

## COVID-19 vaccination update for Cleanaway customers

Cleanaway shares customers' concern regarding providing a safe operating environment for all parties considering the prevailing COVID-19 situation. As such Cleanaway have implemented several strategies to improve our collective safety and reduce the potential to transmit COVID-19. We continue to follow, as a minimum, the guidelines from the relevant government agencies.

As you may be aware, presently, there are two mandate categories which require vaccination:

- Airport and Quarantine workers
- Aged Care workers

Neither of the mandates apply to waste service providers. The requirement for vaccinations in Aged Care environments only apply to workers who have direct contact with residents and auxiliary Aged Care staff.

Additionally, as of Wednesday 11 August 2021, you must not enter or remain at a construction site in Greater Sydney unless you have

- had 2 doses of a COVID-19 vaccine or
- had one dose of a COVID-19 vaccine before Wednesday 21 July 2021 or
- had one dose of a COVID-19 vaccine after Wednesday 21 July 2021 and you have been tested for COVID-19 in the past 72 hours (3 days) or
- evidence of a medical exemption and you have been tested for COVID-19 in the past 72 hours

Furthermore, for Cleanaway employees as a waste service provider, are exempt providing they:

- within the preceding 72 hours, been tested for COVID-19
- carries evidence:

NB. See copy of order in subsequent pages

Cleanaway supports and echoes the Commonwealth message encouraging all our employees to be vaccinated. We appreciate that the rollout of vaccinations to the community will take some time.

If you hold any concerns, we would be pleased to discuss the specific nature of that concern with you.

**For reference (an extract from the Fair Work Ombudsman):**

Can an employer require an employee to be vaccinated?

Employers can only require their employees to be vaccinated where:

- a specific law (such as a state or territory public health order) requires an employee to be vaccinated (see Legislation and public health orders requiring vaccination against coronavirus)
- the requirement is permitted by an enterprise agreement, other registered agreement or employment contract (see Agreements or contracts relating to vaccinations), or
- it would be lawful and reasonable for an employer to give their employees a direction to be vaccinated, which is assessed on a case-by-case basis (see Lawful and reasonable directions to get vaccinated).

For more detail:

<https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/covid-19-vaccinations-and-the-workplace/covid-19-vaccinations-workplace-rights-and-obligations#requiring-employees-to-be-vaccinated>

**Exemption Order for Construction Sites, NSW**



**Exemption under the Public Health (COVID-19 Additional Restrictions for Delta Outbreak) Order 2021 under the Public Health Act 2010 (NSW)**

I, Dr Richard Broome, Executive Director, Health Protection NSW and delegate of the Minister for Health and Medical Research, under clause 25 of the *Public Health (COVID-19 Additional Restrictions for Delta Outbreak) Order 2021 (Order)*, hereby grant the following exemptions to the Order:

- (1) A person who lives in or is staying in a local government area or part of a local government area specified in clause 24DA of the Order who:
  - (a) is the driver of a vehicle and enters or remains on a construction site in Greater Sydney only to deliver or remove goods (including but not limited to supplies, equipment, waste or spoil)
  - (b) has, within the preceding 72 hours, been tested for COVID-19
  - (c) carries evidence:
    - i. that the person has been tested in accordance with subparagraph 1(b); and
    - ii. of the person's place of residenceis exempt from subclauses 24EA(1) and (2) of the Order for such period of time as is reasonably necessary to deliver or remove the goods.
- (2) The occupier of a construction site is exempt from clause 24EA(3) of the Order if and for so long as the occupier is satisfied that a driver of a vehicle has complied with paragraph (1) of this exemption.

Terms used in this exemption have the same meaning as in the Order.

Note: all other requirements of the Order, including having a COVID-19 Safety Plan (Construction Sites in Greater Sydney), must continue to be complied with.

This exemption is revoked at the beginning of 21 August 2021.

A handwritten signature in black ink, appearing to read "Richard Broome".

Dr Richard Broome  
Executive Director  
Health Protection NSW

13 August 2021

## **Cleanaway COVID-19 response: Frequently asked questions**

This document is designed to supplement Cleanaway's Emergency Management Plan (EMP) and customer letters by responding to specific customer questions.

### **How is Cleanaway supporting customers while maintaining the safety of our staff?**

We are staggering shift start and finish times, particularly for front line operational staff such as drivers, and using available space at our offices and facilities to minimise risk of transmission. For our customer account teams, social distancing is being implemented by conducting meetings by telephone or video conferencing.

### **What mitigation plans have been put in place by Cleanaway?**

Please see Cleanaway's EMP to understand how we're managing our business to mitigate risk.

### **What plans does Cleanaway have in place if a significant portion of the workforce is impacted?**

Cleanaway has a number of measures in place to limit the impact on our teams if an individual has a confirmed case of the virus, including cross-training of staff. Please refer to the EMP for more information. In the event that a number of employees are impacted, we have a national network of trained professionals to draw on to maintain services. We are also working with our temporary labour providers to ensure access to a sustainable workforce.

### **What is Cleanaway's business continuity plan?**

Please see Cleanaway's EMP to understand how we are managing our business to ensure we're able to continue providing essential waste management services. Business Continuity Plans are in place at a corporate and branch level, and tailored to each site for the services they provide.

### **How will you maintain my service if my business goes into lockdown?**

If your business is impacted by an isolation situation and you're concerned about your service, please speak to your account manager. If you do not know your account manager, please call 13 13 39 and ask to speak to a customer service manager about the impact to your site due to COVID-19. We will work with you to develop an appropriate servicing plan.

### **Can I get a dedicated driver for my collections?**

It is not possible for Cleanaway to provide dedicated drivers due to the volume of collections we must complete every day to maintain essential customer and municipal services. In metro Melbourne, we have created workforce groups that will work independent of other groups, including limiting interactions with other work shifts or other site teams.

This is in addition to the existing measures we have in place including requiring our employees to stay home if they feel sick, monitoring temperatures, regular and repeated cleaning and hygiene protocols, segregating operational areas and staggering shift times to reduce cross-over, ensuring social distancing is in place and the use of face masks.

The majority of our services can occur without contact with members of the public and we ask our customers for their support in this. Please ensure we have access to complete our services. Please do not approach our drivers, and please wear a mask and maintain physical distance if communication is required.