Iso refer to 4.3.1 Health & safety risk management procedures

COMMAND: Workforce Safety Command Assessment # One

Reviewed by: Director Brett Carroll Date: 24/03/2020

Operation title

Description

Exposure to COVID-19 - At Risk Group

This risk assessment is correct as at 24.03.20 and is based on statistical data and is to be reviewed inline with any changes in the statistical data.

In late 2019, the Coronavirus (COVID-19) was identified as a viral infection in Asia and by March 2020, it was classified as a global pandemic. As the number of confirmed cases of infection increase, all NSWPF workers must continue to maintain awareness and hygiene vigilance. This risk assessment provides an overview of infection control measures for NSWPF workers performing policing duties to minimise the risk of exposure to COVID-19.

- Casual contact: A casual contact is someone who has been face to face for less than 15 minutes or been in the same closed space for less than 2 hours, as a person who has tested positive for the novel Coronavirus when that person was infectious.
- Close contact: A close contact is someone who has been face to face for at least 15 minutes or been in the same closed space for at least 2 hours and / or had physical contact with someone who has tested positive for the novel Coronavirus when that person was infectious.
- This risk assessment applies to all NSWPF workers deemed 'At Risk Group', i.e., those with: heart disease, respiratory disease, diabetes, immunosuppression or who are over the age of 70.
- A further risk assessment, 'Exposure to COVID-19' has been created for all other workers.

Location of activity State-wide.

Risk assessment team		Consultation		
Name Position title		Name	Position title	
Barry Cash	A/Insp Manager Safety and Prevention	Dr William Kirby	Chief Police Medical Officer	
	Sgt – Risk Management Officer			

Scott Murphy S/C – Health and Safety Officer						
Peter Yiakoumis	S/C – Safety Project Of	ficer				
Allison Joller	Health & Safety Coordi	nator				
Nicholas Bell	Health & Safety Coordi	nator				
Highest level of residual risk: ☐ EXTREME × HIGH ☐ MEDIUM ☐ LOW ☐ VERY LOW Consultation & Commander's declaration						
Commander: As the commander, I have been made aware of the safety risk(s) contained in this document. I accept the level of residual risk(s) and the way these risks are being controlled.		Name	Signature	Date		
				/03/2020		

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or 	C5 x L2 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) 	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services.			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.b	Close contact with the general public in public places (Areas used by the public)	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Trough: Surfaces Surfaces	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines 	C5 x L3 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note — use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive — COVID-19 (Details to be confirmed) 	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
2.a	Casual contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 Maximise physical distance and or use of physical barriers Alternative communication options NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces 	C5 x L2 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) 	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	fit and remove a P2 (poster) > SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019- nCov) > NSWPF internal/external support services.			
2.b	Close contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Topplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. 	C5 x L3 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) 	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.a	Casual contact with the general public in private premises ➤ COVID-19 quarantine compliance check	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 	C5 x L2 HIGH	Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties 	objects or surfaces Oroplet exchange (Saliva/mucus)	provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others. NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster)		basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover WHS Briefs (in place from 1/4/20)	

		Associated risks	Known / Existing risk controls	with existing controls C x L=R	Additional risk controls required	with additional controls C x L = R
		Psychological injury	 SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.b	Close contact with the general public in private premises COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands 	C5 x L3	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover 	C5 x L3

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 	HIGH	WHS Briefs (in place from 1/4/20)	HIGH
4.a	Casual contact with the general public - vehicles ➤ Vehicle stops ○ RBT ○ RDT	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 	C5 x L2 HIGH	Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Vehicle/person searches Traffic offence 	o Droplet exchange (Saliva/mucus)	provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster)		basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
4.b	Close contact with the general public - vehicles Vehicle stops RBT RDT Vehicle/person searches Traffic offence Arrest/detention	Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands 		 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 	C5 x L3 HIGH		C5 x L3 HIGH
5.a	Casual contact with the general public using public transport	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 		Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		objects or surfaces Droplet exchange (Saliva/mucus)	provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster)	C5 x L2 HIGH	basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
5.b	Close contact with the general public using public transport	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, 	C5 x L3 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) 	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
6.a	Casual interaction while working with colleagues ➤ Working in close proximity: ○ Car crew ○ Station duties	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 		Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	Office environment Common areas	objects or surfaces o Droplet exchange (Saliva/mucus)	provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster)	C5 x L2 HIGH	basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
6.b	Close interaction while working with colleagues Vorking in close proximity: Car crew Station duties Office environment Common areas	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Adhere to social distancing advice at all times Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or 	C5 x L3 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed) 	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services.			

Document distribution:

- Original form to be kept on-site in the audit evidence folder for 5 years
 Maintain a copy with the task documents
 Keep records in accordance with Part 1: The General Retention and Disposal Authority (GA28) 14.0.0 Occupational Health And Safety (GA28)

Risk rating matrix (The risk table adopted from the Search Warrant Risk Assessment Tool)

,	NSW POLICE FORCE RISK MATRIX						
	OUTA		СО	NSEQUEN	CE		
	A STATE OF THE STA	C1	C2	C3	C4	C5	
L N	ISW Police Force	Insignificant	Minor	Moderate	Major	Severe	
	L5	MEDIUM	MEDIUM	HIGH	EXTREME	EXTREME	
	Almost Certain						
	L4	LOW	MEDIUM	HIGH	нісн	EXTREME	
8	Likely						
LIKELIHOOD	L3	LOW	LOW	MEDIUM	нісн	HIGH	
	Possible						
	L2	VERY LOW	LOW	LOW	MEDIUM	HIGH	
	Unlikely						
	L1	VERY LOW	VERY LOW	LOW	LOW	MEDIUM	
	Rare	VERT LOW	VERT LOW	LOW	LOW	MEDIOM	
	Risk Matrix based on AS/NZS ISO 31000:2009						

Likelihood (Probability)

L1	L2	L3	L4	L5
Rare	Unlikely	Possible	Likely	Almost Certain
< 2%	2% - 30%	30% - 70%	70% - 95%	95% - 100%
The event is	The event is not	The event might	There is a strong	Expected to occur
highly unlikely to	expected to occur	occur during an	possibility that the	in most
occur, although it	although there is a	operational task	event will occur on	circumstances
may occur in	slight possibility		most occasions	
exceptional	that it may occur			
circumstances				

Consequence

C1 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries	Minor injuries	Injuries requiring	Serious injuries	Death of one or
NOT	requiring only first	medical treatment	requiring	
APPLICABLE	aid treatment	at a hospital	hospitalisation	more persons

Risk escalation process

The four levels of risks are detailed in the table below. If you believe you have exhausted your options for managing a particular level of risk, then you must escalate it to the person responsible for resolution.

Risk Ranking	Action Required
EXTREME	Existing risks: Use all risk control options to manage the hazard/risk or stop the activity. An Assistant Commissioner / Equivalent or above may provide an exemption to continue the activity. Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval. (Any exigent operational circumstances, where newly identified risks are encountered will still rely on a tactical field risk assessment. However, this risk activity will require appropriate approval if it is to become an accepted procedure)
HIGH	This level of risk is considered borderline unacceptable and must be given immediate priority. Investigate and apply additional risk control options and assess their 'reasonable practicability' before proceeding with the activity. If extra control measures are not viable, then a review must be undertaken by a Superintendent or equivalent to accept the risk.
MEDIUM	Risk is generally regarded as being tolerable but should be further mitigated if a net benefit in doing so can be demonstrated and / or there is an additional control measure which is recognised as 'best practice' in other relevant law enforcement jurisdictions.
LOW	The level of risk is acceptable but should be monitored continuously.
VERY LOW	No action required at present, however review the risk as determined by the schedule (see 4.3.1 Health and safety risk management procedures.

Approval & revision	on history	
Document title	Health & safety risk assessment form	
Document ID	4.3.3	
Version	2.0	
Document owner	Workforce Safety	
Approved by	Commander, Human Resources	
Date	March 2015	
Review date March 2017		
Revision history	V1.0 – Original document	
	V2.0 - Inserted new risk matrix	
	Modified the risk recording form (deleted reference to the 5 categories of risk)	
	Deleted reference to ALARP	
	Modified the risk escalation process	
By whom	Workforce Safety	
Availability	Unclassified	

Iso refer to 4.3.1 Health & safety risk management procedures

COMMAND: Workforce Safety Command Assessment # One

Reviewed by: Director Brett Carroll Date: 24/03/2020

Operation title

Description

Exposure to COVID-19.

This risk assessment is correct as at 24.03.20 and is based on statistical data and is to be reviewed inline with any changes in the statistical data.

In late 2019, the Coronavirus (COVID-19) was identified as a viral infection in Asia and by March 2020, it was classified as a global pandemic. As the number of confirmed cases of infection increase, all NSWPF workers must continue to maintain awareness and hygiene vigilance. This risk assessment provides an overview of infection control measures for NSWPF workers performing policing duties to minimise the risk of exposure to COVID-19.

- Casual contact: A casual contact is someone who has been face to face for less than 15 minutes or been in the same closed space for less than 2 hours, as a person who has tested positive for the novel Coronavirus when that person was infectious.
- Close contact: A close contact is someone who has been face to face for at least 15 minutes or been in the same closed space for at least 2 hours and / or had physical contact with someone who has tested positive for the novel Coronavirus when that person was infectious.
- This risk assessment applies to all NSWPF workers with the exception of workers who fall into the category of 'At Risk Group', i.e., those with: heart disease, respiratory disease, diabetes, immunosuppression or who are over the age of 70.
- A further risk assessment, 'At Risk Group Exposure to COVID-19' has been created.

Location of activity State-wide.

Risk assessment team		Consultation		
Name Position title		Name	Position title	
Barry Cash	arry Cash A/Insp Manager Safety and Prevention I		Chief Police Medical Officer	
	Sgt – Risk Management Officer			

Scott Murphy	S/C – Health and Safety	Officer								
Peter Yiakoumis	S/C – Safety Project Off	icer								
Allison Joller	Health & Safety Coordin	ator								
Nicholas Bell	Health & Safety Coordin	ator								
Highest level of residual risk: □	Highest level of residual risk: □ EXTREME □ HIGH × MEDIUM □ LOW □ VERY LOW									
Consultation & Commander's dec	laration									
Commander: As the commander, I have been made aware of the safety risk(s) contained in this document. I accept the level of residual risk(s) and the way these risks are being controlled.		Name		Signature		Date				
						/03/2020				

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or 	C4 x L1 LOW	All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed)	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services.			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.b	Close contact with the general public in public places (Areas used by the public)	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Toroplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines 	C4 x L2 MEDIUM	➢ All NSWPF workers must complete Commissioners Online Directive − COVID-19 (Details to be confirmed)	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
2.a	Casual contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	➤ Transmission of COVID-19 through:	 Maximise physical distance and or use of physical barriers Alternative communication options NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces 	C4 x L1 LOW	 All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed) 	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	fit and remove a P2 (poster) SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services.			
2.b	Close contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Toroplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands 	C4 x L2 MEDIUM	All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.a	Casual contact with the general public on private premises ➤ COVID-19 quarantine compliance check	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 	C4 x L1 LOW	 All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed) 	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties 	objects or surfaces o Droplet exchange (Saliva/mucus)	provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster)		 Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover WHS Briefs (in place from 1/4/20) 	

3.b Close contact with the general public on private premises COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties SMS - 2.4.8 Fact Sheet – Novel Coronavirus (2019-nCov) NSWPF internal/external support services. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DECEASE (Saliva/mucus) DEFTAC training Covidence of tissues immediately after use and wash your hands SMS - 2.4.8 Fact Sheet – Novel Coronavirus (2019-nCov) NSWPF internal/external support services. NSWPF internal/external support service	No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
general public on private premises COVID-19 through: COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties COVID-19 through: COVID-19 through: COVID-19 through: COVID-19 through: COVID-19 through: Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Coronavirus (COVID-19) Hotel Forward Command Post WHS Briefs (in place from 1/4/20) Notice of the command of the coordination Post WHS Information P				control fact sheet - How to fit and remove a P2 (poster) > SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) > NSWPF internal/external support services.			
or apply hand sanitiser. ➤ Avoid touching your face, nose and mouth and C4 x L2	3.b	general public on private premises COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation	COVID-19 through: o Touching contaminated persons, objects or surfaces o Droplet exchange	Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser. Avoid touching your face,	C4 × 1 2	complete Commissioners Online Directive – COVID- 19 (<i>Details to be confirmed</i>) Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover WHS Briefs (in place from	C4 x L2

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 	MEDIUM		MEDIUM
4.a	Casual contact with the general public - vehicles ➤ Vehicle stops ○ RBT ○ RDT	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 	C4 x L1 LOW	 All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed) 	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Vehicle/person searches Traffic offence 	o Droplet exchange (Saliva/mucus)	provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster)			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
4.b	Close contact with the general public - vehicles Vehicle stops RBT RDT Vehicle/person searches Traffic offence Arrest/detention	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Topolet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands 		All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 	C4 x L2 MEDIUM		C4 x L2 MEDIUM
5.a	Casual contact with the general public using public transport	 Transmission of COVID-19 through: Touching contaminated persons, 	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 		 All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		objects or surfaces Droplet exchange (Saliva/mucus)	provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster)	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
5.b	Close contact with the general public using public transport	> Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and 	C4 x L2 MEDIUM	All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
6.a	Casual contact while working with colleagues ➤ Working in close proximity: ○ Car crew ○ Station duties	 Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, 		 All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Office environment Common areas 	objects or surfaces o Droplet exchange (Saliva/mucus)	provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser. Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser. Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster)	C4 x L1 LOW		C4 x L1 LOW

Hazards	Associated risks	Known / Existing risk controls	with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
Close contact while working with colleagues > Working in close proximity:	 Psychological injury Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus) 	 SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) - Advice, support, provision of PPE and coordination Adhere to social distancing advice at all times Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcohol-based hand sanitiser Cover your nose and mouth with a tissue or bent 	C4 x L2 MEDIUM	➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (Details to be confirmed)	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services.			

Document distribution:

- Original form to be kept on-site in the audit evidence folder for 5 years
 Maintain a copy with the task documents
 Keep records in accordance with Part 1: The General Retention and Disposal Authority (GA28) 14.0.0 Occupational Health And Safety (GA28)

Risk rating matrix (The risk table adopted from the Search Warrant Risk Assessment Tool)

	NSW POLICE FORCE RISK MATRIX					
	OUTA COUTA		СО	NSEQUEN	CE	
	POLINITATION	C1 Insignificant	C2 Minor	C3	C4 Major	C5 Severe
N	ISW Police Force	morgimiount	IIIIIOI	modorato	major	001010
	L5 Almost Certain	MEDIUM	MEDIUM	нівн	EXTREME	EXTREME
go	L4 Likely	LOW	MEDIUM	HIGH	нівн	EXTREME
LIKELIHOOD	L3 Possible	Low	LOW	MEDIUM	нісн	нівн
LIK	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	нівн
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM
	0	Risk M	latrix based on AS/NZS I	ISO 31000:2009		

Likelihood (Probability)

L1	L2	L3	L4	L5
Rare	Unlikely	Possible	Likely	Almost Certain
< 2%	2% - 30%	30% - 70%	70% - 95%	95% - 100%
The event is	The event is not	The event might	There is a strong	Expected to occur
highly unlikely to	expected to occur	occur during an	possibility that the	in most
occur, although it	although there is a	operational task	event will occur on	circumstances
may occur in	slight possibility		most occasions	
exceptional	that it may occur			
circumstances				

Consequence

C1 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries	Minor injuries	Injuries requiring	Serious injuries	Death of one or
NOT APPLICABLE	requiring only first aid treatment	medical treatment at a hospital	requiring hospitalisation	more persons

Risk escalation process

The four levels of risks are detailed in the table below. If you believe you have exhausted your options for managing a particular level of risk, then you must escalate it to the person responsible for resolution.

Risk Ranking	Action Required
EXTREME	Existing risks: Use all risk control options to manage the hazard/risk or stop the activity. An Assistant Commissioner / Equivalent or above may provide an exemption to continue the activity. Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval. (Any exigent operational circumstances, where newly identified risks are encountered will still rely on a tactical field risk assessment. However, this risk activity will require appropriate approval if it is to become an accepted procedure)
HIGH	This level of risk is considered borderline unacceptable and must be given immediate priority. Investigate and apply additional risk control options and assess their 'reasonable practicability' before proceeding with the activity. If extra control measures are not viable, then a review must be undertaken by a Superintendent or equivalent to accept the risk.
MEDIUM	Risk is generally regarded as being tolerable but should be further mitigated if a net benefit in doing so can be demonstrated and / or there is an additional control measure which is recognised as 'best practice' in other relevant law enforcement jurisdictions.
LOW	The level of risk is acceptable but should be monitored continuously.
VERY LOW	No action required at present, however review the risk as determined by the schedule (see 4.3.1 Health and safety risk management procedures.

Approval & revision	on history
Document title	Health & safety risk assessment form
Document ID	4.3.3
Version	2.0
Document owner	Workforce Safety
Approved by	Commander, Human Resources
Date	March 2015
Review date	March 2017
Revision history	V1.0 – Original document
	V2.0 - Inserted new risk matrix
	Modified the risk recording form (deleted reference to the 5 categories of risk)
	Deleted reference to ALARP
	Modified the risk escalation process
By whom	Workforce Safety
Availability	Unclassified

lso refer to 4.3.1 Health & safety risk management procedures

COMMAND: Workforce Safety Command

Reviewed by: Director Brett Carroll

Date: 23/04/2020

O Operation title

Exposure to COVID-19 - At Risk Group

This risk assessment is correct as at 23.04.20 and is based on statistical data and is to be reviewed inline with any changes in the statistical data.

In late 2019, the Coronavirus (COVID-19) was identified as a viral infection in Asia and by March 2020, it was classified as a global pandemic. As the number of confirmed cases of infection increase, all NSWPF workers must continue to maintain awareness and hygiene vigilance. This risk assessment provides an overview of infection control measures for NSWPF workers performing policing duties to minimise the risk of exposure to COVID-19.

- Casual contact: is defined as contact in any setting with a confirmed or probable case, for less than 15 minutes face-to-face contact, or sharing a closed space for less than 2 hours.
- Close contact: is defined as requiring face-to-face contact in any setting with a confirmed or probable case, for greater than 15 minutes cumulative over the course of a week, in the period extending from 48 hours before onset of symptoms in the confirmed or probable case, or Sharing of a closed space with a confirmed or probable case for a prolonged period (e.g. more than 2 hours in one sitting) in the period extending from 48 hours before onset of symptoms in the confirmed or probable case.
- This risk assessment applies to all NSWPF workers deemed 'At Risk Group', i.e., those with: heart disease, respiratory disease, diabetes, immunosuppression, those who are over the age of 70 (over 65 for people who have pre-existing medical conditions or over 50 for Aboriginal and Torres Strait Islander people who have pre-existing medical conditions), or pregnant women.

https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/advice-for-people-at-risk-of-coronavirus-covid-19)

https://ranzcog.edu.au/statements-guidelines/covid-19-statement/information-for-pregnant-women

- A further risk assessment, 'Exposure to COVID-19' has been created for all other workers.

Description

Location of activity	State-wi	ide.					
Risk assessment team				Consultation			
Name		Position title		Name		Position title	
Barry Cash		A/Insp Manager Safety a	and Prevention	Dr William Kirby		Chief Police Medical (Officer
		Sgt – Risk Management	Officer				
Scott Murphy		S/C – Health and Safety	Officer				
Peter Yiakoumis		S/C – Safety Project Offi	cer				
Allison Joller		Health & Safety Coordinate	ator				
Nicholas Bell		Health & Safety Coordinate	ator				
Highest level of residual	risk: □ l	EXTREME × HIGH		□ LOW □ VERY	LOW		
Consultation & Comman	der's dec	laration					
Commander: As the commander, I have been made aware of the safety risk(s) contained in this document. I accept the level of residual risk(s) and the way these risks are being controlled.		Name		Signature		Date	
						28/04/2020	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required 	C5 x L2 HIGH	➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note — use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
1.b	Close contact with the general public in public places (Areas used by the public)	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination 		➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 	C5 x L3 HIGH		C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	fit and remove a P2 (poster) SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services.			
2.a	Casual contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Toroplet exchange (Saliva/mucus)	 Maximise physical distance and or use of physical barriers All NSWPF workers must complete Commissioners Online Directive – COVID-19 Alternative communication options NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser 	C5 x L2 HIGH	➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 			
		Psychological injury	fit and remove a P2 (poster)			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		> Transmission of	 SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services. 		No. 11 and COOMED 40 At Bird	
2.b	Close contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	COVID-19 through: Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser 	C5 x L3 HIGH	▶ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.a	Casual contact with the general public in private premises	Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 	C5 x L2 HIGH	 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – 	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties 	Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus)	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others. NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines 		use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover WHS Briefs (in place from 1/4/20)	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.b	Close contact with the general public in private premises COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training 		 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)." Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	Hotel returned traveller quarantine / isolation duties	➤ Psychological injury	 Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 	C5 x L3 HIGH	Hotel Forward Command Post Shift changeover WHS Briefs (in place from 1/4/20)	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			fit and remove a P2 (poster) > SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019- nCov) > NSWPF internal/external support services.			
4.a	Casual contact with the general public - vehicles ➤ Vehicle stops ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Touching contaminated persons, objects or surfaces Surfaces Surfaces Surfaces Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser 	C5 x L2 HIGH	➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note — use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			O A L = IX
4.b	Close contact with the general public - vehicles > Vehicle stops	Transmission ofCOVID-19 through:Touchingcontaminated	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 		 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – 	

No	. Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	o RBT o RDT o Vehicle/person searches o Traffic offence o Arrest/detention	persons, objects or surfaces O Droplet exchange (Saliva/mucus)	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines 	C5 x L3 HIGH	use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		> Psychological injury	 SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
5.a	Casual contact with the general public using public transport	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training 	C5 x L2 HIGH	➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls Clean hands regularly with	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and			
			shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection			
			disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand			
		Psychological injury	control fact sheet - Hand hygiene (poster) > SMS - 2.4.5 Infection control fact sheet - How to			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			fit and remove a P2 (poster) SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services.			
5.b	Close contact with the general public using public transport	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser 	C5 x L3 HIGH	➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note — use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 	O'A L-II		
6.a	Casual interaction while working with colleagues	Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 		 Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Working in close proximity: Car crew Station duties Office environment Common areas 	Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus)	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required 	C5 x L2 HIGH	use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
6.b	Close interaction while working with colleagues > Working in close proximity:	 Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus) 	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination 		➤ Use of COVID-19 At-Risk Assessment Tool for High Risk Employees (Note – use of the tool may result in further controls being applied on a case-by-case basis which may further reduce the "Risk rating with additional controls)."	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Adhere to social distancing advice at all times Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) 	C5 x L3 HIGH		C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			

Document distribution:

- 1) Original form to be kept on-site in the audit evidence folder for 5 years
- 2) Maintain a copy with the task documents
- 3) Keep records in accordance with Part 1: The General Retention and Disposal Authority (GA28) 14.0.0 Occupational Health And Safety (GA28)

Risk rating matrix (The risk table adopted from the Search Warrant Risk Assessment Tool)

	NSW POLICE FORCE RISK MATRIX								
			CONSEQUENCE						
		C1	C2	C3	C4	C5			
	NSW Police Force	Insignificant	Minor	Moderate	Major	Severe			
	L5	MEDIUM	MEDIUM	нісн	EXTREME	EXTREME			
	Almost Certain	INEDION	III E DI OIII	mon	EXTREME	LATREME			
	L4	LOW	MEDIUM	нісн	нісн	EXTREME			
	Likely	2011	III E BIOIII			EXTREME			
LIKELIHOOD	L3	LOW	LOW	MEDIUM	нісн	нісн			
EL	Possible	2011	Lon	III E DI OIII					
Z Y	L2	VERY LOW	LOW	LOW	MEDIUM	нідн			
10-36	Unlikely	VERT LOW	Low	LOW	MEDION	IIIGII			
	L1	VERY LOW	VERY LOW	LOW	LOW	MEDIUM			
	Rare	VERT LOW	VERT LOW	LOW	LOW	MEDION			
30		Risk N	latrix based on AS/NZS	ISO 31000:2009					

Likelihood (Probability)

L1	L2	L3	L4	L5
Rare	Unlikely	Possible	Likely	Almost Certain
< 2%	2% - 30%	30% - 70%	70% - 95%	95% - 100%
The event is	The event is not	The event might	There is a strong	Expected to occur
highly unlikely to	expected to occur	occur during an	possibility that the	in most
occur, although it	although there is a	operational task	event will occur on	circumstances
may occur in	slight possibility		most occasions	
exceptional	that it may occur			
circumstances				

Consequence

C1 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries NOT	Minor injuries requiring only first	Injuries requiring medical treatment	Serious injuries requiring	Death of one or
APPLICABLE	aid treatment	at a hospital	hospitalisation	more persons

Risk escalation process

The four levels of risks are detailed in the table below. If you believe you have exhausted your options for managing a particular level of risk, then you must escalate it to the person responsible for resolution.

Risk Ranking	Action Required
EXTREME	Existing risks: Use all risk control options to manage the hazard/risk or stop the activity. An Assistant Commissioner / Equivalent or above may provide an exemption to continue the activity. Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval. (Any exigent operational circumstances, where newly identified risks are encountered will still rely on a tactical field risk assessment. However, this risk activity will require appropriate approval if it is to become an accepted procedure)
HIGH	This level of risk is considered borderline unacceptable and must be given immediate priority. Investigate and apply additional risk control options and assess their 'reasonable practicability' before proceeding with the activity. If extra control measures are not viable, then a review must be undertaken by a Superintendent or equivalent to accept the risk.
MEDIUM	Risk is generally regarded as being tolerable but should be further mitigated if a net benefit in doing so can be demonstrated and / or there is an additional control measure which is recognised as 'best practice' in other relevant law enforcement jurisdictions.
LOW	The level of risk is acceptable but should be monitored continuously.
VERY LOW	No action required at present, however review the risk as determined by the schedule (see 4.3.1 Health and safety risk management procedures.

Approval & revision	Approval & revision history						
Document title	Health & safety risk assessment form						
Document ID	4.3.3						
Version	2.0						
Document owner	Workforce Safety						
Approved by	Commander, Human Resources						
Date	March 2015						
Review date	March 2017						
Revision history	V1.0 – Original document						
	V2.0 - Inserted new risk matrix						
	Modified the risk recording form (deleted reference to the 5 categories of risk)						
	Deleted reference to ALARP						
	Modified the risk escalation process						
By whom	Workforce Safety						
Availability	Unclassified						

COM	MAND:	Workforce Safe	oty Command		Assessment #	Two]
COIVI	MAND.	Workloide Said	ety Command		Assessment #	IWO	J
Revie	ewed by:	Director Brett (Carroll	Date:	23/04/2020		
ဂ္ဂ	Operation	n title	Exposure to COVID-19.				
Context	This risk	assessment is	correct as at 24.03.20 and is based on stati	istical data and is	o be reviewed inline with	any changes in the statistical	data.
Descripti		on	In late 2019, the Coronavirus (COVID-19) was the number of confirmed cases of infect. This risk assessment provides an overview of exposure to COVID-19. - Casual contact: is defined as contact contact, or sharing a closed space of the contact contact is defined as requiring minutes cumulative over the course or probable case, or Sharing of a clin one sitting) in the period extending in one sitting in the period extending the contact is defined as requiring minutes cumulative over the course or probable case, or Sharing of a clin one sitting) in the period extending the contact is defined as requiring minutes cumulative over the course or probable case, or Sharing of a clin one sitting) in the period extending in one sitting in the period extending people who have pre-existing medical conditions), or presenting medical conditions), or presenting medical conditions, or presenting medical conditions.	ion increase, all NS of infection control of infection control of in any setting w for less than 2 hou ong face-to-face con of a week, in the p osed space with a ong from 48 hours w fratory disease, dia cal conditions or o ong ant women alth-alerts/novel-co	WPF workers must continue measures for NSWPF workers for NSWPF workers. Intact in any setting with a ceriod extending from 48 leaders of symptoms of the exception of workers, immunosuppressiver 50 for Aboriginal and pronavirus-2019-ncov-headers.	the to maintain awareness and hydrocers performing policing duties to the case, for less than 15 minutes a confirmed or probable case, thours before onset of symptomise for a prolonged period (e.g. in the confirmed or probable ters who fall into the category of the confirmed or probable to the category of the categor	giene vigilance. minimise the risk es face-to-face for greater than 18 is in the confirmed more than 2 hours case. of 'At Risk Group', of 70 (over 65 fo
			- A further risk assessment, 'At Risk	Group – Exposure	to COVID-19' has been c	reated.	
	Location	of activity	State-wide.				

Risk assessment team		Consultation				
Name	Position title		Name		Position title	
Barry Cash	A/Insp Manager Safety a	and Prevention	Dr William Kirby		Chief Police Medical (Officer
	Sgt – Risk Management	Officer				
Scott Murphy	S/C – Health and Safety	Officer				
Peter Yiakoumis	S/C – Safety Project Off	icer				
Allison Joller	Health & Safety Coordin	ator				
Nicholas Bell	Health & Safety Coordin	ator				
Highest level of residual risk: □	EXTREME HIGH	× MEDIUM	□ LOW □ VERY	LOW		
Consultation & Commander's de	claration					
Commander: As the commander, I have b		Name		Signature		Date
safety risk(s) contained in this document. I accept the level of residual risk(s) and the way these risks are being controlled.						28/04/2020

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Trouching contaminated persons, objects or surfaces Surfaces Surface	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required 	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
1.b	Close contact with the general public in public places (Areas used by the public)	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	fit and remove a P2 (poster) SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services.			
2.a	Casual contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Toroplet exchange (Saliva/mucus)	 Maximise physical distance and or use of physical barriers All NSWPF workers must complete Commissioners Online Directive – COVID-19 Alternative communication options NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser 	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 			
		Psychological injury	fit and remove a P2 (poster)			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services. 			
2.b	Close contact with general public in police premises Front desk enquiries Interviews Statements General report taking Common areas Custody Arrest/detention	➤ Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser 	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.a	Casual contact with the general public on private premises	Transmission of COVID-19 through:Touching contaminated	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 	C4 x L1 LOW	Hotel Forward Command Post WHS Information	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention Hotel returned traveller quarantine / isolation duties 	persons, objects or surfaces O Droplet exchange (Saliva/mucus)	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines 		Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover WHS Briefs (in place from 1/4/20) **The company of the company of	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
3.b	Close contact with the general public on private premises COVID-19 quarantine compliance check COVID-19 quarantine notification Deceased Search warrants CAD related jobs, i.e, DV, noise complaints, assaults, larceny, BES Arrest/detention	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training 		 Hotel Forward Command Post WHS Information Boards (in place from 1/4/20) Hotel Forward Command Post Shift changeover WHS Briefs (in place from 1/4/20) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	Hotel returned traveller quarantine / isolation duties	➢ Psychological injury	 Clean hands regularly with soap and water or alcohol-based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser. Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			fit and remove a P2 (poster) > SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) > NSWPF internal/external support services.			
4.a	Casual contact with the general public - vehicles ➤ Vehicle stops ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence	Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Topplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser 	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		> Psychological injury	 Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 	O'A L-IX		CALLIN
4.b	Close contact with the general public - vehicles > Vehicle stops	Transmission of COVID-19 through:Touching contaminated	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	o RBT o RDT o Vehicle/person searches o Traffic offence o Arrest/detention	persons, objects or surfaces o Droplet exchange (Saliva/mucus)	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines 	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
5.a	Casual contact with the general public using public transport	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training 	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➢ Psychological injury	 Clean hands regularly with soap and water or alcohol-based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			fit and remove a P2 (poster) SMS – 2.4.8 Fact Sheet – Novel Coronavirus (2019- nCov) NSWPF internal/external support services.			
5.b	Close contact with the general public using public transport	➤ Transmission of COVID-19 through: ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus)	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Police Operations Centre (POC) – Advice, support, provision of PPE and coordination DEFTAC training Clean hands regularly with soap and water or alcohol- based hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser 	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		➤ Psychological injury	 Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
6.a	Casual contact while working with colleagues	Transmission of COVID-19 through:	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Working in close proximity: Car crew Station duties Office environment Common areas 	Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus)	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) Police Operations Centre (POC) – Advice, support, provision of PPE and coordination Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser. Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser. Avoid touching your face, nose and mouth and shaking hands Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required 	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		Psychological injury	 SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services. 			
6.b	Close contact while working with colleagues > Working in close proximity: - Car crew - Station duties - Office environment - Common areas	 Transmission of COVID-19 through: Touching contaminated persons, objects or surfaces Droplet exchange (Saliva/mucus) 	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page All NSWPF workers must complete Commissioners Online Directive – COVID- 19 (Details to be confirmed) Police Operations Centre (POC) – Advice, support, 			

No.	Hazards	Associated risks	Known / Existing risk controls		Additional risk controls required	Risk rating with additional controls C x L = R
			provision of PPE and coordination Adhere to social distancing advice at all times Clean and sanitise affected surfaces DEFTAC training Clean hands regularly with soap and water or alcoholbased hand sanitiser Cover your nose and mouth with a tissue or bent elbow when coughing or sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser Avoid touching your face, nose and mouth and shaking hands. Avoid close contact (where possible) with others NSWPF issued PPE including gloves and masks used as required SMS - 2.4.1 Infection disease prevention guidelines SMS - 2.4.3 Infection control fact sheet -	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		> Psychological injury	Standard precautions for police (poster) SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) SMS - 2.4.5 Infection control fact sheet - How to fit and remove a P2 (poster) SMS - 2.4.8 Fact Sheet - Novel Coronavirus (2019-nCov) NSWPF internal/external support services.			

Document distribution:

- 1) Original form to be kept on-site in the audit evidence folder for 5 years
- Maintain a copy with the task documents
 Keep records in accordance with <u>Part 1: The General Retention and Disposal Authority (GA28)</u> 14.0.0 Occupational Health And Safety (GA28)

Risk rating matrix (The risk table adopted from the Search Warrant Risk Assessment Tool)

NSW POLICE FORCE RISK MATRIX								
	OUTA COUTA		СО	NSEQUEN	CE			
	POLINITATION	C1 Insignificant	C2 Minor	C3	C4 Major	C5 Severe		
N	ISW Police Force	morgimiount	IIIIIOI	modorato	major	001010		
	L5 Almost Certain	MEDIUM	MEDIUM	нівн	EXTREME	EXTREME		
go	L4 Likely	LOW	MEDIUM	HIGH	нівн	EXTREME		
LIKELIHOOD	L3 Possible	Low	LOW	MEDIUM	нівн	нівн		
LIK	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	нівн		
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM		
Risk Matrix based on AS/NZS ISO 31000:2009								

Likelihood (Probability)

L1	L2	L3 L4		L5
Rare	Unlikely	Possible	Likely	Almost Certain
< 2%	2% - 30%	30% - 70%	70% - 95%	95% - 100%
The event is	The event is not	The event might	There is a strong	Expected to occur
highly unlikely to	expected to occur	occur during an	possibility that the	in most
occur, although it	although there is a	operational task	event will occur on	circumstances
may occur in	slight possibility		most occasions	
exceptional	that it may occur			
circumstances				

Consequence

C1 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries	Minor injuries	Injuries requiring	Serious injuries	Death of one or
NOT	requiring only first	, , ,		
APPLICABLE	aid treatment	at a hospital	hospitalisation	more persons

Risk escalation process

The four levels of risks are detailed in the table below. If you believe you have exhausted your options for managing a particular level of risk, then you must escalate it to the person responsible for resolution.

Risk Ranking	Action Required
EXTREME	Existing risks: Use all risk control options to manage the hazard/risk or stop the activity. An Assistant Commissioner / Equivalent or above may provide an exemption to continue the activity. Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval. (Any exigent operational circumstances, where newly identified risks are encountered will still rely on a tactical field risk assessment. However, this risk activity will require appropriate approval if it is to become an accepted procedure)
HIGH	This level of risk is considered borderline unacceptable and must be given immediate priority. Investigate and apply additional risk control options and assess their 'reasonable practicability' before proceeding with the activity. If extra control measures are not viable, then a review must be undertaken by a Superintendent or equivalent to accept the risk.
MEDIUM	Risk is generally regarded as being tolerable but should be further mitigated if a net benefit in doing so can be demonstrated and / or there is an additional control measure which is recognised as 'best practice' in other relevant law enforcement jurisdictions.
LOW	The level of risk is acceptable but should be monitored continuously.
VERY LOW	No action required at present, however review the risk as determined by the schedule (see 4.3.1 Health and safety risk management procedures.

Approval & revision	on history
Document title	Health & safety risk assessment form
Document ID	4.3.3
Version	2.0
Document owner	Workforce Safety
Approved by	Commander, Human Resources
Date	March 2015
Review date	March 2017
Revision history	V1.0 – Original document
	V2.0 - Inserted new risk matrix
	Modified the risk recording form (deleted reference to the 5 categories of risk)
	Deleted reference to ALARP
	Modified the risk escalation process
By whom	Workforce Safety
Availability	Unclassified

Also refer to 4.3.1 Health & safety risk management procedures

COMMAND: Workforce Safety Command Assessment # Three

Reviewed by: A/Director Rebecca Alexander Date: 01/03/2021

Operation title

Exposure to COVID-19 – At Risk Group

In December 2019, the Coronavirus (COVID-19) was identified as a viral infection in China and by March 2020 declared a global pandemic by the World Health Organization (WHO).

In March 2020, in response to the pandemic the Australian Governor-General declared a "human biosecurity emergency" under the Biosecurity Act 2015, given the threat COVID-19 posed to human health on a nationally significant scale and the need to control its entry, emergence, establishment and spread in Australia. Australia implemented measures aimed at slowing the spread of COVID-19 into and within the country, and prepared healthcare services and laboratories for a targeted response. States and Territories have also exercised emergency powers under jurisdictional legislation as required throughout the pandemic to manage the spread of COVID-19 as quickly and flexibly as possible which includes closing domestic borders, mandatory quarantine for returning international travellers and mandating faces masks use in high risk settings.

Description

As part of the New South Wales Government response, the NSW Police Force along with other key agencies including NSW Health and the Australian Defence Force were tasked with additional responsibilities, powers and functions to respond to the pandemic. This risk assessment outlines the control measures implemented by the NSWPF to protect it workers from COVID-19 during the pandemic.

- This risk assessment applies to all NSWPF workers deemed who fall into the category of 'At Risk Group', i.e., those with: heart disease, respiratory disease, diabetes, immunosuppression, those who are over the age of 70 (over 65 for people who have preexisting medical conditions or over 50 for Aboriginal and Torres Strait Islander people who have pre-existing medical conditions), or pregnant women.
- A further risk assessment, 'Exposure to COVID-19' has been created for all other workers.

NOTE: The risk ratings in this assessment are reflective of the controls implemented and current Australian statistical data (situation and case numbers) for the Coronavirus (COVID-19) which is published daily by the <u>Australian Department of Health</u>.

Location of activity	State-wide.					
Risk assessment team			Consultation			
Name	Position title		Name		Position title	
Ellen Kaserman	Manager Safety and Pre	vention (Insp)	Dr William Kirby		Chief Police Medical (Officer
Barry Cash	Manager Safety Educati	on (S/Sgt)				
	A/Manager Safety Opera	ations (S/Sgt)				
Scott Murphy	Health & Safety Officer (S/Cst)				
Peter Yiakoumis	Safety Project Officer (S	/Cst)				
Allison Joller	Health & Safety Coordin	ator				
Nicholas Bell	Health & Safety Coordin	ator				
Nicholas Weller	Health & Safety Coordin	ator				
Hong Liu	Health & Safety Coordin	ator				
Highest level of residual risk	: □ EXTREME □ HIGH	× MEDIUM	□ LOW □ VERY	LOW		
Consultation & Commander's	s declaration					
Commander: As the commander, I have been made aware of the		Name		Signature		Date
safety risk(s) contained in this document. I accept the level of residual risk(s) and the way these risks are being controlled.		Supt David Drive		R	L	23/03/2021

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
1.	Positive COVID-19 case (employee) entering a NSWPF station / workplace: Infected employee attending the workplace e.g. rostered shifts, car crews, office areas, internal face-to-face courses, meetings, use of police gyms / fitness facilities, use of communal equipment.	 ➤ Transmission of COVID-19 through via: Interactions, Droplet exchange (Saliva / mucus) Touching contaminated persons, objects or surfaces. ➤ Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression. 	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Awareness Package. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Secondary Employment Risk Assessment COVID-19 Work Health & Safety FAQ's document. COVID-19 policies, procedures, guidelines and resources: COVID-19 Isolation Decision Tree COVID-19 Testing (NSWPF Workers) COVID-19 Daily Routine fact sheet COVID-19 End of Isolation Matrix (NSWPF Workers) Pre-work temperature and health screening procedures: 	C5 x L1 MEDIUM	 All workers who fall into the category of 'At Risk Group' must be assessed using the COVID-19 At Risk Work Arrangements Risk Assessment Tool and where required additional protective controls implemented. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SONG) for Coronavirus Disease 2019 (COVID-19). Vaccination as it becomes available 	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Pre-Work Screening Flow Chart – Temperature Taken Pre-Work Screening Flow Chart – No Thermometer A66 Infrared Thermometer Guidelines. QR registration code (via Service NSW) for visitors entering stations and workplaces for contract tracing purposes. COVID-19 safe training procedures and resources for internal face-to-face courses: Training Risk Assessment Template Safe Training Standard Operating Procedure Template Training Acknowledgment & Sign-in Register Template COVID-19 safe gyms and fitness room resources: COVID-19 Guidelines for Use of NSWPF Fitness Rooms 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			- COVID-19 Fitness Room Conditions of Entry Cleaning guidelines and resources: - Decontamination of COVID-19 on Axon Products (BWV/CEW) - Safe Work Australia – Cleaning to Prevent the spread of COVID-19 - COVID-19 Vehicle Cleaning Action Plan (FETS) - CSRI Posters – How Long does COVID-91 Last on Surfaces. Cleaning, hygiene and physical distancing workplace signage and resources. Cleaning conducted daily by contracted services at NSWPF stations and workplaces. Service agreements established with Laverty Pathology for preventative COVID-19 testing options for NSWPF employees. COVID-19 Leave and Entitlements fact sheet and			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			FAQ's for infection isolation and testing purposes. COVID-19 At Risk Work Arrangements Risk Assessment Tool. COVID-19 Provision of Accommodation Risk Matrix. NSW Police Force Wellbeing Support Services Peer Support Program Equipt App Your Health First WellCheck Eat Smart Police Psychologist Incident Support Family Support Coordinator Chaplaincy Fitness Passport Dedicated COVID-19 Work Health and Safety email #CORONAVIRUSSAFETY. Regular COVID-19 Safety #NEMESIS messaging.			
2.	Positive COVID-19 case (public / others) entering a NSWPF station / workplace: > Front desk enquiries,	 Transmission of COVID-19 through via: Interactions, 	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Awareness Package. 	C5 x L1 MEDIUM	All workers who fall into the category of 'At Risk Group' must be assessed using the COVID-19 At Risk Work	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Interviews Statements General report taking Common areas Custody Arrest/detention 	- Droplet exchange (Saliva / mucus) - Touching contaminated persons, objects or surfaces. > Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression.	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Work Health & Safety FAQ's document. COVID-19 policies, procedures, guidelines and resources: - COVID-19 PPE Decision Tree - COVID-19 PPE Decision Tree - COVID-19 Managing Confirmed Cases in the Workplace - COVID-19 Custody. Questionnaire Fact Sheet Temperature and health screening procedures. QR registration code (via Service NSW) for visitors entering stations and workplaces for contract tracing purposes. Provision of Personal Protective Equipment (PPE) including gloves, masks, goggles, face shields. 		Arrangements Risk Assessment Tool and where required additional protective controls implemented. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SONG) for Coronavirus Disease 2019 (COVID-19). Vaccination as it becomes available	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 ▶ PPE fitting and removing user instructions and videos. ▶ Cleaning guidelines and resources: Decontamination of COVID-19 on Axon Products (BWV/CEW) Safe Work Australia – Cleaning to Prevent the spread of COVID-19 COVID-19 Vehicle Cleaning Action Plan (FETS) CSRI Posters – How Long does COVID-91 Last on Surfaces. ▶ Hygiene and physical distancing workplace signage: Stop the Spread of Germs Stop the Spread Have You Washed Your Hands? How to Hand Wash How to Hand Rub Keep Your Distance Do Not Crowd Lift Temperature Testing Room Maximum Capacity 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Seat Unavailable Keep Your Community Safe Cleaning conducted daily by contracted services at NSWPF stations and workplaces. Dedicated COVID-19 Work Health and Safety email #CORONAVIRUSSAFETY. Regular COVID-19 Safety #NEMESIS messaging. DEFTAC training. 			
3.	Contact with positive COVID- 19 case/s during general duty or other community facing policing tasks: Private / public premises. Use of public transport, e.g. trains, busses, ferries CAD related jobs, e.g., DV, noise complaints, assaults, larceny, break / enters, mental health, neighbour disputes, check bonified Proactive related jobs, e.g. vehicle stops, RBT, RDT, vehicle / person searches, infringements Arrest / detention	 Transmission of COVID-19 through: Interactions, Droplet exchange (Saliva / mucus) Touching contaminated persons, objects or surfaces. Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression. 	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Awareness Package. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Work Health & Safety FAQ's document. COVID-19 policies, procedures, guidelines and resources: COVID-19 Isolation Decision Tree COVID-19 PPE Decision Tree 	C5 x L1 MEDIUM	 All workers who fall into the category of 'At Risk Group' must be assessed using the COVID-19 At Risk Work Arrangements Risk Assessment Tool and where required additional protective controls implemented. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SONG) 	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	DeceasedSearch warrants		- COVID-19 Testing (NSWPF Workers) - COVID-19 Managing Confirmed Cases in the Workplace - COVID-19 End of Isolation Matrix (NSWPF Workers) - COVID-19 Custody. Questionnaire Fact Sheet - COVID-19 Infection Risk Assessment Checklist - Deceased Persons > Provision of Personal Protective Equipment (PPE) including gloves, masks, goggles, face shields. > PPE user instructions: - Personal Protective Equipment (PPE) Order - SMS 2.4.5 Infection Control Fact Sheet – How to fit and remove a P2 mask - Fitting & Removing Single-Use Gloves - Fitting & Removing Surgical Masks		for Coronavirus Disease 2019 (COVID-19). Vaccination as it becomes available	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Fitting & Removing Face Shields Fitting & Removing Eyewear. Fitting & Removing PPE Training Video COVID-19 Random Breath Testing (RBT and Breath Analysis fact sheet. COVID-19 Daily Routine fact sheet (cleaning). Cleaning, hygiene physical distancing signage and resources workplace signage. Dedicated COVID-19 Work Health and Safety email #CORONAVIRUSSAFETY. Regular COVID-19 Safety #NEMESIS messaging. DEFTAC training. 			
4.	Contact with positive COVID- 19 case/s during Operation Coronavirus or other related tasking at high risk locations: Return traveller quarantine hotels COVID-19 quarantine compliance checks	 Transmission of COVID-19 through: Interactions, Droplet exchange (Saliva / mucus) Touching contaminated persons, objects or surfaces. 	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Awareness Package. Online Operation Coronavirus 2020 Hotel Quarantine package must be completed by NSWPF workers 	C5 x L2 HIGH	All workers who fall into the category of 'At Risk Group' MUST not conduct shifts in high-risk settings (quarantine hotels, international arrivals) without medical clearance and assessed using the COVID-19 At Risk Work Arrangements Risk Assessment Tool.	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
	 Domestic border closures e.g. Operation Victoria Border Closure Special events / functions with large crowds occurring throughout epidemic. International and domestic (high-risk locations) work related travel or prisoner extraditions. Non vaccinated workers. 	 Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression. Non vaccinated worker undertaking duties at COVID-19 high risk locations e.g. quarantine hotels, overseas travel / extraditions. 	conducting hotel quarantine shifts. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Work Health & Safety FAQ's document. COVID-19 policies, procedures, guidelines and resources. Provision of Personal Protective Equipment (PPE) including gloves, masks, goggles, face shields. PPE fitting and removing user instructions and videos. COVID-19 Quarantine Hotel WHS Noticeboards. COVID-19 WHS Information Packs. COVID-19 WHS Briefings. COVID-19 Quarantine Hotel WHS Safety observations and Workplace Inspection forms. Mandatory COVID-19 surveillance (saliva) testing conducted daily for all workers		Where concerns arise over medical clearance provided these should be reviewed by the Chief Police Medical Officer. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SONG) for Coronavirus Disease 2019 (COVID-19). Ongoing review and where required the development of internal policies mandating that workers undertaking duties in COVID-19 high risk locations must be COVID-19 vaccinated. COVID-19 high risk duties (quarantine hotels) prioritised to vaccinated workers and vetted during application processes.	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			deployed / entering quarantine hotels. Additional risk assessments for COVID-19 operations and hazardous areas. COVID-19 safe travel and extradition procedures and resources: COVID-19 Travel / Extradition Process COVID-19 Travel / Extradition Process COVID-19 WHS Travel / Extraditions Guidelines COVID-19 WHS Travel / Extradition Planning Checklist COVID-19 Travel / Extradition Risk Assessment Template COVID-19 Travel / extradition Notification Form WHS Information Pack — Travel & Extraditions COVID-19 Travel / Extraditions COVID-19 Travel / Extradition Log COVID-19 Post Travel / Extradition Log COVID-19 Post Travel / Extradition Panel Review		Note: The prioritisation is subject to sufficient numbers of vaccinated officers. Vaccination of the broader workforce as it becomes available	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 Dedicated COVID-19 Work Health and Safety email #CORONAVIRUSSAFETY. Regular COVID-19 Safety #NEMESIS messaging. DEFTAC training. Development of internal resources (FAQ's, fact sheets) to support and educate vaccination rollouts plans. 			
5.	Working from home or isolating due to COVID-19. Infected workers isolating Workers awaiting test results, Workers required to isolate or working from home due to high-risk health factors.	 Physical injuries from manual handling or poor ergonomics Reduced interactions, support services and increase of uncertainty and fear increasing the occurrence of mental health conditions or episode e.g. nervousness, anxiety, depression, Physical and mental health related health issues when awaiting results and testing positive. hospitalisation, mild / moderate / severe symptoms and illness, 	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Awareness Package. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Work Health & Safety FAQ's document. COVID-19 Leave and Entitlements fact sheet and FAQ's for infection isolation and testing purposes. COVID-19 At Risk Work Arrangements Risk Assessment Tool. COVID-19 Provision of Accommodation Risk Matrix. 	C5 x L1 MEDIUM	 All workers who fall into the category of 'At Risk Group' must be assessed using the COVID-19 At Risk Work Arrangements Risk Assessment Tool and where required additional protective controls implemented. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SONG) for Coronavirus Disease 2019 (COVID-19). 	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
		death, fear, anxiety, depression.	 Working remotely procedures and resources: Wellbeing & Welfare Considerations for Team Working Remotely fact sheet Working Remotely Wellbeing Checklist COVID-19 Flexible Working Options fact sheet Return to the Workplace fact sheet Working From Home Policy & Procedure Working From Home Arrangements Checklist SMS 2.5.1 Workplace Ergonomics Guidelines SMS5.2.2 Workstation Self-Assessment Checklist SMS 2.5.3 Stretches for Office Workers. Health and wellbeing resources: Supporting Our Colleagues during COVID-19 		Vaccination of the broader workforce	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			 World Health Organization (WHO) COVID-19 Coping With Stress Managing Anxiety and Worry about the Coronavirus Black Dog Institute – Tips to Manage Anxiety During Times of uncertainty Black Dog Institute – Reassuring your Children about the Unknown Where did Everyone Go? Dr Justin Coulson Webinars (4 parts) Your Mental Health Information Sheet (4 parts). NSWPF Employee Assistance Program. NSW Police Force Wellbeing Support Services: Peer Support Program Equipt App Your Health First WellCheck Eat Smart Police Psychologist 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
6.	COVID-19 vaccination of	Non vaccinated worker	- Incident Support - Family Support Coordinator - Chaplaincy - Fitness Passport ➤ All COVID-19 vaccines have		Priority of NSWPF internal	
	workers. Non vaccinated workers, Transmission of COVID-19, Adverse events from vaccine	undertaking duties at COVID-19 high risk locations e.g. quarantine hotels, overseas travel / extraditions. Vaccines side effects, including low-grade fever, pain or redness at the injection site, muscle aches, fatigue and headaches.	been tested, assessed and approved for use by the Australia Therapeutic Goods Association (TGA) for safety, quality and effectiveness. Vaccine rollout plan developed by NSW Government and administered by NSW Health as subject matter experts. Ongoing consultation with NSW health for administration of NSWPF workers during key rollout stages e.g., Phase 1a. Workers screened by administering health provider prior to vaccination and monitored post vaccine for any adverse events from immunisation (conducted external not by NSWPF). Development of internal resources (FAQ's, fact sheets)	C5 x L1 MEDIUM	vaccination rollout to workers undertaking duties in COVID-19 high risk locations e.g. quarantine hotels, overseas travel / extraditions. Note: The prioritisation is subject to sufficient numbers of vaccinated officers. Ongoing use of PPE Ongoing NEMESIS messaging and resource (FAQ's, fact sheets) to support and educated NSWPF workers on the COVID-19 vaccination. Ongoing review and where required the development of internal policies mandating that workers undertaking duties in COVID-19 high risk locations must be COVID-19 vaccinated.	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls C x L=R	Additional risk controls required	Risk rating with additional controls C x L = R
			to support vaccination rollouts plans where required. COVID-19 Leave and Entitlements fact sheet and FAQ's include special leave entailments for workers who have adverse side effects from immunisation.			

Document distribution:

- Original form to be kept on-site in the audit evidence folder for 5 years
 Maintain a copy with the task documents
 Keep records in accordance with <u>Part 1: The General Retention and Disposal Authority (GA28)</u> 14.0.0 Occupational Health And Safety (GA28)

Risk rating matrix (The risk table adopted from the Search Warrant Risk Assessment Tool)

NSW POLICE FORCE RISK MATRIX									
	OUTA	CONSEQUENCE							
		C1	C2	C 3	C4	C5			
N	ISW Police Force	Insignificant	Minor	Moderate	Major	Severe			
	L5	MEDIUM	MEDIUM	нісн	EXTREME	EXTREME			
	Almost Certain								
	L4	LOW	MEDIUM	нісн	нісн	EXTREME			
8	Likely		2		2				
LIKELIHOOD	L3	LOW	LOW	MEDIUM	нісн	HIGH			
Ā	Possible					-			
	L2	VERY LOW	LOW	LOW	MEDIUM	HIGH			
	Unlikely								
	L1	VERY LOW	VERY LOW	LOW	LOW	MEDIUM			
	Rare		latrix based on AS/NZS						

Likelihood (Probability)

L1	L2	L3	L4	L5
Rare	Unlikely	Possible	Likely	Almost Certain
< 2% The event is highly unlikely to occur, although it may occur in exceptional circumstances	2% - 30% The event is not expected to occur although there is a slight possibility that it may occur	30% - 70% The event might occur during an operational task	70% - 95% There is a strong possibility that the event will occur on most occasions	95% - 100% Expected to occur in most circumstances

Consequence

C1	C2	C3	C4	C5
Insignificant	Minor	Moderate	Major	Severe
No Injuries NOT APPLICABLE	Minor injuries requiring only first aid treatment	Injuries requiring medical treatment at a hospital	Serious injuries requiring hospitalisation	

Risk escalation process

The four levels of risks are detailed in the table below. If you believe you have exhausted your options for managing a particular level of risk, then you must escalate it to the person responsible for resolution.

Risk Ranking	Action Required
EXTREME	Existing risks: Use all risk control options to manage the hazard/risk or stop the activity. An Assistant Commissioner / Equivalent or above may provide an exemption to continue the activity. Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval. (Any exigent operational circumstances, where newly identified risks are encountered will still rely on a tactical field risk assessment. However, this risk activity will require appropriate approval if it is to become an accepted procedure)
HIGH	This level of risk is considered borderline unacceptable and must be given immediate priority. Investigate and apply additional risk control options and assess their 'reasonable practicability' before proceeding with the activity. If extra control measures are not viable, then a review must be undertaken by a Superintendent or equivalent to accept the risk.
MEDIUM	Risk is generally regarded as being tolerable but should be further mitigated if a net benefit in doing so can be demonstrated and / or there is an additional control measure which is recognised as 'best practice' in other relevant law enforcement jurisdictions.
LOW	The level of risk is acceptable but should be monitored continuously.
VERY LOW	No action required at present, however review the risk as determined by the schedule (see 4.3.1 Health and safety risk management procedures.

Approval & revision history						
Document title	Health & safety risk assessment form					
Document ID	4.3.3					
Version	2.0					
Document owner	wner Workforce Safety					
Approved by	Commander, Human Resources					
Date March 2015						
Review date	March 2017					
Revision history	V1.0 – Original document					
	V2.0 - Inserted new risk matrix					
	Modified the risk recording form (deleted reference to the 5 categories of risk)					
	Deleted reference to ALARP					
	Modified the risk escalation process					
By whom	Workforce Safety					
Availability	Unclassified					

First read 4.3.1 WHS risk management procedures

Command: WORKFORCE SAFETY COMMAND Assessment # **Four**

RMS#

RMS reference

Completed by:

Work Health and Safety Coordinator

05/09/2021 Date:

Review date:

05/09/2022

Operation / activity title

Exposure to COVID-19

In December 2019, the Coronavirus (COVID-19) was identified as a viral infection in China and by March 2020 declared a global pandemic by the World Health Organization (WHO).

In March 2020, in response to the pandemic the Australian Governor-General declared a "human biosecurity emergency" under the Biosecurity Act 2015, given the threat COVID-19 posed to human health on a nationally significant scale and the need to control its entry, emergence, establishment and spread in Australia. Australia implemented measures aimed at slowing the spread of COVID-19 into and within the country, and prepared healthcare services and laboratories for a targeted response. States and Territories have also exercised emergency powers under jurisdictional legislation as required throughout the pandemic to manage the spread of COVID-19 as quickly and flexibly as possible which includes closing domestic borders, mandatory quarantine for returning international travellers and mandating faces masks use in high risk settings.

Update: The Australian Technical Advisory Group on Immunisation (ATAGI) advised (2/8/21) that outbreaks of the Delta variant have additional implications compared to previous COVID-19 outbreaks due to the original strain or other variants:

- - The greater transmissibility of the Delta variant makes control of outbreaks using public health measures more difficult and increases the risk of seeding additional COVID-19 outbreaks.
 - Some evidence suggests that infections with the Delta variant may be associated with more severe disease and death, as indicated by hospitalisations, particularly in younger people.

ATAGI re-iterated in its advice the importance of COVID-19 vaccination as a key component of COVID-19 control with the overarching goal of protecting all people in Australia from the harm caused by SARS-CoV-2.

As part of the New South Wales Government response, the NSW Police Force along with other key agencies including NSW Health and the Australian Defence Force were tasked with additional responsibilities, powers and functions to respond to the heightened risk environment in this phase of the pandemic. This risk assessment outlines the control measures available to the NSWPF to protect its workers from COVID-19 during the pandemic.

- This risk assessment applies to all NSWPF workers with the exception of workers who fall into the category of 'At Risk Group', i.e., those with: heart disease, respiratory disease, diabetes, immunosuppression, those who are over the age of 70 (over 65 for people who have pre-existing medical conditions or over 50 for Aboriginal and Torres Strait Islander people who have pre-existing medical conditions), or pregnant women.
- A further risk assessment, 'At Risk Group Exposure to COVID-19' has been created.
- A separate risk assessment for the additional control of Mandatory Vaccination has also been created.

NOTE: The risk ratings in this assessment are reflective of the controls implemented and current Australian statistical data (situation and case numbers) for the Coronavirus (COVID-19) which is published daily by the Australian Department of Health

Location of activity

State-wide

Risk assessment team (who participat	Risk assessment team (who participated, who was consulted?)						
Name	Position title						
David Driver	Commander, Workforce Safety (Supt)						
Dr Brett Carroll	Director, Prevention and Safety Strategy						
	Risk Management Officer (Sgt)						
Scott Murphy	Health & Safety Officer (S/Cst)						
Peter Yiakoumis	Safety Project Officer (S/Cst)						
Debbei So	Work Health and Safety Officer						
Allison Joller	Work Health and Safety Coordinator						
Nicholas Bell	Work Health and Safety Coordinator						
Nicholas Weller	Work Health and Safety Coordinator						
Isaac Duzli	Work Health and Safety Coordinator						
Hong Liu	Work Health and Safety Coordinator						

Name	Position title				
Dr William Kirby	Chief Police Medical Officer				
Ellen Kaserman	Manager Safety and Prevention (Insp)				
Barry Cash	Manager Safety Education (S/Sgt)				
Peter Dadd	A/Manager Safety Operations (A/S/Sgt)				

Highest level of residual risk:	□ EXTREME	☐ HIGH	⊠ MEDIUM	
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Authorisation									
I am aware of the WHS risks and approve the activity	Name	Position	Signature	Date					
to proceed.	Assistant Commissioner Gavin Wood	Commander, Human Resources Command	L. God	5 / 9/21					

Version update

This version 4 replaces previous version 3. **Key changes** are the following:

- Inclusion of updated advice from ATAGI regarding the more transmissible Delta variant of COVID
- Additional risk mitigation controls are proposed including mandatory vaccination, removal of unvaccinated employees from the workplace and consideration of Rapid Antigen Testing.
- "Additional risk controls" including vaccinations (non-mandatory) are relocated into "Existing controls".
- "All workers who fall into the category of 'At Risk Group' must be assessed using the COVID-19 At Risk Work Arrangements Risk Assessment Tool and where required".
- "Ongoing review of NSWPF COVID-19 resources (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SoNG) for Coronavirus Disease 2019 (COVID-19)".

							Ris	k level acceptable?				
					Risk rating (with existing controls)					Residual risk rating (with additional controls)		ing Iditional
No.	Activity steps	Hazards	Associated risks	Existing controls	Consequence	Likelihood	Risk	Y / N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk
1	Positive COVID-19 case (NSWPF worker) entering a NSWPF station / workplace	Infected worker attending the workplace e.g. rostered shifts, car crews, office areas, internal face-to-face courses, meetings, use of police gyms / fitness facilities, use of communal equipment.	➤ Transmission of COVID-19 through via: - Interactions, - Droplet exchange (Saliva / mucus) - Touching contaminated persons, objects or surfaces. ➤ Increased risk of transmission due to Delta variant (higher concentration of virus per droplet and enhanced capability of virus to remain in the upper respiratory tract. ➤ Possibility of further mutations	 Compliance with NSW Government requirements Requirement to comply with PPE wearing in accordance with the Public Health Order. Requirement to comply with PPE Guidelines as per PPE Decision Tree. All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Training Package. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Secondary Employment Risk Assessment COVID-19 Work Health & Safety FAQ's document. COVID-19 policies, procedures, guidelines and resources: 	СЗ	L5	EXTREME	N	 Removal of unvaccinated workers from the workplace as required. Mandatory vaccination of all NSWPF workers who do not have medical contraindications – Engineering control. Consideration of Rapid Antigen Testing (still under development, noting this is a point-in-time test with limitations and TGA requirements – 	C2	L3	MEDIUM

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		of the COVID		- COVID-19 Isolation				Administrative			
		virus.		Decision Tree				control)			
	>	Regardless of		 COVID-19 Testing 							
		duty type (sworn		(NSWPF Workers)							
		or unsworn)		- COVID-19 Daily							
		unvaccinated		Routine fact sheet							
		sworn and		 COVID-19 Managing 							
		unsworn staff		Confirmed Cases in							
		represent the		the Workplace							
		same level of risk		 COVID-19 End of 							
		within NSWPF		Isolation Matrix							
		workplaces.		(NSWPF Workers)							
	>	Physical and	>	Pre-work temperature and							
		mental health		health screening							
		related health		procedures:							
		issues due to		- Pre-Work Screening							
		infection e.g.		Flow Chart –							
		hospitalisation,		Temperature Taken							
		mild / moderate /		- Pre-Work Screening							
		severe symptoms		Flow Chart – No							
		and illness, death,		Thermometer							
		fear, anxiety,		- A66 Infrared							
		depression.		Thermometer							
	>	Reduced		Guidelines.							
		operational	>	QR registration code (via							
		response	ĺ	Service NSW) for visitors							
		capability.		entering stations and							
	>	Retrospective		workplaces for contract							
		notification of		tracing purposes.							
		positive COVID	>	COVID-19 safe training							
		cases.	_	procedures and resources							
	>	Asymptomatic		for internal face-to-face							
		cases unable to		courses:							
		be identified by		- Training Risk							
		workers or case.		Assessment Template							
	>	Expected		- Safe Training							
		increase in		Standard Operating							
	1	asymptomatic		Procedure Template					1		

cases as COVID	- Training
becomes endemic	
(i.e. an expected	Sign-in Register
permanent	Template
background pool	COVID-19 safe gyms and
of infected cases,	fitness room resources:
potentially many	- COVID-19 Guidelines
asymptomatic	for Use of NSWPF
cases will	Fitness Rooms
emerge).	- COVID-19 Fitness
Current delays in	Room Conditions of
contact tracing	Entry
significantly	- Fitness Room Code of
increasing the	Conduct
risks of further	➤ Cleaning guidelines and
transmission.	
	resources: - Decontamination of
Significant risk of	
exposure to	COVID-19 on Axon
COVID both on	Products (BWV/CEW)
and off duty due	- Safe Work Australia –
to escalating	Cleaning to Prevent
community	the spread of COVID-
transmissions.	19
➤ Limited corporate	- COVID-19 Vehicle
ability to control	Cleaning Action Plan
off-duty infection	- CSRI Posters – How
control processes.	
Significant	Last on Surfaces.
increase in site	➤ Cleaning, hygiene and
locations has	physical distancing
overwhelmed the	workplace signage and
reporting process.	resources.
> Greater likelihood	➤ Cleaning conducted daily
of contracting the	by contracted services at
virus as	NSWPF stations and
evidenced by	workplaces.
recent workplace	> Arrangement established
infections.	with Laverty Pathology for

Complacency and	preventative COVID-19
fatigue with	testing options for NSWPF
infection control	employees.
processes over a	COVID-19 Leave and
period of 20	Entitlements fact sheet and
months of	FAQ's for infection
operational	isolation and testing
response and	purposes.
	> COVID-19 At Risk Work
messaging.	
► Infection control	Arrangements Risk
breach due to	Assessment Tool.
actions of	> COVID-19 Provision of
offenders and	Accommodation Risk
members of public	
with whom police	➤ NSW Police Force
interact.	Wellbeing Support
➤ Infection control	Services
breach due to	- Peer Support
oversight, non-	Program Program
compliance with	- Equipt App
donning or doffing	
procedures.	- WellCheck
► Inability to wear	- Eat Smart
PPE due to	- Police Psychologist
existing medical	- Incident Support
conditions.	
	- Family Support
► Inability to wear	Coordinator
PPE due to	- Chaplaincy
exigent	- Fitness Passport
operational	- First Responder
response.	Families Support
➤ Removal of PPE	➤ Dedicated COVID-19 Work
to mitigate other	Health and Safety email
risks eg fogging of	#CORONAVIRUSSAFETY.
glasses,	➤ Regular COVID-19 Safety
shortness of	
	#NEMESIS messaging.
breath, asthma	#NEMESIS messaging. > Vaccination Program in

 1	1		1		 -		1	ı .	
		Plateauing of	\triangleright	Ongoing review of NSWPF					
		voluntary vaccine		COVID-19 resources (i.e.					
		take-up		fact sheets, decision trees,					
		Request from		matrixes. guidelines, user					
		NSW Health to		instructions) to ensure					
		undertake		compliance with key Health					
		workplace		documents and advice					
		exposure		including the Series of					
		assessments.		National Guidelines					
	,	Possibility of		(SoNG) for Coronavirus					
	()	further mutations		Disease 2019 (COVID-19).					
		of the COVID	>	Work from Home					
		virus.		arrangements					
	,	Increase in time							
		loss and workers'							
		compensation							
		cost due to sick-							
		leave.							
		Risk of cross-							
		command spread							
		due to User							
		Charges,							
		specialist units							
		and HVP							
		deployments.							
		Infecting other							
		first-response							
		agencies, eg AFP,							
		Border Force,							
		ADF, Crime							
		Commission, fire							
		brigades, health	1						
		workers, court							
		staff.							
		Risk of infecting							
		government VIPs							
		(e.g. close	1						
		personal	1				1		

			protection duties, security at Government buildings i.e. Special Constables, etc). Risk NSWPF workers present to other unvaccinated members of the public. Risk of NSWPF workers infecting vulnerable people in aged care facilities, homeless, indigenous communities, requirement to visit hospitals. Risk of transmission due to the requirement to provide rapid large-scale deployments across NSW. Increased people movement post lockdown increasing the risk of transmission.									
2	Positive COVID-19 case (public /	 Front desk enquiries Interviews Statements 	 Transmission of COVID-19 through via: Interactions, 	 All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Training Package. 	СЗ	L5	EXTREME	N	Refer to Additional Risk Controls for Activity 1.	C2	L3	MEDIUM

entering a NSWPF station / workplace	 ➢ General report taking ➢ Common areas ➢ Custody ➢ Arrest/detention 	- Droplet exchange (Saliva / mucus) - Touching contaminated persons, objects or surfaces. > Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression. > Extended exposure due to transport and custody of positive cases. > Increased people movement post lockdown increasing the risk of transmission. > Risk NSWPF employees present to other unvaccinated members of the public and vice versa.	 NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Work Health & Safety FAQ's document. COVID-19 policies, procedures, guidelines and resources: - COVID-19 PPE Decision Tree - COVID-19 Daily Routine fact sheet - COVID-19 Managing Confirmed Cases in the Workplace - COVID-19 Custody, Questionnaire Fact Sheet Temperature and health screening procedures. QR registration code (via Service NSW) for visitors entering stations and workplaces for contract tracing purposes. Provision of Personal Protective Equipment (PPE) including gloves, masks, goggles, face shields. PPE fitting and removing user instructions and videos. Cleaning guidelines and resources:
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			distancing workplace signage: - Stop the Spread of Germs - Help Stop the Spread - Have You Washed Your Hands? - How to Hand Wash - How to Hand Rub - Keep Your Distance - Do Not Crowd Lift - Temperature Testing - Room Maximum Capacity - Seat Unavailable - Keep Your Community Safe Cleaning conducted daily by contracted services at NSWPF stations and workplaces. Dedicated COVID-19 Work Health and Safety email			
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				 Regular COVID-19 Safety #NEMESIS messaging. DEFTAC training. Vaccination Program in progress. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SoNG) for Coronavirus Disease 2019 (COVID-19) 						
3	Contact with positive COVID-19 case/s during general duty or other community facing policing tasks	 Private / public premises. Use of public transport, e.g. trains, busses, ferries CAD related jobs, e.g., DV, noise complaints, assaults, larceny, break / enters, mental health, neighbour disputes, check bonified Proactive related jobs, 	Refer to Associated Risk for Activity 1.	 All NSWPF workers must complete Commissioners Online Directive – COVID-19 Training Package. NSWPF Emergency Management intranet -	C3 L5	EXTREME	N Refer to Additional Risk Controls for Activity 1.	C2	L3	MEDIUM

	e.g. vehicle	- COVID-19 Managing
	stops, RBT,	Confirmed Cases in
	RDT, vehicle /	the Workplace
	person	- COVID-19 End of
	searches,	Isolation Matrix
	infringements	(NSWPF Workers)
	> Arrest /	- COVID-19 Custody.
	detention	Questionnaire Fact
	Deceased	Sheet
	Search warrants	- COVID-19 Infection
	➤ COVID-19	Risk Assessment
	quarantine	Checklist - Deceased
	compliance	Persons
	checks	➤ Provision of Personal
	> Special events /	Protective Equipment
	functions with	(PPE) including gloves,
		masks, goggles, face
	large crowds	shields.
	occurring	➤ PPE user instructions:
	throughout	- Personal Protective
	epidemic.	Equipment (PPE)
	> International	Order
	and domestic	- SMS 2.4.5 Infection
	(high-risk	Control Fact Sheet –
	locations) work	How to fit and remove
	related travel or	
	prisoner	a P2 mask
	extraditions.	- Fitting & Removing
	Non vaccinated	Single-Use Gloves
	workers	- Fitting & Removing
		Surgical Masks
		- Fitting & Removing
		Face Shields
		- Fitting & Removing
		Eyewear.
		➤ Fitting & Removing PPE
1		Training Video (NSWPF)

> COVID-19 Random Breath
Testing (RBT) and Breath
Analysis fact sheet.
COVID-19 Daily Routine
fact sheet (cleaning).
➤ Cleaning, hygiene physical
distancing signage and
resources workplace
signage.
➤ Dedicated COVID-19 Work
Health and Safety email
#CORONAVIRUSSAFETY.
Regular COVID-19 Safety
#NEMESIS messaging
> DEFTAC training.
➤ Vaccination Program in
progress.
> COVID-19 Case
Compliance Check
Procedure.
> COVID-19 Case
Compliance Checks to be
undertaken wearing
appropriate PPE as agreed
with NSW Health.
➤ Ongoing review of NSWPF
COVID-19 recourses (i.e.
fact sheets, decision trees,
matrixes. guidelines, user
instructions) to ensure
compliance with key Health
documents and advice
including the Series of
National Guidelines
(SoNG) for Coronavirus
<u>Disease 2019 (COVID-19)</u> .

, v	Contact with positive COVID-19 case/s within quarantine footprint	Return traveller quarantine hotels	A A	Transmission of COVID-19 through: - Interactions - Droplet exchange (Saliva / mucus) - Touching contaminated persons, objects or surfaces. Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression. Non vaccinated worker undertaking duties at COVID-19 high risk locations e.g. quarantine hotels, overseas travel / extraditions. Increased risk of transmission due to Delta variant.	AAAA	procedures, guidelines and resources. Provision of Personal Protective Equipment (PPE) including gloves, masks, goggles, face shields. PPE fitting and removing user instructions and videos. COVID-19 Quarantine Hotel WHS Noticeboards.	C2	L3	MEDIUM	Y	Refer to Additional Risk Controls for Activity 1.	C2	L3	MEDIUM

	→ Po	ossibility of	>	COVID-19 Quarantine	1				
		irther mutations		Hotel WHS Safety					
		f the COVID		observations and					
		rus.		Workplace Inspection					
	VI	ius.							
			1	forms.					
				Mandatory COVID-19					
				surveillance (saliva) testing					
				conducted daily for all					
				workers deployed /					
				entering quarantine hotels.					
			\triangleright	Additional risk					
				assessments for COVID-					
				19 operations and					
				hazardous areas.					
			\triangleright	COVID-19 safe travel and					
				extradition procedures and					
				resources:					
				 COVID-19 Travel / 					
				Extradition Process					
				- COVID-19 WHS					
				Travel / Extraditions					
				Guidelines					
				- COVID-19 WHS					
				Travel / Extradition					
				Planning Checklist					
				- COVID-19 Travel /					
				Extradition Risk					
				Assessment Template					
				- COVID-19 Travel /					
				extradition Notification					
				Form					
				- WHS Information					
				Pack – Travel &					
				Extraditions					
				- COVID-19 Travel /					
				Extradition Log					

	-						
			- COVID-19 Post Travel	7			
			/ Extradition Panel				
			Review				
		>	Dedicated COVID-19 Work				
			Health and Safety email				
			#CORONAVIRUSSAFETY.				
			Regular COVID-19 Safety				
			#NEMESIS messaging.				
			DEFTAC training.				
			Development of internal				
			resources (FAQ's, fact				
			sheets) to support and educate vaccination				
			rollouts plans.				
			Vaccination Program in				
			-				
			progress. COVID-19 Case				
			Compliance Check				
			Procedure.				
			COVID-19 Case				
			Compliance Checks to be				
			undertaken wearing				
			appropriate PPE as agreed				
			with NSW Health.				
			Ongoing review of NSWPF				
			COVID-19 recourses (i.e.				
			fact sheets, decision trees,				
			matrixes. guidelines, user				
			instructions) to ensure				
			compliance with key Health				
			documents and advice				
			including the Series of				
			National Guidelines				
			(SoNG) for Coronavirus				
			Disease 2019 (COVID-19).				
			Ongoing review and where				
			required the development				

				of internal policies mandating that workers undertaking duties in COVID-19 high risk locations must be COVID- 19 vaccinated. COVID-19 high risk duties (quarantine hotels) prioritised to vaccinated workers and vetted during application processes. Note: The prioritisation is subject to sufficient numbers of vaccinated officers.							
5	Working from home or isolating due to COVID-19	 Infected workers isolating. Workers awaiting test results, Workers required to isolate or working from home due to high-risk health factors. Home workplace hazards 	 Physical injuries from manual handling or poor ergonomics Reduced interactions with other workers (isolation), increased demand on support services and increase of uncertainty and fear increasing the occurrence of mental health conditions or episode e.g. nervousness, anxiety, depression, 	 Compliance with NSW Government requirements All NSWPF workers must complete Commissioners Online Directive – COVID- 19 Training Package. NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. COVID-19 Work Health & Safety FAQ's document. COVID-19 Leave and Entitlements fact sheet and FAQ's for infection isolation and testing purposes. COVID-19 At Risk Work Arrangements Risk Assessment Tool. 	C3 L3	HIGH	N	 Mandatory vaccination of all NSWPF workers who do not have medical contraindications – Engineering control. 	C1	L3	MEDIUM

	T	
		- World Health
		Organization
		(WHO) COVID-19
		Coping With Stress
		- Managing Anxiety
		and Worry about
		the Coronavirus
		- Black Dog Institute
		- Tips to Manage
		Anxiety During Anxiety During
		Times of Section 1. Times
		uncertainty
		- Black Dog Institute
		- Reassuring your
		Children about the
		Unknown
		- Where did
		Everyone Go?
		- Dr Justin Coulson
		Webinars (4 parts)
		- Your Mental Health
		Information Sheet
		(4 parts).
		➤ NSWPF Employee
		Assistance Program.
		➤ NSW Police Force
		Wellbeing Support
		Services:
		- Peer Support
		Program Program
		- Equipt App
		- Your Health First
		- WellCheck
		- Eat Smart
		- Police
		Psychologist Psychologist
		- Incident Support
L		- іныйсін бирроп

				> >	- Family Support Coordinator - Chaplaincy - Fitness Passport - First Responder Families Support Vaccination Program in progress. Ongoing review of NSWPF COVID-19 recourses (i.e. fact sheets, decision trees, matrixes. guidelines, user instructions) to ensure compliance with key Health documents and advice including the Series of National Guidelines (SoNG) for Coronavirus Disease 2019 (COVID-19).							
6	COVID-19 vaccination of workers	Adverse events from vaccine	 Vaccines side effects, including low-grade fever, pain or redness at the injection site, muscle aches, fatigue and headaches. (Risk of death due to vaccination is rare). 	A A	All COVID-19 vaccines have been tested, assessed and approved for use by the Australia Therapeutic Goods Association (TGA) for safety, quality and effectiveness. Vaccine rollout plan developed by NSW Government and administered by NSW Health as subject matter experts. Ongoing consultation with NSW health for administration of NSWPF	C2	L1	LOW	Υ	C2	L1	LOW

	1		 	 	
		workers during key rollout			
		stages e.g., Phase 1a.			
		Workers screened by			
		administering health			
		provider prior to			
		vaccination and monitored			
		post vaccine for any			
		adverse events from			
		immunisation (conducted			
		external not by NSWPF).			
		Priority of NSWPF internal			
		vaccination rollout to			
		workers undertaking duties			
		in COVID-19 high risk			
		locations e.g. quarantine			
		hotels, overseas travel /			
		extraditions.			
		Development of internal			
		resources (FAQ's, fact			
		sheets, use of PPE,			
		NEMESIS) to support			
		vaccination rollouts plans			
		where required.			
		COVID-19 Leave and			
		Entitlements fact sheet and			
		FAQ's include special			
		leave entailments for			
		workers who have adverse			
		side effects from			
		immunisation.			
		 Ongoing review and where 			
		required the development			
		of internal policies			
		mandating that workers			
		undertaking duties in			
		19 vaccinated.			
		COVID-19 high risk locations must be COVID-			

		 Priority of NSWPF internal vaccination rollout to workers undertaking duties in COVID-19 high risk locations e.g. quarantine hotels, overseas travel / extraditions. Improved treatment now available for TTS (Thrombosis with thrombocytopenia syndrome). Options outside Astra Zeneca vaccine are available, Pfizer currently and Moderna by 20/9/2; Novovax still subject to approval. Note: The prioritisation is subject to sufficient numbers of vaccinated officers. 			
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Document distribution:

- 1) Maintain a copy with the task documents /operational orders
- 2) Keep records for:
 - 75 years for risk assessments where severity of risk is high and health surveillance is required
 - 30 years for risk assessments where severity of risk is low and health surveillance is required
 - 5 years for risk assessments where there is minimal risk and health surveillance is not required after all corrective action have been completed (see 5.4.5 *Guideline for retention & disposal of WHS documents*)
- 3) Documents relating to litigation (current or future) and/or incidents or near-misses that are notifiable to a regulator should be retained under the Office of the General Counsel advices otherwise.

Measure of Consequences

Consequence	Description
Catastrophic C4	 Mass casualties (5 or more) of public or police Long-term loss of infrastructure such as the Sydney Harbour Bridge, major arterial road or rail or multiple losses of infrastructure essential to functioning of major cities Complete Loss of Integrity with Government or Community – Royal Commission Financial management of NSW Police Force (NSWPF) transferred to external authority
Major C3	 1 to 4 fatalities of public or police Public disorder resulting in wide-spread property damage (e.g. Along George St for 1km, most of a sporting stadium) State-wide intense public, political and media scrutiny evidenced by front page headlines and/or television coverage of more than 1 month Financial loss more than \$50 million and major redress required of the financial position
Moderate C2	 Multiple hospitalisations or severe distress to multiple people or police Public disorder resulting in localised property damage (e.g. to 1 or 2 premises or a portion of a sporting stadium) Scrutiny required in the form of external reviews and/or investigations and/or short term State-wide intense public, political and media scrutiny of up to 1 month Financial loss more than \$2 million
Minor C1	 Minor injuries requiring basic first aid or short visit to hospital or significant distress to a small number of people Public disorder resulting in minor property damage Scrutiny required by internal committees or internal assessment to prevent escalation or short-term or localised media scrutiny Financial loss more than \$100,000

Measure of Likelihood

Likelihood	Description
Almost Certain L5 (>95% - 100% probability of occurring for this operation, project or within the planning process)	 Expected in most circumstances. Has occurred often in similar circumstances or Circumstances are in train that will cause it to happen.
Likely L4 (>50% - 95% probability)	 Has occurred regularly in similar circumstances or Has occurred recently in other similar organisations or Circumstances have occurred that will cause it to happen in the short term
Possible L3 (>5% - <50% probability)	 Has occurred multiple times in the history of the NSWPF and Circumstances remain where it can happen again
Unlikely L2 (1% to 5% probability)	 Has occurred at least once in the history of the NSWPF and Circumstances remain where it can happen again
Rare L1 (<1% probability)	 Has not occurred to date in any similar organisation and Is considered to have very much less than a 1% chance of occurring in the current circumstances

WHS Risk Rating Matrix

3	Minor C1	Moderate C2	Major C3	Catastrophic C4
Almost Certain L5	MEDIUM	HIGH	EXTREME	EXTREME
Likely L4	MEDIUM	HIGH	HIGH	EXTREME
Possible L3	MEDIUM	MEDIUM	HIGH	HIGH
Unlikely L2	LOW	MEDIUM	MEDIUM	HIGH
Rare L1	LOW	LOW	MEDIUM	MEDIUM

Risk Approval Schedule

Residual risk rating	Approval authority * Rank or equivalent		
EXTREME	Deputy Commissioner*		
HIGH	Assistant Commissioner*		
MEDIUM	Superintendent*		
LOW	Inspector*		

First read <u>4.3.1 WHS risk management procedures</u>

Command:	WORKFORCE SAFETY COMMAND	Assessment #	Seven	RMS#	RMS reference
Completed by:	Refer to Risk Assessment Team	Date:	24/02/2022	Review date:	

Operation / activity title

Exposure to COVID-19 for NSW Police Force Workers

Purpose

This risk assessment outlines the health and safety strategies, controls and protocols in place to reduce the transmission of COVID-19 to NSWPF workers through the pandemic, noting that the nature of operational policing does not always allow for duties to cease given first response and general obligations to the NSW community.

- 1. The terms 'NSWPF worker' and 'worker/s' used in the risk assessment refers to all sworn and unsworn members of the NSW Police Force.
- 2. This risk assessment applies to all workers including those who are at a higher or moderate risk of serious illness from COVID-19.
- 3. A separate risk assessment was created for the Commissioners Vaccination Mandate.
- 4. The information outlined in the 'Background' and 'Current Assessment' section below is intended to provide further clarity on the controls and protocols in place or under consideration at the time of assessment.
- 5. This assessment reflects a set point in time assessment and may be subject to change at any notice.

Description of activity

Background

In December 2019, Coronavirus (COVID-19) was identified as a viral infection in China and by March 2020, declared a global pandemic by the World Health Organization (WHO). Since first identified, COVID-19 has mutated numerous times, with several strains being identified as Variants of Concern (VOCs) by WHO, including the Alpha (19-Dec-2020), Beta (18-Dec-2020), Gamma 11-Jan-2021), Delta (11-May-2021), Omicron (26-Nov-2021) strains.

In March 2020, in response to the pandemic, the Australian Governor-General declared a "human biosecurity emergency" under the Biosecurity Act 2015, given the threat COVID-19 posed to human health on a nationally significant scale, and the need to control its entry, emergence, establishment and spread in Australia. Australia implemented measures aimed at slowing the spread of COVID-19 into and within the country, and prepared healthcare services and laboratories for a targeted response. States and Territories also exercised emergency powers under jurisdictional legislation, as required throughout the pandemic to manage the spread of COVID-19 as quickly and flexibly as possible which in the past has included mandatory quarantine for returning international travellers (as of 11 November 2021 only non-vaccinated persons), closing domestic borders, maximum capacity density limits and mandating face masks in high-risk settings to control case numbers.

As a part of the New South Wales (NSW) Government response, the NSW Police Force (NSWPF) along with other key agencies including NSW Health and the Australian Defence Force were tasked with additional responsibilities, powers, and functions to respond to the heightened risk environment in this phase of the pandemic.

In March 2021 the first COVID-19 vaccines Comirnaty (Pfizer) and Vaxzevria (AstraZeneca) were administered in Australia, initially to persons in higher-risk groups and frontline quarantine program workers. In June 2021 an outbreak of the Delta strain occurred in NSW. Early health data from overseas indicated that the Delta strain was more infectious than previous strains, resulted in severer symptoms for persons infected and had a higher associated hospitalisation and death rate. As hospitalisation and death rates increased across the state, the NSW Government established mass vaccination hubs and begun mandating the movement of non-vaccinated persons. Based on the level of risk present and as a control measure to help protect workers against severe illness, hospitalisation and death from COVID-19, the NSWPF Commissioner mandated that all workers were required be vaccinated with at least one dose of a COVID-19 vaccination by 30 September 2021 and two doses by 30 November 2021. Subject to valid medical contraindications or approved exemption, all non-vaccinated workers were removed from the workplace (subject to compliance with the Commissioner's mandate).

On the 26th November 2021, the Omicron strain was identified as a new VOC by WHO. On the 27th November 2021, two cases of the Omicron strain were detected in returned travellers in the NSW Quarantine Hotel program. At this stage, quarantine was only required for non-vaccinated returned travellers. In the weeks that followed COVID-19 cases surged within NSW, at its peak over 45,000 cases were detected in one day on the 7 January 2022 (Source: COVID-19 data and statistics, NSW Government).

Epidemiological surveillance data compiled by NSW Health for the reporting period between 23rd - 29th January 2022, documented over 1,067,225 COVID-19 cases (infections) within NSW. 75,317 of these cases were from the Delta variant and 986,477 from the Omicron variant. The hospitalisation rate from the Delta variant was 10% and for Omicron 1%. The percentage of persons admitted to Intensive Care Units (ICU) and deaths from the total case numbers for this period were both 1% for the Delta strain and less than 1% for Omicron (Source: COVID-19 Weekly Surveillance Report - Week 4, NSW Health).

Current Assessment

Based on NSW Health data and information published by the WHO (Source: Weekly Epidemiological Update - Edition 76, WHO), the Omicron variant has become the dominant strain globally and the Delta continues to decline. The Omicron strain is not as severe as the Delta strain and has resulted in less hospitalisation and deaths post infection. While this data indicates Omicron may not be as severe, there is a higher risk of reinfection from this strain compared to other VOCs. This data also indicates that the efficiency of the COVID-19 vaccinations against the Omicron strain has reduced when compared to the protection they provided from earlier variants (Alpha, Beta, Gamma and Delta). The current protection against Omicron from two (2) doses of Pzifer and AstraZeneca wanes to 0-34% for symptoms and 52% for hospitalisation after 4 months from receiving the second dose. However, research also indicates that receiving a booster vaccination can restore protection levels from symptoms to 71-76% and for hospitalisation to 88%.

On the 10 February 2022, the Australian Technical Advisory Group on Immunisation (ATAGI) amended the vaccination status definitions for Australia. The term 'fully vaccinated' (2 doses) was replaced by 'Primary Dose', (Reference: Statement, Defining 'up-to-date' Vaccination Status Statement, ATAGI). In this amendment, ATAGI acknowledged the reduction in protection and increased waning of the 'Primary Dose' against the Omicron and provided advice that persons who had received their 'Primary Dose' should receive a booster vaccination 3 months after to be classified 'up-to-date' and if a booster not received within 6 months of completing their 'Primary Dose' the individual will be classified as 'overdue'. Booster vaccinations are recommended (not mandatory) for general population and severely immuno-compromised persons who are 16 years old and over. It must be noted that amendments do not rule out further additional booster vaccinations (e.g., 4,5,6 doses) every 3-6 months after receiving the next booster.

It must also be noted that from the 25th February 2022, the Public Health Order will also no longer reflect the requirement to wear face masks within workplaces. The removal of masks and combined with waning protection of vaccinations for workers who may not have received booster doses may result in a higher number of work-related infections occurring and an increase in risk of NSWPF workers infecting other NSWPF workers or others (including contractors, members of the public or persons from other government agencies) particularly those who may be unvaccinated, immunocompromised or who fall into a moderate-high risk of severe illnesses if infected.

In terms of effective control measures against the virus, the COVID-19 vaccination and booster remain to be the highest control measure that can be implemented when using the hierarchy of controls. The vaccination is considered an engineering control and is not subject to a reliance on human-behaviour evident in lower-level controls. Vaccinations are a cost-effective control measure (noting costs should not be consideration when controlling WHS risks and hazards) and the benefits and protection provided outweigh the risks associated with them.

Location of activity

Organisation / State-wide

Risk assessment team (who participated, who was consulted?)				
Name	Position title			
Sonya Tabor	Commander, Workforce Safety(A/Superintendent)			
Colin Anderson	A/Director, Prevention & Safety Strategy			
	A/Manager Safety and Prevention (A/Inspector)			
Dr William Kirby	Chief Medical Officer			

Name	Position title
Allison Joller	WHS Coordinator - WFS
Nicholas Weller	WHS Coordinator - WFS
Debbei So	WHS Officer - WFS

Highest level of residual risk:	□ EXTREME	☐ HIGH	⊠ MEDIUM	□ LOW
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Authorisation					
I am aware of the WHS risks and	Name Position		Signature	Date	
approve the activity to proceed.	Dean Smith	Assistant Commissioner, People & Capability		/02/2022	

			\downarrow	Risk level acceptable) ?						
					(with	ratin existir ntrols)	g	Additional risk	Residual risk rating (with additional controls)		ing nal
No.	steps	Hazards	Associated risks	Existing controls		Likelihood	Risk ×/N	controls (if necessary)	Consequence	Likelihood	Residual risk
1.	Positive COVID-19 case (NSWPF worker) entering a NSWPF station / workplace	 Infected workers attending the workplace e.g., rostered shifts, car crews, office areas, internal face- to-face courses, meetings, use of police gyms / fitness facilities, use of communal equipment: Workers identified as close (household) contacts. Refer to Hazards in Activity 5. 	➤ Transmission of COVID-19 through via: - Interactions, - Droplet exchange (saliva / mucus) - Touching contaminated persons, objects, or surfaces. ➤ New COVID-19 Variants of Concern (VCOs) increasing transmission or severity of infection. ➤ Complacency and fatigue with infection control processes since the start of the pandemic. ➤ Waning efficacy of COVID-19 vaccinations 'Primary Doses' against Omicron and new	 Mandatory vaccination of all NSWPF workers, subject to valid medical contraindications or approved "3b exemptions" as per Commissioner's mandate of 7 September 2021. Removal of unvaccinated workers from the workplace (subject to compliance with the Commissioner's mandate). Vaccination requirements for contractors (including contingent labour), volunteers (including VIPs, Honorary Chaplains, and interns), visitors and co-located staff from other agencies entering NSWPF workplaces. Compliance with NSW Government requirements, and/or the provision of higher WHS standards. Use of Rapid Antigen Tests (RATs) protocols for monitoring positive case exposures as per the Isolation Considerations for positive case exposures: Vaccinated Workers and Non-Vaccinated Workers. Distribution of RAT kits to Commands / Business Units by State Planning Unit. 	C 3	L 2	WEDIOM				

 <u> </u>		,
	VOCs reducing	➤ Reporting of COVID-19 confirmed cases via
	protection against	region processes and data consolidated
	severe symptoms and	using Positive Case Spreadsheet for
	hospitalisation.	organisational reporting.
	Physical and mental	➤ NSWPF Emergency Management intranet
	health related issues	'Coronavirus (COVID-19) information'
	due to infection e.g.,	intranet page
	hospitalisation, mild /	> COVIDSafe Workplace provides
	moderate / severe	Commanders / Managers with a guidance
	symptoms and illness,	
	death, anxiety,	place for reducing the transmission of
	depression.	COVID-19 and managing exposures or
	Reduced operational	positive cases within the workplace.
	response capability.	> COVID-19 management procedures,
	Retrospective	guidelines, and resources:
	notification of positive	- COVID-19 Isolation Decision Tree
	COVID cases.	provides Commanders / Managers with
	Asymptomatic cases	guidance on isolation requirements for
	unable to be identified	
	by workers.	exhibit COVID-19 symptoms, 3) reside
	Expected increase in	with a close (household) contact who is
	asymptomatic cases	positive and 4) interacted with a positive
	as COVID becomes	case but are not close (household)
	endemic	contacts.
	Delays in contact	- COVID-19 Exposure Spreadsheet
	tracing significantly	assists Commanders / Managers with
	increasing the risks of	assessing COVID-19 exposures and
	further transmission.	recording controls where required.
	Significant risk of	- Isolation Considerations for Positive
	exposure to COVID	Cases Exposures: Vaccinated Workers
	both on and off duty	and Non-Vaccinated Workers, outlines
	due to escalating	the controls required to manage (if
	community	determined) the return of workers to the
	transmissions.	workplace who been exposed to
	 Limited corporate 	COVID-19 (not tested positive) and
	ability to control off-	includes higher level PPE and RAT
	duty infection control	protocols as control measures.
	processes.	protocolo de control medeures.
	p10000000.	

	> Limited notifications - COVID-19 End of Isolation Checklist
	of case location / assesses workers who have completed
	alerts. isolation (tested positive) for COVID-19
	➤ Infection control risk factors and outlined addition
	breach due to actions controls for return to work.
	of offenders and ▶ COVID-19 specific Work Health &
	workers of public with Safety (WHS) and Human Resources
	whom police interact. (HR) fact sheets, frequently asked
	> Infection control questions (FAQs) and other resources
	breach due to including:
	oversight, non COVID-19 WHS FAQs
	compliance with - Rapid Antigen Testing (RAT) FAQs
	donning or doffing - COVID-19 Secondary Employment Risk
	procedures. Assessment.
	> Inability to wear PPE - COVID-19 Leave & Entitlements fact
	due to existing sheet for infection isolation and testing
	due to exigent resources as per Activity 5.a.
	operational response. > Requirement to comply with PPE wearing in
	Risk of cross- accordance with the Public Health Order at
	command spread due minimum, if not higher WHS standards
	to User Charges, where reasonably practicable.
	specialist units and PPE Selection Guide outlines the COVID-19
	HVP deployments. personal protective equipment (PPE)
	Risk of workers requirements for workers (i.e., face masks,
	infecting vulnerable gloves, eye protection, gowns/aprons).
	people in aged care PPE Sequence Guide outlines correct
	facilities, homeless, donning (putting on) and doffing (removing)
	indigenous sequence for equipment.
	communities, ➤ PPE user guides and instructions to assist
	requirement to visit workers with donning and doffing:
	hospitals How to fit a Surgical Mask (NSW
	➤ Risk of transmission Health)
	due to the - How to Wear a Face Mask Safely (NSW
	requirement to Health)
	provide rapid large-

	scale deployments across NSW.	- Principles of Fit Checking P2/NN95 Masks (Clinical Excellence Commission - NSW Health) - Personal Protective Equipment (PPE) Donning & Doffing Guide (PowerPoint and PDF versions) - User Guide: Fitting & Removing Disposable Gloves - User Guide: Fitting & Removing Eye Protection - User Guide: Fitting & Removing Gowns or Aprons. ▶ Pre-Work Health Screening Procedures, for assessing workers daily for COVID-19 symptoms and where available temperature testing via infrared thermometers. ▶ COVIDSafe procedures for COVID-19 higher-risk activities and/or areas within the workplace including: - COVIDSafe Random Breath Testing (RBT) Procedures - COVIDSafe Custody Procedures - COVIDSafe Custody Procedures - COVIDSafe Custody Questionnaire - COVIDSafe DNA Forensic Testing Procedures - COVIDSafe Training Procedures, including risk assessment template and attendance sheet - COVIDSafe Fitness Room Procedures including conditions of entry and maximum capacity signage COVIDSafe Travel and Extradition Procedures (for international purposes) including risk assessment template and planning checklist - COVIDSafe Search Warrant Procedures					
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- COVID-19 Infection Risk Assessment
Checklist - Deceased Persons
➤ Cleaning guidelines and resources:
- COVID-19 Daily Routine fact sheet
- Safe Work Australia – Cleaning to
Prevent the spread of COVID-19
> Hygiene & Physical Distancing
Signage Guide provides
Commanders / Managers with
corporate, NSW Health and NSW
Government hygiene and physical
distancing signage to post in the
workplace. Including:
- How to Hand Wash
- How to Hand Rub
- Fact Sheet: Hand Hygiene (SMS 2.4.4)
- Do Not Crowd in the Lifts
- Maximum Capacity for Area
- Maximum Capacity for Room
- Stop the Spread of Germs
- Help Stop the Spread
- Have You Washed Your Hands?
- Keep Your Distance
- Temperature Testing
- Clean Zone Directive
- Have You Washed Your Hands?
- Help Stop the Spread of COVID-19
- Fact Sheet: Standard Precautions for
Police (SMS 2.4.3.)
- Seat Unavailable (options a. and b.)
- Keeping Your Distance
- Keep Yourself Safe
COVID-19 Vehicle Cleaning Action
Cleaning conducted daily by contracted
services at NSWPF stations and
workplaces.
➤ NSW Police Force Wellbeing Support
Services including:

						_						
2.	Positive		Front desk	\triangleright	Refer to Associated	\triangleright	Refer to Existing Controls for Activity 1.	С	L		Y	
	COVID-19		enquiries		Risks for Activity 1.			3	2			
	case (public		Interviews	>	Extended exposure							
	/ others)	>	Statement		with positive cases.							
	entering a	>	General		via interactions,					_		
	NSWPF		report taking		transportation and					MEDIUM		
	station /	>	Common		custody.					5		
	workplace		areas		,					Ш		
		>	Custody							Σ		
			areas									
		>	Refer to									
		ĺ .	Hazards in									
			Activity 5.									
	Contact with	>	Private /	>	Refer to Associated	>	Refer to Existing Controls for Activity 1.	+			V	
3.	positive		public		Risks for Activity 1.		Refer to Existing Controls for Activity 1.	С	L		Y	
	COVID-19		premises.		KISKS IOI ACTIVITY 1.			3	2			
		_										
	case/s	>	Use of public									
	during		transport,									
	general duty		e.g., trains,									
	or other		busses,									
	community		ferries									
	facing		CAD related									
	policing		jobs, e.g., DV,									
	tasks		noise									
			complaints,									
			assaults,									
			larceny, break									
			/ enters,									
			mental health,									
			neighbour									
			disputes,									
			check									
			bonified									
		\triangleright	Proactive							_		
			related jobs,							5		
			e.g., vehicle									
			stops, RBT,							MEDIUM		
			RDT, vehicle /							2		

		person searches, infringeme Arrest / detention Deceased Search warrants Special events / functions w large crow Internation and domes (high-risk locations) work relate travel or extraditions Refer to Hazards in Activity 5.	th s l ic									
4.	Contact with positive COVID-19 case/s within quarantine footprint	 Unvaccinar returned traveller quarantine hotels Refer to Hazards in Activity 5. 	ed	Refer to Associated Risks for Activity 1.	A A A A	Online Operation Coronavirus 2020/21 - Hotel Quarantine Joining Instructions package must be completed by NSWPF workers conducting hotel quarantine shifts Additional induction packages for quarantine hotel program teams e.g., Repatriation, Governance Team, Logistics. Operations Manual – NSWPF Managed Quarantine Hotels.	C 3	L 2	MEDIUM	Y		

				A A A	 Quarantine Hotel Welfare Procedure Guest Property Retrieval Procedure (after transfer) Quarantine Hotel Transfer via Vehicle Procedure SHEOC Infection Control Breach Reports Quarantine hotel specific health and safety noticeboards as per the WHS Noticeboard Contents Guide. COVID-19 Quarantine hotel specific WHS Safety Observations, Medical Transfer Safety Observations and Workplace Inspection Checklist to assist with identifying risks and implementing corrective actions. Ongoing review of NSWPF COVID-19 hotel specific to ensure compliance with key health documents and advice from subject matter agencies including Clinical Excellence Commission (NSW Health). 						
5	Positive COVID-19 case (NSWPF worker) infecting, others (including contractors, members of the public or other agencies)	Transmission of COVID-19 to others, specifically those at greater risk (unvaccinated, immunecompromised or who fall into a moderatehigh risk of severe illnesses if infected).	Refer to Associated Risks for Activity 1.	A	Refer to Existing Controls for Activity 1.	C 3	L 2	MEDIUM	Y		

6. a	Working from home fully vaccinated or exempt	 Reduced interactions with other NSWPF workers. (Isolation) High risk groups. Home workplace hazards 	 Increased anxiety / stress due to reduction in workplace support. Physical injuries from manual handling or poor ergonomics. Increased demand on support services and increase of uncertainty and fear increasing the occurrence of mental health conditions or episode e.g., nervousness, anxiety, depression 	Refer to Existing Controls for Activity 1. Working remotely procedures and resources: - Working from Home Policy & Procedure - Working Remotely Wellbeing Checklist - Working from Home Arrangements Checklist - SMS 2.5.1 Workplace Ergonomics Guidelines - SMS 2.5.2 Workstation Self-Assessment Checklist - SMS 2.5.3 Stretches for Office NSWPF workers. NSW Police Force Wellbeing Support Services including: - Peer Support Program - Equipt App - Your Health First - WellCheck - Eat Smart - Police Psychologist - Incident Support - Family Support Coordinator - Chaplaincy - First Responder Families Support Ongoing review of NSWPF working from home procedures to ensure compliance with WHS standards and Public Health Order requirements.
6.b	lsolating due to COVID-19 (confirmed case, close contact or	 Reduced interactions (Isolation) Delayed test results 	Physical and mental health issues for worker including hospitalisation, mild / moderate / severe symptoms and illness,	 Refer to Existing Controls for Activities 1 and 5.a. NSW Health COVID-19 fact sheets including: Information for People Exposed to COVID-19

7.	awaiting test results) Managing	A	Presence of COVID symptoms	A	death, anxiety, depression. Potential further transmission to household workers Associated Risks	A	 COVID-19 Self-isolation Guidelines and Support Testing Positive to COVID-19 and Managing COVID-19 Safely at Home Refer to Existing Controls in Activities 1,2,3,	С	L		Y		
7.	NSWPF Workers at greater risk of severe illness from COVID-19	A	outlined in Activities 1,2,3 and 4. Waning efficacy of COVID-19 vaccinations 'Primary Doses' against Omicron and new VOCs increasing the risk of transmission to workers at greater risk of severe illness from COVID- 19.	A	outlined in Activities 1,2,3 and 4. Increased risk of severe illness post infection due to - Pre-existing medical conditions - Over the age of 70 - Pregnancy - Aboriginal and Torres Strat Islander (over age of 50 or with pre-existing medical conditions). Workers unable to be COVID-19 vaccinated due to above circumstances.	A A A A	4, 5.a, 5.b, 7 and 8. Completion of individual specific risk assessments (using SMS 4.3.3 WHS risk Assessment form) for all high-moderate risk workers returning to the workplace. RA must outline the additional control measure required and work areas they are permitted to enter (note process replaces the former At Risk Arrangements Risk Assessment Tool). Commander / Manager to continuously review COVID-19 specific risk assessment. Support and encourage workers receiving vaccination boosters via NEMESES messaging and vaccination FAQs i.e., business units can make local arrangements to enable booster vaccines while on duty.	3	2	MEDIUM	-		

va of	OVID-19 accination f NSWPF orkers	A	Adverse events from vaccines	A	Vaccine side effects, including low-grade fever, pain or redness at the injection site, muscle aches, fatigue, and headaches. Psychosocial injuries	A A	Workers screened by administering health provider prior to vaccination and monitored post vaccine for any adverse events from immunisation (conducted external not by NSWPF). Development of internal resources to support and educate workers on vaccinations. COVID-19 Leave & Entitlements fact sheet includes special leave provision for workers who have adverse reactions from immunisation.	C 2	L 1	LOW	Y				
eff CC va ag do Va Co (VC On str (ba NS	ecreased ificacy of OVID-19 accine gainst ominate ariant of oncern /OCs) micron train. train. SW Health ata)	A	Reduction in COVID-19 antibodies due to weakening vaccine efficacy within immune system. Decreased efficacy of current vaccinations against Omicron variant, requiring additional boosters. Low current vaccination booster uptake by workers.	A A	Associated Risks outlined in Activities 1,2,3, 4 and 6. Minor increase severity of symptoms post infection due to reduction in antibodies an efficiency in vaccination. Non-compliance with vaccination status definitions by ATAGI, (noting booster dose not mandatory but recommended for general population and immunecompromised persons 16 years old and over). Non-compliance of booster mandates resulting in reduced workforce due to	A A A	Refer to Existing Controls for Activity 1. Monitor health and vaccination advice from NSW Health, the Australian Technical Advisory Group on Immunisation (ATAGI) and World Health Organisation (WHO). Support and encourage workers receiving vaccination boosters via NEMESES messaging and vaccination FAQs i.e., business units can make local arrangements to enable booster vaccines while on duty.	C	L 2	MEDIUM	Y	 Monitor health data for emerging VOCs (i.e., severity, hospitalisation, and death rates) and the effectiveness of the vaccination available. Mandate the reporting of booster doses to accurately capture booster vaccination numbers within the NSWPF. Consider Subject to the above consider mandating further COVID-19 vaccinations or boosters. 	Сз	L 2	MEDIUM

					vaccination fatigue and complacency including: - Perception of reduced vaccine effectiveness by media outlets and increasing health data, and potential - Further booster vaccination increases e.g., 5,6, 5 or one every 3-6 months.			C 3	L 2	MEDIUM	Y	>	NOTE: This Residual Risk Rating reflects only if a COVID-19 vaccination or booster is mandated.	C 3	L 1	MEDIUM
9. a	Vaccination against future and emerging COVID-19 Variants of Concern (VOCs)	A	Limited and/or no data to determine efficacy of current vaccinations (and as boosters) against emerging and future VOCs (noting reduced protection already identified against Omicron).	A A A	Associated Risks outlined in Activities 1,2,3, 4 and 6. Increase in serve illness for persons infected resulting in higher hospitalisation and death rates. Current booster vaccinations were developed based on earlier COVID-19 VOCs strains. Limited data on current vaccinations (and as booster doses) to determine efficiency against future and emerging VOCs.	A A A	Refer to Existing Controls for Activity 1. Monitor health and vaccination advice from NSW Health, the Australian Technical Advisory Group on Immunisation (ATAGI) and World Health Organisation (WHO). Support and encourage workers receiving vaccination boosters via NEMESES messaging and vaccination FAQs i.e., business units can make local arrangements to enable booster vaccines while on duty.	C 3	L 2	MEDIUM	Y	\ \ \ \ \	Monitor health data for emerging VOCs (i.e., severity, hospitalisation, and death rates) and the effectiveness of the vaccination available. Monitor COVID-19 positive case data to ensure workforce capabilities continue to be achieved. Subject to the above consider mandating	C3	L 2	MEDIUM

						further COVID- 19 vaccinations or boosters.		
		C 3	L 2	MEDIUM	Υ	NOTE: This Residual Risk Rating reflects only if a COVID-19 vaccination or booster is mandated.	C 3	1 1

Document distribution:

- 1) Maintain a copy with the task documents /operational orders
- 2) Keep records for:
 - 75 years for risk assessments where severity of risk is high and health surveillance is required
 - 30 years for risk assessments where severity of risk is low and health surveillance is required
 - 5 years for risk assessments where there is minimal risk and health surveillance is not required after all corrective action have been completed (see 5.4.5 *Guideline for retention & disposal of WHS documents*)
- 3) Documents relating to litigation (current or future) and/or incidents or near-misses that are notifiable to a regulator should be retained under the Office of the General Counsel advices otherwise.

Measure of Consequences

Consequence	Description
Catastrophic C4	 Mass casualties (5 or more) of public or police Long-term loss of infrastructure such as the Sydney Harbour Bridge, major arterial road or rail or multiple losses of infrastructure essential to functioning of major cities Complete Loss of Integrity with Government or Community – Royal Commission Financial management of NSW Police Force (NSWPF) transferred to external authority
Major C3	 1 to 4 fatalities of public or police Public disorder resulting in wide-spread property damage (e.g., Along George St for 1km, most of a sporting stadium) State-wide intense public, political and media scrutiny evidenced by front page headlines and/or television coverage of more than 1 month Financial loss more than \$50 million and major redress required of the financial position
Moderate C2	 Multiple hospitalisations or severe distress to multiple people or police Public disorder resulting in localised property damage (e.g., to 1 or 2 premises or a portion of a sporting stadium) Scrutiny required in the form of external reviews and/or investigations and/or short term State-wide intense public, political and media scrutiny of up to 1 month Financial loss more than \$2 million
Minor C1	 Minor injuries requiring basic first aid or short visit to hospital or significant distress to a small number of people Public disorder resulting in minor property damage Scrutiny required by internal committees or internal assessment to prevent escalation or short-term or localised media scrutiny Financial loss more than \$100,000

Measure of Likelihood

Likelihood	Description
Almost Certain L5 (>95% - 100% probability of occurring for this operation, project or within the planning process)	 Expected in most circumstances. Has occurred often in similar circumstances or Circumstances are in train that will cause it to happen.
Likely L4 (>50% - 95% probability)	 Has occurred regularly in similar circumstances or Has occurred recently in other similar organisations or Circumstances have occurred that will cause it to happen in the short term
Possible L3 (>5% - <50% probability)	 Has occurred multiple times in the history of the NSWPF and Circumstances remain where it can happen again
Unlikely L2 (1% to 5% probability)	 Has occurred at least once in the history of the NSWPF and Circumstances remain where it can happen again
Rare L1 (<1% probability)	 Has not occurred to date in any similar organisation and Is considered to have very much less than a 1% chance of occurring in the current circumstances

WHS Risk Rating Matrix

3	Minor C1	Moderate C2	Major C3	Catastrophic C4
Almost Certain L5	MEDIUM	HIGH	EXTREME	EXTREME
Likely L4	MEDIUM	HIGH	HIGH	EXTREME
Possible L3	MEDIUM	MEDIUM	HIGH	HIGH
Unlikely L2	LOW	MEDIUM	MEDIUM	HIGH
Rare L1	LOW	LOW	MEDIUM	MEDIUM

Risk Approval Schedule

Residual risk rating	Approval authority * Rank or equivalent
EXTREME	Deputy Commissioner*
HIGH	Assistant Commissioner*
MEDIUM	Superintendent*
LOW	Inspector*

Context

Command:

Completed by:

Description of activity

First read <u>4.3.1 WHS risk management procedures</u>

WORKFORCE SAFETY COMMAND

Assessment # Two

RMS#

Workforce Safety Command on behalf of the NSW POLICE FORCE.

Date: 05/09/2021

Review date: 05/09/2022

In late 2019, COVID-19 was declared a global pandemic. To protect its workers, the NSWPF introduced and implemented numerous Work, Health and Safety strategies such as the provision of daily safety advice, provision of PPE and demonstration / education relating to safety protocols. While such strategies were effective in keeping NSWPF workers safe until the emergence of the Delta strain, the virus has mutated and is now highly transmissible; based on increasing community infection rates, the NSWPF is at an increased risk.

Since the inception of the pandemic, NSWPF has gone approximately 20 months with no on-duty infections. Since August 2021, several NSWPF workers have now contracted the Delta Strain of the virus while in the workplace and as community infection rates increase, so will NSWPF workplace exposures. This will have far reaching effects on workers, their families and the greater community.

The Australian Technical Advisory Group on Immunisation (ATAGI) advised (2/8/21) that outbreaks of the Delta variant have additional implications compared to previous COVID-19 outbreaks due to the original strain or other variants:

- The greater transmissibility of the Delta variant makes control of outbreaks using public health measures more difficult and increases the risk of seeding additional COVID-19 outbreaks.
- Some evidence suggests that infections with the Delta variant may be associated with more severe disease and death, as indicated by hospitalisations, particularly in younger people.

ATAGI re-iterated in its advice the importance of COVID-19 vaccination as a key component of COVID-19 control with the overarching goal of protecting all people in Australia from the harm caused by SARS-CoV-2.

Regardless of current community vaccination rates, the NSWPF must adopt additional risk mitigation protocols. Senior personnel within Workforce Safety Command with subject matter expertise have considered the additional mitigation strategy of mandatory vaccinations across the entire workforce, with some exceptions as determined by the Commissioner or delegate, including those who have medical contraindications. COVID-19 has already mutated several times and it is likely further mutation will occur. However current vaccination controls demonstrate a high level of efficacy in reducing spread, serious illness and death.

The purpose of this Risk Assessment is to consider risks associated with mandatory vaccination, which has been identified as an additional risk mitigation strategy in the operational risk assessment Exposure to COVID-19. The vaccination of NSWPF workers provides a level of protection not only to the individual and the workforce but extends to families of police workers and the greater community.

Location of activity

Any NSWPF Workplaces / State of NSW.

Risk assessment team (who participate	ed, who was	consulted?)					
Name	Position titl	е		Name		Position title	
Insp Ellen Kaserman	Manager, Sa	fety & Prevention		Superintendent David Driver		Commander, Wo	rkforce Safety
Acting Senior Sergeant Peter Dadd	A/Manager,	Safety Operations		ı		Risk Managemer	nt Officer
Nicholas Weller	Health X. Satety Coordinator I I Senior Constante Louise Conrol					Coordinator, NS\ Vaccination Prog	
Debbei So	Health & Safety Officer Zahi Duzli					Health & Safety (Coordinator
Dr Brett Carroll	Director, Prevention and Safety Strategy Dr William Kirby				Chief Medical Officer		
	Highest le	evel of residual risk: \Box	EX	(TREME □ HIGH <mark>☑ MEDI</mark>	<mark>JM</mark> □ LOW		
Authorisation							
I am aware of the WHS risks and approve	the activity	Name		Position	Signature		Date
to proceed.		Mr Gavin Wood		Assistant Commissioner Commander Human Resources	8 5	Bod	05/09/2021

		Risk level acceptable?										
					Risk rating (with existing controls)				Residual rating (with addit control		g tional	
No.	Activity steps	Hazards	Associated risks	Existing controls	Consequence	Likelihood	Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk

1	Any NSWPF related activity. Baseline – no mandatory vaccination	Exposure to COVID-19 biological hazard.	Serious illness or death of workers or other persons (and their contacts) as a result of COVID-19 arising from: • transmission between workers (including in stations, vehicles, and offices (open plan or traditional)); • transmission from a non-worker to a worker (including custody areas, or in a high-risk environment such as hotel quarantine or hospital); and • transmission from a worker to a non-worker (including to individuals, such as the elderly or immunocompromised, with a higher risk of death in the event of contracting COVID-19). Increased risk of transmission due to Delta variant (higher concentration of virus per droplet and enhanced capability of virus to	Current Administrative & Engineering controls including: Use of PPE as per the NSWPF COVID- 19 PPE decision tree. NSWPF COVID-19 hand hygiene principles as per; • NSWPF COVID- 19 FAQ's • NSWPF hand hygiene fact sheet on NSWPF SMS • NSWPF COVID- 19 daily routine • Posters: • COVID-19 Wash Your Hands • Help Stop the Spread Advice Flyer • WHO how to rub hand poster Maintain physical distance	C3	L5	EXTREME	NO	Mandatory vaccination of all NSWPF workers. Removal of unvaccinated workers from the workplace as required.	C2	L3	MEDIUM
			concentration of virus per droplet and enhanced	Maintain physical								

						Risk level acceptable?						
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)				Residual risk rating (with additional controls)			
					Consequence	Likelihood	Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk
			Possibility of further mutations of the COVID virus.									

2	Any NSWPF related activity. Step 1 – Direction for all NSWPF workers to receive COVID-19 vaccination.	Inadequate consultation & / or communication	Potential personal impacts to workers (psychological and physiological). Industrial unrest Increased sick leave	Consultation with workers and the PANSW & PSA including meaningful consideration of views expressed by the PANSW & PSA (noting the decision still resides with NSWPF regardless of any consultation). Ongoing state-wide NEMESIS messaging and information available workers on benefits and risk of vaccination vs being unvaccinated. Employee wellbeing support services available 24/7 including Peer support, Equipt app, Family support coordinator, Employee Assistance Program, Chaplaincy	C1	L2	LOW	YES	Clear communication plan with evidence supporting decision to make direction	C1	L2	LOW
3	Step 2a – workers refuse consent for vaccination	Workplace stress	Potential personal impacts to workers (psychological and physiological) Industrial unrest	Grace period (nominated effective date) allowing officers time to consult with	С3	L3	нвн	YES	Clearly identified and communicated industrial pathways for workers who	C2	L1	LOW

	Risk ra							Risk le	evel acceptable?			
					(w	isk rat	sting			(wit	sidual rating th addit control	g tional
No.	Activity steps	Hazards	Associated risks	Existing controls	Consequence Likelihood		Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk
			Increased sick leave Time loss at commands if workers removed from workplace Additional workload on vaccinated workers due to absence of unvaccinated staff.	their health care professional NSWPF Wellbeing Support Services available 24/7 including: Peer support, Equipt app, Family support coordinator, Employee Assistance Program Chaplaincy NSWPF command Business Continuity Plans Existing vaccination program (nonmandatory)					continue to refuse vaccination. Appropriate management of workers who refuse vaccination in accordance with risk mitigation strategies and industrial advice.			

4	Step 2a – workers refuse consent for vaccination	Biological substances	Staff exposure to COVID-19 virus, including in critical / high risk settings e.g., quarantine hotels or affected LGAs Increased sick leave and reduced ability to respond to calls for service and administrative functions, in particular communications services e.g. PoliceLink, VKG, Triple 0 Increased risk of COVID transmission from unvaccinated workers Increased risk to other workers who may spend sustained periods of time with infectious non-vaccinated workers. Risk of non-compliance with WH&S obligations in respect to taking action that is reasonably practicable. Unvaccinated staff are more likely than vaccinated staff to contract COVID-19 and, in the	Use of PPE as per the NSWPF COVID- 19 PPE decision tree. NSWPF COVID-19 hand hygiene principles as per; NSWPF COVID- 19 FAQ's NSWPF hand hygiene fact sheet on NSWPF SMS NSWPF COVID- 19 daily routine Posters: O COVID-19 Wash Your Hands O Help Stop the Spread Advice Flyer O WHO how to rub hand poster Maintain physical distance Records requested in respect to vaccination status for appropriate tasking and	C3	L3	HIGH	NO	Remove workers from workplace as per clear industrial pathways Mandated production of vaccination status	C1	L1	LOW
				respect to vaccination status for appropriate								

				Risk level acceptable?								
No.					(w	isk ra	sting			Residual ri rating (with addition controls)		g tional
No.	Activity steps	Hazards	Associated risks	d risks Existing controls Consedient Consedient Consedient Consedient Controls Existing controls		Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk	
			symptoms or death and (b) to pass COVID-19 on to NSWPF workers and other persons.									

5	Step 2a – workers refuse consent for vaccination	special needs	Underlying or pre-existing medical conditions preventing vaccination e.g., immunocompromised, pregnancy Higher risk of more severe impact, if contracting COVID-19, due to underlying medical conditions	Requires a medical contraindication certificate Both Comirnaty and COVID-19 Vaccine AstraZeneca are considered acceptable for use in people with immunocompromise. (reference) COVID-19 vaccination decision guide for people with immunocompromise ATAGI recommended that pregnant women can be offered the Pfizer vaccine at any stage of pregnancy subject to medical advice. (reference)	СЗ	L3	нівн	NO	Identification of any suitable alternate duties to reduce COVID-19 exposure for those workers with genuine medical reasons for not being able to receive an approved COVID-19 vaccination. Clearly identified and communicated industrial pathways for workers who are medically unable to receive vaccination Allow extended period for compliance for pregnant workers, subject to their doctor's advice. Benefit of reduced likelihood of COVID-19 transmission in the workplace with other workers vaccinated. Moderna vaccine will be widely available in NSW post mid-September 2021	СЗ	L1	MEDIUM
6	Step 2b – workers consent to vaccination	Remote or isolated locations	Delays in availability / accessibility of vaccine	National COVID Vaccine Plan 'Operation COVID Shield'. Australian	C1	L1	LOW	YES				

	Defence Force assisting with the logistic support of vaccinating regional, rural, and remote locations.	
	Ongoing support and assistance from State Health Emergency Operations Centre (SHEOC) Vaccination Team with the vaccination of workers working in regional, rural and remote locations.	
	Increased vaccine availability due to approval of Moderna vaccine (late September).	
	Moderna vaccine does not require the same strict cold storage requirements of Pfizer and will be available from pharmacies, for employees who are unable to receive the AstraZeneca.	

Step 3 – Administering of vaccination to workers	Failure to provide first aid or health monitoring	Any vaccines can cause side effects, such as a low-grade fever, or pain or redness at the injection site, muscle aches, fatigue, anaphylaxis and headaches and more serious complications in rare circumstances.	Mandatory recovery / health monitoring by qualified medical personnel for post vaccination events before they can leave the observation Public Health Inquiry established; Expert services and NSW Health COVID-19 Safety Expert panel. Adverse Events Following Immunisation (AEFIs) are notifiable to NSW Health PHU. Notification form P902 reporting and sick leave available for all workers who suffer AEFI's. NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances). The Commonwealth Government has also	C1	L1	LOW	YES				
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				Risk level acceptable?								
					(w	isk ra	sting			(wit	l risk g tional ls)	
No.	Activity steps	Hazards	Associated risks	Existing controls	Consequence	Likelihood	Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk
				recently announced that it will introduce a 'no-fault' indemnity scheme for COVID-19 vaccinations, which will allow individuals to access compensation in the extremely rare case of serious side effects.								

Step 3 – Administering of vaccination to workers Biological substances Adverse Events F Immunisation (AE Zeneca (currently NSW) Thrombosis (form blood clots prever flow) and thrombo (low platelets in b preventing blood Onset can occur days of vaccinatic cases from appromillion does. 8 de 29 August 2021). the risk of death cadverse effects is in a million. TGA monitoring re Guillain-Barre Syre (affects nerves re pain, numbness, weakness and diff walking) related to vaccination. TGA received 99 (since 29 August currently no clear been established.	Administration (TGA) provisionally approves AstraZeneca's COVID-19 vaccine After you COVID-19 vaccine AstraZeneca COVID-19 vaccine AstraZeneca COVID-19 vaccination 125 Individuals consulted by qualified health practitioners prior to vaccination for risk factors that may result in adverse events (e.g., pre- existing medical conditions, allergies, age) and made aware of potential complications as part of providing informed consent to vaccination. C2	2 L1 MOJ	YES				
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				side effects including reports of suspected thrombosis/ thrombocytopenia						
				P902 reporting and sick leave available for all employees who suffer AEFI's.						
				NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances).						
				The Commonwealth Government has also recently announced that it will introduce a 'no-fault' indemnity scheme for COVID- 19 vaccinations, which will allow individuals to access compensation in the extremely rare case of serious side effects.						
9	Step 3 - Administering of vaccination to workers	Biological substances	Adverse Events Following Immunisation (AEFI) - <u>Pfizer</u> (currently available in NSW)	Therapeutic Goods Administration (TGA) provisionally	C2	L1	LOW	YES		

		rditis (inflammation of	approves Pfizer			
		art) and pericarditis	COVID-19 vaccine			
		mation of the ane around the heat).				
		can occur within 10-	After your Pfizer			
		f vaccination. 293	(Comirnaty) COVID- 19 vaccination.			
	reports	received from	19 vaccination.			
		imately 9.4 million	ATAGI recommended			
	doses ((since 29 Aug 2021).	for adolescents ages			
			12 years and over.			
			Individuals consulted			
			by qualified health			
			practitioners prior to vaccination for risk			
			factors that may			
			result in adverse			
			events (e.g., pre-			
			existing medical			
			conditions, allergies,			
			age) and made aware of potential			
			complications as part			
			of providing informed			
			consent to			
			vaccination.			
			TCA COVID 40			
			TGA <u>COVID-19</u> vaccine safety			
			monitoring plan			
			Active surveillance			
			via AusVaxSafety			
			and TGA COVID-19			
			Safety Reporting for common and adverse			
			common and adverse			

				side effects including reports of suspected myocarditis / pericarditis P902 reporting and sick leave available for all employees who suffer AEFI's. NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances). The Commonwealth Government has also recently announced						
				that it will introduce a 'no-fault' indemnity scheme for COVID-19 vaccinations, which will allow individuals to access compensation in the extremely rare case of serious side effects.						
10	Step 3 – Administering of vaccination to workers	Biological substances	Adverse Events Following Immunisation (AEFI) - Moderna (available in NSW from 20 September)	Therapeutic Goods Administration (TGA) provisionally approves Moderna's COVID-19 vaccine	C2	L1	LOW	YES		

	Myocarditis (inflammation of the heart) and pericarditis (inflammation of the membrane around the heat). Currently no data for Australia. Cases report in United States of America (USA) by Centres for Disease Control and Prevention (CDC).	Individuals consulted by qualified health practitioners prior to vaccination for risk factors that may result in adverse events (e.g., pre-existing medical conditions, allergies, age) and made aware of potential complications as part of providing informed consent to vaccination.				
		Recommended for				
		TGA COVID-19 vaccine safety monitoring plan				
		Active surveillance • AusVaxSafety • TGA COVID-19 Safety Reporting for common and adverse side effects.				
		P902 reporting and sick leave available for all employees who suffer AEFI's.				

								Risk le	evel acceptable?													
																isk rat ith exis control	ting			(wit	sidual rating th addit control	g tional
No	Activity steps	Hazards	Associated risks	Existing controls	Consequence	Consequence Likelihood Risk		Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk										
				NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances). The Commonwealth Government has also recently announced that it will introduce a 'no-fault' indemnity scheme for COVID-19 vaccinations, which will allow individuals to access compensation in the extremely rare case of serious side effects.																		

11	Step 4 – return to duties post vaccination	Biological substances	NSWPF worker becoming unwell from contracting COVID-19 7–14 days delay in the best protection after their second dose of the vaccine. NSWPF worker experiencing long term health effects following COVID-19 infection	Use of PPE as per the NSWPF COVID-19 PPE decision tree. NSWPF COVID-19 hand hygiene principles as per; NSWPF COVID-19 FAQ's NSWPF COVID-19 FAQ's NSWPF hand hygiene fact sheet on NSWPF SMS NSWPF COVID-19 daily routine Posters: O COVID-19 Wash Your Hands O Help Stop the Spread Advice Flyer O WHO how to rub hand poster All authorised COVID-19 vaccines demonstrated high efficacy: (≥89%) against COVID-19 severe enough to require hospitalisation. against COVID-19-associated	C2	L1	МОП	YES	Potential booster vaccines may be required.			
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								Risk I	evel acceptable?																	
																				isk ra ith exis	sting			(wit	sidua ratin h addi contro	tional
No	. Activity steps	Hazards	Associated risks	Existing controls	Consequence	Likelihood	Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk														
				death (<u>reference</u>)																						

12	Step 4 – return to duties post vaccination	Biological substances	Unknowingly spreading COVID-19 to others due to limited / nil symptoms Vaccinated staff 48% – 92% less likely to suffer symptomatic infections (subject to virus strain and vaccination type) (reference)	Use of PPE as per the NSWPF COVID-19 PPE decision tree. NSWPF COVID-19 hand hygiene principles as per; NSWPF hand hygiene fact sheet on NSWPF SMS					Mandatory vaccination program Identification of any suitable alternate duties to reduce COVID-19 exposure for those members with genuine medical reasons for not being able to receive an approved COVID-19	C1	L1	
			Potential multiple worker time loss at command / business unit	NSWPF COVID- 19 daily routine NSWPF COVID- 19 FAQ's Posters:	C2	L1	ГОМ	YES	vaccination Clearly identified and communicated industrial pathways for workers who are medically unable to receive vaccination			ГОМ
				NSWPF command Business Continuity Plans Observational study in UK found vaccinated people had 50%								
				Observational study in UK found vaccinated people								

								Risk le	evel acceptable?										
													Risk rating (with existing controls)				(wi	Residual risk rating (with additional controls)	
No.	Activity steps	Hazards	Associated risks	Existing controls	Consequence	Likelihood	Risk	Y/N	Additional risk controls (if necessary)	Consequence	Likelihood	Residual risk							
				transmission to their household contacts.															
				COVID-19 Provision of Accommodation risk matrix- officers may be able to isolate away from unvaccinated family.															

Document distribution:

- 1) Maintain a copy with the task documents /operational orders
- 2) Keep records for:
 - 75 years for risk assessments where severity of risk is high and health surveillance is required
 - 30 years for risk assessments where severity of risk is low and health surveillance is required
 - 5 years for risk assessments where there is minimal risk and health surveillance is not required after all corrective action have been completed (see 5.4.5 *Guideline for retention & disposal of WHS documents*)
- 3) Documents relating to litigation (current or future) and/or incidents or near-misses that are notifiable to a regulator should be retained under the Office of the General Counsel advices otherwise.

Measure of Consequences

Consequence	Description
Catastrophic C4	 Mass casualties (5 or more) of public or police Long-term loss of infrastructure such as the Sydney Harbour Bridge, major arterial road or rail or multiple losses of infrastructure essential to functioning of major cities Complete Loss of Integrity with Government or Community – Royal Commission Financial management of NSW Police Force (NSWPF) transferred to external authority
Major C3	 1 to 4 fatalities of public or police Public disorder resulting in wide-spread property damage (e.g. Along George St for 1km, most of a sporting stadium) State-wide intense public, political and media scrutiny evidenced by front page headlines and/or television coverage of more than 1 month Financial loss more than \$50 million and major redress required of the financial position
Moderate C2	 Multiple hospitalisations or severe distress to multiple people or police Public disorder resulting in localised property damage (e.g. to 1 or 2 premises or a portion of a sporting stadium) Scrutiny required in the form of external reviews and/or investigations and/or short term State-wide intense public, political and media scrutiny of up to 1 month Financial loss more than \$2 million
Minor C1	 Minor injuries requiring basic first aid or short visit to hospital or significant distress to a small number of people Public disorder resulting in minor property damage Scrutiny required by internal committees or internal assessment to prevent escalation or short-term or localised media scrutiny Financial loss more than \$100,000

Measure of Likelihood

Likelihood	Description
Almost Certain L5 (>95% - 100% probability of occurring for this operation, project or within the planning process)	 Expected in most circumstances. Has occurred often in similar circumstances or Circumstances are in train that will cause it to happen.
Likely L4 (>50% - 95% probability)	 Has occurred regularly in similar circumstances or Has occurred recently in other similar organisations or Circumstances have occurred that will cause it to happen in the short term
Possible L3 (>5% - <50% probability)	 Has occurred multiple times in the history of the NSWPF and Circumstances remain where it can happen again
Unlikely L2 (1% to 5% probability)	 Has occurred at least once in the history of the NSWPF and Circumstances remain where it can happen again
Rare L1 (<1% probability)	 Has not occurred to date in any similar organisation and Is considered to have very much less than a 1% chance of occurring in the current circumstances

WHS Risk Rating Matrix

3	Minor C1	Moderate C2	Major C3	Catastrophic C4
Almost Certain L5	MEDIUM	HIGH	EXTREME	EXTREME
Likely L4	MEDIUM	HIGH	HIGH	EXTREME
Possible L3	MEDIUM	MEDIUM	HIGH	HIGH
Unlikely L2	LOW	MEDIUM	MEDIUM	HIGH
Rare L1	LOW	LOW	MEDIUM	MEDIUM

Risk Approval Schedule

Residual risk rating	Approval authority * Rank or equivalent
EXTREME	Deputy Commissioner*
HIGH	Assistant Commissioner*
MEDIUM	Superintendent*
LOW	Inspector*