

RISK MANAGEMENT PLAN: risks relating to failure to ensure the health and safety of workers

Consequences if the risk occurred (What is the impact of things going wrong?)	Existing risk treatment actions (What are we already doing to reduce the likelihood of the risk occurring or the impact of the consequences if the risk occurs?)	Residual Risk Rating			Details of proposed additional risk treatment actions (ARTA)	Managed Risk Rating		
		Consequence	Likelihood	Risk rating		Consequence	Likelihood	Risk rating
<p>Wellbeing and Safety</p> <ul style="list-style-type: none"> • GST is experienced as an unsafe place for staff and students • Breach of duty of care for staff and students • Permanent disability or impairment to staff and/ or students • Stress/trauma event requiring ongoing professional support • Long-term decline in staff and student morale • Increased psychological stress • GST contributes to increased worker, student and community transmission <p>Legal and Regulatory</p> <ul style="list-style-type: none"> • Significant breach of laws and regulations (WH&S Act 2012) • Increased regulatory oversight • Fines and penalties • Increased workers compensation claims • Increased claims of breach of duty of care <p>Learner Outcomes</p> <ul style="list-style-type: none"> • Heightened psychological stress and anxiety • Impaired workforce impacts on learning delivery • Learner engagement and outcomes decline • Reduced learning opportunities that can be delivered as learning from home increases • Increase in vulnerability for students 	<ul style="list-style-type: none"> • Deep cleaning if a positive case on site • Promotion of <ul style="list-style-type: none"> ○ Hand sanitising ○ Social distancing ○ Vaccinations ○ Non-attendance if having the mildest of symptoms • Regular and co-ordinated communications with staff, students and the community regarding COVID-19 management • Following of Public Health advice if a positive case is/was on site • COVID-19 safety plan • Use of check in TAS app • Facilitation of vaccination • Limited excursions • Learning from home arrangements and resources established • Population vaccination rates anticipated to be at 90% for those eligible 	Mo	L	H	<p>The following are additional treatments in ascending order of effectiveness.</p> <ol style="list-style-type: none"> 1. Documented clearance to work after a COVID - 19 infection 2. Policy that all workers are to provide evidence of being fully vaccinated against COVID-19 3. Lawful and reasonable direction to provide evidence of being fully vaccinated against COVID-19 if required 	Mi	P	M

<p><u>Operations and Infrastructure</u></p> <ul style="list-style-type: none"> • Prolonged interruption of service delivery • Short to medium term closure • Financial insecurity for school and staff <p><u>Reputation/Stakeholder Management</u></p> <ul style="list-style-type: none"> • Long term impact on reputation of school • Prolonged community anger/ dissatisfaction with school • Significant adverse media/ social media coverage • External scrutiny <p><u>Strategic</u></p> <ul style="list-style-type: none"> • Failure to achieve key outcomes • Material and enduring adverse outcomes • Required major change to strategic plan and management of associated risks 	<ul style="list-style-type: none"> • Well-ventilated learning environments and enhancement of outdoor learning environments • Availability of masks at school 							
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Collectively the proposed additional risk treatment actions reduce the consequences from moderate to minor and the likelihood rating to possible, with the clearance to work having the least impact and mandating that all workers are vaccinated having the majority of the impact. The lawful and reasonable direction mitigation assists in ensuring that the mandated vaccination policy is able to be implemented and therefore effectively mitigate the risk.

Using the consequence and likelihood scales and the risk rating matrix on page 5, it is anticipated that these will reduce the consequences if the event occurs to **MINOR** and the likelihood reduced to **POSSIBLE** resulting in a revised risk rating of **MEDIUM**

