premises in Victoria.

Horticulture Work Premises using seasonal workers for seasonal horticultural work

- (6) An employer may only operate a **seasonal Work Premises** using seasonal workers for seasonal horticultural work if it complies with subclauses (7) to (10) (inclusive).
- (7) The employer must arrange operations at the Work Premises so as to have seasonal workers working consistently with the same group of other seasonal workers where reasonably practicable, including (but not limited to):
- (a) developing separate shifts in a way that minimises physical interactions between groups of seasonal workers attending different shifts;
 - (b) separating seasonal workers into work areas;
 - (c) dividing work areas up further into separate teams;
 - (d) providing suitable separate break areas for the separate teams including, to the extent possible, outdoor break areas with shade;
 - (e) where seasonal workers are from the same household, ensuring they work in the same shift and work area.

Note: to the extent it is reasonably practicable, there should be no mixing of the worker 'bubbles' on site. Seasonal workers within a bubble should work and take breaks together. In addition, worker bubbles should, to the extent that is reasonably practicable, be maintained with respect to accommodation and transport.

- (8) The employer must record on a daily basis the roster of seasonal workers, including the work areas, work teams and breaks taken for each worker bubble.
- (9) The employer must provide training to seasonal workers (including, but not limited to, an induction for all workers commencing at, or returning to, the Work Premises) that covers:
- (a) good hygiene practices; and
 - (b) advising seasonal workers not to attend the Work Premises when unwell; and
 - (c) compliance with the requirements of subclause (7).

- (10) The employer must provide:
- (a) clean water and soap for washing hands; and
 - (b) well-maintained toilet facilities,
- for seasonal workers, in a location or locations that are reasonably adjacent to work areas and, as far as is practicable, separate from the employer's **premises** or farm homestead.

Care facilities

- (11) Subject to subclause (12), an employer in relation to a Work Premises that is a care facility in Victoria must not require or permit a **care facility worker** to perform work at more than one Work Premises of the employer.
- (12) Subclause (11) does not apply where it is not practicable to limit a care facility worker to only one Work Premises.
- (13) Where subclause (12) applies, the employer must be able to demonstrate the systems of work which it has put in place to minimise the number of care facility workers working across multiple Work Premises.

Example: rosters.

- (14) An employer in relation to a Work Premises that is a care facility in Victoria must require care facility workers in relation to a care facility to wear a face covering while working in:

- (a) any indoor space at the care facility; or
- (b) any outdoor space at the care facility,

unless an exception pursuant to clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** or clause 5(9)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay Safe Directions (Regional Victoria)** applies in respect of a care facility worker in relation to a care facility, then the employer is exempted from requiring that care facility worker to wear a face covering.

Example: where a care facility worker is communicating with a resident who is hard of hearing or deaf and visibility of the mouth is essential for communication, that care facility worker may remove their face covering whilst communicating with the resident.

*Note: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** or clause 5(9)(j) of the **Stay Safe Directions (Regional Victoria)** does not apply to care facility workers whilst working in a care facility in Victoria.*

- (15) If a care facility worker is working at more than one Work Premises for two or more different employers:
- (a) the care facility worker must provide a written declaration to each employer to advise them that the worker is working at more than one Work Premises and must provide details of the other Work Premises to each employer; and
 - (b) each employer must maintain a record of all care facility workers who have disclosed to the employer under subclause (15)(a) that they are working across more than one Work Premises.
- (16) An employer in relation to a Work Premises that is a care facility in Victoria must require care facility workers in relation to the care facility to declare in writing at the start of each shift that the worker:
- (a) is free of **SARS-CoV-2 Symptoms**; and
 - (b) has, in the preceding 14 days, not been in contact with a **confirmed case** (except in the course of their duties while wearing appropriate personal protective equipment); and

Note: for the purposes of these directions, SARS-CoV-2 Symptoms, including but not limited to acute respiratory infection (such as cough, shortness of breath, sore throat); loss of smell; and loss of taste do not include those symptoms where caused by an underlying health condition or medication.

- (c) is not currently required to **self-isolate** or **self-quarantine** under the **Diagnosed Persons and Close Contacts Directions**.
- (17) Despite clause 6(1)(b) of the **Care Facilities Directions**, an employer in relation to a Work Premises that is a care facility in Victoria must not permit an employee or contractor to enter the care facility where:
- (a) the employee or contractor has, on or after 4 October 2020, worked at another care facility; and
 - (b) at the time the employee or contractor worked at that other care facility, a confirmed case was present at that other facility,
- unless:
- (c) at least 28 days have elapsed since the last time the employee or contractor worked at that other facility while a confirmed case was present; or
 - (d) at least 14 days have elapsed since the last time the employee or contractor worked at that other facility while a confirmed case was present; and
 - (e) the employee or contractor:
 - (i) has undertaken a test for SARS-CoV-2 on or after 13 days from the day that the employee or contractor last worked at that other facility while a confirmed case was present; and
 - (ii) received confirmation that the results of the test undertaken pursuant to (i) were negative; and
 - (f) the employee or contractor has provided evidence of the negative test result pursuant to subclause (e) to the employer prior to commencing work at that care facility.

Note 1: providing the employer with hardcopy or electronic notification confirming the negative test result from a testing provider is sufficient evidence.

*Note 2: the effect of subclause (17) is that, in the event of an **outbreak** of SARS-CoV-2 at a care facility, an employee or contractor present during the outbreak must only work at that facility, and cannot be permitted to work at other care facilities. Such employees or contractors must wait a minimum period of 14 days from when they last worked a shift while a confirmed case was present at the facility and test negative for SARS-CoV-2, before moving from that care facility to commence work at another care facility. No test is required if it has been 28 days or more since the employee or contractor last worked a shift while a confirmed case was present at the facility.*

- (18) An employer in relation to a Work Premises that is a care facility in Victoria must comply with **personal protective equipment** requirements in accordance with the requirements of the Department.
- (19) The Chief Health Officer may grant an exemption in writing to the requirements of subclause (17).

Note: an exemption may only be granted where it is necessary to ensure that residents are provided with a reasonable standard of care.

Ports of entry

- (20) Subject to subclause (21), a **port of entry worker** means:
- (a) any **airport** or maritime **port** worker who has direct contact (including occasional contact or interactions) with international passengers or crew (excluding international passengers and crew entering Victoria from a **Green Zone Country**), at the international **port of entry**; or
 - (b) a worker or person who interacts with the environment within the international port of entry (including any worker or person who boards a vessel, ship or **aircraft**) where international passengers and crew (excluding international passengers and crew entering Victoria from a Green Zone Country) are or have been.

Note: interacting with the 'environment' within the international port of entry refers to handling items and/or using or being in communal facilities (such as toilets, waiting areas and seating) that have been used by or are being used by international passengers and crew (excluding international passengers and crew entering Victoria from a Green Zone Country). It also refers to boarding or entering a vessel, ship or aircraft where international passengers and crew (excluding international passengers and crew entering Victoria from a Green Zone Country) are or have been.

- (21) Despite subclause (20), a port of entry worker does not include any worker who works in an international departures area of an airport.
- (22) In relation to a Work Premises that is a port of entry Work Premises servicing international arrivals, an employer must:

Note: a Work Premises which is a port of entry servicing international arrivals is a port or airport at which port of entry workers provide services in relation to, or encounter, passengers, crew members, shipping vessels or aircraft arriving in Victoria from outside of Australia, subject to the definition of 'port of entry workers' above.

- (a) require port of entry workers to declare in writing at the start of each shift that the port of entry worker:
- (i) is free of SARS-CoV-2 Symptoms; and
 - (ii) has, in the preceding 14 days, not been in contact with a confirmed case (except in the course of their duties while wearing appropriate personal protective equipment, where relevant); and
 - (iii) is not currently required to self-isolate or self-quarantine under the **Diagnosed Persons and Close Contacts Directions**; and
- (b) designate a port of entry worker(s) as a COVID Marshal:
- (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever port of entry workers are on site; and
- (c) arrange operations at the Work Premises so as to have port of entry workers working consistently with the same group of other port of entry workers where reasonably practicable, including (but not limited to):
- (i) developing separate shifts in a way that minimises physical interactions between groups of port of entry workers attending different shifts;
 - (ii) separates port of entry workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where port of entry workers are from the same household, ensuring they work in the same shift and work area; and
- (d) provide regular training to port of entry workers (including, but not limited to, an induction for all port of entry workers commencing at, or returning to, the Work Premises) that covers:
- (i) good hygiene practices; and
 - (ii) advising port of entry workers not to attend the Work Premises when unwell; and
 - (iii) compliance with the requirements of subclause (22)(c); and
- (e) make available an adequate supply of personal protective equipment free of charge to port of entry workers; and
- (f) ensure that all port of entry workers wear appropriate personal protective equipment in accordance with the requirements of the Department; and

- (g) test the temperature of each port of entry worker each day before they enter the Work Premises and, if the port of entry worker's temperature is 37.5°C or more, direct the port of entry worker to:
 - (i) leave the Work Premises immediately; and
 - (ii) be tested for SARS-CoV-2; and
 - (iii) self-isolate until a negative test result is received.
- (23) Subclauses (22)(b) and (22)(c) do not apply to the following port of entry workers:
 - (a) administrative support service workers;
 - (b) truck drivers;
 - (c) tugboat crew;
 - (d) stevedores;
 - (e) office workers at freight terminals;
 - (f) airport baggage handlers and airport cargo handlers;
 - (g) aircraft engineers.

Note: airport baggage handlers, airport cargo handlers and aircraft engineers should minimise interactions with other port of entry workers.

Hotel quarantine

- (24) Any worker in relation to a hotel quarantine Work Premises should provide the Department with the following details:
 - (a) of the worker:
 - (i) the worker's name, contact number and address; and
 - (b) of any person with whom they ordinarily reside:
 - (i) the person's first name;
 - (ii) a contact phone number;
 - (iii) the person's workplace(s), including address;
 - (iv) if the person attends school, the name and address of the school.
- (25) In relation to a Work Premises that is a hotel quarantine Work Premises, an employer must:
 - (a) require workers to declare in writing at the start of each shift that the worker:
 - (i) is free of SARS-CoV-2 Symptoms; and
 - (ii) has, in the preceding 14 days, not been in contact with a confirmed case (except in the course of their duties while wearing appropriate personal protective equipment, where relevant); and
 - (iii) is not currently required to self-isolate or self-quarantine under the **Diagnosed Persons and Close Contacts Directions**; and
 - (b) designate an employee or employees as a COVID Marshal:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site; and
 - (c) arrange operations at the Work Premises so as to have workers working consistently with the same group of other workers where reasonably practicable, including (but not limited to):
 - (i) developing separate shifts in a way that minimises physical interactions between groups of workers attending different shifts;

- (ii) separating workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where workers are from the same household, ensuring they work in the same shift and work area; and
- (d) make available an adequate supply of personal protective equipment free of charge to workers; and
- (e) ensure that all workers wear appropriate personal protective equipment in accordance with the requirements of the Department; and
- (f) test the temperature of each worker each day before they enter the Work Premises and, if the worker's temperature is 37.5°C or more, direct the worker to:
- (i) leave the Work Premises immediately; and
 - (ii) be tested for SARS-CoV-2; and
 - (iii) self-isolate until a negative test result is received; and
- (g) provide regular training to workers (including, but not limited to, an induction for all workers commencing at, or returning to, the Work Premises) that covers:
- (i) good hygiene practices; and
 - (ii) advising workers not to attend the Work Premises when unwell; and
 - (iii) compliance with the requirements of subclause (25)(c).
- (26) Subject to subclause (27), an employer in relation to a hotel quarantine Work Premises must not require or permit a worker to perform work at more than one hotel quarantine Work Premises of the employer.
- (27) Subclause (26) does not apply where it is not practicable to limit a worker to only one hotel quarantine Work Premises.
- (28) Where subclause (27) applies, the employer must be able to demonstrate the systems of work which it has put in place to minimise the number of workers working across multiple Work Premises.
- Example: rosters.*
- (29) If a worker is working at more than one Work Premises for two or more different employers:
- (a) the worker must provide a written declaration to each employer to advise them that the worker is working at more than one Work Premises and must provide details of the other Work Premises to each employer; and
 - (b) each employer must maintain a record of all workers who have disclosed to the employer under subclause (29)(a) that they are working across more than one Work Premises.

Hospitals

- (30) In relation to a Work Premises that is a hospital, an employer must require workers to declare in writing at the start of each shift that the worker:
- (a) is free of SARS-CoV-2 Symptoms; and
 - (b) has, in the preceding 14 days, not been in contact with a confirmed case (except in the course of their duties while wearing appropriate personal protective equipment, where relevant); and
 - (c) is not currently required to self-isolate or self-quarantine under the **Diagnosed Persons and Close Contacts Directions**.
- (31) In relation to those parts of a hospital that are a high-risk hospital Work Premises, an employer must:

- (a) designate a **high-risk hospital Work Premises worker** as a COVID Marshal:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site; and
 - (b) arrange operations at the Work Premises so as to have high-risk hospital Work Premises workers working consistently with the same group of other high-risk hospital Work Premises workers where reasonably practicable, including (but not limited to):
 - (i) developing separate shifts in a way that minimises physical interactions between groups of high-risk hospital Work Premises workers attending different shifts;
 - (ii) separating high-risk hospital Work Premises workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where high-risk hospital Work Premises workers are from the same household, ensuring they work in the same shift and work area.
- (32) Subject to subclause (33), an employer in relation to a high-risk hospital Work Premises must not require or permit a high-risk hospital Work Premises worker to perform work at more than one Work Premises of the employer.
- (33) Subclause (32) does not apply where it is not practicable to limit a high-risk hospital Work Premises worker to only one Work Premises.
- (34) Where subclause (33) applies, the employer must be able to demonstrate the systems of work which it has put in place to minimise the number of high-risk hospital Work Premises workers working across multiple Work Premises.
- Example: rosters.*
- (35) If a high-risk hospital Work Premises worker working in a high-risk hospital Work Premises is working at more than one Work Premises for two or more different employers:
 - (a) the high-risk hospital Work Premises worker must provide a written declaration to each employer to advise them that the high-risk hospital Work Premises worker is working at more than one Work Premises and must provide details of the other Work Premises to each employer; and
 - (b) each employer must maintain a record of all high-risk hospital Work Premises workers who have disclosed to the employer under subclause (35)(a) that they are working across more than one Work Premises.
- (36) In relation to a Work Premises that is a hospital, an employer must require workers to declare in writing at the start of each shift:
 - (a) whether the worker has completed a shift or shifts at another hospital in a high-risk hospital Work Premises in the 14 days prior to making the declaration; and
 - (b) if the worker declares that they have completed a shift or shifts at another hospital in a high-risk hospital Work Premises in the 14 days prior to making the declaration:
 - (i) the name of the relevant hospital; and

- (ii) whether a shift, or any shifts, declared under subclause (a) were on the roster of a **COVID streaming area**.

Note: a shift on the roster of a COVID streaming area includes a shift where the worker is primarily assigned to caring for COVID positive patients in a negative pressure room (for example, a nurse allocated to care for COVID positive patients in a negative pressure room). A shift on the roster of a COVID streaming area also includes staff who were rostered on to work and worked in the COVID streaming area and staff who were not originally rostered but worked in the area to cover a gap in the roster.

Australian Air Transport Services (Passenger)

- (37) In relation to a Work Premises that is an Australian air transport operator's Work Premises, an employer must:
 - (a) include in its **COVIDSafe Plan** the processes it will put in place to ensure compliance with requirements to wear a face covering, where any other Directions currently in force require a face covering to be worn in its Work Premises or part of its Work Premises; and
 - (b) provide appropriate facilities for the disposal of face coverings at its Work Premises covered under subclause (37)(a).

Construction sites

- (38) An employer must not operate a Work Premises that is a construction site, including a **critical and essential infrastructure** site, in the Restricted Area, unless:
 - (a) a worker is required to attend the Work Premises to make a site which has or is to be shut down safe and secure, respond to an emergency or is required to perform urgent and essential work to protect the health and safety of workers or members of the public, or to protect assets and infrastructure, provided that the worker is only permitted to enter and remain upon the Work Premises for the period of time necessary to respond to those circumstances and the workers cannot be sourced from within the same area in a timely manner; or
 - (b) the Work Premises is a **Fully Exempt State Critical Infrastructure Project**.
- (39) For Fully Exempt State Critical Infrastructure Projects, an employer may permit a worker who:
 - (a) ordinarily or temporarily resides in Regional Victoria to work at a Fully Exempt State Critical Infrastructure Project in the Restricted Area; and
 - (b) ordinarily or temporarily resides in the Restricted Area to work at a Fully Exempt State Critical Infrastructure Project in Regional Victoria.
- (40) In relation to a Work Premises that is a construction site, including a **critical and essential infrastructure** site, which is permitted to operate in Regional Victoria or pursuant to subclause (38) or (39), an employer must:
 - (a) comply with the requirements in the **Workplace Directions** including:
 - (i) subject to subclauses (42), (43) and (46), the density quotient; and
 - (ii) the face coverings and cleaning requirements; and
 - (b) comply with the applicable worker reductions for the construction site except in relation to:
 - (i) critical and essential infrastructure; or
 - (ii) critical repairs to any Work Premises where required for emergency and safety as set out in the Authorised Provider and Authorised Worker List; and
 - (c) limit movement of all workers (including supervisors and on-site specialists) between multiple Work Premises that are construction sites, except in relation to:
 - (i) supervisors on **small-scale construction sites**, who can move between multiple small-scale construction sites; or

- (ii) **specialist contractors** who can move between up to three construction sites per week; or
 - (iii) specialists who provide safety services; or
 - (iv) those required to meet minimum statutory obligations or requirements (for example, auditors, building inspectors or surveyors); and
 - (d) not permit a worker to consume food or drink together indoors on a construction site including in a crib room, lunch room or tea room except for water or if required due to medical reasons; and
 - (e) designate an employee or employees as a **COVID Marshal**:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site; and
 - (f) arrange operations at Work Premises that are construction sites, so as to have construction workers working consistently with the same group of other construction workers where reasonably practicable, including (but not limited to):
 - (i) developing separate shifts in a way that minimises physical interactions between groups of construction workers attending different shifts;
 - (ii) separates construction workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas and separate break times for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where construction workers are from the same household, ensuring they work in the same shift and work area; and
 - (g) except in relation to Fully Exempt State Critical Infrastructure Projects, not permit a worker who:
 - (i) is an **ordinary resident of the Restricted Area** or a **temporary resident of the Restricted Area** to work at a construction site in Regional Victoria; and
 - (ii) who ordinarily or temporarily resides in Regional Victoria to work at a construction site in the Restricted Area;
 except in relation to:
 - (iii) a worker who is required to attend the Work Premises to respond to an emergency or is required to perform urgent and essential work to protect the health and safety of workers or members of the public, or to protect assets and infrastructure, provided that the worker is only permitted to enter and remain upon the Work Premises for the period of time necessary to respond to those circumstances and the workers cannot be sourced from within the same area in a timely manner.
- (41) The Chief Health Officer may grant an exemption in writing to the requirements of subclause (40)(g)(i) and (ii).
- (42) An employer must not operate a Work Premises that is a small-scale construction site with more than five workers (excluding the site supervisor) at any one time.
- (43) An employer may only operate a Work Premises that is an **early stage land development site** if there are 10 workers (or fewer) per hectare on the Work Premises at any one time.

- (44) For an early stage land development site that is:
- (a) a residential development, once subdivision occurs, the construction of a dwelling on that part of the early stage land development site will be considered a small-scale construction site; and
 - (b) a large-scale residential development (for example, a retirement village) with a single entity responsible for construction, once construction of dwellings has commenced it will be considered a **large-scale construction site**, for the purposes of these directions.
- (45) In relation to an early stage land development site that is an industrial or commercial development, once construction of a building, warehouse or physical structure has commenced it will be considered a large-scale construction site for the purposes of these directions.
- (46) An employer must not operate a large-scale construction site in excess of 25 percent of the large-scale construction baseline daily workforce or five workers, whichever is higher.

Attestation

- (47) A **representative** of an **operator** of a construction site may complete and submit an attestation on behalf of the operator that contains the following information:
- (a) the representative's full name;
 - (b) email address;
 - (c) phone number;
 - (d) business name;
 - (e) head office address;
 - (f) worksite address;
 - (g) the type of construction site;
 - (h) Australian business number (ABN);
 - (i) registered practitioner licence or registration number (if applicable);
 - (j) QR code (location code) for the site;
 - (k) building permit number (if applicable); and
 - (l) a statement attesting that:
 - (i) the operator will collect, record and hold **vaccination information** about workers at the site, including workers who attend the site in the future;
 - (ii) a trained COVID Marshal will be monitoring the site;
 - (iii) masks will be worn over nose and mouth on site;
 - (iv) a completed and up-to-date COVIDSafe plan is in practice;
 - (v) **crib rooms** for workers on the site meet cleaning, density and ventilation requirements;
 - (vi) capacity and density limits have been applied that are relevant to the site;
 - (vii) signage is in place for density and mask wearing requirements;
 - (viii) worker shift bubbles have been applied where possible;
 - (ix) QR code check-ins will be completed by workers before entering site;
 - (x) all suspected or confirmed COVID-19 cases will be reported to the site manager and COVID Marshal;
 - (xi) the operator complies with all applicable obligations under these directions;

- (xii) the operator acknowledges that the operator may be audited by Authorised Officers to confirm compliance with directions; and
 - (xiii) the operator acknowledges that the information provided is true and correct, with appropriate documentary evidence in place and available for compliance checking; and
 - (m) any other information reasonably required by the Department of Justice and Community Safety from time to time, for the purpose of protecting public health.
- (48) A person may submit an attestation under subclause (47) using a digital system provided by the **Service Victoria CEO** or the Victorian Government.
- (49) The **Service Victoria CEO**:
- (a) is authorised by this provision to request, collect, store and use information provided in an attestation submitted through the **Services Victoria system** under subclause (47) and (48); and
 - (b) may provide an attestation made under subclause (47) to the Department or the Department of Justice and Community Safety.
- (50) For the purposes of completing and submitting an attestation under subclause (47), the operator is authorised by this provision:
- (a) to request, collect, store and use information that is derived from a record of information that was made under, or in accordance with, the **Australian Immunisation Register Act 2015** of the Commonwealth; and
 - (b) to use information it holds under subclause (47).

8 Relationship with other directions

- (1) If there is any inconsistency between these directions and a direction or other requirement contained in a **Detention Notice**, these directions are inoperative to the extent of the inconsistency.
- (2) If there is any inconsistency between these directions and a direction or other requirement contained in the **Workplace Directions**, the **Workplace Directions** are inoperative to the extent of the inconsistency.

9 Other definitions

For the purposes of these directions:

- (1) **abattoir** has the meaning under the PrimeSafe licence categories ‘abattoirs (domestic)’ and ‘abattoirs (exports)’;
- (2) **Additional Obligation Industries** has the meaning in clause 5(1);
- (3) **aircraft** means an aircraft that is mainly used for the purpose of, or is engaged, or is intended or likely to be engaged, in a flight wholly within Australia;
- (4) **airport** means a facility that receives scheduled international passenger air transport services and / or passenger charter air services from international markets;
- (5) **Area Directions** means the **Area Directions (No. 23)** as amended or replaced from time to time;
- (6) **Australian air transport operator** has the same meaning as in the **Civil Aviation Safety Amendment (Part 119) Regulations 2018** of the Commonwealth;
- (7) **Authorised Officer** has the same meaning as in the **PHW Act**;
- (8) **Border Directions** means the **Victorian Border Crossing Permit Directions (No. 33)** as amended or replaced from time to time;
- (9) **Care Facilities Directions** means the **Care Facilities Directions (No. 46)** as amended or replaced from time to time;
- (10) **care facility** has the same meaning as in the **Care Facilities Directions**;

- (11) **care facility worker** has the same meaning as ‘worker’ in clause 7(1) of the **Care Facilities Directions**;
- (12) **Chief Veterinary Officer** means the chief veterinary officer of the Department of Jobs, Precincts and Regions;
- (13) **childcare or early childhood education service** means onsite early childhood education and care services or children’s services provided under the:
 - (a) **Children’s Services Act 1996** including limited hours services, budget based funded services, occasional care services, early childhood intervention services, mobile services and (if applicable) school holiday care programs; or
 - (b) **Education and Care Services National Law Act 2010** and the **Education and Care Services National Regulations 2011** including long day care services, kindergarten/preschool and family day care services, but does not include outside school hours care services;
- (14) **cleaned** has the same meaning as in the **Workplace Directions**;
- (15) **commercial cleaning services** means a business that provides cleaning and sanitisation services to commercial **premises**;
- (16) **commercial passenger vehicle services** has the meaning given in section 4 of the **Commercial Passenger Vehicle Industry Act 2017**;
- (17) **confirmed case** means a **worker** or person diagnosed with **SARS-CoV-2** and includes the period of time prior to the diagnosis during which the **confirmed case** is considered infectious;

*Note: the period during which a person is considered infectious is generally considered to be 48 hours prior to the onset of **SARS-CoV-2 Symptoms**, however, alternative infectious periods may be determined at the discretion of an officer or nominated representative of the **Department** (for instance, in high-risk settings or if the **confirmed case** is asymptomatic).*
- (18) **construction site** means a Work Premises at which civil works, building or construction activities take place;
- (19) **COVID Marshal** has the meaning in clauses 7(2A)(b), 7(22)(b), 7(25)(b), 7(31)(a), 7(40)(e) (as the case may be);
- (20) **COVID streaming area** means any patient treatment area nominated by the relevant health service as an area dedicated to treating a confirmed case or confirmed cases, including negative pressure rooms for SARS-CoV-2 patients;
- (21) **COVIDSafe Plan** has the same meaning as in the **Workplace Directions**;
- (22) **crib room** means the indoor area used for rostered meal and rest breaks;
- (23) **critical and essential infrastructure** means:
 - (a) construction or maintenance (including civil works, building or construction activities) of critical and essential infrastructure (whether privately or publicly funded) where the Victorian Government has deemed, and the Chief Health Officer has endorsed, that it is urgently required for the purposes of sustaining human health, safety and wellbeing, on a case by case basis; or
 - (b) activities deemed by the Victorian Government from time to time as **State Critical Infrastructure Projects**; or
 - (c) activities deemed by the Victorian Government from time to time as **Fully Exempt State Critical Infrastructure Projects**; or
 - (d) construction for the purposes of national security or defence;
- (24) **density quotient** has the same meaning as in the **Workplace Directions**;
- (25) **Department** means the Department of Health;
- (26) **Detention Notice** means a notice given to a person requiring the person to be detained for a specified period;

- (27) **Diagnosed Persons and Close Contacts Directions** means the **Diagnosed Persons and Close Contacts Directions (No. 28)** as amended or replaced from time to time;
- (28) **Directions currently in force** has the same meaning as in the **Workplace Directions**;
- (29) **early stage land development sites** means all civil works undertaken on open air, large greenfield sites that are associated with and preparatory to construction of multiple individual residential dwellings or industrial or commercial development on that site (including site remediation and site preparation works, construction of utilities and construction of roads, bridges, stormwater/flood management works and trunk infrastructure);
- (30) **employee** includes a person who is self-employed;
- (31) **employer** means a person who owns, operates or controls a **Work Premises** and includes a person who is self-employed or a sole-trader;
- (32) **face covering** has the same meaning as in the **Workplace Directions**;
- (33) **Fully Exempt State Critical Infrastructure Project** means a project listed in the 'Fully Exempt State Critical Infrastructure Projects List' as amended from time to time by the Victorian Government with the approval of the Chief Health Officer or Deputy Chief Health Officer;
- Note: the Fully Exempt State Critical Infrastructure Projects list is available at www.coronavirus.vic.gov.au/coronavirus-sector-guidance-construction#state-critical-infrastructure-list as amended from time to time by the Victorian Government.*
- (34) **Green Zone Country** has the same meaning as in the **Border Directions**;
- Note: information regarding countries with current, valid (and not temporarily or permanently suspended) safe travel zone agreements with the Commonwealth of Australia is available at: www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/coronavirus-covid-19-travel-and-restrictions/coronavirus-covid-19-advice-for-international-travellers#travel-zones as amended or replaced from time to time by the Victorian Government.*
- (35) **high-risk hospital Work Premises** means any **hospital** ward treating a **confirmed case** or cases of **SARS-CoV-2**;
- (36) **high-risk hospital Work Premises worker** means any **worker** involved in the direct care of patients, and those who interact with a **high-risk hospital Work Premises**;
- (37) **hospital** has the same meaning as in the **Hospital Visitor Directions**;
- (38) **Hospital Visitor Directions** means the **Hospital Visitor Directions (No 37)** as amended or replaced from time to time;
- (39) **hotel quarantine** means a place (being a hotel or other facility or class of facility), designated by the Attorney-General and published in the Government Gazette, where people are detained in or directed to remain in, or are staying in, quarantine, isolation or emergency accommodation at, for the purpose of eliminating or reducing the serious risk to public health posed by the COVID-19 pandemic;
- (40) **inspector** has the same meaning as in the **OHS Act**;
- (41) **large-scale construction site** means, a construction site if:
- (a) it is for construction of a building where a planning permit has been issued in relation to the site for a building that is greater than three storeys tall (excluding basement level(s)); or
 - (b) the site size is more than 1,500 m² floor size (inclusive of all floors); or
 - (c) it is for construction of a premises that is predominantly for office use, or that is the internal fit-out of a retail **premises**; or
 - (d) it is for construction of a premises that is predominantly for industrial or large format retail use; or
 - (e) it is deemed to be so under subclause 7(44)(b) or (45);

Note 1: the baseline daily workforce for a large-scale construction site is calculated based on the daily average number of workers on the large-scale construction site across the project lifecycle as derived from the large-scale construction site's resourcing plan as of 15 August 2021. For projects where no resourcing plan was available prior to 15 August 2021, the resource plan as at the date of project commencement should be used to determine the baseline daily workforce.

Note 2: the project lifecycle commences from the date of on-site mobilisation and ends at handover.

- (42) **Mandatory Vaccination Directions** means the **COVID-19 Mandatory Vaccination Directions (No. 5)** as amended or replaced from time to time;
- (43) **meat processing facility** has the meaning under the PrimeSafe licence category 'further meat processing facilities';
- (44) **Metropolitan Melbourne** means the area within the municipal districts under the local government of the municipal councils set out in Schedule 2 of the **Planning and Environment Act 1987**;
- (45) **OHS Act** means the **Occupational Health and Safety Act 2004**;
- (46) **operator** in relation to a construction site has the same meaning as in the **Mandatory Vaccination Directions**;
- (47) **outbreak** means:
 - (a) a single **confirmed case** of **SARS-CoV-2** in a resident, staff member or frequent attendee of a residential aged **care facility**; or
 - (b) two or more epidemiologically linked cases outside of a household with symptom onset within 14 days;

Note: transmission within one household does not constitute an outbreak but will become part of an outbreak response if linked to a high priority setting. In some circumstances, the Department may identify other settings that are sensitive and where a single confirmed case will trigger an outbreak response. Relevant parties will be informed if this occurs. Determining whether a person is a frequent or infrequent visitor may be based on frequency of visits, time spent in the setting, and number of contacts within the setting.
- (48) **ordinary resident of the Restricted Area** has the same meaning as in the **Stay at Home Directions (Restricted Areas)**;
- (49) **perishable food Work Premises** means a **Work Premises** that is predominantly a perishable food facility that is a chilled distribution facility;
- (50) **personal protective equipment** has the same meaning as in the **Occupational Health and Safety Regulations 2017**;
- (51) **PHW Act** means the **Public Health and Wellbeing Act 2008**;
- (52) **port** means the port of Melbourne, the port of Geelong, the port of Portland, the port of Hastings and any other port declared under section 6 of the **Port Management Act 1995** in relation to which port lands or port waters or both port lands and port waters have been declared under section 5 of the **Port Management Act 1995**;
- (53) **port of entry** means a **port** or **airport**;
- (54) **port of entry worker** has the meaning in clause 7(20);
- (55) **poultry processing facility** has the meaning under the PrimeSafe licence category 'poultry meat processing facilities';
- (56) **premises** has the same meaning as in the **PHW Act**;
- (57) **reasonably practicable** is to have its ordinary and common sense meaning;
- (58) **representative** in relation to an **operator** of a construction site means the site manager, the duty holder or a registered builder;
- (59) **Restricted Area** has the same meaning as in the Area Directions;
- (60) **SARS-CoV-2 Symptoms** has the same meaning as in the **Workplace Directions**;
- (61) **school** means a registered school as defined in the **Education and Training Reform Act 2006**;

- (62) **seafood processing facility** has the meaning under the PrimeSafe licence category ‘seafood processing facilities’;
- (63) **seasonal horticultural work** means work that is seasonal in nature in the horticulture (ie production of fruit and vegetables) sector of the agriculture industry, including the picking, packing and harvesting of seasonal produce, but does not include:
- (a) the production of nuts, wine grapes and olives; or
 - (b) storage and distribution activities that occur post production;
- (64) **seasonal Work Premises** means a farm or workplace where **seasonal horticultural work** is undertaken;
- (65) **seasonal worker** means a **worker** temporarily employed or engaged to perform **seasonal horticultural work** at **seasonal Work Premises**;
- (66) **self-isolate** has the same meaning as in the **Diagnosed Persons and Close Contacts Directions**;
- (67) **self-quarantine** has the same meaning as in the **Diagnosed Persons and Close Contacts Directions**;
- (68) **Service Victoria CEO** has the same meaning as in the **Service Victoria Act 2018**;
- (69) **Service Victoria system** means the digital system provided by the Service Victoria CEO and other parts of the Victorian Government and includes the Service Victoria app;
- (70) **small-scale construction site** means a construction site other than a large-scale construction site or an early stage land development site;
- (71) **specialist contractor** means:
- (a) asphalters;
 - (b) carpenters;
 - (c) plasterers;
 - (d) carpet layers;
 - (e) sprinkler fitters;
 - (f) solar installers;
 - (g) security system installers;
 - (h) mobile cranes – operators and dogmen;
 - (i) electricians;
 - (j) plumbers, including roof plumbers;
 - (k) tile layers, including roof tilers;
 - (l) concreters;
 - (m) gold class riggers;
 - (n) steel fixers;
 - (o) post tensioners;
 - (p) vertical access riggers;
 - (q) welders;
 - (r) precast installers;
 - (s) caulkers;
 - (t) floor layers;
 - (u) window and glass installers/glaziers;
 - (v) engineers;

- (w) floor installers;
 - (x) insulation installers;
 - (y) brick layers;
 - (z) joiners;
 - (aa) painters;
 - (bb) appliance installers;
 - (cc) water proofers;
 - (dd) cladding installers;
 - (ee) termite specialists;
 - (ff) mechanics who install and repair plant;
 - (gg) landscape architects;
 - (hh) renderers;
 - (ii) cabinet installers;
 - (jj) shower screen/mirror installers;
 - (kk) earthworks and drainage specialists;
 - (ll) flora and fauna specialists;
 - (mm) garage door installers;
 - (nn) gas contractors;
 - (oo) geotechnical specialists;
 - (pp) heritage and cultural heritage specialists;
 - (qq) retaining wall specialists;
 - (rr) sewer contractors;
 - (ss) telecommunications installers;
 - (tt) traffic engineers;
- (72) **State Critical Infrastructure Projects** means projects listed in the ‘State Critical Infrastructure Projects List’ for Regional Victoria and the Restricted Area as amended from time to time by the Victorian Government with the approval of the Chief Health Officer or Deputy Chief Health Officer;
- Note: the State Critical Infrastructure Projects List is available at www.coronavirus.vic.gov.au/coronavirus-sector-guidance-construction#state-critical-infrastructure-list as amended from time to time by the Victorian Government.*
- (73) **Stay at Home Directions (Restricted Areas)** means the **Stay at Home Directions (Restricted Areas) (No. 25)** as amended or replaced from time to time;
- (74) **Stay Safe Directions (Regional Victoria)** means the **Stay Safe Directions (Regional Victoria) (No. 11)** as amended or replaced from time to time;
- (75) **supermarket** has the same meaning as ‘supermarket business’ in the **Food Act 1984**, and includes supermarket distribution and warehousing (including in relation to liquor products) but excludes retail facilities;
- (76) **supermarket Work Premises** means the total of all **supermarket** distribution facilities;
- (77) **Surveillance Testing Industry List and Requirements** means the **Department** document that lists the industries (as amended from time to time on the advice of the Chief Health Officer) that are required to carry out surveillance testing on their **workers**, and also sets out the surveillance testing requirements for those listed industries;

Note: the Surveillance Testing Industry List and Requirements are available at www.dhhs.vic.gov.au/surveillance-testing-industry-list-covid-19 as amended from time to time by the Victorian Government.

(78) **temporary resident of the Restricted Area** has the same meaning as in the **Stay at Home Directions (Restricted Areas)**;

(79) **vaccination information** means information about a person's vaccination status and includes information that is derived from a record of information that was made under, or in accordance with, the **Australian Immunisation Register Act 2015** of the Commonwealth;

Note: vaccination information may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register.

(80) **vehicle** has the same meaning as in the **PHW Act**;

Note: under the PHW Act, vehicle includes any means of transport, whether used on land, sea or in the air.

(81) **Workplace Directions** means the **Workplace Directions (No. 51)** as amended or replaced from time to time;

(82) **Work Premises** means the **premises** of an **employer** in which work is undertaken, including any **vehicle** whilst being used for work purposes, and including a **seasonal Work Premises**;

Note: a Work Premises does not include an employee's ordinary place of residence.

(83) **worker** includes **employees**, labour hire, subcontractors (and their employees), volunteers and any other person engaged or permitted by an **employer** to perform work.

10 Penalties

(1) Section 210 of the PHW Act provides:

False or misleading information

(1) A person must not –

- (a) give information that is false or misleading in a material particular; or
- (b) make a statement that is false or misleading in a material particular; or
- (c) produce a document that is false or misleading in a material particular – to the Secretary, a Council, the Chief Health Officer or an authorised officer under this Act or the regulations without indicating the respect in which it is false or misleading and, if practicable, providing correct information.

Penalty: In the case of a natural person, 60 penalty units;

In the case of a body corporate, 300 penalty units.

(2) A person must not make an entry in a document required to be kept by this Act or the regulations that is false or misleading.

Penalty: In the case of a natural person, 60 penalty units;

In the case of a body corporate, 300 penalty units.

(3) In a proceeding for an offence against subsection (1) or (2) it is a defence to the charge for the accused to prove that at the time at which the offence is alleged to have been committed, the accused believed on reasonable grounds that the information, statement or document was true or was not misleading.

(2) Section 203 of the PHW Act provides:

Compliance with direction or other requirement

(1) A person must not refuse or fail to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199.

Penalty: In the case of a natural person, 120 penalty units;

In the case of a body corporate, 600 penalty units.

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- (2) A person is not guilty of an offence against subsection (1) if the person had a reasonable excuse for refusing or failing to comply with the direction or requirement.
- (3) A person who fails to comply with these directions is liable for an on-the-spot fine of:
- (a) in the case of a natural person:
 - (i) aged 18 years or older – 10 penalty units;
 - (ii) aged 15 years or older but under the age of 18 years – 4 penalty units;
 - (iii) aged under 15 years – 1 penalty unit; or
 - (b) in the case of a body corporate – 60 penalty units.

Note: section 209 of the PHW Act provides for infringement notices to be served on any person who has refused or failed to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199. The amount payable pursuant to the infringement notice varies depending on the nature of the failure or refusal.

- (4) Additionally, a person who fails to comply with these directions may in certain circumstances be liable to prosecution under the PHW Act for the maximum penalties outlined in subclause (2).

Dated 1 October 2021

PROFESSOR BENJAMIN COWIE
Acting Chief Health Officer,
as authorised to exercise emergency powers
under section 199(2)(a) of the PHW Act

Public Health and Wellbeing Act 2008

Section 200

DIRECTIONS FROM ACTING CHIEF HEALTH OFFICER IN ACCORDANCE WITH EMERGENCY POWERS ARISING FROM DECLARED STATE OF EMERGENCY**Workplace (Additional Industry Obligations) Directions (No. 48)**

I, Professor Benjamin Cowie, Acting Chief Health Officer, consider it reasonably necessary to eliminate or reduce the risk to public health – and reasonably necessary to protect public health – to give the following directions pursuant to section 200(1)(d) of the **Public Health and Wellbeing Act 2008** (Vic.) (**PHW Act**):

1 Preamble

- (1) The presence of a person with a positive diagnosis of Novel Coronavirus 2019 (**SARS-CoV-2**) at a **Work Premises** is considered to pose an immediate risk of transmission to persons who attend, or may attend, the Work Premises.
- (2) The purpose of these directions is to establish additional specific obligations on **employers** and **workers** in specific industries in relation to managing the risk associated with SARS-CoV-2.
- (3) These directions must be read together with the **Directions currently in force**.
- (4) These directions are intended to supplement any obligations an employer may have under the **OHS Act** and the **Workplace Directions** and are not intended to derogate from any such obligations.
- (5) These directions replace the **Workplace (Additional Industry Obligations) Directions (No. 47)**.

2 Citation

These directions may be referred to as the **Workplace (Additional Industry Obligations) Directions (No. 48)**.

3 Revocation

The **Workplace (Additional Industry Obligations) Directions (No. 47)** are revoked at 11:59:00 pm on 4 October 2021.

4 Commencement

These directions commence at 11:59:00 pm on 4 October 2021 and end at 11:59:00 pm on 21 October 2021.

5 Application of directions to certain employers and roles

- (1) These directions apply to **Additional Obligation Industries**, namely:
 - (a) **poultry processing facilities;**
 - (b) **abattoirs and meat processing facilities;**
 - (c) **seafood processing facilities;**
 - (d) **supermarket Work Premises and perishable food Work Premises;**
 - (e) warehousing and distribution centres;
 - (f) **commercial cleaning services;**
 - (g) **commercial passenger vehicle services;**
 - (h) horticulture operations using **seasonal workers** for **seasonal horticultural work;**
 - (i) **care facilities;**
 - (j) **ports of entry** servicing international arrivals;
 - (k) **hotel quarantine;**
 - (l) **hospitals;**

- (m) **Australian air transport operators;**
 - (n) **construction sites;**
 - (o) **schools;**
 - (p) **childcare or early childhood education services.**
- (2) These directions apply to Additional Obligation Industries Work Premises that are located:
- (a) in relation to supermarket Work Premises and perishable food Work Premises, and warehousing and distribution centres, in **Metropolitan Melbourne**; and
 - (b) in relation to all other Additional Obligation Industries not referred to in subclause (2)(a), anywhere in Victoria, unless these directions indicate otherwise.
- (3) The **daily peak workforce capacity** is the daily average of the highest number of workers at the Work Premises each day calculated over the period of:
- (a) August 2021; or
 - (b) any three consecutive months in the last 12 months.
- (4) The **daily total workforce capacity** is the daily average of the total number of workers at the Work Premises each day over the period of:
- (a) August 2021; or
 - (b) any three consecutive months in the last 12 months.

Example 1:

On one day, a distribution business had workers working over two shifts:

(a) 6:00 am to 2:00 pm: 120 workers

(b) 12:00 pm to 8:00 pm: 150 workers

During the crossover of the two shifts, the business had 270 workers working at the Work Premises at any one time – this is the daily peak workforce capacity on this day. Over the two shifts, the Work Premises had 270 workers in total – this is the daily workforce capacity on this day.

The same calculation is undertaken for each day of either August 2021 or any continuous three month (13 week) consecutive period in the last 12 months. These figures are then averaged over the period to calculate the daily peak workforce capacity and the daily total workforce capacity over the period.

Example 2:

*On one day, a meat processing business had people on the Work Premises, including **employees**, contractors and labour hire, working over three shifts with no cross-over of workers:*

(a) 4:00 am to 10:00 am: 120 workers

(b) 10:30 am to 4:30 pm: 100 workers

(c) 5:00 pm to 11:00 pm: 80 workers

The daily peak workforce capacity on this day is 120 workers. Over the three shifts, the business had 300 workers working in total – this is the daily total workforce capacity on this day.

6 General Obligations

- (1) This clause 6 does not apply to schools, childcare or early childhood education services, care facilities, hospitals (except for **high-risk hospital Work Premises**, to which the clause does apply) and Australian air transport operators.

Note: the exception of schools, childcare or early childhood education services, care facilities, hospitals (except for high-risk hospital Work Premises) and Australian air transport operators from the requirements in clause 6 does not exempt care facilities from satisfying equivalent requirements imposed under other regulatory arrangements.

Compliance

- (2) An **Authorised Officer** or **inspector** (or their nominated representative) may conduct:
- (a) an inspection of a Work Premises; or
 - (b) an inspection or audit of the records of an employer, to assess an employer's compliance with these directions.

Consultation

- (3) An employer in relation to an Additional Obligation Industry Work Premises must, to the extent **reasonably practicable**, consult with health and safety representatives, together with workers who are, or are likely to be, directly affected:
- (a) to identify or assess risks to health or safety at a workplace; and
 - (b) to make decisions about the measures to be taken to control risks to health and safety; and
 - (c) to determine if any risk identified under subclause (a) is either under the employer's management and control or arises from the employer's conduct; and
 - (d) to make decisions about the adequacy of facilities for the welfare of workers; and
 - (e) in making decisions about procedures to resolve health and safety issues, including (but not limited to):
 - (i) procedures around health and safety consultation itself;
 - (ii) procedures to monitor the health of workers and the conditions of the workplace;
 - (iii) procedures to provide information and training to workers; and
 - (f) by a change to:
 - (i) a workplace; or
 - (ii) the plant, substances, or other things used at a workplace; or
 - (iii) the conduct of work performed at a workplace.

7 Additional Industry Obligations

- (1) An employer in relation to an Additional Obligation Industry Work Premises must:
- (a) increase the regularity of comprehensive cleaning by ensuring all areas where workers are working are **cleaned** at least daily (except for meat, poultry and seafood processing, seasonal horticulture, schools, childcare or early childhood education services, care facilities, hospitals and ports of entry); and

Note: the exception of schools, childcare or early childhood education services, care facilities, hospitals and/or ports of entry from the requirements in subclause (1)(a) does not exempt schools, childcare or early childhood education services, care facilities, hospitals and/or ports of entry from satisfying equivalent requirements imposed under other regulatory arrangements.
 - (b) where the employer's Work Premises is an industry that is listed in the **Surveillance Testing Industry List and Requirements** (as amended from time to time on the advice of the Chief Health Officer):
 - (i) carry out surveillance testing for SARS-CoV-2 on its workers in relation to the Work Premises in accordance with the requirements of the Surveillance Testing Industry List and Requirements (as amended from time to time on the advice of the Chief Health Officer), including:
 - (A) those sections of its workforce required to be tested under the Surveillance Testing Industry List and Requirements;
 - (B) a weekly surveillance testing target of the percentage of workers that are to be tested; and
 - (ii) keep records of surveillance testing of workers for SARS-CoV-2, which demonstrate that the employer has complied with its obligations under subclause (b)(i) in relation to the Work Premises; and
 - (iii) provide the records required to be kept by the employer under subclause (b)(ii) to the **Department** upon request by the Department for those records.

Note: the industries and requirements included in the Surveillance Testing Industry List and Requirements may be amended on the advice of the Chief Health Officer.

Additional measures to prevent SARS-CoV-2 in abattoirs and meat processing facilities, poultry processing facilities, seafood processing facilities, warehousing and distribution centres, supermarket Work Premises, and perishable food Work Premises

- (2) In relation to a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility, an employer must arrange operations at the Work Premises so as to have workers working consistently with the same group of other workers where reasonably practicable, including (but not limited to):
- (a) developing separate shifts in a way that minimises physical interactions between groups of workers attending different shifts;
 - (b) separating workers into work areas;
 - (c) dividing work areas up further into separate teams;
 - (d) providing separate break areas for the separate teams;
 - (e) requiring teams to use separate entrances and exits from other teams;
 - (f) where workers are from the same household, ensuring they work in the same shift and work area.
- (2A) In relation to a Work Premises that is an abattoir, meat processing facility, poultry processing facility, seafood processing facility, warehousing and distribution centre, supermarket Work Premises, or a perishable food Work Premises, an employer must:
- (a) provide regular training to workers (including, but not limited to, an induction for all workers commencing at, or returning to, the Work Premises) that covers:
 - (i) good hygiene practices; and
 - (ii) advising workers not to attend the Work Premises when unwell; and
 - (iii) where applicable, compliance with the requirements of subclause (2) (a); and
 - (b) for a Work Premises in Metropolitan Melbourne, designate an employee or employees as a **COVID Marshal**:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site.

Note: the requirements in subclause (2A) apply to all supermarket, perishable food, warehousing and distribution facilities in Metropolitan Melbourne, not just chilled facilities.

Additional measures to prevent COVID in abattoirs and meat processing facilities, poultry processing facilities and seafood processing facilities

- (3) In relation to a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility, an employer must ensure that all workers at the Work Premises wear the appropriate level of **personal protective equipment**:
- (a) to carry out the functions of the worker's role; and
 - (b) to mitigate the introduction of SARS-CoV-2 at the Work Premises including (but not limited to):
 - (i) at a minimum, wearing a surgical face mask; and
 - (ii) suitable protective clothing which should be changed at the end of each shift and washed appropriately,unless it is not reasonably practicable to wear a surgical face mask and/or protective clothing in the Work Premises or the nature of a worker's work means that it creates a risk to their health and safety.

Note 1: an employer at a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility is required to comply with subclause (3)(b)(i) unless an exception pursuant to clause

5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** or clause 5(9)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay Safe Directions (Regional Victoria)** applies in respect of a worker, in which case the employer is exempted from requiring that worker to wear a **face covering**.

*Note 2: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** or clause 5(9)(j) of the **Stay Safe Directions (Regional Victoria)** does not apply to a worker at a Work Premises that is an abattoir, meat processing facility, poultry processing facility or seafood processing facility whilst working at the Work Premises in Victoria.*

- (3A) An employer may only operate a facility that is a poultry processing facility in Metropolitan Melbourne if it reduces the daily peak workforce capacity and daily total workforce capacity for that Work Premises by 10 percent or to 25 workers, whichever is higher.
- (3B) An employer may only operate a Work Premise that is an abattoir or meat processing facility in Metropolitan Melbourne if it reduces the daily peak workforce capacity and the daily total workforce capacity by 20 percent or to 25 workers, whichever is higher.
- (3C) An employer may only operate a facility that is a seafood processing facility in Metropolitan Melbourne if it reduces the daily peak workforce capacity and the daily total workforce capacity by 20 percent or to 40 workers, whichever is higher.
- (3D) The **Chief Veterinary Officer** may grant an exemption in writing to the requirements of subclause (3A), (3B) or (3C). An exemption may only be granted where there are unavoidable animal welfare impacts that arise from workforce reductions.
- (3E) Where there is a risk to food supply as a result of the requirements in subclauses (3A), (3B) or (3C), the Chief Executive Officer of Agriculture Victoria or the Deputy Secretary of the Department of Jobs, Precincts and Regions responsible for food supply and logistics may make a recommendation to the Chief Health Officer in writing that an exemption be granted, including any conditions on that exemption, to the requirements of subclause (3A), (3B) or (3C).
- (3F) Upon receiving a recommendation pursuant to subclause (3E), the Chief Health Officer may grant an exemption, including any conditions on that exemption, in writing to the requirements of subclauses (3A), (3B) or (3C), if satisfied that the exemption is appropriate, having regard to:
 - (a) the need to protect public health; and
 - (b) the principles in sections 5 to 10 of the PHW Act.

Additional measures to prevent SARS-CoV-2 in supermarket Work Premises or perishable food Work Premises

- (4) In relation to any supermarket Work Premises or perishable food Work Premises that is a chilled distribution facility in Metropolitan Melbourne, an employer must ensure that all workers at the supermarket Work Premises or perishable food Work Premises wear a surgical face mask, unless the nature of a worker's work means that it creates a risk to their health and safety.

Note 1: surgical face masks may create a risk to health and safety in those parts of a chilled distribution facility where the temperature is below negative five degrees Celsius. If a surgical face mask cannot be worn, the employer is still required to ensure an employee uses a suitable fitted face covering, such as a cloth mask of three plies.

*Note 2: an employer at a Work Premises that is a supermarket Work Premises or perishable food Work Premises is required to comply with the requirements of subclause (4) unless an exception pursuant to clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** applies in respect of a worker, in which case the employer is exempted from requiring that worker to wear a face covering.*

*Note 3: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** does not apply to a worker at a Work Premises that is a supermarket Work Premises or perishable food Work Premises whilst working at the Work Premises in Victoria.*

Additional measures to prevent SARS-CoV-2 in warehousing and distribution centres

- (5) In relation to a Work Premises that is a chilled facility in relation to warehousing and distribution centres, an employer must ensure that all workers at the Work Premises wear a surgical face mask, unless the nature of a worker's work means that it creates a risk to their health and safety.

Note 1: surgical face masks may create a risk to health and safety in those parts of a chilled distribution facility where the temperature is below negative five degrees Celsius. If a surgical face mask cannot be worn, the employer is still required to ensure an employee uses a suitable fitted face covering, such as a cloth mask of three plies.

*Note 2: an employer at a Work Premises that is a chilled distribution facility in relation to warehousing and distribution centres is required to comply with the requirements of subclause (5) unless an exception pursuant to clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** applies in respect of a worker, in which case the employer is exempted from requiring that worker to wear a face covering.*

*Note 3: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** does not apply to a worker at a Work Premises that is a chilled distribution facility in relation to warehousing and distribution centres whilst working at the Work Premises in Victoria.*

Horticulture Work Premises using seasonal workers for seasonal horticultural work

- (6) An employer may only operate a **seasonal Work Premises** using seasonal workers for seasonal horticultural work if it complies with subclauses (7) to (10) (inclusive).

- (7) The employer must arrange operations at the Work Premises so as to have seasonal workers working consistently with the same group of other seasonal workers where reasonably practicable, including (but not limited to):

- (a) developing separate shifts in a way that minimises physical interactions between groups of seasonal workers attending different shifts;
- (b) separating seasonal workers into work areas;
- (c) dividing work areas up further into separate teams;
- (d) providing suitable separate break areas for the separate teams including, to the extent possible, outdoor break areas with shade;
- (e) where seasonal workers are from the same household, ensuring they work in the same shift and work area.

Note: to the extent it is reasonably practicable, there should be no mixing of the worker 'bubbles' on site. Seasonal workers within a bubble should work and take breaks together. In addition, worker bubbles should, to the extent that is reasonably practicable, be maintained with respect to accommodation and transport.

- (8) The employer must record on a daily basis the roster of seasonal workers, including the work areas, work teams and breaks taken for each worker bubble.

- (9) The employer must provide training to seasonal workers (including, but not limited to, an induction for all workers commencing at, or returning to, the Work Premises) that covers:

- (a) good hygiene practices; and
- (b) advising seasonal workers not to attend the Work Premises when unwell; and
- (c) compliance with the requirements of subclause (7).

- (10) The employer must provide:

- (a) clean water and soap for washing hands; and
- (b) well-maintained toilet facilities,

for seasonal workers, in a location or locations that are reasonably adjacent to work areas and, as far as is practicable, separate from the employer's **premises** or farm homestead.

Care facilities

- (11) Subject to subclause (12), an employer in relation to a Work Premises that is a care facility in Victoria must not require or permit a **care facility worker** to perform work at more than one Work Premises of the employer.
- (12) Subclause (11) does not apply where it is not practicable to limit a care facility worker to only one Work Premises.
- (13) Where subclause (12) applies, the employer must be able to demonstrate the systems of work which it has put in place to minimise the number of care facility workers working across multiple Work Premises.

Example: rosters.

- (14) An employer in relation to a Work Premises that is a care facility in Victoria must require care facility workers in relation to a care facility to wear a face covering while working in:
- (a) any indoor space at the care facility; or
 - (b) any outdoor space at the care facility,

unless an exception pursuant to clause 5(20)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay at Home Directions (Restricted Areas)** or clause 5(9)(e), (g) – (i), (r) – (t), or (x) – (aa) of the **Stay Safe Directions (Regional Victoria)** applies in respect of a care facility worker in relation to a care facility, then the employer is exempted from requiring that care facility worker to wear a face covering.

Example: where a care facility worker is communicating with a resident who is hard of hearing or deaf and visibility of the mouth is essential for communication, that care facility worker may remove their face covering whilst communicating with the resident.

*Note: the exception from the requirement to wear a face covering pursuant to clause 5(20)(j) of the **Stay at Home Directions (Restricted Areas)** or clause 5(9)(j) of the **Stay Safe Directions (Regional Victoria)** does not apply to care facility workers whilst working in a care facility in Victoria.*

- (15) If a care facility worker is working at more than one Work Premises for two or more different employers:
- (a) the care facility worker must provide a written declaration to each employer to advise them that the worker is working at more than one Work Premises and must provide details of the other Work Premises to each employer; and
 - (b) each employer must maintain a record of all care facility workers who have disclosed to the employer under subclause (15)(a) that they are working across more than one Work Premises.
- (16) An employer in relation to a Work Premises that is a care facility in Victoria must require care facility workers in relation to the care facility to declare in writing at the start of each shift that the worker:
- (a) is free of **SARS-CoV-2 Symptoms**; and
Note: for the purposes of these directions, SARS-CoV-2 Symptoms, including but not limited to acute respiratory infection (such as cough, shortness of breath, sore throat); loss of smell; and loss of taste do not include those symptoms where caused by an underlying health condition or medication.
 - (b) has, in the preceding 14 days, not been in contact with a **confirmed case** (except in the course of their duties while wearing appropriate personal protective equipment); and
 - (c) is not currently required to **self-isolate** or **self-quarantine** under the **Diagnosed Persons and Close Contacts Directions**.
- (17) Despite clause 6(1)(b) of the **Care Facilities Directions**, an employer in relation to a Work Premises that is a care facility in Victoria must not permit an employee or contractor to enter the care facility where:
- (a) the employee or contractor has, on or after 4 October 2020, worked at another care facility; and

- (b) at the time the employee or contractor worked at that other care facility, a confirmed case was present at that other facility,
- unless:
- (c) at least 28 days have elapsed since the last time the employee or contractor worked at that other facility while a confirmed case was present; or
- (d) at least 14 days have elapsed since the last time the employee or contractor worked at that other facility while a confirmed case was present; and
- (e) the employee or contractor:
- (i) has undertaken a test for SARS-CoV-2 on or after 13 days from the day that the employee or contractor last worked at that other facility while a confirmed case was present; and
- (ii) received confirmation that the results of the test undertaken pursuant to (i) were negative; and
- (f) the employee or contractor has provided evidence of the negative test result pursuant to subclause (e) to the employer prior to commencing work at that care facility.

Note 1: providing the employer with hardcopy or electronic notification confirming the negative test result from a testing provider is sufficient evidence.

Note 2: the effect of subclause (17) is that, in the event of an outbreak of SARS-CoV-2 at a care facility, an employee or contractor present during the outbreak must only work at that facility, and cannot be permitted to work at other care facilities. Such employees or contractors must wait a minimum period of 14 days from when they last worked a shift while a confirmed case was present at the facility and test negative for SARS-CoV-2, before moving from that care facility to commence work at another care facility. No test is required if it has been 28 days or more since the employee or contractor last worked a shift while a confirmed case was present at the facility.

- (18) An employer in relation to a Work Premises that is a care facility in Victoria must comply with **personal protective equipment** requirements in accordance with the requirements of the Department.
- (19) The Chief Health Officer may grant an exemption in writing to the requirements of subclause (17).

Note: an exemption may only be granted where it is necessary to ensure that residents are provided with a reasonable standard of care.

Ports of entry

- (20) Subject to subclause (21), a **port of entry worker** means:
- (a) any **airport** or maritime **port** worker who has direct contact (including occasional contact or interactions) with international passengers or crew (excluding international passengers and crew entering Victoria from a **Green Zone Country**), at the international **port of entry**; or
- (b) a worker or person who interacts with the environment within the international port of entry (including any worker or person who boards a vessel, ship or **aircraft**) where international passengers and crew (excluding international passengers and crew entering Victoria from a Green Zone Country) are or have been.

Note: interacting with the 'environment' within the international port of entry refers to handling items and/or using or being in communal facilities (such as toilets, waiting areas and seating) that have been used by or are being used by international passengers and crew (excluding international passengers and crew entering Victoria from a Green Zone Country). It also refers to boarding or entering a vessel, ship or aircraft where international passengers and crew (excluding international passengers and crew entering Victoria from a Green Zone Country) are or have been.

- (21) Despite subclause (20), a port of entry worker does not include any worker who works in an international departures area of an airport.

- (22) In relation to a Work Premises that is a port of entry Work Premises servicing international arrivals, an employer must:

Note: a Work Premises which is a port of entry servicing international arrivals is a port or airport at which port of entry workers provide services in relation to, or encounter, passengers, crew members, shipping vessels or aircraft arriving in Victoria from outside of Australia, subject to the definition of 'port of entry workers' above.

- (a) require port of entry workers to declare in writing at the start of each shift that the port of entry worker:
- (i) is free of SARS-CoV-2 Symptoms; and
 - (ii) has, in the preceding 14 days, not been in contact with a confirmed case (except in the course of their duties while wearing appropriate personal protective equipment, where relevant); and
 - (iii) is not currently required to self-isolate or self-quarantine under the **Diagnosed Persons and Close Contacts Directions**; and
- (b) designate a port of entry worker(s) as a COVID Marshal:
- (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever port of entry workers are on site; and
- (c) arrange operations at the Work Premises so as to have port of entry workers working consistently with the same group of other port of entry workers where reasonably practicable, including (but not limited to):
- (i) developing separate shifts in a way that minimises physical interactions between groups of port of entry workers attending different shifts;
 - (ii) separates port of entry workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where port of entry workers are from the same household, ensuring they work in the same shift and work area; and
- (d) provide regular training to port of entry workers (including, but not limited to, an induction for all port of entry workers commencing at, or returning to, the Work Premises) that covers:
- (i) good hygiene practices; and
 - (ii) advising port of entry workers not to attend the Work Premises when unwell; and
 - (iii) compliance with the requirements of subclause (22)(c); and
- (e) make available an adequate supply of personal protective equipment free of charge to port of entry workers; and
- (f) ensure that all port of entry workers wear appropriate personal protective equipment in accordance with the requirements of the Department; and
- (g) test the temperature of each port of entry worker each day before they enter the Work Premises and, if the port of entry worker's temperature is 37.5°C or more, direct the port of entry worker to:
- (i) leave the Work Premises immediately; and
 - (ii) be tested for SARS-CoV-2; and
 - (iii) self-isolate until a negative test result is received.

- (23) Subclauses (22)(b) and (22)(c) do not apply to the following port of entry workers:
- (a) administrative support service workers;
 - (b) truck drivers;
 - (c) tugboat crew;
 - (d) stevedores;
 - (e) office workers at freight terminals;
 - (f) airport baggage handlers and airport cargo handlers;
 - (g) aircraft engineers.

Note: airport baggage handlers, airport cargo handlers and aircraft engineers should minimise interactions with other port of entry workers.

Hotel quarantine

- (24) Any worker in relation to a hotel quarantine Work Premises should provide the Department with the following details:
- (a) of the worker:
 - (i) the worker's name, contact number and address; and
 - (b) of any person with whom they ordinarily reside:
 - (i) the person's first name;
 - (ii) a contact phone number;
 - (iii) the person's workplace(s), including address;
 - (iv) if the person attends school, the name and address of the school.
- (25) In relation to a Work Premises that is a hotel quarantine Work Premises, an employer must:
- (a) require workers to declare in writing at the start of each shift that the worker:
 - (i) is free of SARS-CoV-2 Symptoms; and
 - (ii) has, in the preceding 14 days, not been in contact with a confirmed case (except in the course of their duties while wearing appropriate personal protective equipment, where relevant); and
 - (iii) is not currently required to self-isolate or self-quarantine under the **Diagnosed Persons and Close Contacts Directions**; and
 - (b) designate an employee or employees as a COVID Marshal:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site; and
 - (c) arrange operations at the Work Premises so as to have workers working consistently with the same group of other workers where reasonably practicable, including (but not limited to):
 - (i) developing separate shifts in a way that minimises physical interactions between groups of workers attending different shifts;
 - (ii) separating workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where workers are from the same household, ensuring they work in the same shift and work area; and

- (d) make available an adequate supply of personal protective equipment free of charge to workers; and
 - (e) ensure that all workers wear appropriate personal protective equipment in accordance with the requirements of the Department; and
 - (f) test the temperature of each worker each day before they enter the Work Premises and, if the worker's temperature is 37.5°C or more, direct the worker to:
 - (i) leave the Work Premises immediately; and
 - (ii) be tested for SARS-CoV-2; and
 - (iii) self-isolate until a negative test result is received; and
 - (g) provide regular training to workers (including, but not limited to, an induction for all workers commencing at, or returning to, the Work Premises) that covers:
 - (i) good hygiene practices; and
 - (ii) advising workers not to attend the Work Premises when unwell; and
 - (iii) compliance with the requirements of subclause (25)(c).
- (26) Subject to subclause (27), an employer in relation to a hotel quarantine Work Premises must not require or permit a worker to perform work at more than one hotel quarantine Work Premises of the employer.
- (27) Subclause (26) does not apply where it is not practicable to limit a worker to only one hotel quarantine Work Premises.
- (28) Where subclause (27) applies, the employer must be able to demonstrate the systems of work which it has put in place to minimise the number of workers working across multiple Work Premises.
- Example: rosters.*
- (29) If a worker is working at more than one Work Premises for two or more different employers:
- (a) the worker must provide a written declaration to each employer to advise them that the worker is working at more than one Work Premises and must provide details of the other Work Premises to each employer; and
 - (b) each employer must maintain a record of all workers who have disclosed to the employer under subclause (29)(a) that they are working across more than one Work Premises.

Hospitals

- (30) In relation to a Work Premises that is a hospital, an employer must require workers to declare in writing at the start of each shift that the worker:
- (a) is free of SARS-CoV-2 Symptoms; and
 - (b) has, in the preceding 14 days, not been in contact with a confirmed case (except in the course of their duties while wearing appropriate personal protective equipment, where relevant); and
 - (c) is not currently required to self-isolate or self-quarantine under the **Diagnosed Persons and Close Contacts Directions**.
- (31) In relation to those parts of a hospital that are a high-risk hospital Work Premises, an employer must:
- (a) designate a **high-risk hospital Work Premises worker** as a COVID Marshal:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and

- (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) who is at the Work Premises whenever workers are on site; and
 - (b) arrange operations at the Work Premises so as to have high-risk hospital Work Premises workers working consistently with the same group of other high-risk hospital Work Premises workers where reasonably practicable, including (but not limited to):
 - (i) developing separate shifts in a way that minimises physical interactions between groups of high-risk hospital Work Premises workers attending different shifts;
 - (ii) separating high-risk hospital Work Premises workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams;
 - (vi) where high-risk hospital Work Premises workers are from the same household, ensuring they work in the same shift and work area.
- (32) Subject to subclause (33), an employer in relation to a high-risk hospital Work Premises must not require or permit a high-risk hospital Work Premises worker to perform work at more than one Work Premises of the employer.
- (33) Subclause (32) does not apply where it is not practicable to limit a high-risk hospital Work Premises worker to only one Work Premises.
- (34) Where subclause (33) applies, the employer must be able to demonstrate the systems of work which it has put in place to minimise the number of high-risk hospital Work Premises workers working across multiple Work Premises.

Example: rosters.
- (35) If a high-risk hospital Work Premises worker working in a high-risk hospital Work Premises is working at more than one Work Premises for two or more different employers:
 - (a) the high-risk hospital Work Premises worker must provide a written declaration to each employer to advise them that the high-risk hospital Work Premises worker is working at more than one Work Premises and must provide details of the other Work Premises to each employer; and
 - (b) each employer must maintain a record of all high-risk hospital Work Premises workers who have disclosed to the employer under subclause (35)(a) that they are working across more than one Work Premises.
- (36) In relation to a Work Premises that is a hospital, an employer must require workers to declare in writing at the start of each shift:
 - (a) whether the worker has completed a shift or shifts at another hospital in a high-risk hospital Work Premises in the 14 days prior to making the declaration; and
 - (b) if the worker declares that they have completed a shift or shifts at another hospital in a high-risk hospital Work Premises in the 14 days prior to making the declaration:
 - (i) the name of the relevant hospital; and
 - (ii) whether a shift, or any shifts, declared under subclause (a) were on the roster of a **COVID streaming area**.

Note: a shift on the roster of a COVID streaming area includes a shift where the worker is primarily assigned to caring for COVID positive patients in a negative pressure room (for example, a nurse allocated to care for COVID positive patients in a negative pressure room). A shift on the roster of a COVID streaming area also includes staff who were rostered on to work and worked in the COVID streaming area and staff who were not originally rostered but worked in the area to cover a gap in the roster.

Australian Air Transport Services (Passenger)

- (37) In relation to a Work Premises that is an Australian air transport operator's Work Premises, an employer must:
- (a) include in its **COVIDSafe Plan** the processes it will put in place to ensure compliance with requirements to wear a face covering, where any other Directions currently in force require a face covering to be worn in its Work Premises or part of its Work Premises; and
 - (b) provide appropriate facilities for the disposal of face coverings at its Work Premises covered under subclause (37)(a).

Construction sites

- (38) In relation to a Work Premises that is a construction site, including a **critical and essential infrastructure** site, an employer must:
- (a) comply with the requirements in the **Workplace Directions** including:
 - (i) subject to subclauses (45), (47) and (48), the density quotient; and
 - (ii) the face coverings and cleaning requirements; and
 - (b) comply with the requirements applicable to the construction site in subclauses (44) to (51), except in relation to critical repairs to any Work Premises where required for emergency and safety as set out in the Authorised Provider and Authorised Worker List; and
 - (c) limit movement of all workers (including supervisors and on-site specialists) between multiple Work Premises that are construction sites, except in relation to:
 - (i) supervisors on **small-scale construction sites**, who can move between multiple small-scale construction sites; or
 - (ii) **specialist contractors** who can move between up to three construction sites per week; or
 - (iii) specialists who provide safety services; or
 - (iv) those required to meet minimum statutory obligations or requirements (for example, auditors, building inspectors or surveyors); and
 - (d) designate an employee or employees as a **COVID Marshal**:
 - (i) whose role is to monitor compliance with these directions, including (but not limited to) physical distancing requirements; and
 - (ii) who has successfully completed training provided by the employer that is in accordance with guidance from the Department; and
 - (iii) subject to subclause (52), who is at the Work Premises whenever workers are on site; and
 - (e) arrange operations at Work Premises that are construction sites, so as to have construction workers working consistently with the same group of other construction workers where reasonably practicable, including (but not limited to):
 - (i) developing separate shifts in a way that minimises physical interactions between groups of construction workers attending different shifts;
 - (ii) separates construction workers into work areas;
 - (iii) dividing work areas up further into separate teams;
 - (iv) providing separate break areas and separate break times for the separate teams;
 - (v) requiring teams to use separate entrances and exits from other teams; and
 - (vi) where construction workers are from the same household, ensuring they work in the same shift and work area.

(39) *Attestation*

An **operator** must not operate a Work Premises that is a construction site, including a **critical and essential infrastructure** site, unless a **representative** of the operator has completed and submitted an attestation that contains the following information:

- (a) the representative's full name;
 - (b) email address;
 - (c) phone number;
 - (d) business name;
 - (e) head office address;
 - (f) worksite address;
 - (g) the type of construction site;
 - (h) Australian business number (ABN);
 - (i) registered practitioner licence or registration number (if applicable);
 - (j) QR code (location code) for the site;
 - (k) building permit number (if applicable); and
 - (l) a statement attesting that:
 - (i) the operator will collect, record and hold **vaccination information** about workers (including volunteers, employees and contractors) at the site, including workers who attend the site in the future;
 - (ii) a trained COVID Marshal will be monitoring the site;
 - (iii) masks will be worn over nose and mouth on site;
 - (iv) a completed and up-to-date COVIDSafe plan is in practice;
 - (v) **crib rooms** for workers on the site meet cleaning, density and ventilation requirements;
 - (vi) capacity and density limits have been applied that are relevant to the site;
 - (vii) signage is in place for density and mask wearing requirements;
 - (viii) worker shift bubbles have been applied where possible;
 - (ix) QR code check-ins will be completed by workers before entering site;
 - (x) all suspected or confirmed COVID-19 cases will be reported to the site manager and COVID Marshal;
 - (xi) the operator complies with all applicable obligations under these directions;
 - (xii) the operator acknowledges that the operator may be audited by Authorised Officers to confirm compliance with directions; and
 - (xiii) the operator acknowledges that the information provided is true and correct, with appropriate documentary evidence in place and available for compliance checking; and
 - (m) any other information reasonably required by the Department of Justice and Community Safety from time to time, for the purpose of protecting public health.
- (40) A person must submit an attestation under subclause (39) using the **Service Victoria system**.
- (41) **The Service Victoria CEO:**
- (a) is authorised by this provision to request, collect, store and use information provided in an attestation submitted through the Services Victoria system under subclause (39) and (40); and
 - (b) may provide an attestation made under subclause (39) to the Department of Justice and Community Safety.

- (42) A person must not give information, or make a statement, in an attestation made under subclause (39) that is false or misleading in a material particular.
- (43) For the purposes of completing and submitting an attestation under subclause (39), the operator is authorised by this provision:
- (a) to request, collect, store and use information that is derived from a record of information that was made under, or in accordance with, the **Australian Immunisation Register Act 2015** of the Commonwealth; and
 - (b) to use information it holds under subclause (39).

Critical and essential infrastructure sites and large-scale construction sites

- (44) An employer must not operate a Work Premises that is a critical and essential infrastructure site unless:
- (a) all crib rooms at the Work Premises meet **best practice standards**; or
 - (b) all crib rooms at the Work Premises are closed and not used by workers.

Note: where practicable, safe and hygienic to do so, it is recommended that workers should take meal and other breaks outside. However, crib rooms that meet best practice standards may be used for the consumption of food and drink.

- (45) An employer must not operate a Work Premises that is a large-scale construction site with more than:
- (a) 25% of the **baseline daily workforce**; or
 - (b) if all crib rooms meet best practice standards and the employer has sighted evidence that each worker on the Work Premises has been **fully vaccinated** or is an **excepted person**, 50% of the baseline daily workforce.
- (46) An employer must not permit a worker who:
- (a) is an **ordinary resident of the Restricted Area** or a **temporary resident of the Restricted Area** to work at a construction site that is a critical and essential infrastructure site or large-scale construction site in Regional Victoria; or
 - (b) ordinarily or temporarily resides in Regional Victoria to work at a construction site that is a critical and essential infrastructure site or a large-scale construction site in the Restricted Area,
- unless the employer has sighted evidence that the worker:
- (c) is fully vaccinated; or
 - (d) is an excepted person; or
 - (e) is **partially vaccinated** and has been tested for SARS-CoV-2 and received a negative SARS-CoV-2 test result at least twice per week, with at least 72 hours between each test.

Small-scale construction sites and early stage land development sites

- (47) An employer must not operate a Work Premises that is a small-scale construction site with more than five workers (excluding the site supervisor).
- (48) An employer may only operate a Work Premises that is an **early stage land development site** if there are 20 workers (or fewer) per hectare on the Work Premises at any one time.
- (49) An employer must not permit a worker who:
- (a) is an ordinary resident of the Restricted Area or a temporary resident of the Restricted Area to work at a construction site that is a small-scale construction site or an early stage development site in Regional Victoria; or
 - (b) ordinarily or temporarily resides in Regional Victoria to work at a construction site that is a small-scale construction site or an early stage development site in the Restricted Area,

unless the employer has sighted evidence that the worker is fully vaccinated or is an excepted person.

- (50) For an early stage land development site that is:
- (a) a residential development, once subdivision occurs, the construction of a dwelling on that part of the early stage land development site will be considered a small-scale construction site; and
 - (b) a large-scale residential development (for example, a retirement village) with a single entity responsible for construction, once construction of dwellings has commenced it will be considered a large-scale construction site,
- for the purposes of these directions.
- (51) In relation to an early stage land development site that is an industrial or commercial development, once construction of a building, warehouse or physical structure has commenced it will be considered a large-scale construction site for the purposes of these directions.
- (52) In relation to a small-scale construction site or an early stage land development site, an employer may designate a supervisor or site manager to perform the role of COVID Marshal for multiple sites under their management or supervision at the same time.

Exemptions and transitional provisions

- (53) The Chief Health Officer may grant an exemption in writing to the requirements of subclauses (45) to (49).
- (54) Any construction site that was, between 25 August 2021 and 13 September 2021 (inclusive):
- (a) deemed by the Victorian Government and endorsed by the Chief Health Officer to be critical and essential infrastructure that it is urgently required for the purposes of sustaining human health, safety and wellbeing; or
 - (b) deemed by the Victorian Government to be a **State Critical Infrastructure Project**; or
 - (c) deemed by the Victorian Government to be a **Fully Exempt State Critical Infrastructure Project**,
- under a **revoked Workplace (Additional Industry Obligations) Direction** continues to be a critical and essential infrastructure site under these directions and is subject to the requirements of subclauses (44) and (46).

8 Relationship with other directions

- (1) If there is any inconsistency between these directions and a direction or other requirement contained in a **Detention Notice**, these directions are inoperative to the extent of the inconsistency.
- (2) If there is any inconsistency between these directions and a direction or other requirement contained in the **Workplace Directions**, the **Workplace Directions** are inoperative to the extent of the inconsistency.

9 Other definitions

For the purposes of these directions:

- (1) **abattoir** has the meaning under the PrimeSafe licence categories ‘abattoirs (domestic)’ and ‘abattoirs (exports)’;
- (2) **Additional Obligation Industries** has the meaning in clause 5(1);
- (3) **aircraft** means an aircraft that is mainly used for the purpose of, or is engaged, or is intended or likely to be engaged, in a flight wholly within Australia;
- (4) **airport** means a facility that receives scheduled international passenger air transport services and / or passenger charter air services from international markets;
- (5) **Area Directions** means the **Area Directions (No. 21)** as amended or replaced from time to time;

- (6) **Australian air transport operator** has the same meaning as in the **Civil Aviation Safety Amendment (Part 119) Regulations 2018** of the Commonwealth;
- (7) **Authorised Officer** has the same meaning as in the **PHW Act**;
- (8) **baseline daily workforce** for a construction site means the daily average number of workers on the construction site across the project lifecycle as derived from the construction site's resourcing plan as of 15 August 2021. For projects where no resourcing plan was available prior to 15 August 2021, the resource plan as at the date of project commencement should be used to determine the baseline daily workforce;
- (9) **best practice standards** in relation to a **crib room** means the standards specified in Schedule 1;
- (10) **Border Directions** means the **Victorian Border Crossing Permit Directions (No. 33)** as amended or replaced from time to time;
- (11) **Care Facilities Directions** means the **Care Facilities Directions (No. 46)** as amended or replaced from time to time;
- (12) **care facility** has the same meaning as in the **Care Facilities Directions**;
- (13) **care facility worker** has the same meaning as 'worker' in clause 7(1) of the **Care Facilities Directions**;
- (14) **Chief Veterinary Officer** means the chief veterinary officer of the Department of Jobs, Precincts and Regions;
- (15) **childcare or early childhood education service** means onsite early childhood education and care services or children's services provided under the:
 - (a) **Children's Services Act 1996** including limited hours services, budget based funded services, occasional care services, early childhood intervention services, mobile services and (if applicable) school holiday care programs; or
 - (b) **Education and Care Services National Law Act 2010** and the **Education and Care Services National Regulations 2011** including long day care services, kindergarten/preschool and family day care services, but does not include outside school hours care services;
- (16) **cleaned** has the same meaning as in the **Workplace Directions**;
- (17) **commercial cleaning services** means a business that provides cleaning and sanitisation services to commercial **premises**;
- (18) **commercial passenger vehicle services** has the meaning given in section 4 of the **Commercial Passenger Vehicle Industry Act 2017**;
- (19) **confirmed case** means a **worker** or person diagnosed with **SARS-CoV-2** and includes the period of time prior to the diagnosis during which the **confirmed case** is considered infectious;

Note: the period during which a person is considered infectious is generally considered to be 48 hours prior to the onset of SARS-CoV-2 Symptoms, however, alternative infectious periods may be determined at the discretion of an officer or nominated representative of the Department (for instance, in high-risk settings or if the confirmed case is asymptomatic).
- (20) **construction site** means a Work Premises at which civil works, building or construction activities take place;
- (21) **COVID Marshal** has the meaning in clauses 7(2A)(b), 7(22)(b), 7(25)(b), 7(31)(a), 7(40)(e) (as the case may be);
- (22) **COVID streaming area** means any patient treatment area nominated by the relevant health service as an area dedicated to treating a confirmed case or confirmed cases, including negative pressure rooms for SARS-CoV-2 patients;
- (23) **COVIDSafe Plan** has the same meaning as in the **Workplace Directions**;
- (24) **COVID-19 Mandatory Vaccination Directions** means the **COVID-19 Mandatory Vaccination Directions (No. 5)** as amended or replaced from time to time;

- (25) **crib room** means an indoor area used for rostered meal and rest breaks;
- (26) **critical and essential infrastructure** means:
- (a) construction or maintenance (including civil works, building or construction activities) of critical and essential infrastructure (whether privately or publicly funded) where the Victorian Government has deemed, and the Chief Health Officer has endorsed, that it is urgently required for the purposes of sustaining human health, safety and wellbeing, on a case by case basis; or
 - (b) activities deemed by the Victorian Government from time to time as **State Critical Infrastructure Projects**; or
 - (c) activities deemed by the Victorian Government from time to time as **Fully Exempt State Critical Infrastructure Projects**; or
 - (d) construction for the purposes of national security or defence;
- (27) **density quotient** has the same meaning as in the **Workplace Directions**;
- (28) **Department** means the Department of Health;
- (29) **Detention Notice** means a notice given to a person requiring the person to be detained for a specified period;
- (30) **Diagnosed Persons and Close Contacts Directions** means the **Diagnosed Persons and Close Contacts Directions (No. 27)** as amended or replaced from time to time;
- (31) **Directions currently in force** has the same meaning as in the **Workplace Directions**;
- (32) **early stage land development sites** means all civil works undertaken on open air, large greenfield sites that are associated with and preparatory to construction of multiple individual residential dwellings or industrial or commercial development on that site (including site remediation and site preparation works, construction of utilities and construction of roads, bridges, stormwater/flood management works and trunk infrastructure);
- (33) **employee** includes a person who is self-employed;
- (34) **employer** means a person who owns, operates or controls a **Work Premises** and includes a person who is self-employed or a sole-trader;
- (35) **excepted person** has the same meaning as in the **COVID-19 Mandatory Vaccination Directions**;
- (36) **face covering** has the same meaning as in the **Workplace Directions**;
- (37) **fully vaccinated** has the same meaning as in the **COVID-19 Mandatory Vaccination Directions**;
- (38) **Fully Exempt State Critical Infrastructure Project** means a project listed in the 'Fully Exempt State Critical Infrastructure Projects List' as amended from time to time by the Victorian Government with the approval of the Chief Health Officer or Deputy Chief Health Officer;
- Note: the Fully Exempt State Critical Infrastructure Projects list is available at www.coronavirus.vic.gov.au/coronavirus-sector-guidance-construction#state-critical-infrastructure-list as amended from time to time by the Victorian Government.*
- (39) **Green Zone Country** has the same meaning as in the **Border Directions**;
- Note: information regarding countries with current, valid (and not temporarily or permanently suspended) safe travel zone agreements with the Commonwealth of Australia is available at: www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/coronavirus-covid-19-travel-and-restrictions/coronavirus-covid-19-advice-for-international-travellers#travel-zones as amended or replaced from time to time by the Victorian Government.*
- (40) **high-risk hospital Work Premises** means any **hospital** ward treating a **confirmed case** or cases of **SARS-CoV-2**;
- (41) **high-risk hospital Work Premises worker** means any **worker** involved in the direct care of patients, and those who interact with a **high-risk hospital Work Premises**;

- (42) **hospital** has the same meaning as in the **Hospital Visitor Directions**;
- (43) **Hospital Visitor Directions** means the **Hospital Visitor Directions (No. 37)** as amended or replaced from time to time;
- (44) **hotel quarantine** means a place (being a hotel or other facility or class of facility), designated by the Attorney-General and published in the Government Gazette, where people are detained in or directed to remain in, or are staying in, quarantine, isolation or emergency accommodation at, for the purpose of eliminating or reducing the serious risk to public health posed by the COVID-19 pandemic;
- (45) **inspector** has the same meaning as in the **OHS Act**;
- (46) **large-scale construction site** means, a construction site if:
- (a) it is for construction of a building where a planning permit has been issued in relation to the site for a building that is greater than three storeys tall (excluding basement level(s)); or
 - (b) the site size is more than 1,500 m² floor size (inclusive of all floors); or
 - (c) it is for construction of a premises that is predominantly for office use, or that is the internal fit-out of a large-format retail **premises**; or
 - (d) it is for construction of a premises that is predominantly for industrial or large format retail use; or
 - (e) it is deemed to be so under subclause 7(44)(b) or (45);
- Note: the project lifecycle commences from the date of on-site mobilisation and ends at handover.*
- (47) **meat processing facility** has the meaning under the PrimeSafe licence category ‘further meat processing facilities’;
- (48) **Metropolitan Melbourne** means the area within the municipal districts under the local government of the municipal councils set out in Schedule 2 of the **Planning and Environment Act 1987**;
- (49) **OHS Act** means the **Occupational Health and Safety Act 2004**;
- (50) **operator** in relation to a construction site has the same meaning as in the **Mandatory Vaccination Directions**;
- (51) **outbreak** means:
- (a) a single **confirmed case** of **SARS-CoV-2** in a resident, staff member or frequent attendee of a residential aged **care facility**; or
 - (b) two or more epidemiologically linked cases outside of a household with symptom onset within 14 days;
- Note: transmission within one household does not constitute an outbreak but will become part of an outbreak response if linked to a high priority setting. In some circumstances, the **Department** may identify other settings that are sensitive and where a single confirmed case will trigger an outbreak response. Relevant parties will be informed if this occurs. Determining whether a person is a frequent or infrequent visitor may be based on frequency of visits, time spent in the setting, and number of contacts within the setting.*
- (52) **ordinary resident of the Restricted Area** has the same meaning as in the **Stay at Home Directions (Restricted Areas)**;
- (53) **partially vaccinated** has the same meaning as in the **COVID-19 Mandatory Vaccination Directions**;
- (54) **perishable food Work Premises** means a **Work Premises** that is predominantly a perishable food facility that is a chilled distribution facility;
- (55) **personal protective equipment** has the same meaning as in the **Occupational Health and Safety Regulations 2017**;
- (56) **PHW Act** means the **Public Health and Wellbeing Act 2008**;

- (57) **port** means the port of Melbourne, the port of Geelong, the port of Portland, the port of Hastings and any other port declared under section 6 of the **Port Management Act 1995** in relation to which port lands or port waters or both port lands and port waters have been declared under section 5 of the **Port Management Act 1995**;
- (58) **port of entry** means a **port** or **airport**;
- (59) **port of entry worker** has the meaning in clause 7(20);
- (60) **poultry processing facility** has the meaning under the PrimeSafe licence category ‘poultry meat processing facilities’;
- (61) **premises** has the same meaning as in the **PHW Act**;
- (62) **reasonably practicable** is to have its ordinary and common sense meaning;
- (63) **representative** in relation to the **operator** of a construction site means the site manager, the duty holder or a registered builder;
- (64) **Restricted Area** has the same meaning as in the Area Directions;
- (65) **revoked Workplace (Additional Industry Obligations) Direction** means any of the **Workplace (Additional Industry Obligations) Directions**;
- (66) **SARS-CoV-2 Symptoms** has the same meaning as in the **Workplace Directions**;
- (67) **school** means a registered school as defined in the **Education and Training Reform Act 2006**;
- (68) **seafood processing facility** has the meaning under the PrimeSafe licence category ‘seafood processing facilities’;
- (69) **seasonal horticultural work** means work that is seasonal in nature in the horticulture (ie production of fruit and vegetables) sector of the agriculture industry, including the picking, packing and harvesting of seasonal produce, but does not include:
- (a) the production of nuts, wine grapes and olives; or
 - (b) storage and distribution activities that occur post production;
- (70) **seasonal Work Premises** means a farm or workplace where **seasonal horticultural work** is undertaken;
- (71) **seasonal worker** means a **worker** temporarily employed or engaged to perform **seasonal horticultural work** at **seasonal Work Premises**;
- (72) **self-isolate** has the same meaning as in the **Diagnosed Persons and Close Contacts Directions**;
- (73) **self-quarantine** has the same meaning as in the **Diagnosed Persons and Close Contacts Directions**;
- (74) **Service Victoria CEO** has the same meaning as in the **Service Victoria Act 2018**;
- (75) **Service Victoria system** means the digital system provided by the **Service Victoria CEO** and other parts of the Victorian Government and includes the Service Victoria app;
- (76) **small-scale construction site** means a construction site other than a large-scale construction site or an early stage land development site;
- (77) **specialist contractor** means:
- (a) asphalters;
 - (b) carpenters;
 - (c) plasterers;
 - (d) carpet layers;
 - (e) sprinkler fitters;
 - (f) solar installers;

- (g) security system installers;
- (h) mobile cranes – operators and dogmen;
- (i) electricians;
- (j) plumbers, including roof plumbers;
- (k) tile layers, including roof tilers;
- (l) concreters;
- (m) gold class riggers;
- (n) steel fixers;
- (o) post tensioners;
- (p) vertical access riggers;
- (q) welders;
- (r) precast installers;
- (s) caulkers;
- (t) floor layers;
- (u) window and glass installers/glaziers;
- (v) engineers;
- (w) floor installers;
- (x) insulation installers;
- (y) brick layers;
- (z) joiners;
- (aa) painters;
- (bb) appliance installers;
- (cc) water proofers;
- (dd) cladding installers;
- (ee) termite specialists;
- (ff) mechanics who install and repair plant;
- (gg) landscape architects;
- (hh) renderers;
- (ii) cabinet installers;
- (jj) shower screen/mirror installers;
- (kk) earthworks and drainage specialists;
- (ll) flora and fauna specialists;
- (mm) garage door installers;
- (nn) gas contractors;
- (oo) geotechnical specialists;
- (pp) heritage and cultural heritage specialists;
- (qq) retaining wall specialists;
- (rr) sewer contractors;
- (ss) telecommunications installers;
- (tt) traffic engineers;

- (78) **State Critical Infrastructure Projects** means projects listed in the ‘State Critical Infrastructure Projects List’ for Regional Victoria and the Restricted Area as amended from time to time by the Victorian Government with the approval of the Chief Health Officer or Deputy Chief Health Officer;
Note: the State Critical Infrastructure Projects List is available at www.coronavirus.vic.gov.au/coronavirus-sector-guidance-construction#state-critical-infrastructure-list as amended from time to time by the Victorian Government.
- (79) **Stay at Home Directions (Restricted Areas)** means the **Stay at Home Directions (Restricted Areas) (No. 25)** as amended or replaced from time to time;
- (80) **Stay Safe Directions (Regional Victoria)** means the **Stay Safe Directions (Regional Victoria) (No. 11)** as amended or replaced from time to time;
- (81) **supermarket** has the same meaning as ‘supermarket business’ in the **Food Act 1984**, and includes supermarket distribution and warehousing (including in relation to liquor products) but excludes retail facilities;
- (82) **supermarket Work Premises** means the total of all **supermarket** distribution facilities;
- (83) **Surveillance Testing Industry List and Requirements** means the **Department** document that lists the industries (as amended from time to time on the advice of the Chief Health Officer) that are required to carry out surveillance testing on their **workers**, and also sets out the surveillance testing requirements for those listed industries;
Note: the Surveillance Testing Industry List and Requirements are available at www.dhhs.vic.gov.au/surveillance-testing-industry-list-covid-19 as amended from time to time by the Victorian Government.
- (84) **temporary resident of the Restricted Area** has the same meaning as in the **Stay at Home Directions (Restricted Areas)**;
- (85) **vaccination information** means information about a person’s vaccination status and includes information that is derived from a record of information that was made under, or in accordance with, the **Australian Immunisation Register Act 2015** of the Commonwealth;
Note: vaccination information may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register.
- (86) **vehicle** has the same meaning as in the **PHW Act**;
Note: under the PHW Act, vehicle includes any means of transport, whether used on land, sea or in the air.
- (87) **Workplace Directions** means the **Workplace Directions (No. 51)** as amended or replaced from time to time;
- (88) **Work Premises** means the **premises** of an **employer** in which work is undertaken, including any **vehicle** whilst being used for work purposes, and including a **seasonal Work Premises**;
*Note: a Work Premises does not include an **employee**’s ordinary place of residence.*
- (89) **worker** includes **employees**, labour hire, subcontractors (and their employees), volunteers and any other person engaged or permitted by an **employer** to perform work.

10 Penalties

- (1) Section 210 of the PHW Act provides:

False or misleading information

- (1) A person must not –
-
- (a) give information that is false or misleading in a material particular; or
-
- (b) make a statement that is false or misleading in a material particular; or
-
- (c) produce a document that is false or misleading in a material particular –
-
- to the Secretary, a Council, the Chief Health Officer or an authorised officer
-
- under this Act or the regulations without indicating the respect in which it is
-
- false or misleading and, if practicable, providing correct information.

Penalty: In the case of a natural person, 60 penalty units;
 In the case of a body corporate, 300 penalty units.

- (2) A person must not make an entry in a document required to be kept by this Act
-
- or the regulations that is false or misleading.

Penalty: In the case of a natural person, 60 penalty units;
 In the case of a body corporate, 300 penalty units.

- (3) In a proceeding for an offence against subsection (1) or (2) it is a defence to the
-
- charge for the accused to prove that at the time at which the offence is alleged
-
- to have been committed, the accused believed on reasonable grounds that the
-
- information, statement or document was true or was not misleading.

- (2) Section 203 of the PHW Act provides:

Compliance with direction or other requirement

- (1) A person must not refuse or fail to comply with a direction given to the person,
-
- or a requirement made of the person, in the exercise of a power under an
-
- authorisation given under section 199.

Penalty: In the case of a natural person, 120 penalty units;
 In the case of a body corporate, 600 penalty units.

- (2) A person is not guilty of an offence against subsection (1) if the person had
-
- a reasonable excuse for refusing or failing to comply with the direction or
-
- requirement.

- (3) A person who fails to comply with these directions is liable for an on-the-spot fine of:

- (a) in the case of a natural person:
-
- (i) aged 18 years or older – 10 penalty units;
-
- (ii) aged 15 years or older but under the age of 18 years – 4 penalty units;
-
- (iii) aged under 15 years – 1 penalty unit; or
-
- (b) in the case of a body corporate – 60 penalty units.

*Note: section 209 of the PHW Act provides for infringement notices to be served on any person who has
 refused or failed to comply with a direction given to the person, or a requirement made of the person, in the
 exercise of a power under an authorisation given under section 199. The amount payable pursuant to the
 infringement notice varies depending on the nature of the failure or refusal.*

- (4) Additionally, a person who fails to comply with these directions may in certain
-
- circumstances be liable to prosecution under the PHW Act for the maximum penalties
-
- outlined in subclause (2).

Dated 1 October 2021

PROFESSOR BENJAMIN COWIE
 Acting Chief Health Officer,
 as authorised to exercise emergency powers
 under section 199(2)(a) of the PHW Act

SCHEDULE 1 – BEST PRACTICE STANDARDS

- (1) Wherever possible, workers should have meal or other breaks outside, while maintaining physical distancing from others.
 - (2) Adequate air movement (**ventilation**) with fresh air is necessary. Crib rooms should include increase natural ventilation which can be achieved by:
 - (a) opening doors and windows allowing fresh air from outside. This should especially be on opposing walls, to allow air to flow through the space; and
 - (b) allowing natural ventilation from open wall faces, doors and windows.
 - (3) If this cannot be achieved or is not possible, the use of fans and exhaust ducts out through windows and exhaust fans should be used to direct and assist with increasing air flow.
 - (4) Where mechanical ventilation is installed, commissioned and active, the employer must consider whether specific adjustment in the Heating Ventilation Air Conditioning management plan is required to achieve air replacement in targeted areas.
 - (5) In the space of a designated tea or meal room, the rate of air changes per hour must be 5-6. This means the entire air volume should be replaced every 10-12 minutes.
 - (6) If this is not possible, appropriate placement and use of fans is required where the movement of air is directed to the open space. The employer must consult with engineering services or an occupational hygienist regarding the appropriate placement and use of fans in this context.
-

Public Health and Wellbeing Act 2008

Section 200

DIRECTIONS FROM ACTING CHIEF HEALTH OFFICER IN ACCORDANCE WITH EMERGENCY POWERS ARISING FROM DECLARED STATE OF EMERGENCY**COVID-19 Mandatory Vaccination Directions (No. 5)**

I, Professor Benjamin Cowie, Acting Chief Health Officer, consider it reasonably necessary to protect public health to give the following directions pursuant to section 200(1)(d) of the **Public Health and Wellbeing Act 2008** (Vic.) (**PHW Act**):

PART 1 – PRELIMINARY**1 Preamble**

- (1) The purpose of these directions is to impose obligations upon operators of **specified facilities** in relation to the vaccination of **workers**, in order to limit the spread of severe acute respiratory syndrome coronavirus 2 (**SARS-CoV-2**) within the population in these settings.
- (2) Previous versions of these directions imposed obligations on operators of:
 - (a) **residential aged care facilities**; and
 - (b) **construction sites**.
- (3) These directions continue to impose those obligations, and extend them to to **operators** of:
 - (a) **healthcare facilities**; and
 - (b) **education facilities**.
- (4) Key definitions are contained in clause 8.
- (5) Facility-specific definitions are contained in clause 9.
- (6) Other definitions are contained in clause 10.
- (7) These directions must be read together with the **Directions currently in force**.

2 Citation

These directions may be referred to as the **COVID-19 Mandatory Vaccination Directions (No. 5)**.

3 Commencement and revocation

- (1) These directions commence at 11:59:00 pm on 1 October 2021 and end at 11:59:00 pm on 21 October 2021.
- (2) The **COVID-19 Mandatory Vaccination Directions (No. 4)** are revoked at 11:59:00 pm on 1 October 2021.

PART 2 – OPERATOR OBLIGATIONS**4 Operator must collect, record and hold vaccination information***Vaccination information*

- (1) If a worker is, or may be, scheduled to work at a specified facility on or after the **relevant date**, the operator must collect, record and hold **vaccination information** about the worker.

Booking information – partially vaccinated and unvaccinated workers

- (2) If the operator collects information that a worker is **partially vaccinated**, the operator must also collect, record and hold information about whether that worker has a booking to receive, by the **second dose deadline**, a dose of a **COVID-19 vaccine** that will cause the worker to become **fully vaccinated**.
- (3) If the operator collects information that a worker is **unvaccinated**, the operator must also collect, record and hold information about whether that worker has a booking to receive, by the **first dose deadline**, a dose of a **COVID-19 vaccine** that will cause the worker to become **partially vaccinated**.

Timing

- (4) An operator must comply with the obligations in sub-clauses (1) to (3):
- (a) as soon as reasonably practicable after the commencement of these directions; and
 - (b) in any event, before the relevant date.

Exceptions

- (5) Subclauses (1) to (4) do not apply if the operator already holds vaccination information about a worker who is, or may be, scheduled to work at the specified facility on or after the relevant date.
- (6) Subclause (2) does not apply if there is no second dose deadline for the specified facility in Schedule 1.

5 Operator must take reasonable steps to prevent entry of unvaccinated workers*Prevention of entry to premises*

- (1) An operator of a specified facility must take all reasonable steps to ensure that, on or after the relevant date, a worker who is unvaccinated does not enter, or remain on, the premises of a specified facility for the purposes of working at the facility.
- (2) For the purposes of subclause (1), if an operator does not hold vaccination information about a worker, the operator must treat the worker as if the worker is unvaccinated.

Exception – booking by first dose deadline

- (3) Despite subclause (1), an operator of a specified facility may, between the relevant date and the first dose deadline, permit a worker who:
- (a) is unvaccinated; and
 - (b) has a booking to receive, by the first dose deadline, a dose of COVID-19 vaccine that will cause the worker to become partially vaccinated;
- to enter, and remain on, the premises of the facility for the purposes of working at the facility.
- (4) If an operator of a healthcare facility permits a worker to enter, and remain on, the premises of the facility under sub-clause (3), the operator must take reasonable steps to ensure that the worker wears, at all times while on the premises of the facility, **PPE** that includes at a minimum, a surgical mask and face shield;
- (5) If an operator of an education facility permits a worker who is carrying out assessments of an oral or performance examination as part of the 2021 Victorian Certificate of Education, International Baccalaureate or the Victorian Certificate of Applied Learning, the operator must take reasonable steps to ensure that the worker wears, at all times while on the premises of the education facility, PPE that includes a surgical mask.

Authorisation to use vaccination information

- (6) For the purposes of complying with this clause, an operator is authorised to use any information about a worker that it holds under clause 4.

Disclosure to employer or contractor

- (7) If the operator is obliged to comply with subclause (1) in relation to a worker and the operator is not:
- (a) the employer of the worker; or
 - (b) the person who engaged the worker to work at the facility;
- the operator is authorised to disclose to the employer or person who engaged the worker that the operator is obliged to comply with subclause (1) in relation to the worker.

Notification to current and potential workers

- (8) An operator of specified facility must, as soon as reasonably practicable after the commencement of these directions, inform each worker who is, or may be, scheduled to work at the facility on or after the relevant date, including each worker that an operator will or may hire after the relevant date, that:
- (a) clause 4 obliges the operator to collect, record and hold vaccination information about the worker before the relevant date;
 - (b) subclause (1) obliges the operator to take all reasonable steps to ensure that, on or after the relevant date, a worker who is unvaccinated does not enter, or remain on, the premises of a specified facility for the purposes of working at the facility.

6 Exception – exceptional circumstances

- (1) An operator of a specified facility is not required to comply with clauses 4 and 5 if one or more of the exceptional circumstances specified in subclause (2) applies.

- (2) The exceptional circumstances are:

- (a) a worker is required to perform work or duties at the facility that is or are necessary to provide for urgent specialist clinical or medical care due to an **emergency situation** or a **critical unforeseen circumstance**; or
- (b) a worker is required to fill a vacancy to provide urgent care, to maintain quality of care and/or continue essential operations at the facility due to an emergency situation or a critical unforeseen circumstance; or

Example 1: a work premises has a large number of workers furloughed due to exposure at a Tier 1 site.

Example 2: a medical practitioner is required to attend the premises on short notice due to an emergency situation.

- (c) a worker is required to attend the facility to respond to an emergency at the facility; or
- (d) a worker is required to perform urgent and essential work at the facility to protect the health and safety of workers or members of the public, or to protect assets and infrastructure.

Example 1: securing a crane due to impending high winds.

Example 2: works required at a construction site in order to make the construction site safe for continued operation.

- (3) If a circumstance specified in subclause (2)(b), (c) or (d) applies, the operator must take all reasonable steps to ensure that the worker remains upon the premises of the facility only for the period of time necessary to respond to the exceptional circumstance.

Additional obligation

- (4) If the circumstances specified:

- (a) in subclause (2) apply in relation to a residential aged care facility or a healthcare facility; or
- (b) in subclause (2)(b) apply in relation to an education facility; or
- (c) in subclause (2)(c) and (d) apply in relation to a construction site,

the relevant operator must take all reasonable steps to ensure that the worker wears, at all times while on the premises of the facility, PPE that includes, at a minimum, a surgical mask and face shield.

7 Disclosure to Authorised Officers

- (1) An Authorised Officer may request an operator to produce to the Authorised Officer any vaccination information held by the operator under clause 4.

- (2) If an Authorised Officer makes a request to a person under subclause 1(1), the person must comply with the request.

Note: Authorised officers may also be authorised to exercise the public health risk power in section 190(1) (d) of the PHW Act to require the provision of any information needed to investigate, eliminate or reduce the risk to public health.

PART 3 – DEFINITIONS

8 Key definitions

Vaccination status

- (1) A person's **vaccination status** is one of the following:
- (a) **fully vaccinated**; or
 - (b) **partially vaccinated**; or
 - (c) **unvaccinated**; or
 - (d) **excepted person**.
- (2) A person is **fully vaccinated** if the person has received two doses of a COVID-19 vaccine.
- (3) A person is **partially vaccinated** if the person has received one dose of a COVID-19 vaccine and is not an **excepted person**.
- (4) A person is **unvaccinated** if the person has not received a dose of a COVID-19 vaccine and is not an **excepted person**.
- (5) A person is an **excepted person** if the person has obtained certification from a **medical practitioner** that the person is unable, due to a **medical contraindication** to receive a dose, or a further dose, of a COVID-19 vaccine.

Vaccination information

- (6) For the purposes of these directions, **vaccination information** is information about a person's vaccination status and includes information that is derived from a record of information that was made under, or in accordance with, the **Australian Immunisation Register Act 2015** of the Commonwealth.

Note: Vaccination information may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register.

Schedule 1 definitions

- (7) For the purposes of these directions:
- (a) **first dose deadline** in relation to a **specified facility** means the date identified in Column 4 of Schedule 1 for that facility;
 - (b) **operator** in relation to a **specified facility** means a person identified in Column 2 of Schedule 1 for that facility;
 - (c) **relevant date** in relation to a **specified facility** means the date specified in Column 6 of Schedule 1 for that facility;
 - (d) **second dose deadline** in relation to a **specified facility** means the date identified in Column 5 of Schedule 1 for that facility;
 - (e) **specified facility** means a facility identified in Column 1 of Schedule 1;
 - (f) **worker** in relation to a **specified facility** means a person identified in Column 3 of Schedule 1 for that facility.

9 Facility-specific definitions

Residential aged care facilities

- (1) For the purposes of these directions:
- (a) **approved provider** has the same meaning as in the **Aged Care Quality and Safety Commission Act 2018** of the Commonwealth;

- (b) **residential aged care facility** means the premises at which accommodation and personal care or nursing care or both are provided to a person in respect of whom a **residential care subsidy** or a **flexible care subsidy** is payable under the **Aged Care Act 1997** of the Commonwealth;
- (c) **residential aged care facility worker** means a person (including a volunteer) that is:
- (i) employed, or engaged as a contractor, by an **operator** that operates a **residential aged care facility** to perform work at the residential aged care facility including:
 - (A) direct care workforce including nurses, personal care workers, allied health professionals, and allied health assistants;
 - (B) administration staff including reception and management staff;
 - (C) ancillary staff including food preparation, cleaning, laundry, gardening and general maintenance staff;
 - (D) dental practitioners;
 - (E) phlebotomists (pathology nurses);
 - (F) lifestyle and social staff, such as those delivering music or art therapy;
 - (G) transport drivers who are responsible for collecting and transporting residents to and from the residential aged care facility for outings;
 - (H) volunteers engaged by the residential aged care facility to undertake duties at the facility;
 - (I) students on placement;
 - (J) **medical practitioners** and allied health professions who attend the residential aged care facility to provide care to residents of the facility; and
 - (ii) a medical practitioner, dental practitioner or allied health professional who is employed or engaged by a resident of a residential aged care facility to provide care to the resident
- (d) **residential care subsidy** has the same meaning as in the **Aged Care Act 1997** of the Commonwealth; **vehicle** has the same meaning as in the **PHW Act**.

Construction sites

- (2) For the purposes of these directions:
- (a) **construction site** means a premises at which civil works, building or construction activities are taking place (the primary premises) and includes:
 - (i) premises that are nearby to the primary premises at which work relating to the operation of the primary premises is undertaken (secondary premises);
 - (ii) any vehicle used to carry out work at the primary premises or secondary premises.

Example: a site office for a construction site that is located in an office building close to the construction site.
 - (b) **principal contractor** means the owner of a **construction site** unless the owner:
 - (i) appoints a principal contractor for the construction work performed for or on behalf of the owner; and

- (ii) authorises the principal contractor to manage or control the **construction site** to the extent necessary to discharge the duties imposed on a principal contractor under the **Occupational Health and Safety Regulations 2017**.

Healthcare facilities

- (3) For the purposes of these directions:
 - (a) **healthcare facility** means each of the following facilities:
 - (i) hospitals, including outpatient settings and in reach services;
 - (ii) ambulance and patient transport services,
 - (iii) community health centres and services including mental health, child and maternity, and drug and alcohol counselling services;
 - (iv) general practices;
 - (v) COVID-19 related healthcare sites, including testing sites, vaccination centres and hotel quarantine premises;
 - (vi) dental surgeries and practices;
 - (vii) day procedure centres;
 - (viii) health clinics, including medical specialist and allied health professional operated clinics;
 - (ix) pharmacies;
 - (x) diagnostic and medical imaging centres;
 - (xi) mobile health services;
 - (xii) blood donation services;
 - (xiii) educational settings where healthcare students undertake placement, registration or internships;
 - (xiv) health services within government agencies, including the Victorian Department of Justice and Community Services – Victorian Institute of Forensic Medicine; and
 - (xv) any retail and other business operating within a healthcare setting, including cafes, newsagents and florists.
 - (b) **healthcare operator** means a person who owns, controls or operates a **healthcare facility** whether public, private or denominational; and
 - (c) **healthcare worker** means a person who is employed or engaged as a contractor by a **healthcare operator** to perform at a **healthcare facility** any of the following:
 - (i) healthcare services including:
 - (A) **medical practitioners**, dental professionals, nurses and midwives;
 - (B) allied health professionals (including those that work within a discipline classified by the Victorian Department of Health as allied health, or are registered with the *Australian Health Practitioner Regulation Agency*,
 - (C) personal care attendants;
 - (D) phlebotomists and pathology workers;
 - (E) coroners;
 - (F) lifestyle and social therapists;
 - (G) formal language and interpretation services;
 - (H) students; and
 - (I) volunteers; and

- (ii) administrative or ancillary roles, including
 - (A) an administrative, clerical and managerial worker, and each of their assistants delegates;
 - (B) food preparation, cleaning and laundry services;
 - (C) patient service assistants and porters;
 - (D) operating theatre technicians;
 - (E) security, maintenance and repair and information technology, gardening and landscaping;
- (iii) ambulance and patient transport services; and
- (iv) work at a retail business operating within a healthcare facility, including cafes, restaurants, newsagents and florists.

Note: where the healthcare worker is self-employed, the person is considered to be their own employer and a healthcare operator for the purpose of complying with these Directions. For example, if care is being provided by a healthcare worker in someone's home, the operator is the healthcare worker who attends the home.

Education facilities

- (4) For the purposes of these directions:
- (a) **childcare or early childhood service** means onsite early childhood education and care services or children's services provided under the:
 - (i) **Education and Care Services National Law** and the **Education and Care Services National Regulations**, including long day care services, kindergartens and/or preschool and family daycare services, but not including outside **school** hours care services; and
 - (ii) **Children's Services Act 1996**, including limited hours services, budget based funded services, occasional care services, early childhood intervention services, mobile services and (if applicable) school holiday care programs;
 - (b) **education facility** means:
 - (i) a **childcare or early childhood service**, and includes outside school hours care services;
 - (ii) a **school** means a registered school as defined in the **Education and Training Reform Act 2006**; and
 - (iii) **school boarding premises**;
 - (c) **education operator** means a person who owns, controls or operates an **education facility**, whether public, private or denominational;
 - (d) **education worker** means:
 - (i) any person who is employed by an **education operator** to work in an **education facility** (including teachers, early childhood educators and educational support staff);
 - (ii) a person contracted to work at an **education facility** and who will or may be in close proximity to children, students or staff, whether or not engaged by the **education operator** including casual relief teachers, Breakfast Club suppliers, IT personnel, NDIS providers and auditors, but does not include delivery personnel or contractors);
 - (iii) staff of the Department of Education and Training who attend an **education facility** (such as allied health personnel or Authorised Officers);
 - (iv) staff of any other entity who attends an **education facility**;

- (v) volunteers that attend an **education facility** and that work in close proximity to children, students or staff (including parent helpers); and
- (vi) students on placements at an **education facility**;
- (e) **school** means a registered school as defined in the **Education and Training Reform Act 2006**; and
- (f) **school boarding premises** means a registered school boarding premises, as defined in the **Education and Training Reform Act 2006**.

10 Other definitions

For the purposes of these directions:

- (1) **Authorised Officer** has the same meaning as in the **PHW Act**;
- (2) **COVID-19 vaccine** means a vaccine to protect a person against SARS-CoV-2 that:
 - (a) has been registered or provisionally registered by the Therapeutic Goods Administration; or
 - (b) has been approved by a comparable overseas regulator, as determined by the Therapeutic Goods Administration under regulation 16DA(3) of the **Therapeutic Goods Regulation 1990** of the Commonwealth;
- (3) **critical unforeseen circumstance** means a circumstance that the operator of a work premises could not reasonably have foreseen nor planned for which results in a critical need for staff;
- (4) **Directions currently in force** has the same meaning as in the **Workplace Directions** as amended or replaced from time to time;
- (5) **emergency situation** means a situation where it is reasonably apparent to the operator of a specified facility that medical treatment is necessary, as a matter of urgency to:
 - (a) save a person's life; or
 - (b) prevent serious damage to a person's health; or
 - (c) prevent a person from suffering or continuing to suffer significant pain or distress;
- (6) **medical contraindication** means one of the following contraindications to the administration of a **COVID-19 vaccine**:
 - (a) anaphylaxis after a previous dose;
 - (b) anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol;
 - (c) in relation to AstraZeneca:
 - (i) history of capillary leak syndrome; or
 - (ii) thrombosis with thrombocytopenia occurring after a previous dose;
 - (d) in relation to Comirnaty or Spikevax:
 - (i) myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax; or
 - (e) the occurrence of any other serious adverse event that has
 - (i) been attributed to a previous dose of a **COVID-19 vaccine** by an experienced immunisation provider or medical specialist (and not attributed to any another identifiable cause); and
 - (ii) been reported to State adverse event programs and/or the Therapeutic Goods Administration;
- (7) **medical practitioner** means:
 - (a) a general practice registrar on an approved 3GA training placement; or
 - (b) a public health physician; or

- (c) a general physician; or
 - (d) an infectious disease physician; or
 - (e) a clinical immunologist; or
 - (f) a gynaecologist; or
 - (g) an obstetrician; or
 - (h) a general practitioner who is vocationally registered; or
 - (i) a general practitioner who is a fellow of the Royal Australian College of General Practitioners (RACGP); or
 - (j) a general practitioner who is a fellow of the Australian College of Rural and Remote Medicine (ACRRM);
- (8) **PHW Act** means the **Public Health and Wellbeing Act 2008**;
- (9) **PPE** means personal protective equipment;
- (10) **premises** has the same meaning as in the **PHW Act** but does not include a worker's ordinary place of residence;

11 Penalties

- (1) Section 203 of the PHW Act provides:

Compliance with direction or other requirement

- (1) A person must not refuse or fail to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199.

Penalty: In the case of a natural person, 120 penalty units;
In the case of a body corporate, 600 penalty units.

- (2) A person is not guilty of an offence against subsection (1) if the person had a reasonable excuse for refusing or failing to comply with the direction or requirement.

Note: section 209 of the PHW Act provides for infringement notices to be served on any person who has refused or failed to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199. The amount payable pursuant to the infringement notice varies depending on the nature of the failure or refusal.

- (2) Section 210 of the PHW Act provides:

False or misleading information

- (1) A person must not –
- (a) give information that is false or misleading in a material particular; or
 - (b) make a statement that is false or misleading in a material particular; or
 - (c) produce a document that is false or misleading in a material particular –
- to the Secretary, a Council, the Chief Health Officer or an authorised officer under this Act or the regulations without indicating the respect in which it is false or misleading and, if practicable, providing correct information.

Penalty: In the case of a natural person, 60 penalty units;
In the case of a body corporate, 300 penalty units.

- (2) A person must not make an entry in a document required to be kept by this Act or the regulations that is false or misleading.

Penalty: In the case of a natural person, 60 penalty units;
In the case of a body corporate, 300 penalty units.

- (3) In a proceeding for an offence against subsection (1) or (2) it is a defence to the charge for the accused to prove that at the time at which the offence is alleged to have been committed, the accused believed on reasonable grounds that the information, statement or document was true or was not misleading.

Dated 1 October 2021

PROFESSOR BENJAMIN COWIE
Acting Chief Health Officer,
as authorised to exercise emergency powers
under section 199(2)(a) of the PHW Act.

SCHEDULE 1 – SPECIFIED FACILITIES

Specified facility (Column 1)	Operator (Column 2)	Worker (Column 3)	First dose deadline (Column 4)	Second dose deadline (Column 5)	Relevant date (Column 6)	Facility-specific definitions
residential aged care facility	an approved provider with responsibility for that residential aged care facility	a residential aged care facility worker	1 October 2021	15 November 2021	30 September 2021	Clause 9(1)
construction site	the principal contractor for that construction site	any person (including a volunteer) performing work at a construction site, including: (a) an employee of the operator; and (b) any contractor engaged by the operator or by a third-party.	2 October 2021	13 November 2021	30 September 2021	Clause 9(2)
healthcare facility	a healthcare operator	a healthcare worker	29 October 2021	15 December 2021	15 October 2021	Clause 9(3)
education facility	education operator	education worker	25 October 2021	29 November 2021	18 October 2021	Clause 9(4)

Public Health and Wellbeing Act 2008

Section 200

DIRECTIONS FROM ACTING CHIEF HEALTH OFFICER IN ACCORDANCE WITH EMERGENCY POWERS ARISING FROM DECLARED STATE OF EMERGENCY**COVID-19 Vaccinated Activities Directions (No. 2)**

I, Professor Benjamin Cowie, Acting Chief Health Officer, consider it reasonably necessary to protect public health to give the following directions pursuant to section 200(1)(d) of the **Public Health and Wellbeing Act 2008** (Vic.) (**PHW Act**):

PART 1 – PRELIMINARY**1 Preamble**

- (1) The purpose of these directions is to impose certain mandatory vaccination requirements in order for specific businesses to provide goods or services to the public to limit the spread of severe acute respiratory syndrome coronavirus 2 (**SARS-CoV-2**) within the population in these settings.
- (2) These directions must be read together with the **Directions currently in force**.

2 Citation

These directions may be referred to as the **COVID-19 Vaccinated Activities Directions (No. 2)**.

3 Commencement and revocation

- (1) These directions commence at 11:59:00 pm on 1 October 2021 and end at 11:59:00 pm on 21 October 2021.
- (2) The **COVID-19 Vaccinated Activities Directions** are revoked at 11:59:00 pm on 1 October 2021.

4 Application of these directions

- (1) With the exception of clause 6(2) these directions apply to **specified businesses** in the **Restricted Area**, namely:
 - (a) outdoor **personal training**.
- (2) Clause 6(2) applies to enable **Service Victoria** to conduct testing and related work required for the development and improvement of the **Service Victoria system**.

PART 2 – BUSINESS OPERATOR OBLIGATIONS**5 Requirement to collect, record, hold and sight vaccination information**

- (1) If an **operator** in the **Restricted Area** after the **relevant date** will or intends to provide the goods or services of the specified business to a group of **patrons** in excess of the **patron limit**, the operator must collect, record and hold **vaccination information** of each patron and **worker**.
- (2) An operator must not, and must ensure that its workers do not, provide the relevant goods and services in the **Restricted Area** to patrons in excess of the patron limit unless it complies with the requirements specified in subclause (3).
- (3) An operator in the **Restricted Area** may provide the relevant goods or services of the specified business to patrons in excess of the patron limit, but to no more than the **vaccinated patron limit**, only if:
 - (a) its workers are **fully vaccinated** or **excepted persons**; and
 - (b) the operator first sights vaccination information collected in accordance with subclause (1) to show that each patron, is either:
 - (i) fully vaccinated; or
 - (ii) an excepted person.

- (4) For the purposes of sub-clause (3) if an operator does not hold vaccination information about a worker or a patron, the operator must treat that person as if they are **unvaccinated**.
- (5) An operator must treat a patron younger than 12 years of age as a fully vaccinated person, and may provide services to that patron without complying with subclause (3)(b).

PART 3 – USE OF VACCINATION INFORMATION

6 Authorisation for request, collection and storage and use of information

- (1) For the purposes of complying with clause 5 the operator is authorised by this provision:
 - (a) to request, collect, store and use information that is derived from a record of information that was made under, or in accordance with, the **AIR Act**; and
 - (b) to use information it holds under clause 5.
- (2) The **Service Victoria CEO** is authorised:
 - (a) to request, collect, store and use information that is derived from a record of information that was made under, or in accordance with, the **AIR Act**; and
 - (b) deliver a **digital vaccination certificate** and related information through the Service Victoria system using information collected or requested under 6(2)(a);
 - (c) collect, store, use and disclose a hashed unique identifier for the Service Victoria app installation, and the first name, middle name, last name, date of birth, and date of validity from a digital vaccination certificate, each time a digital vaccination certificate is transferred from the **Commonwealth System** to the Service Victoria system; and
 - (d) handle information as necessary to conduct reporting, evaluation and analysis for the purposes of COVID-19 outbreak management collected or requested under 6(2)(a).

7 Disclosure to Authorised Officers

- (1) An **Authorised Officer** may request an operator or its workers to produce to the Authorised Officer any vaccination information held by the operator under clause 5.
- (2) If an Authorised Officer makes a request to a person under sub-clause (1), the person must comply with the request.

Note: Authorised Officers may also be authorised to exercise the public health risk power in section 190(1) (d) of the PHW Act to require the provision of any information needed to investigate, eliminate or reduce the risk to public health.

PART 4 – DEFINITIONS

8 Definitions

For the purposes of these directions:

- (1) **AIR Act** means *Australian Immunisation Register Act 2015* (Cth);
- (2) **Area Directions** means the **Area Directions (No. 23)** as amended from time to time;
- (3) **Authorised Officer** has the same meaning as in the **PHW Act**;
- (4) **Commonwealth** means the Commonwealth Government of Australia;
- (5) **Commonwealth System** means the digital system provided by the Commonwealth;
- (6) **COVID-19 vaccine** means a vaccine to protect a person against SARS-CoV-2 that:
 - (a) has been registered or provisionally registered by the Therapeutic Goods Administration; or
 - (b) has been approved by a comparable overseas regulator, as determined by the Therapeutic Goods Administration under regulation 16DA(3) of the **Therapeutic Goods Regulation 1990** of the Commonwealth;

- (7) **digital vaccination certificate** means a digital certificate generated by the **Commonwealth system** of a person's **vaccination status**;
- (8) **Directions currently in force** has the same meaning as in the **Workplace Directions**;
- (9) **excepted person** means a person:
- (a) who is under 12 years of age; or
 - (b) that has obtained certification from a **medical practitioner** that the person is unable, due to a **medical contraindication**, to receive a dose, or a further dose, of a **COVID-19 vaccine**;
- (10) **fully vaccinated** in relation to a person means a person who has received two doses of a **COVID-19 vaccine**;
- (11) **medical contraindication** means the following contraindications to the administration of a **COVID-19 vaccine**:
- (a) anaphylaxis after a previous dose;
 - (b) anaphylaxis to any component of the vaccine, including polysorbate or polyethylene glycol;
 - (c) in relation to AstraZeneca:
 - (i) history of capillary leak syndrome; or
 - (ii) thrombosis with thrombocytopenia occurring after a previous dose;
 - (d) in relation to Comirnaty or Spikevax:
 - (i) myocarditis or pericarditis attributed to a previous dose of either Comirnaty or Spikevax; or
 - (e) any other serious adverse event attributed to a previous dose of a **COVID-19 vaccine** (and without another cause identified) that has been reported to state adverse programs and/or the Therapeutic Goods Administration, and has been determined following review by, and/or on the opinion of, an experienced immunisation provider or medical specialist taking into account whether repeat vaccine doses would be associated with a risk of recurrence of the serious adverse event;
- (12) **medical practitioner** means:
- (a) a general practice registrar on an approved 3GA training placement; or
 - (b) a public health physician; or
 - (c) a general physician; or
 - (d) an infectious disease physician; or
 - (e) a clinical immunologist; or
 - (f) a gynaecologist; or
 - (g) an obstetrician; or
 - (h) a general practitioner who is vocationally registered; or
 - (i) a general practitioner who is a fellow of the Royal Australian College of General Practitioners (RACGP); or
 - (j) a general practitioner who is a fellow of the Australian College of Rural and Remote Medicine (ACRRM);
- (13) **operator** in relation to a **specified business** means a person identified in Column 2 of Schedule 1 for that business;
- (14) **partially vaccinated** in relation to a person means the person has received one dose of a **COVID-19 vaccine** and is not an **excepted person**;
- (15) **patron** means a member of the public to whom goods or services are provided by a **specified business**;

- (16) **patron limit** in relation to a **specified business** means the maximum number of patrons as specified in Column 4 of Schedule 1;
- (17) **personal trainer** means a person who is, or a body corporate that provides the services of, an exercise professional who provides individually tailored client assessments, program development, instruction and demonstration, supervised exercise sessions and client reviews and who operates a business that holds an Australian Business Number or Australian Company Number registered with the Australian Securities and Investments Commission;
- (18) **personal training** means a service provided by a **personal trainer** or the **worker** of a personal trainer;
- (19) **PHW Act** means the **Public Health and Wellbeing Act 2008**;
- (20) **relevant date** in relation to a **specified business** means the date specified in Column 6 for that business;
- (21) **Restricted Area** has the same meaning as in the **Area Directions**;
- (22) **Service Victoria** has the same meaning as in the **Service Victoria Act 2018**;
- (23) **Service Victoria CEO** has the same meaning as in the **Service Victoria Act 2018**;
- (24) **Service Victoria system** means the digital system provided by the **Service Victoria CEO** and other parts of the Victorian Government and includes the Service Victoria app;
- (25) **specified business** means a business identified in Column 1 of Schedule 1;
- (26) **unvaccinated** in relation to a person means a person who has not received a dose of a **COVID-19 vaccine** and is not an **excepted person**;
- (27) **vaccinated patron limit** in relation to a **specified business** means the maximum number of patrons as specified in Column 5 of Schedule 1;
- (28) **vaccination information** means information about a person's **vaccination status** and includes information that is derived from a record of information that was made under, or in accordance with, the AIR Act;
- Note: vaccination information may be recorded in a variety of documents, such as a letter from a medical practitioner, a certificate of immunisation or an immunisation history statement obtained from the Australian Immunisation Register.*
- (29) **vaccination status** means one of the following in relation to a person:
- (a) **fully vaccinated**; or
 - (b) **partially vaccinated**; or
 - (c) **unvaccinated**; or
 - (d) **excepted person**;
- (30) **worker** in relation to a **specified business** means a person identified in Column 3 of Schedule 1 for that business.

9 Penalties

(1) Section 210 of the PHW Act provides:

False or misleading information

(a) A person must not –

- (i) give information that is false or misleading in a material particular; or
 - (ii) make a statement that is false or misleading in a material particular; or
 - (iii) produce a document that is false or misleading in a material particular –
- to the Secretary, a Council, the Chief Health Officer or an authorised officer under this Act or the regulations without indicating the respect in which it is false or misleading and, if practicable, providing correct information.

Penalty: In the case of a natural person, 60 penalty units;
In the case of a body corporate, 300 penalty units.

(b) A person must not make an entry in a document required to be kept by this Act or the regulations that is false or misleading.

Penalty: In the case of a natural person, 60 penalty units;
In the case of a body corporate, 300 penalty units.

(c) In a proceeding for an offence against subsection (1) or (2) it is a defence to the charge for the accused to prove that at the time at which the offence is alleged to have been committed, the accused believed on reasonable grounds that the information, statement or document was true or was not misleading.

(2) Section 203 of the PHW Act provides:

Compliance with direction or other requirement

(a) A person must not refuse or fail to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199.

Penalty: In the case of a natural person, 120 penalty units;
In the case of a body corporate, 600 penalty units.

(b) A person is not guilty of an offence against subsection (1) if the person had a reasonable excuse for refusing or failing to comply with the direction or requirement.

Note: section 209 of the PHW Act provides for infringement notices to be served on any person who has refused or failed to comply with a direction given to the person, or a requirement made of the person, in the exercise of a power under an authorisation given under section 199. The amount payable pursuant to the infringement notice varies depending on the nature of the failure or refusal.

Dated 1 October 2021

PROFESSOR BENJAMIN COWIE
Acting Chief Health Officer,
as authorised to exercise emergency powers
under section 199(2)(a) of the PHW Act

SCHEDULE 1 – SPECIFIED BUSINESSES

Specified Business (Column 1)	Operator (Column 2)	Worker (Column 3)	Patron limit (Column 4)	Vaccinated patron limit (Column 5)	Relevant date (Column 6)
outdoor personal training	personal trainer	any person (including a volunteer) conducting outdoor personal training, including: (a) a self-employed personal trainer; (b) an employee of the operator; and (b) any contractor engaged by the operator.	2 patrons outdoors at one time	5 patrons outdoors at one time that are all either fully vaccinated or excepted persons	29 September 2021

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