

PARISH - COVID Safe plan

Our COVID Safe Plan

Parish name:

St. Peter's Toorak

Site location:

Partnered Parish Centre - 583 Toorak Road, Toorak, VIC, 3142

Parish Priest name:

Fr. Brendan Hayes EV PP

Parish Priest phone:

0429 921 880

Date prepared:

1st September 2020

ONCE COMPLETE, PLEASE PLACE YOUR COVID SAFE PLAN IN AN AREA THAT IS ACCESSIBLE TO EVERYONE WHO IS PERMITTED TO ENTER THE PARISH FACILITIES (EG. FRONT DOOR/NOTICE BOARD)

FOR FURTHER INFORMATION PLEASE CLICK HERE - https://www.business.vic.gov.au/disputes-disastersand-succession-planning/covid-safe-business/creating-a-covid-safe-workplace

Guidance	Action to mitigate the introduction and spread of COVID-19
Hygiene	
Provide and promote hand sanitiser stations for use on entering building and other locations in the worksite and ensure adequate supplies of hand soap and paper towels are available for staff and funeral attendees.	Within the Parish Centre (Parish Office, Worship Centre/Leonard Room, Catering Kitchen and Meeting Room, all located at 583 Toorak Road, Toorak, VIC, 3142), we have installed automatic hand sanitiser machines at the Front Door of the Parish Centre next to the door bell and Downstairs in the Parish Underground Carpark, next to the lift entrance. We have also provided Hand sanitisers on the Foyer and Waiting Room tables in the Parish Centre and Parish Office. The Worship Centre has 3 bottles of Hand Sanitiser, one for each person that comes to help with the Broadcasting of Mass on Saturday mornings. The Meeting Room has a bottle of Hand Sanitiser on the Buffet Sideboard, for the use for anyone who enters the room. The Meeting Room also has a rubbish bin for any waste materials that need to be discarded in the room. The Catering Kitchen has a pump Hand Sanitising Unit located next to the fridge at the entry of the kitchen. Each staff member's office and Staff Kitchenette has a bottle of Hand Sanitiser and Sanitising Spray with Paper Towel, and rubbish bins, which are emptied every week, or every time it has been used. Extra supplies of refill hand sanitiser and sanitising spray are left in the Parish Centre's photocopy room. The cupboard where we keep the Extra Supplies has been labelled. Extra Supplies of paper towel are left in the Cleaners Room. EcoLabs come out every month to check our supplies of hand sanitiser and hand wash and refill the products when needed. When we come down to the last 2 bottles of refill hand sanitiser or sanitising spray we make an order for more (all products we use come from EcoLabs). Same rule applies to the paper towel, rubbish bin bags, disposal gloves and disposal masks.



Guidance	Action to mitigate the introduction and spread of COVID-19
Where possible: enhance airflow by opening windows and adjusting air conditioning.	Where possible, when staff are in the Office and not working from home, all doors in the Parish Centre are opened up, so that there is a proper circulation of air in the building that is assisted by the air conditioning/heating units, and windows and balcony doors that can be opened. At the moment this is done at least once a week. Pastoral Associate/Parish Secretary Office doesn't have a window that can be opened. All Air conditioning and Heating maintenance is organised by the Business Manager and Concierge.
In areas or workplaces where it is required, ensure all staff wear a face covering and/or required PPE, unless a lawful exception applies. Ensure adequate face coverings and PPE are available to staff that do not have their own.	All staff members are to wear a face covering/mask when in the Parish Centre, unless they are eating or drinking. They will need to put on their face covering/mask before they leave their cars, following the 'World Health Organisation' recommendations and posters that are displayed throughout the Parish Centre. Some discretion may be taken when the Staff member is the only one in the Parish Centre as long as they sanitise all areas used before they leave for the day. There is a dedicated cupboard in the Office Photocopy room that is being used for all COVID related supplies which include 10x Face Shields, and extra Disposable Face Masks.
Provide training to staff on the correct use and disposal of face coverings and PPE, and on good hygiene practices and slowing the spread of coronavirus (COVID-19).	EMPLOYEES HAVE BEEN TRAINED IN ACCORDANCE WITH THE RECOMMENDATION BY SAFE WORK AUSTRALIA. - FIRST AID TRAINING - OCCUPATION HEALTH AND SAFETY TRAINING All COVID related posters are up on display, to refer to when needed. These posters show the steps of how to wash your hands, the difference between what face masks to use, how to use a face mask, how to dispose of a face mask, etc.
Replace high-touch communal items with alternatives.	At the moment all Parish Staff members are working from home, except for those who are in the Parish Centre for the Broadcasting of Mass. All high-touch communal items such as drinking glasses, cups and mugs, coffee machine, crockery and cutlery are put into the dishwasher and a sanitising cycle on the dishwasher is being used. After all items in the dishwasher are cleaned, it is essential that the person empting the dishwasher, wears disposable gloves to place all items back into the cupboards. These disposable gloves then can be thrown out. Please Note: During the second lockdown, all Parish staff members are currently working from home and have been asked to bring their own disposal takeaway containers if they are bringing food and drink into the workplace. This is all to help Stop the Spread of COVID on communal items.

Guidance	Action to mitigate the introduction and spread of COVID-19
Cleaning	
Increase environmental cleaning (including between changes of staff), ensure high touch surfaces are cleaned and disinfected regularly (at least twice daily).	If Parish staff are required to come into the Parish Centre, each Staff Member <u>must</u> clean the offices and the communal areas (foyer, waiting room, each office walked through, telephones, printer buttons, computer buttons, computer keyboard and mouse, door handles, entry doors, and photocopy room) before they start work. No personal items, especially those brought from home can rest on top of work benches, unless the item(s) have been sanitised first. These items brought from home can be left on the floor under their work desk. Before each staff member leaves the Parish Centre, they must repeat the cleaning process, in addition to cleaning out the rubbish bins, which includes changing the bin liner. The Office cleaner will return to work when requested by the Business Manager and not before Stage 4 COVID-19 restrictions are eased.

Parish COVID Safe plan 2

Guidance	Action to mitigate the introduction and spread of COVID-19
Ensure adequate supplies of cleaning products, including detergent and disinfectant.	Hand Sanitiser 2 x Automatic Hand Sanitising Dispensing Machines, in total, can be found at the Entrances to the Parish Centre at the Front Door and the Lift in the Parish Carpark. 1 x pump bottle can be found in the Foyer on the Wooden Oval Table where the daily sign-in sheet is located 1 x pump bottle can be found in the Waiting Area in the Parish Office, on the wooden table next to the sign-in book 5 x pump bottles in total can be found next to each work space of each staff member. Each staff member have their own personal hand sanitiser 1 x pump bottle can be found on the table in the Parish Office Photocopy Room, for people to use when they enter 3 x pump bottle can be found in the Parish Worship Centre/Leonard Room. Each person that comes to help for the Broadcasting of Mass on the weekend have their own personal hand sanitiser 1 x Pump Hand Sanitising Dispensing Unit can be found in the Catering Kitchen. It is located on the right-hand side of the entrance, next to the Fridge/Freezer 1 x pump bottle can be found on the Meeting Room on the Sideboard Buffet Cabinet. Hand Wash 5 x Pump Hand Wash Soap Dispensing Units, in total, can be found in the Women's, Men's and Disabled Restrooms. 1 x Pump Hand Wash Soap Dispensing Unit, can be found in the Catering Kitchen at the hand washing station located on the left-hand side at the entrance to the kitchen 1 x pump bottle of hand washing soap is kept at the sink of the Staff Kitchenette Sanitising Spray for Cleaning purposes 3 x trigger bottle can be found in the Catering Kitchen, to be used for the Worship Centre and Meeting Room, when needed Sanitising Wipes for Cleaning Purposes 1 x wipe dispensing bottle can be found in the Catering Kitchen. Disposable Face Masks 1 x box can be found in Pastoral Associate's office Extra Supplies are down to the last two bottles/boxes of COVID related supplies we buy up to 12 more. Communication of this is via Staff group email or text messaging, so that the ordering of these products can be done. That way ev

Guidance	Action to mitigate the introduction and spread of COVID-19
Physical distancing and limiting workpla	ace attendance
Ensure that all staff that can work from home, do work from home.	All staff members are currently working from home. Each staff member has access to a working computer and access to Ericom Blaze to access each of their personal work computers. All documentation that was needed at the time of the second lockdown was taken home on the last working day from the office. If a Staff Member needs to come into the office for any reason at all, including Broadcasting Mass or to help for a Funeral, they will need to request a Permitted Workers Permit from the Senior Parish Secretary
Establish a system that ensures staff members are not working across multiple settings/work sites.	All Staff members are currently working from home. If a Staff member does work for another organisation that requires working on that organisation's premises, they are not allowed to come into the Parish Office for any reason at all. If they do need to come into the Parish Office they need to quarantine themselves for 14 days before they are allowed to go into the Parish Centre/Office.
Establish a system to screen employees and visitors before accessing the workplace. Employers cannot require employees to work when unwell.	All Parish Staff members are currently working from home. expect for the Broadcasting of Mass. If a Staff member/Volunteer or a family member/partner/room-mate (household)feels unwell, the Parish Staff member or volunteer is required to stay at home, get tested and quarantine until they get their test result back. If the test result comes back negative (as well as their household's test results) they may apply for a Permitted Worker Permit to go into the Parish Centre. The worker/household should stay quarantined for up to 5 days and retest if they continue to feel unwell. If a Staff member or volunteer feels unwell after they have asked for a Worker's Permit they will need to call and disclose this to the Senior Parish Secretary, so that the Worker's Permit can be voided. The Senior Parish Secretary has been asked to screen and ask about any potential risks each person may carry before they come into the Parish Centre. Questions such as: 1. Have you travelled oversees in the last month? 2. Have you been in contact with anyone who has travelled oversees in the last month? 3. Do you have any symptoms such as fever, dry cough, runny nose, tiredness, body aches and pains, sore throat, diarrhoea, conjunctivitis, headache, loss of taste or smell, rash or discolouration of skin, difficulty breathing, and shortness of breath, chest pain, high-blood pressure and difficulty moving? 4. Have you been in contact with a person confirmed sick with COVID-19? 5. Are you planning on travelling overseas in the next few months? All Permitted Workers Permits handed out have been kept on file, until this pandemic is over.
Configure communal work areas so that there is no more than one worker / attendee per four square meters of enclosed workspace, and employees / attendees are spaced at least 1.5m apart. Also consider installing screens or barriers.	No more than 6 people are allowed to be in the Parish Office at any given time. Only one person is allowed in the Staff Kitchenette at any given time. No more than 4 people are allowed to be in the Parish Office Photocopy Room at any given time. No more than 19 people are allowed in the Parish Worship Centre at any given time. No more than 6-8 people are allowed in the Meeting Room at any given time. No more than one person can use the Restrooms at any given time, no matter how many stalls are in the Restroom Areas. These numbers will change according to the restrictions in place at the time. All the above limits follow the one person per 4 square metre rule.

Parish COVID Safe plan 4

Guidance	Action to mitigate the introduction and spread of COVID-19
Use floor markings to provide minimum physical distancing guides between workstations or areas that are likely to create a congregation of staff or attendees.	The correct Social Distancing floor markings are currently in place for the: Parish Worship Centre - for the Broadcasting of Mass. Parish Centre Foyer – for the Entry into the Lift and the distance to speak to the Senior Parish Secretary through the sliding window of the Parish Office. All markings were measured out with a Measuring Tape to insure accuracy. The floor markings follow the - 1 person per 4 square metre rule.
Modify the alignment of workstations so that employees do not face one another.	Each Parish Staff member has their own office, except for the Pastoral Associate and Parish Secretary. Pastoral Associate will work from the Meeting Room or Worship Centre if all Staff Members need to be in the Parish Office. In the event of a Staff meeting that can't be conducted via Zoom, FaceTime or WhatsApp, the Meeting Room will be used following all Social Distancing recommendations. The only communal areas being used will be the Restrooms, Staff Kitchenette and Photocopy room. A Lunch break roster will need to be made up to avoid staff members all wanting to use the Kitchenette at the same time.
Minimise the build up of employees waiting to enter and exit the workplace or Church.	All Staff members will need to start and finish work at different times during the day, with a 10-15 minute interval in-between each, to stagger the arrival and departure of each person. (A Roster may need to be created, so that there isn't any confusion of starting and finishing times). This also allows enough time for the initial sanitising of each workspace and the use of communal areas. For the Broadcasting of Mass the same rules as above will apply. For Funerals, Parish Staff Members will need to arrive at least an hour and a half earlier than the scheduled time for the Funeral Mass to clean, sanitise and set up the Parish Centre, Office and Worship Centre, so that they are ready for the Mass Proceedings. The Attendance sign-in sheets will be organised by the Funeral Directors, who will need to provide the Parish Office with a copy of the completed sign-in sheet. (Pastoral Associate has been keeping a record of the sign-in sheets during the COVID pandemic). The Worship Centre will be set up for the agreed amount of people that will be attending the Funeral Mass. This includes the seating arrangements, hand sanitising stations, sign-in station and restrooms. A cleaner will be on hand to clean the restrooms and communal areas used by those who attended the Funeral Mass. The Worship Centre seating and surfaces will be cleaned by those from the Parish Staff who helped run the Funeral Mass. Funeral Mass attendees will be continually advised to keep SOCIALLY DISTANCED and that THERE IS NO LINGERING OUTSIDE THE CHURCH FOLLOWING A FUNERAL.
Provide training to staff on physical distancing expectations while working and socialising (e.g. during lunchbreaks).	 EMPLOYEES HAVE BEEN TRAINED IN ACCORDANCE WITH THE RECOMMENDATION BY SAFE WORK AUSTRALIA All Staff members and Volunteers are required to follow the 1 person per 4 square metre rule, when Social Distancing. Each staff member will need to apply for a Permitted Workers Permit from the Senior Parish Secretary in order to go into the Parish Centre During the Victorian State of Disaster, all Staff Members are required to work from home, unless they are required for the Broadcasting of Mass or to help run a Funeral Mass. During the Victorian State of Disaster, if a Staff Member needs to go into the Parish Centre, no more than one staff member is allowed to be in the Parish Centre at any given time, and exemption is made during the Broadcasting of Mass. All guidelines addressed above must be followed Any other guidelines/rules that are created due to new restrictions or loopholes found, must be followed.

Guidance	Action to mitigate the introduction and spread of COVID-19
	The following information is emailed to each Volunteer when required for the Broadcasting of Mass: The Archdiocese of Melbourne's COVID Safe Plan for Volunteers is as follows: The health and safety of all parish volunteers is very important at this time. If volunteers are engaged in essential services (e.g.: the broadcasting of Mass) then the necessary conditions apply: - The volunteer must obtain an approved work permit before attending the parish facility or relevant location; - The work permit that has been signed by the Parish Priest and the Volunteer must be carried as proof if questioned by Police; - The volunteer must wash/sanitise their hands before undertaking the voluntary activity - The volunteer must complete the voluntary activity in the shortest possible period before returning home; - When volunteering, a written record of the volunteer's time of arrival and departure must be kept as well as a description of the activity; - Whilst volunteering, the volunteer must wear a face covering/mask at all times (except when reading for the Broadcast) - Whilst volunteering the practice social distancing and appropriate hand hygiene must be followed Immediately after completing the activity, the volunteer must wash/sanitise their hands.
Review delivery protocols to limit contact between delivery drivers and staff.	As all Parish Staff members are currently working from home, all deliveries are to be redirected to the Staff member who makes the order home address. Any automatic replenishment deliveries will need to be redirected to the Parish Presbytery. This will need to be organised by the Parish Secretaries. (i.e.: Australian Catholic Magazine) For mail in the Letter box – The Parish Priest will check both Letter Boxes daily and leave any mail or thanksgiving contributions from parishioners in the Parish Safe Room, until it can be scanned and emailed through to the Senior Parish Secretary. DELIVERY DRIVERS ARE TO SAFELY DEPOSIT MAIL AND PARCELS AT THE FRONT DOOR – THEY ARE NOT TO ENTER THE PARISH FACILITIES OR MEET ANYONE FACE TO FACE, ESPECIALLY WITHOUT A FACE COVERING/MASK.
Review and update work rosters and timetables where possible to ensure temporal as well as physical distancing.	UNDER THE CURRENT STAGE 4 RESTICTIONS – ONLY EMPLOYEES ASSISTING WITH LIVESTREAMING AND FUNERALS ARE ABLE TO ATTEND THE PARISH. The people helping with the Broadcasting of Mass (up to 5 people): - Parish Priest - 1 or 2 Lectors (who have been pre-organised) - 1 x Broadcaster to run Audio & Visual & Sanitising ALL OTHER EMPLOYEES MUST STAY AT HOME
Where relevant, ensure clear and visible signage in areas that are open to the general public that specifies maximum occupancy of that space, as determined by the 'four square metre' rule.	UNDER THE CURRENT STAGE 4 RESTRICTIONS – THE PARISH IS NOT OPEN TO THE GENERAL PUBLIC Please Note: There is clear and visible signage throughout the Parish Centre: In the Foyer, Worship Centre, Meeting Room and Office Waiting Room.

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Guidance	Action to ensure effective record keeping
Record keeping	
Establish a process to record the attendance of visitors and workplace inspectors, delivery drivers. This information will assist employers to identify close contacts.	Currently there is a sign-in clipboard located in the Foyer on the Wooden Oval Table. There is also a sign-in Book located in the Office Waiting Area on the table located on the left-hand side at the entry into the Parish Office. All Staff, Volunteers and Visitors will need to sign in and out of the Parish Centre, as documented on the Posters located at each of the entrances of the Parish Centre. They will also need to apply for a Permitted Workers Permit from the Senior Parish Secretary before they are allowed to go into the Parish Centre. Each Sign-in Sheet includes the following: THE RECORDING OF CONTACT DETAILS FOR ALL ATTENDEES – AND MUST INCLUDE: - FIRST NAME - CONTACT NUMBER - SUBURB WHERE THEY ARE COMING FROM - DATE AND TIME, AT WHICH THE PERSON ATTENDED THE PLACE OF WORSHIP/PARISH CENTRE. - REASON FOR VISIT The Recording of Information will need to happen regardless of how long they are within the premises. All Sign-in Records have been kept on file. If Persons of Authority require these records, please contact the Pastoral Associate.
Provide guidance to staff on the effective use of the workplace OHS reporting system (where available).	ALL MATTERS OF OH&S DURING THE STAGE 4 RESTRICTIONS (AT THE WORKPLACE OR AT HOME) ARE TO IMMEDIATELY BE DIRECTED TO THE PARISH PRIEST, WITH THE PARISH PRIEST TO COMPLETE THE INCIDENT/INJURY REPORTING FORM ON THE CAM WEBSITE, THEN ADVISE THE CATHOLIC ARCHDIOCESE OF MELBOURNE ON 03 9926 2424 These forms can also be provided to you by contacting the Pastoral Associate.

Guidance	Action to prepare for your response
Preparing your response to a suspected	d or confirmed COVID-19 case
Prepare or update your business continuity plan or emergency management plan to consider the impacts of an outbreak and potential closure of the workplace.	OUTLINE WHAT YOU WOULD DO WITH YOUR LIVESTREAMING AND FUNERALS IN THE EVENT THAT ONE OF YOUR CRITICAL ASSISTANTS (OR YOU) TEST POSITIVE TO COVID-19. - Please refer to point "Prepare for how you will manage a suspected or confirmed case in an employee or attendee during work hours." A TEMPLATE EMERGENCY MANAGEMENT PLAN IS AVAILABLE THROUGH PROPERTY & INFRASTRUCTURE (Still being written up)
Prepare to assist DHHS with contact tracing and providing staff and visitor records to support contact tracing.	THIS REQUIRES VIGILANCE AROUND COMPLETING THE VISITOR BOOK FOR EVERY PERSON WHO COMES ONSITE AT THE PARISH AND EVIDENCE OF ADHERENCE TO THIS PLAN WHEN INFORMATION IS REQUESTED. If these records are requested please contact the Pastoral Associate.

Guidance	Action to prepare for your response
Prepare to undertake cleaning and disinfection at your business premises. Assess whether the workplace or parts of the workplace must be closed.	PLEASE REFER TO CAM INFECTIOUS CLEANING GUIDELINES AUGUST 2020
	FOR ASSISTANCE WITH ROUTINE ENVIRONMENTAL CLEANING AND DISINFECTION PROCESSES.
	ADDITIONAL CLEANING CONTRACTORS CAN BE SUPPLIED THROUGH PROPERTY & INFRASTRUCTURE
Prepare for how you will manage a suspected or confirmed case in an employee or attendee during work hours.	 PLEASE OUTLINE THE STEPS YOU WILL TAKE TO REPORT AND IMMEDIATELY MITIGATE THE RISK OF TRANSMISSION – SEE BELOW Notify ALL Parish Staff Members and anyone else that may have been in the Parish Centre whilst the suspected/affected person was in the Premises. To do this you will need to look at the recorded Sign-in Sheets. Notify CAM Notify VMCH Notify WorkSafe Victoria Notify any Volunteers that help with the Broadcasting of Mass that the Mass Recording has been cancelled due to unforeseen circumstances. Organise a Deep-Clean of the entire Parish Centre. Inform Staff that they aren't allowed to go into the Parish Centre until the Premises has been cleaned and sanitised, and for 3 days after it has been done. Parish Priest will need to write up an Incident Report to keep it on file. Inform Parish Staff that they can go back into the Parish Centre.
Prepare to notify workforce and site visitors of a confirmed or suspected case.	THIS WILL BE UNDERTAKEN IN THE EVENT OF A SUSPECTED OR CONFIRMED OUTBREAK
Prepare to immediately notify WorkSafe Victoria on 13 23 60 if you have a confirmed COVID-19 case at your workplace.	THIS WILL BE UNDERTAKEN IN THE EVENT OF A SUSPECTED OR CONFIRMED OUTBREAK
Confirm that your workplace can safely re-open and workers can return to work.	THIS WILL BE UNDERTAKEN IN THE EVENT OF A SUSPECTED OR CONFIRMED OUTBREAK

I acknowledgement I understand my responsibilities and have implemented this COVID Safe plan in the workplace.

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Name BRENDAN HAYES

Date 1.9.2020