

COVID-19 Risk Assessment

The Hazard

That there is COVID in the business to the extent that it impacts Watercare's ability to provide water and waste-water services to our customers.

In Tamaki Makaurau, we have been in lockdown level 4 or 3 for eight weeks, with more ahead. We expect that COVID cases in the community will continue to rise which means more exposure for all our teams and contractors. As with the rest of the Aotearoa, we are looking at our longer-term approach to keeping our people and sites safe over the next 6-12 months.

This table lists current controls and discusses effectiveness for the longer term.

The addition of a requirement for anyone coming onto a site to have had two COVID vaccinations is included as an engineering control.

Operations – Infrastructure Sites			
Controls	Actions	Details	Limitations
Eliminate	Locking sites down from any community contact	Workers/contractors/management live on site Drive-in, drive-out residential camp Potential long term rotational shifts 3-1	This works for short term, emergency lockdowns. This approach is not sustainable over a longer term because there is a significant risk of fatigue.
	Eliminate non-critical work	Many sites closed	Again, this is not sustainable
Substitute	Use technology rather than people	Automated processes	Infrastructure Construction requires resources and manpower, substitution is not possible.
Isolate	Island Mode - Inter-site Bubbles	Leadership team working from home No visitor access to sites Limited client contact with sites	This approach has been working for us, but we are seeing fatigue in the workforce.

	<p>Intra-site Bubbles</p> <p>Cars</p>	<p>Segregate work groups Separate toilets and facilities No shared resources Inability to identify non-work activities that may compromise work groups on Watercare sites. Enhanced cleaning of facilities</p> <p>One person per vehicle Wipes and cleaning</p>	<p>Skeleton crews on site and crews that can't move from site to site. Connection between leaders and collaboration between work groups is difficult</p> <p>These bubbles are a challenge to maintain. Success requires conscious effort and discipline for individuals not to go into an area they shouldn't and particularly to ensure areas like smoko rooms and toilets are cleaned between use.</p> <p>This is currently working. We may experience a shortage of vehicles if the volume of work increases</p>
Engineering	<p>Increased Cleaning</p> <p>Mandatory Vaccinations</p>	<p>Deep cleaning on standby High-touch surfaces Increased cleaning frequency</p> <p>Two doses of vaccination required to enter any Watercare site Provide proof of vaccination via vaccination certificate</p>	<p>This is working well. There may be occasions when cleaners can't get to all areas / surfaces between each person.</p> <p>Some staff, contractors or visitors are unwilling or unable to be vaccinated</p>
Admin	<p>Rapid Antigen Testing</p> <p>Incident Management Team</p>	<p>Weekly surveillance testing Prior to entering site</p> <p>Meets daily Priority is COVID</p>	<p>Less accurate than nasal swab / saliva testing Self-administered</p> <p>This team is also experiencing fatigue although is working well</p>

	Communication	<p>Auckland Council representation Intelligence review daily</p> <p>Jon's catchups COVID Intranet page Intranet stories Teams' meetings Incident Management Team comms E-mail address for questions</p>	<p>With all communication, it is a challenge to reach all staff. A number of channels are being used. There are frequent updates and changes requiring regular updates for everyone to keep up with.</p>
	Training	<p>Immerse modules Videos to answer questions and demonstrate procedures</p>	<p>There is no opportunity for face-to-face delivery Workers are time-challenged to complete learning modules and may not have access to Immerse when they need it</p>
	Procedures	<p>COVID page and Management plan</p>	<p>Because of the isolation, it is a challenge to get worker input and to disseminate all new information. As above, there is a challenge with communicating new or amended procedures to all workers</p>
	Voluntary vaccination	<p>In work time Strongly encouraged by the business Communication and information Sessions with Occupational Health Nurses Survey</p>	<p>Some workers do not have the vaccine Some workers unwilling to work with unvaccinated team members No formal record of vaccination status</p>
	Surveillance testing	<p>Compulsory for those crossing the boundary App to record and remind of testing</p>	<p>Voluntary and partially taken up by workers</p>

	Use of QR Codes at all sites	In work time Communication and information Posted at entrances and noticeboards on all sites	We can forget to scan in
PPE	Existing PPE and protocols protect workers from harmful pathogens, including COVID No evidence of live virus in waste-water Masks Hand sanitiser / wipes	Freely available for staff at all sites Disposable and re-usable options	As always, PPE can be used / worn incorrectly which reduces effectiveness Can be forgotten e.g. take mask off to have a drink and forget to put it back on