

Work health and safety in the horticultural industry during COVID-19: Guide to keeping your workplace safe, clean and healthy

Overview of requirements: Your duties under the *Work Health and Safety Act 2011* to respond to COVID-19.

Workers

You must take reasonable care for your own health and safety and the health and safety of other people in your workplace. You must co-operate with any reasonable policy or procedure that relates to health or safety at the workplace.

Employers

You must take action to protect workers and others at the workplace from the risk of exposure to COVID-19. This includes implementing the public health measures issued by health authorities including Queensland Health and the Australian Government Department of Health. You must consult with and communicate with workers and their health and safety representatives (HSRs), as well as other organisations such as labour hire providers, backpacker hostels and transport providers, on workplace measures to address COVID-19.

Put in place a work health and safety plan to respond to COVID-19. All businesses in Queensland should have a work health and safety plan that outlines how they are managing COVID-19, as well as responding to any relevant directives issued by Queensland Health. If your workplace does not have an existing plan that addresses COVID-19 risks you may wish to use the [work health and safety plan](#) published on the Workplace Health and Safety Queensland website.

Businesses that fall under the [Seasonal Workers Health Management Plans Direction](#) (Direction) are required to have a [health management plan](#) (HMP). If you have a HMP in place, and COVID-19 work health and safety management measures are covered in that plan, you do not need to duplicate this information in a separate work health and safety plan.

If you are not required to have a HMP under the Direction, you still need to manage the risk of COVID-19 in your workplace. A work health and safety plan for COVID-19 should include infection prevention and control policies and procedures, safe systems of work, how workers and their HSRs will be consulted, how you have consulted through the labour supply chain, and how you will monitor and update your plan as public health information changes. Consultation with workers and, where applicable, their representatives is required at each step of the risk management process.

Implement measures to keep workers safe and stop the spread of COVID-19:

- Ensure non-Queensland resident workers self-quarantine as required under public health guidance.
- Ensure anyone who is sick does not come to work as required under public health guidance.
- Implement and promote higher order controls to complement hygiene practices (e.g. social distancing, create separate walkways through worksites, limit numbers of people in lunch or crib rooms or install barriers and screens).
- Implement good hygiene practices including hand hygiene and workplace cleaning. Employers must provide sufficient cleaning and disinfection supplies and equipment, or engage a suitable cleaning service.
- Use personal protective equipment (PPE) where necessary and in accordance with the relevant state and national guidelines.
- Manage psychosocial risks for workers.
- Communicate, train and supervise workers on workplace measures to address COVID-19.

Report and notify cases of COVID-19

If there is a confirmed or probable case of COVID-19 at your workplace, Queensland Health will be notified by the medical practitioner who confirms the diagnosis. The employer must notify WHSQ of a confirmed or probable case of COVID-19 as diagnosed by a medical practitioner and arising out of the conduct of the business or undertaking:

- that requires the person to have immediate treatment as an in-patient in a hospital; or
- to which the carrying out of work is a significant contributing factor, including any infection that is reliably attributable to carrying out work that involves providing treatment or care to a person, or that involves contact with human blood or bodily substances.

WHSQ will respond to all requests for advice or assistance on COVID-19 related matters. Our inspectors will continue to ensure businesses are complying with requirements to prevent exposure to unacceptable health and safety risks.

Work health and safety in the horticultural industry during COVID-19

Guide to keeping your workplace safe, clean and healthy

Introduction

The COVID-19 pandemic has created an exceptional set of circumstances and many workers, worker representatives and employers have concerns about working safely, especially for those who are required to continue working on site, outside of the home, and those who are returning to work as government restrictions ease. These concerns include the actions that should be taken to ensure workplace hygiene and cleanliness is achieved to the standard necessary to prevent the spread of infection.

To address these concerns, this document has been developed by the Office of Industrial Relations (OIR) to support guidance provided by Queensland Health to the Queensland community, including guidance to Queensland employers and workers, as to measures to be undertaken in the workplace to protect people against COVID-19 infection. This guide provides examples specific to the horticultural industry.

What is COVID-19?

COVID-19 is a respiratory illness caused by a new strain of coronavirus known as SARS-CoV-2. Symptoms can include a fever, cough, sore throat, fatigue and shortness of breath.

The virus most commonly spreads from person to person by close contact with someone who is infectious. It may also spread when someone touches a surface that has recently been contaminated with the respiratory droplets (from coughing or sneezing) of an infectious person and then touches their eyes, nose or mouth.

Duties under the *Work Health and Safety Act 2011 (Queensland)*

Employers

It is your duty as an employer to provide employees with a safe and healthy work environment. Under the *Work Health and Safety Act 2011* (WHS Act), you must assess risks and implement and review control measures to prevent or minimise exposure to these risks. All businesses in Queensland should have a work health and safety plan that outlines how they are managing COVID-19, as well as responding to any relevant directives issued by Queensland Health. If your workplace does not have an existing plan that addresses COVID-19 risks you may wish to use the [work health and safety plan](#) published on the Workplace Health and Safety Queensland website.

To properly manage exposure to risks related to COVID-19, employers must:

- identify workplace hazards (such as potential for transmission on the worksite or hazards resulting from a worker who tests positive for COVID-19 infection)
- determine who might be harmed, and how (including workers and any other individuals in the workplace)
- decide on control measures (including ways to prevent the spread of infection)
- put controls in place
- review the controls regularly.

Employers must consult with workers. Consultation involves sharing of information, including about possible sources of exposure to COVID-19 and associated health risks, giving workers a reasonable opportunity to express views and taking those views into account before making decisions on health and safety matters. A safe workplace is achieved when everyone involved in the work communicates with each other to identify hazards and risks, talks about health and safety concerns and works together to find solutions.

Workers must be consulted on health and safety matters relating to COVID-19 in the workplace, including (but not limited to):

- identifying the tasks and processes that could result in the spread of COVID-19
- developing a plan in response to COVID-19
- making changes to processes or procedures that could result in the spread of COVID-19
- making changes to controls to protect workers from the spread of COVID-19

- providing information and training for workers.

The information outlined below in this guide will assist employers to follow the steps that should be taken in response to COVID-19.

Where relevant, employers should also consult with other businesses such as labour hire agencies or backpacker hostels, as many horticulture workplaces have a shared responsibility for workers.

Workers

Workers have a duty to take reasonable care for their own health and safety and the health and safety of other people in the workplace. Workers must co-operate with any reasonable policy or procedure that relates to health or safety at the workplace, including in relation to COVID-19.

The actions taken by both employers and workers to discharge their duties under the WHS Act are an important part of the community response to COVID-19. Workplace Health and Safety Queensland (WHSQ) within OIR is working on an ongoing basis to ensure businesses are complying with their duties to prevent exposure to unacceptable health and safety risks.

Employers' role to keep workplaces safe, clean and healthy

1. Put in place a work health and safety plan to respond to the pandemic and public health directions

Stay informed about the pandemic and put a work health and safety plan in place to respond to the issues created by the pandemic.

A work health and safety plan should include:

- reviewing infection prevention and control policies and procedures which include actively promoting social distancing, good hand and respiratory hygiene, and increased cleaning of common areas, frequently touched surfaces and shared workstations within the work environment
- implementing a safe system of work consistent with directions and advice provided by health authorities.
- how workers and/or their health and safety representatives (HSRs) will be consulted
- monitoring of the COVID-19 situation as it develops, relying on information from authoritative sources such as health authorities.

Businesses that fall under the [Seasonal Workers Health Management Plans Direction](#) are required to have a [health management plan](#) (HMP). Where a business has a HMP in place, and COVID-19 work health and safety management measures are covered in that plan, a business does not need to duplicate this information in a separate work health and safety plan.

2. Implement measures to keep workers safe and stop the spread of COVID-19

- People who are sick with a flu-like illness or who have been directed by health authorities to either self-isolate or self-quarantine must not attend work and must stay at home and away from others.
- Follow the advice from health authorities on social distancing and public gatherings.

Measures at the workplace

Where workers and others are attending the workplace, a range of measures should be put in place to minimise the risks posed by COVID-19 to workers and others.

Detailed information regarding COVID-19 workplace risk management has been published online by [Workplace Health and Safety Queensland](#) and [Safe Work Australia](#).

Risk management measures for the workplace include (but are not limited to) the following:

Social distancing

[Social distancing](#) (also known as physical distancing) includes ways to stop or slow down the spread of infection by ensuring less contact between people. This strategy will also help minimise the number of workers who might be categorised as close contacts should a person at work test positive for COVID-19 infection. Some ways to implement social distancing include:

- keeping a distance of at least 1.5 metres between people to the extent possible, for example move work stations, or travel alone in a work vehicle
- limit the number of people in an enclosed area to one person per four square metres of space where possible (for example, in vehicles or in lunch or crib rooms). Workplaces where areas are open to, or used by, the public may be required to limit people to one person per four square metres of space and must follow any public health directions as these apply to the business.
- consider suppliers and contractors and use the same social distancing advice to manage interactions with these workers
- limit access of people to the workplace who do not need to be there – this includes children and other relatives of workers
- delay non-essential tasks that involve workers potentially being in close contact.

Example: Horticultural work site

Limit access to packing sheds and maintenance areas, so only those who work in those areas can enter, to maintain physical separation.	Minimise crew sizes and stagger start and finish times, stagger meal times and smokos to limit the number of workers congregating in one area at any given time. Spread out furniture in break rooms at least 1.5 metres apart. Supply extra shade areas in the field so workers can spread out.
Conduct prestart meetings outside in the field, online, including through an app, where possible. If not possible, conduct such meetings in wide open spaces to enable workers to keep the required physical distance of at least 1.5 metres.	Ensure the number of workers in an office-based environment (e.g. undertaking administrative work) are limited to one person per four square metres.

- don't shake hands to greet people
- separate workers on packing and sorting lines from customers and/or other workers using barriers, screens or place social distancing markers on the floor. As a higher order control consider what produce can be packed in the field.
- restrict visitors to the workplace (e.g. use a screening questionnaire to identify high-risk individuals such as those who are sick or in quarantine or isolation)
- cancel non-essential meetings or hold meetings via video conferencing or phone call
- encourage customers to use tap and go, direct deposit or other contactless payment option instead of cash
- limit the number of people in vehicles and in machinery and implement a thorough cleaning regime.
- re-organise work schedules and rosters to reduce the number of workers in an area or onsite
- reduce the sharing of equipment and tools
- consider alternative work arrangements where possible for workers considered at [increased risk](#) of complications of COVID-19.

Example: Road freight and deliveries

Update traffic management plans to ensure transporters are limited to loading areas and don't enter other areas of the workplace. Direct workers to remain in vehicles and use contactless methods such as mobile phones to	Use electronic paperwork where possible. If a signature is required, talk to the business about providing a confirmation email instead, or take a photo of the goods onsite as proof of delivery.
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communicate with customers and deliveries at their premises wherever possible.	
Direct workers to use contactless payment for fuel or supplies.	Prohibit drivers from travelling with passengers.

Practice good personal and hand hygiene

Good personal and hand hygiene helps protect against infection and prevent the virus from spreading.

- Encourage all workers to practise [good hygiene](#) by frequently cleaning their hands. [Hand washing](#) should take at least 20 to 30 seconds. Wash the whole of each hand (palms, fingers, nails and back of hands), covering all areas with soap before washing with water. If hand washing is not practical, alcohol-based hand sanitiser containing at least 60 per cent ethanol or 70 per cent iso-propanol is recommended. Use the same process as hand washing, rubbing hands with sanitiser for at least 20 to 30 seconds. Alcohol-free hand sanitisers are not recommended because they have not been shown to be effective against the virus that causes COVID-19.
- Provide hand washing facilities including clean running water, soap, and paper towels or an air dryer. If hand washing facilities are not readily available provide hand sanitiser.
- Place hand sanitiser in locations such as lunchrooms, worker-customer interface areas and at office entrances/exits to encourage hand hygiene.
- Keep hand hygiene facilities properly stocked and in good working order.
- Promote good personal hygiene when sneezing and coughing. People should cover their coughs or sneezes with an elbow or tissue, dispose of the tissue immediately and wash their hands, and avoid touching their face.
- Ensure symptomatic people (staff, contactors, customers, etc.) do not come into the workplace.

Keep the workplace clean during COVID-19

- Regularly clean frequently touched surfaces including door handles, benchtops, kitchens, tabletops and desks, bathroom fixtures, toilets, water taps, lunchrooms, photocopiers, reception desks, sign-in stations and desktop equipment including keyboards and telephones.

In addition to regular, routine cleaning of workplaces, such as emptying bins and cleaning toilets, enhanced cleaning may help prevent the spread of COVID-19. Keeping the workplace clean is important for reducing the number of germs that survive on surfaces.

Employers must provide sufficient cleaning and disinfection supplies and equipment or engage a suitable cleaning service.

Routine cleaning

Routine workplace cleaning should be undertaken at least daily. More frequent cleaning may be needed in larger, busier workplaces and between shifts. Carrying out a risk assessment will help determine how often cleaning should be done.

Cleaning should be carried out in all areas where work is undertaken so far as is reasonably practicable including fixed and mobile work areas such as offices, lunchrooms, mobile plant, motor vehicles and mobile amenities such as portaloos. Where plant, equipment or tools are shared (e.g. hot desking or motor vehicles) touch surfaces should be cleaned between users.

Example: Agriculture

Provide workers with cleaning agents and train them to clean down plant or equipment (e.g. farm machinery or tools) immediately after use.

Workers should each be provided with their own equipment if possible and should be physically organised in a way that maintains social distance.

Special attention should be given to surfaces that are frequently touched. This includes door handles, benchtops, kitchens, tabletops and desks, bathroom fixtures, toilets, water taps, lunchrooms, photocopiers, reception desks, sign-in stations and desktop equipment including keyboards and telephones.

Physically clean surfaces using detergent and water (use as per the label instructions), followed by rinsing and drying. A clean cloth (disposable or able to be laundered) should be used each time.

Start the cleaning process in the cleanest areas and finish in the dirtier areas (also see *Cleaning equipment* section) to prevent cross-infection. Wear either single-use or reusable gloves (such as washing-up gloves) when cleaning. If using reusable gloves wash them off using running water and detergent after use and hang outside to dry. Wash hands after finishing cleaning and gloves have been removed.

Cleaning equipment includes mops with detachable heads (so they can be washed in a washing machine using hot water), disposable cloths or cloths that can be laundered. Ensure that cleaning equipment is well maintained, cleaned and appropriately stored.

Different cloths should be used for cleaning different areas (e.g. kitchen, bathroom, toilet). It can be useful to have colour-coded cloths or sponges for each area (e.g. blue in the bathroom, yellow in the kitchen) so that it is easier to keep them separate.

Disposable cleaning cloths should be placed in the general waste after use.

Cleaning with detergent and water is adequate for routine cleaning. Disinfectants are usually only necessary if a surface has been contaminated with potentially infectious material.

If a disinfectant needs to be used, clean the surface first then use disinfectant or use a combined detergent and disinfectant product. Disinfectants will not kill germs if the surface has not been cleaned first. Make sure the disinfectant has enough time in contact with the surface, is used at the right concentration and is applied to a clean, dry surface. Rinse the surface after disinfection if needed to prevent any residue from being left behind.

Cleaning and disinfection after suspected or confirmed COVID-19 infection

Areas that have been used by a person with suspected or confirmed COVID-19 infection should be cleaned and disinfected.

Put on personal protective equipment (PPE) before entering the area. This includes:

- disposable gloves
- disposable apron or other protective garment
- protective eyewear to protect eyes from the cleaning chemicals
- If a person with suspected or confirmed COVID-19 infection remains in the area while the cleaning is done (e.g. hotel room), that person should wear a surgical mask, if available, to cover their coughs and sneezes. The cleaner should also wear a surgical mask to prevent them from touching their face. Once the cleaner has entered the area, they should avoid touching their face and touching or adjusting their face mask if one is worn. If wearing a mask, it should be either on or off – ensure it always covers both the nose and mouth and do not let it dangle from the neck.

Cleaning and disinfection of hard surfaces (e.g. bench tops) following a case of COVID-19 should be done using either:

- a physical clean using a combined detergent and 1,000 ppm bleach solution (2-in-1 clean) made up daily from a concentrated solution. Follow manufacturer's directions for dilution.
- a physical clean using detergent and water followed by disinfection with 1,000 ppm bleach solution (2-step clean), (e.g. household bleach or hospital-grade bleach solutions that are readily

available from retail stores). Follow manufacturer's directions for use or see Table 1 below for a dilution recipe.

A disinfectant listed with the Therapeutic Goods Administration (TGA) with [label claims against COVID-19/SARS-CoV-2 may be used as an alternative to bleach solution](#). If the disinfectant does not have detergent properties, the surface should be first cleaned using detergent and water.

If using bleach solutions, these should be made fresh daily. The bleach product does not need to be listed with the TGA unless it makes specific label claims against COVID-19/SARS-CoV-19.

Gloves should be worn when handling and preparing bleach solutions and other disinfectants. Protective eyewear should be worn in case of splashing.

Do not mix bleach solutions with other disinfectants such as ammonia or vinegar.

Household bleach comes in a variety of strengths of the active ingredient (sodium hypochlorite) which is indicated on the product label often listed as available chlorine.

Table 1: Recipes to achieve a 1000 ppm bleach solution

Original strength of bleach (available chlorine)	Disinfectant recipe to make up 1 litre of bleach solution. In a bucket, place the volume of water required and gently add the measured volume of bleach.
% strength	Volume of bleach (ml)
1	100 ml
2	50 ml
3	33 ml
4	25 ml
5	20 ml

Note: Minimum standards that must be followed for the handling of hazardous chemicals are outlined in the [Managing risks of hazardous chemicals Code of Practice 2013](#).

Once cleaning is completed, place all disposable cleaning items in the general waste. Waste does not need any additional handling or treatment measures. Reusable cleaning equipment including mop heads and cloths should be laundered using hot water and completely dried before re-use. Cleaning equipment, such as buckets, should be emptied and cleaned with a new batch of bleach solution and allowed to dry completely before re-use.

People should use the following process to safely remove personal protective equipment:

- Remove and dispose of gloves. The outside of gloves may be contaminated. Remove gloves being careful not to contaminate bare hands during glove removal. Clean hands. This can be done with either soap and running water or hand sanitiser.
- Remove and dispose of the apron. The apron front may be contaminated. Untie or break fasteners and pull apron away from body, touching the inside of the apron only. Clean hands. This can be done with either soap and running water or hand sanitiser.
- Remove protective eyewear/face shield. The outside of protective eyewear/face shield may be contaminated. Remove eyewear/face shield by tilting the head forward and lifting the head band or ear pieces. Avoid touching the front surface of the eyewear/face shield. Reusable protective eyewear should be washed in detergent and water and allowed to completely air dry. Clean hands. This can be done with either soap and running water or hand sanitiser.
- Remove and dispose of the surgical mask if worn. Do not touch the front of the surgical mask. Remove the surgical mask by holding the elastic straps or ties and remove without touching the front. Clean hands. This can be done with either soap and running water or hand sanitiser. PPE can be disposed of into the general waste.

For more information refer to [Queensland Health](#).

Consider use of personal protective equipment where necessary

Health authorities advise that surgical masks in the community are only helpful in preventing people who have COVID-19 infection from spreading it to others. If feeling well, there is no need for a person to wear a surgical mask, as there is little evidence to support their use in healthy people to prevent transmission of viruses.

When a person is wearing a face mask, they should avoid touching it, and if they do, they should wash their hands. Do not reuse single-use masks and replace the mask regularly, including if it has been coughed or sneezed into. A person who wears a mask should always wash their hands immediately after removing and disposing of the mask.

Likewise, if feeling well, there is no need to use gloves in the community as it can lead to complacency and reduced handwashing, potentially increasing the risk of exposure to the virus. Disposable gloves may also cause irritant or allergic contact dermatitis in some workers.

When a person is wearing gloves, they should avoid touching their face with gloved hands, change the gloves regularly and wash their hands after removing and disposing of the gloves.

PPE should be worn by those who clean areas that have been used by people with suspected or confirmed infection (refer to sections on cleaning).

Managing symptoms of COVID-19 at work

Instruct workers to not attend work if they develop a flu-like illness or have been directed by health authorities to self-quarantine or self-isolate. Active monitoring for COVID-19 symptoms is recommended for some industries, for example where workers live together in shared accommodation, such as hostels or on-farm accommodation for seasonal workers.

If a person develops flu-like symptoms at work, separate the person by placing them in an area away from others. Provide them with tissues, hand sanitiser and a face mask, if available, to cover their coughs and sneezes. Inform their supervisor and arrange for the person to be sent home or to access medical assistance. If the person needs to access medical assistance, they should call ahead and advise of their symptoms so that the medical staff can prepare for their visit.

Clean and disinfect their workstation and other areas they have been (refer to sections on cleaning).

Queensland Health will contact an employer if contact tracing of the workplace is required. The employer should follow the advice provided by Queensland Health.

Managing psychosocial risks

A psychosocial hazard is anything in the design or management of work that causes stress. Stress is the reaction a person has when they perceive the demands of their work exceed their ability or resources to cope. Work-related stress if prolonged and/or severe can cause both psychological and physical injury. Stress itself does not constitute an injury.

To manage stress from COVID-19 employers should:

- regularly ask workers how they are going and if there are any work-related stressors that need to be addressed
- be well informed with information from official sources, regularly communicate with workers and share relevant information as it comes to hand
- consult workers on any risks to their psychological health and how these can be managed
- provide workers with a point of contact to discuss their concerns and to find workplace information in a central place
- inform workers about their entitlements if they become unfit for work or have caring responsibilities
- proactively support workers who may be more at risk of a work-related psychological injury (e.g. workers who are living and working away from their home)

- refer workers to appropriate channels to support mental health and wellbeing, such as employee assistance programs.

Further information about managing risks to psychological health during the COVID-19 pandemic is available from [Safe Work Australia](#).

Communicate with workers

- be aware of how to spot [COVID-19 symptoms](#) (including fever, cough, sore throat, fatigue or tiredness and shortness of breath) and make sure workers do not come to work if they are unwell
- provide workers with adequate information and training in relation to COVID-19 measures, including:
 - changes to work tasks and practices
 - appropriate cleaning and disinfection practices at work
- put [signs and posters](#) up around the workplace to remind workers and others of the risks of COVID-19 and the measures that are necessary to stop its spread.

3. Report and notification of a confirmed or suspected case of COVID-19

If there is a confirmed or probable case of COVID-19 at your workplace, Queensland Health will be notified by the medical practitioner who confirms the diagnosis.

The employer must notify WHSQ of a confirmed or probable case of COVID-19 as diagnosed by a medical practitioner and arising out of the conduct of the business or undertaking:

- that requires the person to have immediate treatment as an in-patient in a hospital
- to which the carrying out of work is a significant contributing factor, including any infection that is reliably attributable to carrying out work that involves providing treatment or care to a person, or that involves contact with human blood or bodily substances.

WHSQ is continuing to respond to all requests for advice or assistance on COVID-19 related matters and our inspectors continue to ensure businesses are complying with requirements to prevent exposure to unacceptable health and safety risks.

To raise a concern about a work health and safety issue, use our online form or call 1300 362 128. For non-COVID-19 notifiable incidents, use our incident notification form [here](#).

What does a suspected or positive case of COVID-19 mean for a business?

If someone at a workplace is confirmed to have COVID-19 infection, they will be directed by a Public Health Unit to self-isolate and they must not attend work until their health provider advises that they can. The Public Health Unit will contact an employer where contract tracing of the workplace is required to identify close contacts. The Public Health Unit will direct close contacts to self-quarantine and they must not attend work during this period.

If someone with suspected or confirmed COVID-19 infection has been at a workplace, the areas that have been used by the person, including general work areas and high touch surfaces, should be cleaned and disinfected (refer to the section *Cleaning and disinfection after suspected or confirmed COVID-19 infection*).

There is no need to shut down an entire workplace while cleaning and disinfection takes place, particularly if the person has only visited parts of the workplace, however cleaning and disinfection must occur before workers return to affected areas. There is no requirement for 'clearance testing' or other approval processes for workers to return to the affected areas on completion of cleaning and disinfection.

Cleaning and disinfection for COVID-19 should be done thoroughly but it does not require any additional procedures such as microbiological testing of surfaces, 'industrial' cleaning or disinfectant fogging. Disinfectant fogging is not recommended for COVID-19 and may expose workers and others to hazardous chemicals if not done correctly.

Workers' responsibilities in relation to COVID-19

Workers have a duty to take reasonable care for their own health and safety and the health and safety of other people in the workplace.

What does a worker do if they test positive for COVID-19?

Queensland Health will contact a worker if they have a positive test for COVID-19. They must [self-isolate](#) and follow the instructions of health authorities. They should also inform their supervisor of the diagnosis and they must not attend work.

Queensland Health will contact the employer, if required, for the purpose of contact tracing and will advise on what actions are required to protect other workers who may have had close contact with the infected worker.

When can a worker return to work if they have COVID-19?

A health care provider will advise an infected worker when they are no longer infectious and can return to work.

What should a worker do if they have had close contact with someone who has tested positive for COVID-19?

Queensland Health will undertake contact tracing. This involves identifying people who have had close contact with someone with confirmed COVID-19 infection. If a worker is considered a close contact, they will be directed to [self-quarantine](#) and will be provided with information to prevent the further spread of infection. People who are not close contacts do not have to go into quarantine but should be alert to the signs and symptoms of COVID-19, monitor their health and continue to practise recommended social distancing and hygiene measures. Anyone who develops symptoms of COVID-19 should not attend work and seek immediate advice from their doctor.

When can a worker return to work after self-quarantine?

If a worker has self-quarantined for 14 days without any symptoms, they can return to work. If they need a medical certificate they should see their GP. If a worker has tested negative for COVID-19 during the period of self-quarantine, they must still remain in quarantine for the full 14 days.

What happens if a worker develops symptoms while they are in self-quarantine?

If a worker develops symptoms while they are in self-quarantine, they should seek medical attention immediately from their GP or a Fever Clinic. They should call ahead to let the medical practice or clinic know they are under quarantine so preparations can be made for their arrival. If a worker is tested for COVID-19, they must remain in quarantine while waiting for the test results. If the test comes back negative, the worker is still required to complete the rest of the quarantine period. If the worker tests positive for COVID-19 infection they will be required to [self-isolate](#).

For more information about contact tracing, quarantine or isolation contact Queensland Health on 13HEALTH (13 43 25 84) or visit www.health.qld.gov.au.



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