

VBA Epidemic & Pandemic Policy

1. Introduction

From time to time infectious diseases develop into epidemics or pandemics, and create increased risks for the community. These occasions require specific policies targeted at the particular disease in question and general efforts at preparedness.

- 1.1 The VBA wishes to protect its visitors, staff, volunteers, and the general community from infection or contagion by epidemics and/or pandemics.
- 1.2 The VBA will facilitate, through its policies and procedures, strategies designed to reduce risks to its visitors, staff, volunteers, and the general community.
- 1.3 The VBA will comply with all directions from authorised public health officers and recognised medical authorities in relation to the epidemic or pandemic.

2. Purpose

- 2.1 The purpose of this policy is to outline the strategies and actions that The VBA intends to take to prevent the transmission of infectious diseases that are epidemics or pandemics, and control the transmission of infectious diseases when a case(s) is identified.

For the purpose of this policy, **infectious diseases** mean diseases caused by pathogenic microorganisms, such as bacteria, viruses, parasites or fungi; the diseases can be spread, directly or indirectly, from one person to another. This policy is focused on infectious diseases that are declared to be an epidemic or pandemic.

3. Scope

- 3.1 This policy applies to:

Employees	Directors	Players	Contractors (including employees of contractors)	Volunteers	Suppliers	Visitors
✓	✓	✓	✓	✓	✓	✓

4. Policy

- 4.1 The VBA will, as far as possible, plan for and make advance preparations for the possibility that its operations will be affected by an epidemic or pandemic.
- 4.2 In the event of an epidemic or pandemic, the VBA will, as far as possible:
 - 4.2.1 Assist its visitors, staff, players and others, as relevant, to minimise their exposure to the illness concerned.
 - 4.2.2 Encourage and assist those who have reason to believe that they are at risk of contracting the epidemic or pandemic to obtain a diagnosis.
 - 4.2.3 Support employees, players, contractors and visitors to take reasonable precautions to prevent infection or contagion.
 - 4.2.4 Where necessary provide standard precautions such as personal protective equipment (i.e. masks, gloves, hand-sanitiser etc.)

- 4.3 In the event of an infectious disease being declared an epidemic or pandemic, the VBA requires people covered by this Policy to take the following precautions. You should:
- 4.3.1 Regularly and thoroughly clean your hands with an alcohol-based hand rub or wash them with soap and water.
 - 4.3.2 Maintain at least 1.5 metre distance between yourself and anyone who is coughing or sneezing.
 - 4.3.3 Avoid touching your eyes, nose and mouth, or shaking hands with others.
 - 4.3.4 Make sure good hygiene is followed, and encourage others to do the same. This means that your mouth and nose should be covered with a bent elbow or tissue when coughing or sneezing, and disposing of used tissues immediately.
 - 4.3.5 Stay home if you feel unwell.
 - 4.3.6 Keep up to date on the latest hotspots (cities or local areas where the pandemic or epidemic is spreading widely). If possible, avoid traveling to places - especially if you are more at risk.
 - 4.3.7 If you are or are likely to be contagious, notify the manager as soon as possible. It may be possible or necessary for you to self-isolate by staying at home until you recover.
 - 4.3.8 Seek medical advice promptly and follow the directions of your local health authority.

5. Leave and Flexibility

- 5.1 The VBA recognises that staff may request or require paid and unpaid leave when they are unwell, at risk of or vulnerable to infection, and at risk of infecting others.
- 5.2 Employees may make use of leave consistent with the VBA leave policy, relevant industrial instruments and the National Employment Standards (including access to unpaid leave).
- 5.3 The VBA may, at its discretion, direct those affected or reasonably at risk of being affected by the pandemic or epidemic, to remain away from the workplace or work remotely.
- 5.4 Where possible during an epidemic or pandemic will aim to provide workers with flexibility to work remotely.

This policy should be read in conjunction with the VBA's COVID-19 Safety Protocols Document dated November 2020. This policy and procedure is not intended to override any industrial instrument, contract, award or legislation.