

Also 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

Context

Operation title 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.

Description

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 Officer		
Allison Joller	Health & Safety Coordinator		
Nicholas Bell	Health & Safety Coordinator		

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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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>) 	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<p>sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser</p> <ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.b	Close contact with the general public in public places (Areas used by the public)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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>) 	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls	
				C x L=R		C x L = R	
			<ul style="list-style-type: none">➤ 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 <ul style="list-style-type: none">➤ Front desk enquiries<ul style="list-style-type: none">○ Interviews○ Statements○ General report taking➤ Common areas➤ Custody➤ Arrest/detention	<ul style="list-style-type: none">➤ Psychological injury	<ul style="list-style-type: none">➤ Transmission of COVID-19 through:<ul style="list-style-type: none">○ Touching contaminated persons, objects or surfaces○ Droplet exchange (Saliva/mucus)	<ul style="list-style-type: none">➤ 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	<ul style="list-style-type: none">➤ 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>)	C5 x L2 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 ➤ 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 			

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				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	fit and remove a P2 (poster) <ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Front desk enquiries <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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>) 	C5 x L3 HIGH

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				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ COVID-19 quarantine compliance check 	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ 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 	

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				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> objects or surfaces <ul style="list-style-type: none"> ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> 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 ➤ SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) ➤ SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) 		<p>basis which may further reduce the "Risk rating with additional controls)."</p> <ul style="list-style-type: none"> ➤ 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 WHS Briefs (in place from 1/4/20) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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

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				C x L=R		C x L = R	
			<ul style="list-style-type: none">➤ 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 <ul style="list-style-type: none">➤ Vehicle stops<ul style="list-style-type: none">○ RBT○ RDT	<ul style="list-style-type: none">➤ Psychological injury	<ul style="list-style-type: none">➤ Transmission of COVID-19 through:<ul style="list-style-type: none">○ Touching contaminated persons, objects or surfaces	<ul style="list-style-type: none">➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page➤ Police Operations Centre (POC) – Advice, support,	C5 x L2 HIGH	<ul style="list-style-type: none">➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> Vehicle/person searches Traffic offence 	<ul style="list-style-type: none"> Droplet exchange (Saliva/mucus) 	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 ➤ 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 (<i>Details to be confirmed</i>)	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Vehicle stops <ul style="list-style-type: none"> ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence ○ Arrest/detention 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 		<ul style="list-style-type: none"> ➤ 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>) 	

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				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ 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 	

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				C x L=R		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 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)	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 (<i>Details to be confirmed</i>)	C5 x L2 HIGH

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				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Psychological injury ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 HIGH	<ul style="list-style-type: none"> ➤ 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>) 	C5 x L3 HIGH

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			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties 	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ 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 	

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				C x L=R		C x L = R
	<ul style="list-style-type: none"> Office environment Common areas 	<ul style="list-style-type: none"> objects or surfaces Droplet exchange (Saliva/mucus) 	provision of PPE and coordination <ul style="list-style-type: none"> 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. 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)." <ul style="list-style-type: none"> All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	C5 x L2 HIGH


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				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties ○ Office environment ○ Common areas 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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>) 	C5 x L3 HIGH

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<p>sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser</p> <ul style="list-style-type: none"> ➤ 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:

- 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						
 NSW Police Force		CONSEQUENCE				
		C1	C2	C3	C4	C5
		Insignificant	Minor	Moderate	Major	Severe
LIKELIHOOD	L5 Almost Certain	MEDIUM	MEDIUM	HIGH	EXTREME	EXTREME
	L4 Likely	LOW	MEDIUM	HIGH	HIGH	EXTREME
	L3 Possible	LOW	LOW	MEDIUM	HIGH	HIGH
	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	HIGH
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM

Risk Matrix based on AS/NZS ISO 31000:2009

Likelihood (Probability)

L1 Rare	L2 Unlikely	L3 Possible	L4 Likely	L5 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 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries NOT APPLICABLE	Minor injuries requiring only first aid treatment	Injuries requiring medical treatment at a hospital	Serious injuries requiring hospitalisation	Death of one or 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	<p>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.</p> <p>Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval.</p> <p>(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)</p>
HIGH	<p>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.</p>
MEDIUM	<p>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.</p>
LOW	<p>The level of risk is acceptable but should be monitored continuously.</p>
VERY LOW	<p>No action required at present, however review the risk as determined by the schedule (see 4.3.1 <i>Health and safety risk management procedures</i>).</p>

Approval & revision history	
Document title	<i>Health & safety risk assessment form</i>
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 # One

Reviewed by: Director Brett Carroll

Date: 24/03/2020

Context

Operation title 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.

Description

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	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 Officer		
Allison Joller	Health & Safety Coordinator		
Nicholas Bell	Health & Safety Coordinator		

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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<p>sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser</p> <ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.b	Close contact with the general public in public places (Areas used by the public)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Front desk enquiries <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention	➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ 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 ➤ 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 (<i>Details to be confirmed</i>)	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ COVID-19 quarantine compliance check 	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> 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 ➤ SMS - 2.4.3 Infection control fact sheet - Standard precautions for police (poster) ➤ SMS - 2.4.4 Infection control fact sheet - Hand hygiene (poster) 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 	C4 x L2	<ul style="list-style-type: none"> ➤ 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 WHS Briefs (in place from 1/4/20) 	C4 x L2

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Vehicle stops <ul style="list-style-type: none"> ○ RBT ○ RDT 	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> Vehicle/person searches Traffic offence 	<ul style="list-style-type: none"> Droplet exchange (Saliva/mucus) 	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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Vehicle stops <ul style="list-style-type: none"> ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence ○ Arrest/detention 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 		<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 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)	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 	C4 x L2 MEDIUM	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties 	<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ Police Operations Centre (POC) – Advice, support, 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> Office environment Common areas 	<ul style="list-style-type: none"> objects or surfaces Droplet exchange (Saliva/mucus) 	provision of PPE and coordination <ul style="list-style-type: none"> 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 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


No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties ○ Office environment ○ Common areas 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 	C4 x L2 MEDIUM	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) 	C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<p>sneezing, dispose of tissues immediately after use and wash your hands or apply hand sanitiser</p> <ul style="list-style-type: none"> ➤ 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:

- 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						
 NSW Police Force		CONSEQUENCE				
		C1	C2	C3	C4	C5
		Insignificant	Minor	Moderate	Major	Severe
LIKELIHOOD	L5 Almost Certain	MEDIUM	MEDIUM	HIGH	EXTREME	EXTREME
	L4 Likely	LOW	MEDIUM	HIGH	HIGH	EXTREME
	L3 Possible	LOW	LOW	MEDIUM	HIGH	HIGH
	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	HIGH
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM

Risk Matrix based on AS/NZS ISO 31000:2009

Likelihood (Probability)

L1 Rare	L2 Unlikely	L3 Possible	L4 Likely	L5 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 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries NOT APPLICABLE	Minor injuries requiring only first aid treatment	Injuries requiring medical treatment at a hospital	Serious injuries requiring hospitalisation	Death of one or 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	<p>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.</p> <p>Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval.</p> <p>(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)</p>
HIGH	<p>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.</p>
MEDIUM	<p>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.</p>
LOW	<p>The level of risk is acceptable but should be monitored continuously.</p>
VERY LOW	<p>No action required at present, however review the risk as determined by the schedule (see 4.3.1 <i>Health and safety risk management procedures</i>).</p>

Approval & revision history	
Document title	<i>Health & safety risk assessment form</i>
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 # Two

Reviewed by: Director Brett Carroll

Date: 23/04/2020

Context

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.

Description

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://ranzcoq.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.**

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 Officer		
Allison Joller	Health & Safety Coordinator		
Nicholas Bell	Health & Safety Coordinator		

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
			28/04/2020

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	fit and remove a P2 (poster) <ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Front desk enquiries <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 alcohol-based hand sanitiser 	C5 x L2 HIGH	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 fit and remove a P2 (poster) 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Front desk enquiries <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 	C5 x L2 HIGH	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 ➤ SMS - 2.4.1 Infection disease prevention guidelines 		<p>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).”</p> <ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	➤ Hotel returned traveller quarantine / isolation duties	➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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 	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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 <ul style="list-style-type: none"> ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence 	➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ 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 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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. 			
4.b	Close contact with the general public - vehicles <ul style="list-style-type: none"> ➤ Vehicle stops 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence ○ Arrest/detention 	<ul style="list-style-type: none"> ○ persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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: <ul style="list-style-type: none"> ○ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 interaction while working with colleagues	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties ○ Office environment ○ Common areas 	<ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties ○ Office environment ○ Common areas 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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						
 NSW Police Force		CONSEQUENCE				
		C1	C2	C3	C4	C5
		Insignificant	Minor	Moderate	Major	Severe
LIKELIHOOD	L5 Almost Certain	MEDIUM	MEDIUM	HIGH	EXTREME	EXTREME
	L4 Likely	LOW	MEDIUM	HIGH	HIGH	EXTREME
	L3 Possible	LOW	LOW	MEDIUM	HIGH	HIGH
	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	HIGH
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM

Risk Matrix based on AS/NZS ISO 31000:2009

Likelihood (Probability)

L1 Rare	L2 Unlikely	L3 Possible	L4 Likely	L5 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 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries NOT APPLICABLE	Minor injuries requiring only first aid treatment	Injuries requiring medical treatment at a hospital	Serious injuries requiring hospitalisation	Death of one or 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	<p>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.</p> <p>Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval.</p> <p>(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)</p>
HIGH	<p>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.</p>
MEDIUM	<p>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.</p>
LOW	<p>The level of risk is acceptable but should be monitored continuously.</p>
VERY LOW	<p>No action required at present, however review the risk as determined by the schedule (see 4.3.1 <i>Health and safety risk management procedures</i>).</p>

Approval & revision history	
Document title	<i>Health & safety risk assessment form</i>
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 # Two

Reviewed by: Director Brett Carroll

Date: 23/04/2020

Context

Operation title 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.

Description

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 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**
<https://www.health.gov.au/news/health-alerts/novel-coronavirus-2019-ncov-health-alert/advice-for-people-at-risk-of-coronavirus-covid-19>
<https://ranzcoq.edu.au/statements-guidelines/covid-19-statement/information-for-pregnant-women>
- **A further risk assessment, 'At Risk Group – Exposure to COVID-19' has been created.**

Location of activity

State-wide.

Risk assessment team		Consultation	
<i>Name</i>	<i>Position title</i>	<i>Name</i>	<i>Position title</i>
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 Officer		
Allison Joller	Health & Safety Coordinator		
Nicholas Bell	Health & Safety Coordinator		

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.	<i>Name</i>	<i>Signature</i>	<i>Date</i>
			28/04/2020

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.a	Casual contact with the general public in public places (Areas used by the public)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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)	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 <ul style="list-style-type: none"> ➤ Front desk enquiries <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet 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 alcohol-based hand sanitiser	C4 x L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 fit and remove a P2 (poster) 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Front desk enquiries <ul style="list-style-type: none"> ○ Interviews ○ Statements ○ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 	C4 x L1 LOW	<ul style="list-style-type: none"> ➤ Hotel Forward Command Post WHS Information 	C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 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 		<ul style="list-style-type: none"> 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 		<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	➤ Hotel returned traveller quarantine / isolation duties	➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 <ul style="list-style-type: none"> ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence 	➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ 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 L1 LOW		C4 x L1 LOW

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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. 			
4.b	Close contact with the general public - vehicles <ul style="list-style-type: none"> ➤ Vehicle stops 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ○ RBT ○ RDT ○ Vehicle/person searches ○ Traffic offence ○ Arrest/detention 	<ul style="list-style-type: none"> ○ persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		➤ Psychological injury	<ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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: <ul style="list-style-type: none"> ○ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties ○ Office environment ○ Common areas 	<ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ 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 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ Psychological injury 	<ul style="list-style-type: none"> ➤ 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 <ul style="list-style-type: none"> ➤ Working in close proximity: <ul style="list-style-type: none"> ○ Car crew ○ Station duties ○ Office environment ○ Common areas 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> ○ Touching contaminated persons, objects or surfaces ○ Droplet exchange (Saliva/mucus) 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page ➤ All NSWPF workers must complete Commissioners Online Directive – COVID-19 (<i>Details to be confirmed</i>) ➤ Police Operations Centre (POC) – Advice, support, 			


No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 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 -	C4 x L2 MEDIUM		C4 x L2 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		<ul style="list-style-type: none"> ➤ 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
- 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						
 NSW Police Force		CONSEQUENCE				
		C1	C2	C3	C4	C5
		Insignificant	Minor	Moderate	Major	Severe
LIKELIHOOD	L5 Almost Certain	MEDIUM	MEDIUM	HIGH	EXTREME	EXTREME
	L4 Likely	LOW	MEDIUM	HIGH	HIGH	EXTREME
	L3 Possible	LOW	LOW	MEDIUM	HIGH	HIGH
	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	HIGH
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM

Risk Matrix based on AS/NZS ISO 31000:2009

Likelihood (Probability)

L1 Rare	L2 Unlikely	L3 Possible	L4 Likely	L5 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 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries NOT APPLICABLE	Minor injuries requiring only first aid treatment	Injuries requiring medical treatment at a hospital	Serious injuries requiring hospitalisation	Death of one or 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	<p>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.</p> <p>Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval.</p> <p>(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)</p>
HIGH	<p>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.</p>
MEDIUM	<p>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.</p>
LOW	<p>The level of risk is acceptable but should be monitored continuously.</p>
VERY LOW	<p>No action required at present, however review the risk as determined by the schedule (see 4.3.1 <i>Health and safety risk management procedures</i>).</p>

Approval & revision history	
Document title	<i>Health & safety risk assessment form</i>
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

Context

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 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, ‘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 [Australian Department of Health](#).

Location of activity

State-wide.

Risk assessment team		Consultation	
Name	Position title	Name	Position title
Ellen Kaserman	Manager Safety and Prevention (Insp)	Dr William Kirby	Chief Police Medical Officer
Barry Cash	Manager Safety Education (S/Sgt)		
	A/Manager Safety Operations (S/Sgt)		
Scott Murphy	Health & Safety Officer (S/Cst)		
Peter Yiakoumis	Safety Project Officer (S/Cst)		
Allison Joller	Health & Safety Coordinator		
Nicholas Bell	Health & Safety Coordinator		
Nicholas Weller	Health & Safety Coordinator		
Hong Liu	Health & Safety Coordinator		

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

Supt David Driver

Signature



Date

23/03/2021

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
1.	Positive COVID-19 case (employee) entering a NSWPF station / workplace: <ul style="list-style-type: none"> ➤ 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. 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through via: <ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Awareness Package</i>. ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ <i>COVID-19 Secondary Employment Risk Assessment</i> ➤ <i>COVID-19 Work Health & Safety FAQ's</i> document. ➤ COVID-19 policies, procedures, guidelines and resources: <ul style="list-style-type: none"> - <i>COVID-19 Isolation Decision Tree</i> - <i>COVID-19 Testing (NSWPF Workers)</i> - <i>COVID-19 Daily Routine fact sheet</i> - <i>COVID-19 Managing Confirmed Cases in the Workplace</i> - <i>COVID-19 End of Isolation Matrix (NSWPF Workers)</i> ➤ Pre-work temperature and health screening procedures: 	C5 x L1 MEDIUM	<ul style="list-style-type: none"> ➤ All workers who fall into the category of 'At Risk Group' must be assessed using the <i>COVID-19 At Risk Work Arrangements Risk Assessment Tool</i> 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> - <i>Pre-Work Screening Flow Chart – Temperature Taken</i> - <i>Pre-Work Screening Flow Chart – No Thermometer</i> - <i>A66 Infrared Thermometer Guidelines.</i> ➤ QR registration code (via Service NSW) for visitors entering stations and workplaces for contact tracing purposes. ➤ COVID-19 safe training procedures and resources for internal face-to-face courses: <ul style="list-style-type: none"> - <i>Training Risk Assessment Template</i> - <i>Safe Training Standard Operating Procedure Template</i> - <i>Training Acknowledgment & Sign-in Register Template</i> ➤ COVID-19 safe gyms and fitness room resources: <ul style="list-style-type: none"> - <i>COVID-19 Guidelines for Use of NSWPF Fitness Rooms</i> 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> - COVID-19 Fitness Room Conditions of Entry ➤ Cleaning guidelines and resources: <ul style="list-style-type: none"> - 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-19 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 Lavery 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		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 <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ Interviews ➤ Statements ➤ General report taking ➤ Common areas ➤ Custody ➤ Arrest/detention 	<ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ COVID-19 Work Health & Safety FAQ's document. ➤ COVID-19 policies, procedures, guidelines and resources: <ul style="list-style-type: none"> - 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. 		<p><i>Arrangements Risk Assessment Tool</i> and where required additional protective controls implemented.</p> <ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ PPE fitting and removing user instructions and videos. ➤ Cleaning guidelines and resources: <ul style="list-style-type: none"> - <i>Decontamination of COVID-19 on Axon Products (BWV/CEW)</i> - <i>Safe Work Australia – Cleaning to Prevent the spread of COVID-19</i> - <i>COVID-19 Vehicle Cleaning Action Plan (FETS)</i> - <i>CSRI Posters – How Long does COVID-91 Last on Surfaces.</i> ➤ Hygiene and physical distancing workplace signage: <ul style="list-style-type: none"> - <i>Stop the Spread of Germs</i> - <i>Stop the Spread</i> - <i>Have You Washed Your Hands?</i> - <i>How to Hand Wash</i> - <i>How to Hand Rub</i> - <i>Keep Your Distance</i> - <i>Do Not Crowd Lift</i> - <i>Temperature Testing</i> - <i>Room Maximum Capacity</i> 			

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> - <i>Seat Unavailable</i> - <i>Keep Your Community Safe</i> <ul style="list-style-type: none"> ➤ 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.	<p>Contact with positive COVID-19 case/s during general duty or other community facing policing tasks:</p> <ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> - 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. 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Awareness Package</i>. ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ <i>COVID-19 Work Health & Safety FAQ's</i> document. ➤ COVID-19 policies, procedures, guidelines and resources: <ul style="list-style-type: none"> - <i>COVID-19 Isolation Decision Tree</i> - <i>COVID-19 PPE Decision Tree</i> 	C5 x L1 MEDIUM	<ul style="list-style-type: none"> ➤ All workers who fall into the category of 'At Risk Group' must be assessed using the <i>COVID-19 At Risk Work Arrangements Risk Assessment Tool</i> 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ Deceased ➤ Search warrants 		<ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - 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 		<p>for Coronavirus Disease 2019 (COVID-19).</p> <ul style="list-style-type: none"> ➤ Vaccination as it becomes available 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> - <i>Fitting & Removing Face Shields</i> - <i>Fitting & Removing Eyewear.</i> ➤ Fitting & Removing PPE Training Video ➤ <i>COVID-19 Random Breath Testing (RBT and Breath Analysis</i> fact sheet. ➤ <i>COVID-19 Daily Routine</i> 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: <ul style="list-style-type: none"> ➤ Return traveller quarantine hotels ➤ COVID-19 quarantine compliance checks 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> - Interactions, - Droplet exchange (Saliva / mucus) - Touching contaminated persons, objects or surfaces. 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Awareness Package.</i> ➤ Online <i>Operation Coronavirus 2020 Hotel Quarantine</i> package must be completed by NSWPF workers 	C5 x L2 HIGH	<ul style="list-style-type: none"> ➤ 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 <i>COVID-19 At Risk Work Arrangements Risk Assessment Tool.</i> 	C5 x L1 MEDIUM

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
	<ul style="list-style-type: none"> ➤ 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. 	<ul style="list-style-type: none"> ➤ 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. 	<ul style="list-style-type: none"> conducting hotel quarantine shifts. ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ <i>COVID-19 Work Health & Safety FAQ's</i> 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 <i>Safety observations</i> and <i>Workplace Inspection</i> forms. ➤ Mandatory COVID-19 surveillance (saliva) testing conducted daily for all workers 		<p><i>Where concerns arise over medical clearance provided these should be reviewed by the Chief Police Medical Officer.</i></p> <ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<p>deployed / entering quarantine hotels.</p> <ul style="list-style-type: none"> ➤ Additional risk assessments for COVID-19 operations and hazardous areas. ➤ COVID-19 safe travel and extradition procedures and resources: <ul style="list-style-type: none"> - 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 / Extradition Log - COVID-19 Post Travel / Extradition Panel Review 		<p>Note: The prioritisation is subject to sufficient numbers of vaccinated officers.</p> <ul style="list-style-type: none"> ➤ Vaccination of the broader workforce as it becomes available 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> ➤ 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. <ul style="list-style-type: none"> ➤ Infected workers isolating ➤ Workers awaiting test results, ➤ Workers required to isolate or working from home due to high-risk health factors. 	<ul style="list-style-type: none"> ➤ 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, 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Awareness Package</i>. ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ <i>COVID-19 Work Health & Safety</i> FAQ's document. ➤ <i>COVID-19 Leave and Entitlements</i> fact sheet and FAQ's for infection isolation and testing purposes. ➤ <i>COVID-19 At Risk Work Arrangements Risk Assessment Tool</i>. ➤ <i>COVID-19 Provision of Accommodation Risk Matrix</i>. 	C5 x L1 MEDIUM	<ul style="list-style-type: none"> ➤ All workers who fall into the category of 'At Risk Group' must be assessed using the <i>COVID-19 At Risk Work Arrangements Risk Assessment Tool</i> 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
		death, fear, anxiety, depression.	<ul style="list-style-type: none"> ➤ Working remotely procedures and resources: <ul style="list-style-type: none"> - <i>Wellbeing & Welfare Considerations for Team Working Remotely</i> fact sheet - <i>Working Remotely Wellbeing Checklist</i> - <i>COVID-19 Flexible Working Options</i> fact sheet - <i>Return to the Workplace</i> fact sheet - <i>Working From Home Policy & Procedure</i> - <i>Working From Home Arrangements Checklist</i> - <i>SMS 2.5.1 Workplace Ergonomics Guidelines</i> - <i>SMS5.2.2 Workstation Self-Assessment Checklist</i> - <i>SMS 2.5.3 Stretches for Office Workers.</i> ➤ Health and wellbeing resources: <ul style="list-style-type: none"> - <i>Supporting Our Colleagues during COVID-19</i> 		<ul style="list-style-type: none"> ➤ Vaccination of the broader workforce 	

No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> - <i>World Health Organization (WHO) COVID-19 Coping With Stress</i> - <i>Managing Anxiety and Worry about the Coronavirus</i> - <i>Black Dog Institute – Tips to Manage Anxiety During Times of uncertainty</i> - <i>Black Dog Institute – Reassuring your Children about the Unknown</i> - <i>Where did Everyone Go?</i> - <i>Dr Justin Coulson Webinars (4 parts)</i> - <i>Your Mental Health Information Sheet (4 parts).</i> ➤ <i>NSWPF Employee Assistance Program.</i> ➤ <i>NSW Police Force Wellbeing Support Services:</i> <ul style="list-style-type: none"> - <i>Peer Support Program</i> - <i>Equipt App</i> - <i>Your Health First</i> - <i>WellCheck</i> - <i>Eat Smart</i> - <i>Police Psychologist</i> 			


No.	Hazards	Associated risks	Known / Existing risk controls	Risk rating with existing controls	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			<ul style="list-style-type: none"> - Incident Support - Family Support Coordinator - Chaplaincy - Fitness Passport 			
6.	COVID-19 vaccination of workers. <ul style="list-style-type: none"> ➤ Non vaccinated workers, ➤ Transmission of COVID-19, ➤ Adverse events from vaccine 	<ul style="list-style-type: none"> ➤ Non vaccinated worker 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. 	<ul style="list-style-type: none"> ➤ 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 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	<ul style="list-style-type: none"> ➤ Priority of NSWPF internal vaccination rollout to workers undertaking duties in COVID-19 high risk locations e.g. quarantine hotels, overseas travel / extraditions. <p>Note: The prioritisation is subject to sufficient numbers of vaccinated officers.</p> <ul style="list-style-type: none"> ➤ 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	Additional risk controls required	Risk rating with additional controls
				C x L=R		C x L = R
			to support vaccination rollouts plans where required. ➤ <i>COVID-19 Leave and Entitlements</i> fact sheet and FAQ's include special leave entitlements for workers who have adverse side effects from immunisation.			

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						
 NSW Police Force		CONSEQUENCE				
		C1 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
LIKELIHOOD	L5 Almost Certain	MEDIUM	MEDIUM	HIGH	EXTREME	EXTREME
	L4 Likely	LOW	MEDIUM	HIGH	HIGH	EXTREME
	L3 Possible	LOW	LOW	MEDIUM	HIGH	HIGH
	L2 Unlikely	VERY LOW	LOW	LOW	MEDIUM	HIGH
	L1 Rare	VERY LOW	VERY LOW	LOW	LOW	MEDIUM

Risk Matrix based on AS/NZS ISO 31000:2009

Likelihood (Probability)

L1 Rare	L2 Unlikely	L3 Possible	L4 Likely	L5 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 Insignificant	C2 Minor	C3 Moderate	C4 Major	C5 Severe
No Injuries NOT APPLICABLE	Minor injuries requiring only first aid treatment	Injuries requiring medical treatment at a hospital	Serious injuries requiring hospitalisation	Death of one or 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	<p>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.</p> <p>Newly identified risks: Any new activity with this risk ranking will not be implemented unless a DCOP gives approval.</p> <p>(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)</p>
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 <i>Health and safety risk management procedures</i>).

Approval & revision history	
Document title	<i>Health & safety risk assessment form</i>
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

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**

Date: **05/09/2021**

Review date: **05/09/2022**

Operation / activity title

Exposure to COVID-19

Context

Description of activity

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 participated, who was consulted?)			
Name	Position title	Name	Position title
David Driver	Commander, Workforce Safety (Supt)	Dr William Kirby	Chief Police Medical Officer
Dr Brett Carroll	Director, Prevention and Safety Strategy	Ellen Kaserman	Manager Safety and Prevention (Insp)
	Risk Management Officer (Sgt)	Barry Cash	Manager Safety Education (S/Sgt)
Scott Murphy	Health & Safety Officer (S/Cst)	Peter Dadd	A/Manager Safety Operations (A/S/Sgt)
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		

Highest level of residual risk: ☐ EXTREME ☐ HIGH ☒ MEDIUM ☐ LOW

Authorisation

I am aware of the WHS risks and approve the activity to proceed.	Name	Position	Signature	Date
	Assistant Commissioner Gavin Wood	Commander, Human Resources Command		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)”.

								Risk level acceptable? ↓				
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			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: <ul style="list-style-type: none">- 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.	➤ Compliance with NSW Government requirements <ul style="list-style-type: none">➤ 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:	C3	L5	EXTREME	N	➤ Removal of unvaccinated workers from the workplace as required.	C2	L3	MEDIUM
			➤ Possibility of further mutations						➤ 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 –			

			<p>of the COVID virus.</p> <ul style="list-style-type: none"> ➤ Regardless of duty type (sworn or unsworn) unvaccinated sworn and unsworn staff represent the same level of risk within NSWPF workplaces. ➤ Physical and mental health related health issues due to infection e.g. hospitalisation, mild / moderate / severe symptoms and illness, death, fear, anxiety, depression. ➤ Reduced operational response capability. ➤ Retrospective notification of positive COVID cases. ➤ Asymptomatic cases unable to be identified by workers or case. ➤ Expected increase in asymptomatic 	<ul style="list-style-type: none"> - COVID-19 Isolation Decision Tree - COVID-19 Testing (NSWPF Workers) - COVID-19 Daily Routine fact sheet - COVID-19 Managing Confirmed Cases in the Workplace - COVID-19 End of Isolation Matrix (NSWPF Workers) <ul style="list-style-type: none"> ➤ Pre-work temperature and health screening procedures: <ul style="list-style-type: none"> - 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: <ul style="list-style-type: none"> - Training Risk Assessment Template - Safe Training Standard Operating Procedure Template 						Administrative control)				
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			<p>protection duties, security at Government buildings i.e. Special Constables, etc).</p> <ul style="list-style-type: none"> ➤ 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 /	<ul style="list-style-type: none"> ➤ Front desk enquiries ➤ Interviews ➤ Statements 	<ul style="list-style-type: none"> ➤ Transmission of COVID-19 through via: <ul style="list-style-type: none"> - Interactions, 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Training Package</i>. 	C3	L5	EXTREME	N	Refer to Additional Risk Controls for Activity 1.	C2	L3	MEDIUM

				<ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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, 	<ul style="list-style-type: none"> ➤ Refer to Associated Risk for Activity 1. 	<ul style="list-style-type: none"> ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Training Package</i>. ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ <i>COVID-19 Work Health & Safety FAQ's</i> document. ➤ COVID-19 policies, procedures, guidelines and resources: <ul style="list-style-type: none"> - <i>COVID-19 Isolation Decision Tree</i> - <i>COVID-19 PPE Decision Tree</i> - <i>COVID-19 Testing (NSWPF Workers)</i> 	C3	L5	EXTREME	N	Refer to Additional Risk Controls for Activity 1.	C2	L3	MEDIUM

4	Contact with positive COVID-19 case/s within quarantine footprint	➤ Return traveller quarantine hotels	➤ Transmission of COVID-19 through: <ul style="list-style-type: none"> - 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.	➤ Mandatory vaccinated required for workers in the quarantine footprint ➤ All NSWPF workers must complete Commissioners Online Directive – <i>COVID-19 Training Package</i> . ➤ Online <i>Operation Stay at Home 2021 Hotel Quarantine</i> package must be completed by NSWPF workers conducting hotel quarantine shifts. ➤ NSWPF Emergency Management intranet - Coronavirus (COVID-19) information page. ➤ <i>COVID-19 Work Health & Safety FAQ's</i> 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.	C2	L3	MEDIUM	Y	Refer to Additional Risk Controls for Activity 1.	C2	L3	MEDIUM

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

				<ul style="list-style-type: none"> - Family Support Coordinator - Chaplaincy - Fitness Passport - First Responder Families Support <ul style="list-style-type: none"> ➤ 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	<ul style="list-style-type: none"> ➤ 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). 	<ul style="list-style-type: none"> ➤ 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	Y		C2	L1	LOW

Measure of Consequences

Consequence	Description
Catastrophic C4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> Has occurred multiple times in the history of the NSWPF and Circumstances remain where it can happen again
Unlikely L2 (1% to 5% probability)	<ul style="list-style-type: none"> Has occurred at least once in the history of the NSWPF and Circumstances remain where it can happen again
Rare L1 (<1% probability)	<ul style="list-style-type: none"> 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

	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 [4.3.1 WHS risk management procedures](#)

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

Context

Description
of activity

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.

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 Pfizer 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	Name	Position title
Sonya Tabor	Commander, Workforce Safety(A/Superintendent)	Allison Joller	WHS Coordinator - WFS
Colin Anderson	A/Director, Prevention & Safety Strategy	Nicholas Weller	WHS Coordinator - WFS
	A/Manager Safety and Prevention (A/Inspector)	Debbei So	WHS Officer - WFS
Dr William Kirby	Chief Medical Officer		

Highest level of residual risk: ☐ EXTREME ☐ HIGH ☒ MEDIUM ☐ LOW

Authorisation				
I am aware of the WHS risks and approve the activity to proceed.	Name	Position	Signature	Date
	Dean Smith	Assistant Commissioner, People & Capability		/02/2022

↓ Risk level acceptable?												
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			Consequence	Likelihood	Residual risk
1.	Positive COVID-19 case (NSWPF worker) entering a NSWPF station / workplace	<ul style="list-style-type: none">➤ 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.	<ul style="list-style-type: none">➤ Transmission of COVID-19 through via:<ul style="list-style-type: none">- 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	<ul style="list-style-type: none">➤ 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 <i>Isolation Considerations for positive case exposures: Vaccinated Workers and Non-Vaccinated Workers</i>.➤ Distribution of RAT kits to Commands / Business Units by State Planning Unit.	C 3	L 2	MEDIUM	Y				

				<ul style="list-style-type: none"> - <i>Peer Support Program</i> - <i>Equipt App</i> - <i>Your Health First</i> - <i>WellCheck</i> - <i>Eat Smart</i> - <i>Police Psychologist</i> - <i>Incident Support</i> - <i>Family Support Coordinator</i> - <i>Chaplaincy</i> - <i>Fitness Passport</i> - <i>First Responder Families Support</i> <ul style="list-style-type: none"> ➤ Dedicated COVID-19 Work Health and Safety email #CORONAVIRUSSAFETY. ➤ Targeted COVID-19 Safety #NEMESIS messaging. ➤ Consultation and specialist medical advice provided by the NSWPF Police Medical Officer (PMO) as required. ➤ Support and encourage workers receiving vaccination boosters via NEMESIS messaging and vaccination FAQs i.e., business units can make local arrangements to enable booster vaccines while on duty. ➤ Ongoing review of NSWPF COVID-19 resources (i.e., decision trees, matrixes, procedures, user instructions) to ensure compliance with key health documents and advice including the Series of National Guidelines (SoNG) for Coronavirus Disease 2019 (COVID-19) (noting however the difficulty at times due to potentially inconsistent definitions or applications by NSW Health and State and Federal Governments). 							
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2.	Positive COVID-19 case (public / others) entering a NSWPF station / workplace	<ul style="list-style-type: none"> ➤ Front desk enquiries ➤ Interviews ➤ Statement ➤ General report taking ➤ Common areas ➤ Custody areas ➤ Refer to Hazards in Activity 5. 	<ul style="list-style-type: none"> ➤ Refer to Associated Risks for Activity 1. ➤ Extended exposure with positive cases. via interactions, transportation and custody. 	➤ Refer to Existing Controls for Activity 1.	C 3	L 2	MEDIUM	Y				
3.	Contact with positive COVID-19 case/s during general duty or other community facing policing tasks	<ul style="list-style-type: none"> ➤ 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 / 	➤ Refer to Associated Risks for Activity 1.	➤ Refer to Existing Controls for Activity 1.	C 3	L 2	MEDIUM	Y				

		person searches, infringements ➤ Arrest / detention ➤ Deceased ➤ Search warrants ➤ Special events / functions with large crowds ➤ International and domestic (high-risk locations) work related travel or extraditions. ➤ Refer to Hazards in Activity 5.										
4.	Contact with positive COVID-19 case/s within quarantine footprint	➤ Unvaccinated returned traveller quarantine hotels ➤ Refer to Hazards in Activity 5.	➤ Refer to Associated Risks for Activity 1.	➤ Refer to Existing Controls for Activity 1. ➤ Online <i>Operation Coronavirus 2020/21 - Hotel Quarantine Joining Instructions</i> 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. ➤ <i>Operations Manual – NSWPF Managed Quarantine Hotels.</i> ➤ Quarantine hotel specific procedures and resources: <ul style="list-style-type: none"> - <i>Quarantine Hotel Safety Briefing,</i> - <i>PPE Selection Guide (specific to quarantine program tasks)</i> - <i>Quarantine Hotel Arrival Procedure</i> 	C 3	L 2	MEDIUM	Y				

				<ul style="list-style-type: none">- Quarantine Hotel Welfare Procedure- Guest Property Retrieval Procedure (after transfer)- Quarantine Hotel Transfer via Vehicle Procedure- SHEOC Infection Control Breach Reports <ul style="list-style-type: none">➤ Quarantine hotel specific health and safety noticeboards as per the <i>WHS Noticeboard Contents Guide</i>.➤ COVID-19 Quarantine hotel specific WHS <i>Safety Observations, Medical Transfer Safety Observations</i> and <i>Workplace Inspection Checklist</i> 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 , immune-compromised or who fall into a moderate-high risk of severe illnesses if infected).	➤ Refer to Associated Risks for Activity 1.	➤ Refer to Existing Controls for Activity 1.	C 3	L 2	MEDIUM	Y				

6. a	Working from home fully vaccinated or exempt	<ul style="list-style-type: none"> ➤ Reduced interactions with other NSWPF workers. (Isolation) ➤ High risk groups. ➤ Home workplace hazards 	<ul style="list-style-type: none"> ➤ 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 	<ul style="list-style-type: none"> ➤ Refer to Existing Controls for Activity 1. ➤ Working remotely procedures and resources: <ul style="list-style-type: none"> - <i>Working from Home Policy & Procedure</i> - <i>Working Remotely Wellbeing Checklist</i> - <i>Working from Home Arrangements Checklist</i> - <i>SMS 2.5.1 Workplace Ergonomics Guidelines</i> - <i>SMS 2.5.2 Workstation Self-Assessment Checklist</i> - <i>SMS 2.5.3 Stretches for Office NSWPF workers.</i> ➤ NSW Police Force Wellbeing Support Services including: <ul style="list-style-type: none"> - <i>Peer Support Program</i> - <i>Equipt App</i> - <i>Your Health First</i> - <i>WellCheck</i> - <i>Eat Smart</i> - <i>Police Psychologist</i> - <i>Incident Support</i> - <i>Family Support Coordinator</i> - <i>Chaplaincy</i> - <i>Fitness Passport</i> - <i>First Responder Families Support</i> ➤ Ongoing review of NSWPF working from home procedures to ensure compliance with WHS standards and Public Health Order requirements. 	C 1	L 3	MEDIUM	Y				
6.b	Isolating due to COVID-19 (confirmed case, close contact or	<ul style="list-style-type: none"> ➤ Reduced interactions (Isolation) ➤ Delayed test results 	<ul style="list-style-type: none"> ➤ Physical and mental health issues for worker including hospitalisation, mild / moderate / severe symptoms and illness, 	<ul style="list-style-type: none"> ➤ Refer to Existing Controls for Activities 1 and 5.a. ➤ NSW Health COVID-19 fact sheets including: <ul style="list-style-type: none"> - <i>Information for People Exposed to COVID-19</i> 	C 3	L 2	MEDIUM	Y				

	awaiting test results)	➤ Presence of COVID symptoms	death, anxiety, depression. ➤ Potential further transmission to household workers	<ul style="list-style-type: none"> - COVID-19 Self-isolation Guidelines and Support - Testing Positive to COVID-19 and Managing COVID-19 Safely at Home 								
7.	Managing NSWPF Workers at greater risk of severe illness from COVID-19	<ul style="list-style-type: none"> ➤ Hazards 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. 	<ul style="list-style-type: none"> ➤ Associated Risks outlined in Activities 1,2,3 and 4. ➤ Increased risk of severe illness post infection due to <ul style="list-style-type: none"> - Pre-existing medical conditions - Over the age of 70 - Pregnancy - Aboriginal and Torres Strait Islander (over age of 50 or with pre-existing medical conditions). ➤ Workers unable to be COVID-19 vaccinated due to above circumstances. 	<ul style="list-style-type: none"> ➤ Refer to Existing Controls in Activities 1,2,3, 4, 5.a, 5.b, 7 and 8. ➤ Completion of individual specific risk assessments (using <i>SMS 4.3.3 WHS risk Assessment form</i>) 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 <i>At Risk Arrangements Risk Assessment Tool</i>). ➤ Commander / Manager to continuously review COVID-19 specific risk assessment. ➤ Support and encourage workers receiving vaccination boosters via NEMESSES 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				

8.	COVID-19 vaccination of NSWPF workers	<ul style="list-style-type: none"> ➤ Adverse events from vaccines 	<ul style="list-style-type: none"> ➤ Vaccine side effects, including low-grade fever, pain or redness at the injection site, muscle aches, fatigue, and headaches. ➤ Psychosocial injuries 	<ul style="list-style-type: none"> ➤ 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. ➤ <i>COVID-19 Leave & Entitlements</i> fact sheet includes special leave provision for workers who have adverse reactions from immunisation. 	C 2	L 1	LOW	Y				
9.	Decreased efficacy of COVID-19 vaccine against dominate Variant of Concern (VOCs) Omicron strain. (based on NSW Health data)	<ul style="list-style-type: none"> ➤ 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. 	<ul style="list-style-type: none"> ➤ 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 immune-compromised persons 16 years old and over). ➤ Non-compliance of booster mandates resulting in reduced workforce due to 	<ul style="list-style-type: none"> ➤ 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 NEMESSES 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	<ul style="list-style-type: none"> ➤ 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. 	C 3	L 2	MEDIUM

			<p>vaccination fatigue and complacency including:</p> <ul style="list-style-type: none"> - 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	<p>➤ NOTE: This Residual Risk Rating reflects only if a COVID-19 vaccination or booster is mandated.</p>	C 3	L 1	MEDIUM
9. a	Vaccination against future and emerging COVID-19 Variants of Concern (VOCs)	<p>➤ 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).</p>	<p>➤ Associated Risks outlined in Activities 1,2,3, 4 and 6.</p> <p>➤ Increase in serve illness for persons infected resulting in higher hospitalisation and death rates.</p> <p>➤ Current booster vaccinations were developed based on earlier COVID-19 VOCs strains.</p> <p>➤ Limited data on current vaccinations (and as booster doses) to determine efficiency against future and emerging VOCs.</p>	<p>➤ Refer to Existing Controls for Activity 1.</p> <p>➤ Monitor health and vaccination advice from NSW Health, the Australian Technical Advisory Group on Immunisation (ATAGI) and World Health Organisation (WHO).</p> <p>➤ Support and encourage workers receiving vaccination boosters via NEMESSES messaging and vaccination FAQs i.e., business units can make local arrangements to enable booster vaccines while on duty.</p>	C 3	L 2	MEDIUM	Y	<p>➤ Monitor health data for emerging VOCs (i.e., severity, hospitalisation, and death rates) and the effectiveness of the vaccination available.</p> <p>➤ Monitor COVID-19 positive case data to ensure workforce capabilities continue to be achieved.</p> <p>➤ Subject to the above consider mandating</p>	C 3	L 2	MEDIUM

									further COVID-19 vaccinations or boosters.				
						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

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 advises otherwise.

Measure of Consequences

Consequence	Description
Catastrophic C4	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> Has occurred multiple times in the history of the NSWPF and Circumstances remain where it can happen again
Unlikely L2 (1% to 5% probability)	<ul style="list-style-type: none"> Has occurred at least once in the history of the NSWPF and Circumstances remain where it can happen again
Rare L1 (<1% probability)	<ul style="list-style-type: none"> 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

	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 [4.3.1 WHS risk management procedures](#)

Command:	WORKFORCE SAFETY COMMAND	Assessment #	Two	RMS #	
Completed by:	Workforce Safety Command on behalf of the NSW POLICE FORCE.	Date:	05/09/2021	Review date:	05/09/2022

Operation / activity title

Mandatory vaccination of workers within the NSWPF

Context

Description of activity

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.

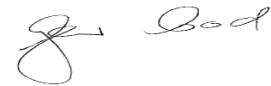
ATAGI re-iterated in its advice the importance of COVID-19 vaccination as a key component of COVID-19 control with the overarching goal of protecting all people in Australia from the harm caused by SARS-CoV-2.

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 participated, who was consulted?)				
Name	Position title		Name	Position title
Insp Ellen Kaserman	Manager, Safety & Prevention		Superintendent David Driver	Commander, Workforce Safety
Acting Senior Sergeant Peter Dadd	A/Manager, Safety Operations			Risk Management Officer
Nicholas Weller	Health & Safety Coordinator		Senior Constable Louise Conroy	Coordinator, NSWPF Vaccination Program
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 level of residual risk: <input type="checkbox"/> EXTREME <input type="checkbox"/> HIGH <input checked="" type="checkbox"/> MEDIUM <input type="checkbox"/> LOW				
Authorisation				
I am aware of the WHS risks and approve the activity to proceed.	Name	Position	Signature	Date
	Mr Gavin Wood	Assistant Commissioner Commander Human Resources		05/09/2021

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

1	<p>Any NSWPF related activity.</p> <p>Baseline – no mandatory vaccination</p>	Exposure to COVID-19 biological hazard.	<p>Serious illness or death of workers or other persons (and their contacts) as a result of COVID-19 arising from:</p> <ul style="list-style-type: none"> 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). <p>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.</p>	<p>Current Administrative & Engineering controls including:</p> <p>Use of PPE as per the NSWPF COVID-19 PPE decision tree.</p> <p>NSWPF COVID-19 hand hygiene principles as per;</p> <ul style="list-style-type: none"> NSWPF COVID-19 FAQ's NSWPF hand hygiene fact sheet on NSWPF SMS NSWPF COVID-19 daily routine Posters: <ul style="list-style-type: none"> COVID-19 Wash Your Hands Help Stop the Spread Advice Flyer WHO how to rub hand poster <p>Maintain physical distance</p> <p>Other specific tasks modified as required.</p> <p>Work from home</p>	C3	L5	EXTREME	NO	<p>Mandatory vaccination of all NSWPF workers.</p> <p>Removal of unvaccinated workers from the workplace as required.</p>	C2	L3	MEDIUM
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						Risk level acceptable? ↓						
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			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	<p>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).</p> <p>Ongoing state-wide NEMESIS messaging and information available workers on benefits and risk of vaccination vs being unvaccinated.</p> <p>Employee wellbeing support services available 24/7 including</p> <ul style="list-style-type: none"> • 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	C3	L3	HIGH	YES	Clearly identified and communicated industrial pathways for workers who	C2	L1	LOW

								Risk level acceptable? ↓				
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			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: <ul style="list-style-type: none">• Peer support,• Equipt app,• Family support coordinator,• Employee Assistance Program• Chaplaincy NSWPF command Business Continuity Plans Existing vaccination program (non-mandatory)					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	<p>Staff exposure to COVID-19 virus, including in critical / high risk settings e.g., quarantine hotels or affected LGAs</p> <p>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</p> <p>Increased risk of COVID transmission from unvaccinated workers</p> <p>Increased risk to other workers who may spend sustained periods of time with infectious non-vaccinated workers.</p> <p>Risk of non-compliance with WH&S obligations in respect to taking action that is reasonably practicable.</p> <p>Unvaccinated staff are more likely than vaccinated staff to contract COVID-19 and, in the event of unvaccinated staff contracting COVID-19, are more likely than vaccinated staff to (a) suffer serious</p>	<p>Use of PPE as per the NSWPF COVID-19 PPE decision tree.</p> <p>NSWPF COVID-19 hand hygiene principles as per;</p> <ul style="list-style-type: none"> • NSWPF COVID-19 FAQ's • NSWPF hand hygiene fact sheet on NSWPF SMS • NSWPF COVID-19 daily routine • Posters: <ul style="list-style-type: none"> o COVID-19 Wash Your Hands o Help Stop the Spread Advice Flyer o WHO how to rub hand poster <p>Maintain physical distance</p> <p>Records requested in respect to vaccination status for appropriate tasking and management of personnel</p>	C3	L3	HIGH	NO	<p>Remove workers from workplace as per clear industrial pathways</p> <p>Mandated production of vaccination status</p>	C1	L1	LOW
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									Risk level acceptable? ↓			
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			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	Workers with special needs	<p>Underlying or pre-existing medical conditions preventing vaccination e.g., immunocompromised, pregnancy</p> <p>Higher risk of more severe impact, if contracting COVID-19, due to underlying medical conditions</p>	<p>Requires a medical contraindication certificate</p> <p>Both Comirnaty and COVID-19 Vaccine AstraZeneca are considered acceptable for use in people with immunocompromise. (reference)</p> <p>COVID-19 vaccination decision guide for people with immunocompromise</p> <p>ATAGI recommended that pregnant women can be offered the Pfizer vaccine at any stage of pregnancy subject to medical advice. (reference)</p>	C3	L3	HIGH	NO	<p>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.</p> <p>Clearly identified and communicated industrial pathways for workers who are medically unable to receive vaccination</p> <p>Allow extended period for compliance for pregnant workers, subject to their doctor's advice.</p> <p>Benefit of reduced likelihood of COVID-19 transmission in the workplace with other workers vaccinated.</p> <p>Moderna vaccine will be widely available in NSW post mid-September 2021</p>	C3	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				

				<p>Defence Force assisting with the logistic support of vaccinating regional, rural, and remote locations.</p> <p>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.</p> <p>Increased vaccine availability due to approval of Moderna vaccine (late September).</p> <p>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.</p>									
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7	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.	<p>Mandatory recovery / health monitoring by qualified medical personnel for post vaccination events before they can leave the observation</p> <p>Public Health Inquiry established; Expert services and NSW Health COVID-19 Safety Expert panel.</p> <p>Adverse Events Following Immunisation (AEFIs) are notifiable to NSW Health PHU. Notification form</p> <p>P902 reporting and sick leave available for all workers who suffer AEFI's.</p> <p>NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances).</p> <p>The Commonwealth Government has also</p>	C1	L1	LOW	YES				
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								Risk level acceptable? ↓				
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			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.								

8	Step 3 – Administering of vaccination to workers	Biological substances	<p>Adverse Events Following Immunisation (AEFI) – AstraZeneca (currently available in NSW)</p> <p>Thrombosis (formation of blood clots preventing blood flow) and thrombocytopenia (low platelets in blood preventing blood clotting). Onset can occur within 4-30 days of vaccination. 125 cases from approximately 9.6 million doses. 8 deaths (since 29 August 2021). In Australia, the risk of death due to these adverse effects is less than 1 in a million.</p> <p>TGA monitoring reports of Guillain-Barre Syndrome (affects nerves resulting in pain, numbness, muscle weakness and difficulty walking) related to vaccination.</p> <p>TGA received 99 reports (since 29 August 2021), currently no clear link has been established.</p>	<p>Therapeutic Goods Administration (TGA) provisionally approves AstraZeneca's COVID-19 vaccine</p> <p>After you COVID-19 vaccine AstraZeneca COVID-19 vaccination</p> <p>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.</p> <p>TGA COVID-19 vaccine safety monitoring plan</p> <p>Active surveillance via AusVaxSafety and TGA COVID-19 Safety Reporting for common and adverse</p>	C2	L1	LOW	YES				
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				<p>side effects including reports of suspected thrombosis/ thrombocytopenia</p> <p>P902 reporting and sick leave available for all employees who suffer AEFI's.</p> <p>NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances).</p> <p>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.</p>								
9	Step 3 - Administering of vaccination to workers	Biological substances	Adverse Events Following Immunisation (AEFI) - Pfizer (currently available in NSW)	Therapeutic Goods Administration (TGA) provisionally	C2	L1	LOW	YES				

[illegible]

approves Pfizer
COVID-19 vaccine

ATAGI recommended
for adolescents ages
12 years and over.

TGA [COVID-19 vaccine safety monitoring plan](#)

				<p>side effects including reports of suspected myocarditis / pericarditis</p> <p>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).</p> <p>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.</p>									
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					

								Risk level acceptable? ↓				
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			Consequence	Likelihood	Residual risk
				<p>NSW workers compensation regime should respond to serious side-effects of vaccinations required for work (although this will depend on the circumstances).</p> <p>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.</p>								

11	Step 4 – return to duties post vaccination	Biological substances	<p>NSWPF worker becoming unwell from contracting COVID-19</p> <p><u>7–14 days</u> delay in the best protection after their second dose of the vaccine.</p> <p>NSWPF worker experiencing long term health effects following COVID-19 infection</p>	<p>Use of PPE as per the NSWPF COVID-19 PPE decision tree.</p> <p>NSWPF COVID-19 hand hygiene principles as per;</p> <ul style="list-style-type: none"> • NSWPF COVID-19 FAQ's • NSWPF hand hygiene fact sheet on NSWPF SMS • NSWPF COVID-19 daily routine • Posters: <ul style="list-style-type: none"> o COVID-19 Wash Your Hands o Help Stop the Spread Advice Flyer o WHO how to rub hand poster <p>All authorised COVID-19 vaccines demonstrated high efficacy:</p> <ul style="list-style-type: none"> • (≥89%) against COVID-19 severe enough to require hospitalisation. • against COVID-19-associated 	C2	L1	LOW	YES	Potential booster vaccines may be required.			
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						Risk level acceptable? ↓						
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			Consequence	Likelihood	Residual risk
				death (reference)								

12	Step 4 – return to duties post vaccination	Biological substances	<p>Unknowingly spreading COVID-19 to others due to limited / nil symptoms</p> <p>Vaccinated staff 48% – 92% less likely to suffer symptomatic infections (subject to virus strain and vaccination type) (reference)</p> <p>Potential multiple worker time loss at command / business unit</p>	<p>Use of PPE as per the NSWPF COVID-19 PPE decision tree.</p> <p>NSWPF COVID-19 hand hygiene principles as per;</p> <ul style="list-style-type: none"> • NSWPF hand hygiene fact sheet on NSWPF SMS • NSWPF COVID-19 daily routine • NSWPF COVID-19 FAQ's • Posters: <ul style="list-style-type: none"> o COVID-19 Wash Your Hands o Help Stop the Spread Advice Flyer o WHO how to rub hand poster <p>NSWPF command Business Continuity Plans</p> <p>Observational study in UK found vaccinated people had 50% effectiveness against</p>	C2	L1	LOW	YES	<p>Mandatory vaccination program</p> <p>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 vaccination</p> <p>Clearly identified and communicated industrial pathways for workers who are medically unable to receive vaccination</p>	C1	L1	LOW
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								Risk level acceptable? ↓				
No.	Activity steps	Hazards	Associated risks	Existing controls	Risk rating (with existing controls)			Y / N	Additional risk controls (if necessary)	Residual risk rating (with additional controls)		
					Consequence	Likelihood	Risk			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:

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 - 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
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- 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> 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)	<ul style="list-style-type: none"> Has occurred multiple times in the history of the NSWPF and Circumstances remain where it can happen again
Unlikely L2 (1% to 5% probability)	<ul style="list-style-type: none"> Has occurred at least once in the history of the NSWPF and Circumstances remain where it can happen again
Rare L1 (<1% probability)	<ul style="list-style-type: none"> 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

	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*