# COVID-19 Vaccination Risk Assessment

A COVID-19 vaccination risk assessment involves two broad enquiries:

1. An analysis of any COVID-19 risk factors (applied to specific roles or work);
2. An analysis of any control measures that could be put in place to reduce or eliminate identified risk factors.

If the balance of the risk factors point towards certain roles or work being higher risk, and control measures will not adequately contain that risk or are not reasonably practicable, then the employer may consider requiring such roles or work to be performed only by vaccinated persons.

Workers should be involved with the risk assessment process and should (at a minimum) have an opportunity to comment on a draft risk assessment before it is finalised.

Below are examples of the types of risk factors, and potential control measures that should be analysed. Depending on your workplace, there may be additional risk factors and control measures that need to be considered as part of the risk assessment.

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| 1. **COVID-19 Risk Factors** | |
| How many people does the worker carrying out that work come into contact with? (very few = lower risk; many = higher risk) |  |
| How easy will it be to identify the people who the worker comes into contact with? (easy to identify, such as co-workers = lower risk; difficult to identify, such as unknown members of public = higher risk) |  |
| How close is the employee carrying out the tasks in proximity to other people? (2 metres or more in an outdoor space = lower risk; close physical contact in an indoor environment = higher risk) |  |
| How long does the work require the worker to be in close proximity to other people? (brief contact = lower risk; lengthy contact = higher risk) |  |
| Does the work involve regular interaction with people considered at higher risk of severe illness from COVID-19? (little to none = lower risk; whole time = higher risk)  Higher risk persons include:   * persons with underlying medical conditions and /or compromised immunity; * persons over the age of 70; * pregnant and recently pregnant women. |  |
| What is the risk of COVID-19 infection and transmission in the work environment when compared to the risk outside work? (equal to outside work = lower risk; higher than outside work = higher risk) |  |
| Will the work continue to involve regular interaction with unknown people if the region is at a higher alert level? (no = lower risk; yes = higher risk). |  |

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| 1. **Are there control measures which would eliminate or mitigate the risk**   **of COVID-19 transmission without needing to exclude?** | |
| Is there additional PPE that could be reasonably used while the role/work is performed (masks, hand sanitising)? |  |
| Is it reasonably practicable for the role or work be performed in a way that avoids or minimises the time the worker comes into close proximity with other persons? |  |
| Is it reasonably practicable for the role or work be performed in a way that avoids it coming into contact with persons who are at higher risk of serious illness (including for example through working from home, staggering start and finish times, staggering rest and meal break times, and/or split shifts)? |  |
| Could the role or work be performed without needing to come into contact with unknown third parties? |  |
| Is it reasonably practicable for work-related travel (including travel to client/third party sites, or domestic and international travel) to be restricted? |  |

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