
COVID SAFE PLAN 2022

Date updated: 24 November 2022

Contents

SECTION 1: Introduction	3
Five Principles of COVID Safe Decision-Making	3
Current Victorian Government Health Orders	4
COVID Safe Return to Campus	4
SECTION 2: Scope of Plan	5
SECTION 3: Our COVID Safe Strategies	6
Strategy 1 – Activating our Campuses Safely	6
Strategy 2 – Physical Distancing	8
Strategy 3 – Face Coverings	8
Strategy 4 – Continue to Practice Good Personal Hygiene	10
Strategy 5 – Cleaning Regime	10
Strategy 6 – Well-Ventilated Spaces	11
Strategy 7 – Positive Case Management	12
Strategy 8 – Future Ways of Working	15
Strategy 9 – Vaccinations	15
Strategy 10 – Wellbeing	16
SECTION 4: Risk Assessment for COVID Safe Return to Campus	17
APPENDIX A: A COVID Safe Transition to Campus	24
APPENDIX B: Transition to Campus Roadmap	25

For any queries relating to this document, contact coronavirus.response@vu.edu.au

SECTION 1: Introduction

The health and safety of the Victoria University (VU) community is the highest priority. VU is committed to protecting the VU community from the transmission of COVID-19 through a risk control framework. The risk controls outlined work together to protect the students, staff, contractors and visitors to the University and are applied to the diverse range of spaces and activities the University undertakes.

- This plan ensures compliance with the Victorian Government and Chief Health Officers recommendations as well as the New South Wales Governments Chief Health Officer’s advice.
- Consultation on the Plan has occurred with the COVID Operations Working Group and safety representatives as well as the broader university community.
- The plan is a dynamic document and will be reviewed regularly, considering the changing nature of the pandemic and associated health orders. If appropriate, local COVID Safe plans to address specific requirements not covered by this plan may be in place.

This version is intended to support the University to be fully open for on-campus learning with staff engaging in a combination of on campus and work from home arrangements. It also outlines changes to vaccination requirements for staff, students and visitors.

Five Principles of COVID Safe Decision-Making

1. Health, safety and well-being focused	In all that we do, we give priority to the health, safety and well-being of our students, staff colleagues and communities.
2. Nimble and quick	We will be agile and adaptable in our decision-making, planning and implementation -to address changes in our operating environment.
3. Logical and evidence-based	All our decisions and actions are informed by evidence and the latest advice from the government and relevant health authorities.
4. Hybrid approach	Our operating model relies upon the most suitable hybrid strategy—employing technologies and ‘in person’ solutions, often concurrently.
5. Sensible and easy to understand	In the context of our common-sense approach, our decisions and actions are easy to explain in simple language. They make sense to our stakeholders and colleagues.

Current Victorian Government Health Orders

The Victorian Government Pandemic Declaration and associated Pandemic Orders ended at 11:59pm on Wednesday 12 October 2022, resulting in a series of amendments to align with National Cabinet.

Vaccination requirements for students

It is recommended that students and visitors are fully vaccinated. Proof of vaccination is no longer required.

Local vaccination requirements remain in some industries, such as health and aged care facilities.

Vaccination requirements for staff

It is recommended that staff are fully vaccinated. Proof of vaccination is no longer required.

Local vaccination requirements remain in some industries, such as health and aged care facilities

Isolation

It is strongly recommended that any person who has tested positive for COVID-19 stays home and isolate for 5 days or until they are no longer symptomatic.

Close (household) contacts

There are no requirements for household contacts to isolate.

Current New South Wales Government Health Orders

There are no longer mandated COVID-19 requirements.

NSW Health strongly advises people get fully vaccinated and wear a face mask where they cannot physically distance.

COVID Safe Return to Campus

With the lifting of orders, the University has moved to Level A Campus Open of the COVID Safe Transition to Campus model (see [Appendix A](#)).

SECTION 2: Scope of Plan

This is a dynamic document that reflects the risks, mitigations and controls developed in response to COVID-19.

Assessment Date: 31 October 2022 The risk ratings were reviewed 31/10/2022.	Completed by: COVID Executive Lead, Lucy Franzmann, Chief Financial Officer	Campus/Location: All campuses and sites
--	--	---

Describe what is being assessed for hazards:

Victoria University campuses and sites assessing the COVID-19 risks in to the cessation of the mandated COVID-19 Orders.

Scope:

This plan applies to all activities and premises of Victoria University, Australia. Whilst the COVID-19 situation is fluid and constantly changing, this document will cover the requirements for the continued safe operation of the university.

This document shall remain current until further notice. This document will be updated following any changes in Government recommendations in response to the pandemic and subsequently the outcomes of COVID-19 task force meetings. Any printed version of this document may not be the current version.

This plan is prepared for the whole of university. With the ending of Government Pandemic Orders, Adult Learning which includes Vocational and Higher Educational learning Childcare, School Holiday Programs, Primary and Secondary (including VETis, VCE, and VCAL) programs now all operate under the same requirements of this plan.

The following groups will be consulted for the plan:

1. Vice-Chancellor
2. Vice-Chancellor's Group
3. COVID Operations Group
4. Health and Safety Representatives
5. All VU staff and students

SECTION 3: Our COVID Safe Strategies

Strategy 1 – Activating our Campuses Safely

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. Support workers to get tested and stay home even if they only have mild symptoms.
2. For more information on current restrictions, visit [coronavirus.vic.gov.au](https://www.coronavirus.vic.gov.au). It is the single destination for all Victorian COVID-19 information and resources, including information about higher education, TAFE and training providers, apprentices and trainees, and health and wellbeing.

For more information visit, [COVIDSafe workplaces](#).

NSW Government, SafeWork and Department of Health Requirements and Guidelines relating to Victoria University

1. Businesses have responsibility under the [NSW Work Health and Safety Act 2011](#) to ensure a safe working environment, including managing COVID-19 risks.
2. Having a [COVID-19 Safety Plan](#) in place will help address this.
3. For more information visit, [Keeping Workers Safe](#).

Communication

- The University continues to communicate advice that is consistent with the Government's health recommendations to all students, staff, contractors and visitors to only attend on-campus if they are well.
- All persons attending Victoria University campuses and sites including students, staff, contractors and visitors are responsible for continually monitoring themselves for symptoms.
- VU continues to reinforce these messages by communicating with:
 - Students and Staff: To protect the VU community, all students and staff should get tested (Rapid Antigen Test) at the first sign of COVID-19
 - Any person with symptoms should not attend campus until they no longer have symptoms including if they have received a negative test. This will ensure that other infectious diseases such as influenza are not spread on campus.
 - Any staff member who has tested positive for COVID-19 and attended on-campus during their infectious period (defined as the 48 hours before first symptoms or positive test results), should inform their manager as soon as possible and alert the COVID Safe Team by completing the [online web form](#). Where a manager has been notified of a COVID positive case, they should email coronavirus.response@vu.edu.au.
 - Students are requested to inform their course convener/teacher and complete the [online web form](#). VU will manage all relevant notifications on their behalf.
 - Conveners and/or teachers who have been notified should encourage students to report the positive result via the above online web form.

- Visitors and Contractors: It is essential that visitors and contractors, if they are feeling unwell and showing any signs of COVID-19 symptoms, do not attend any campus/site. This includes members of the public utilising our facilities, research participants, and persons attending on-campus events.
- VU locations visited by a COVID positive case during their infectious period are listed on a [7-day spreadsheet](#) that can be accessed from the staff SharePoint and the University's public website.
- All managers should continue to encourage students and staff to check the following webpages for the latest COVID-19 advice:
 - Staff should continue to use the [COVID Resources SharePoint Site](#)
 - Students, Contractors and Visitors should check the [VU's response to COVID-19 website](#).

Absence from the University

- The University has enabled the following approach to be taken:
 - If a staff member tests positive, is asymptomatic and wishes to work, in agreement with their manager, they can continue to do so from home for the period of five days.
 - If a staff member is unwell, they will need to notify their manager and apply for leave for the duration that they feel unwell, this arrangement can of course change if they feel better during the period of isolation.
 - More information about the process for teaching staff is available in the staff SharePoint FAQs, titled '[I am absent from 'in-person' class delivery due to COVID-19. What do I do?](#)'.
 - The University will utilise alternative student learning methods and assessment activities so as not to disadvantage students if they are unable to attend campus due to illness (this practice is no different to what was applied in a pre-pandemic operating environment).
- The University will utilise alternative student learning methods and assessment activities so as not to disadvantage students if they are unable to attend campus due to illness (this practice is no different to what was applied in a pre-pandemic operating environment).

Rapid Antigen Monitoring

- VU will follow the recommended Rapid Antigen monitoring protocols as described in the Victorian Department of Health [testing requirements for contacts and exposed persons](#) and NSW Government's [self-isolation rules for cases and people exposed to COVID-19](#).
- Rapid Antigen Tests will be available from Campus Security for all students and staff and details of recipients will be recorded.

Strategy 2 – Physical Distancing

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. There are no density recommendations.
2. You should provide information to workers on physical distancing expectations while working and socialising.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Physical distancing of 1.5 metres is not a legal requirement in an office environment.
2. Workplaces do however have a duty to comply with work health and safety legislation.
3. Workplaces should assess and reduce workplace risks as far as is reasonably practicable, including:
 - where possible, allowing people to keep a distance of 1.5 metres from others to reduce the risk of droplet transmission – it is recognised that it may not be possible or feasible in every workplace. NOTE: Whilst not reflected in the government comments used, it is acknowledged that COVID-19 is an aerosol infection.

Density Limits and Quotients

- Victoria University monitors the Health Departments' recommendations relating to density quotients.
- Keeping 1.5 metres distance where possible remains a recommended control measure. VU will support staff to maintain physical distancing between workstations. 1.5 m 'head-to-head' distancing between people in staff work areas will be maintained where possible.
- Where there is local ('split systems' or window, wall and ceiling mounted air conditioning systems) or no ventilation systems in place, VU may reduce occupancy in these spaces.
- The University will continue to encourage students and staff to maintain safe physical distancing.
- Where physical distancing cannot or may not be maintained, we recommend that you wear a mask.

Strategy 3 – Face Coverings

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. Face masks are no longer mandated, excluding hospitals, health care facilities and specialist lab facilities. They continue to be recommended for:
 - people who have COVID-19, for at least 7 days after a positive test, when they need to leave home.
 - workers serving or facing members of the public
 - times where physical distancing may not be possible.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Restrictions have eased and mask wearing is only required for people over the age of 12 as outlined below:
 - at a public hospital or private health facility
 - at a residential care facility or hostel

2. Wearing a face mask helps to reduce community transmission of COVID-19.
 - Keep up-to-date with any changes such as localised outbreaks and follow advice and restrictions for your industry.
 - Ensure workers are provided with appropriate masks and know how to use and dispose of them correctly.
 - Instruct workers to carry a clean face mask with them at all times and wear it if it is mandatory to wear a mask or if they cannot maintain 1.5 metres of physical distance from others.

Face Masks in Certain Settings

- While masks are no longer mandated, students and staff will be encouraged to wear masks indoors and if they feel it assures their personal health and minimises their risk (this may be the case for those with underlying health vulnerabilities or who work in high volume, public facing areas of the University).
- The University will provide face masks which students and staff can obtain from Campus Security on each campus if they wish to wear them.
- The University will continue to communicate the need for masks to be worn when visiting hospitals or indoor care facilities.
- Students and staff required to attend a hospital, indoor care or specialist lab facility (health, disability, early childhood, animal house etc.) as part of their study or work must wear an appropriate or designated face mask. Instruction on how to appropriately fit these will be provided.
- FIT Testing of masks for students and staff on placement will be dependent upon specific placement provider's requirements. Different providers may have different requirements – some requiring the FIT testing to be done at their facility – others not so.
- Staff, students and research participants attending the following specialist laboratory spaces are required to wear masks:
 - PC2 Labs – both OGTR and internally certified (Footscray Park, Werribee and Sunshine Hospital/WCHRE)
 - Animal Facilities (Werribee)
 - Clinical spaces – Sport and Exercise labs, Biomechanics.

Strategy 4 – Continue to Practice Good Personal Hygiene

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. Soap and hand sanitiser should be available for all workers, visitors and customers throughout the worksite and encourage regular handwashing.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Provide hand washing facilities such as running water and soap. Provide alcohol-based hand sanitiser where hand washing facilities are not available.
2. Maintain good hygiene by encouraging workers to frequently wash their hands for at least 20 seconds with soap and water or use hand sanitiser.

Accessible Hand Sanitiser and Soap

- The University has deployed highly visible and accessible hand sanitiser stations across all its campuses and sites to ensure all students and staff have easy access when entering a building or workspace.
- All hygiene products used will meet the Australian Standards and Department of Health guidelines.
- Hand sanitiser is provided in teaching spaces, office, workshop and laboratory areas to encourage regular hand sanitising throughout the day.
- Our contracted cleaners are ensuring that adequate soap is available in all bathrooms. Posters have been displayed throughout the university showing the correct method of washing or sanitising hands.

Strategy 5 – Cleaning Regime

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. Businesses should regularly [clean](#) shared spaces.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Avoid sharing equipment. Where this is not possible, such as with activity-based working or in lunchrooms, staff and students should ensure equipment is cleaned appropriately between users.
2. Ensure suitable cleaning equipment is provided and readily available.
3. Make sure your workplace is regularly cleaned and disinfected. – see [Safe Work Australia cleaning and disinfecting guidance](#) for further information.

Assuring Clean Campuses and Workspaces

- Additional cleaning wipe dispensers are provided to allow staff and students to wipe down their furniture and equipment before and after work/study or exercise.
- VU has secured sufficient supply of all cleaning products and has increased the products held on site to manage peak demands.
- Inspections are undertaken to ensure the quality of the cleaning is maintained.

Strategy 6 – Well-Ventilated Spaces

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. If businesses have natural ventilation available:
 - Open windows and leave doors open in hallways and corridors to increase outdoor airflow into the space.
2. If businesses have mechanical ventilation available:
 - Maximise the amount of air being provided into the space where possible
 - Change the settings to increase the proportion of outdoor air recirculating in the space.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Limit the volume of recirculated air in ventilation or air conditioning systems and increase fresh air intake and natural air flow where possible.
2. Make contact with building owners and any businesses that share premises to discuss return to work plans to coordinate risk management such as heating, ventilation and air-conditioning (HVAC) requirements, lift usage and shared break areas.

Read the [Safe Work Australia guide to improving ventilation](#) in indoor workplaces.

Safe and Health Spaces

- The University has undertaken a comprehensive assessment of all its spaces to ensure the ventilation systems are effectively providing sufficient outside air and do not represent an increased COVID transmission risk. VU is ensuring the ventilation systems are meeting or exceeding Australian Standard 1668.2 and regular monitoring and maintenance of these systems is in place.
- The ventilation systems supporting all central teaching spaces have been reviewed and where appropriate upgrades completed to ensure teaching can be conducted at normal room occupancy.

Strategy 7 – Positive Case Management

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. A person who tests positive for COVID-19 should inform those they have recently been in contact with, including their workplace or place of study.
2. It is strongly recommended that any person who has tested positive for COVID-19 should stay home and isolate for 5 days and not return to onsite work or study until they are no longer symptomatic.
3. It is strongly recommended that any person who has symptoms, but has not tested positive, should not attend their place of work or study until they are no longer symptomatic.
4. Workplaces are encouraged to support staff and students who have tested positive, or a symptomatic, to work and study from home.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Tell the worker who has tested positive for COVID-19 to return home directly and follow the [advice from NSW Health](#).
2. Advise workers and contractors of the situation in your workplace. Consult with workers about the identification and management of any remaining health and safety risks.

Notifications and Reporting

- Any person (students, staff, contractors or visitors) who have any COVID-19 symptoms should not attend campus.
- Any students or staff who have symptoms, should have received a negative RA Test result prior to returning to campus. *If you are unwell, even if it is not COVID, consider the health of your peers/colleagues and do not attend campus whilst potentially infectious with any illness.
- Any person (students, staff, contractors or visitors) who has returned a positive COVID-19 test result should not attend campus within seven (7) days of date of the positive test or until symptoms have ended.

- Any person (students, staff, contractors or visitors) who had been on campus 48 hours before COVID symptoms started should notify their manager or course convener or university contact (for visitors).
- Any staff member that is aware of a person who has been on campus during their infectious period (see above dot point) should advise the COVID Team via coronavirus.response@vu.edu.au or via the [webform](#).
- On campus COVID exposure sites from the last 7 days will be published on the staff [SharePoint](#) and [website](#).
- Managers and academic staff may elect to send an email notifying individual/s of on campus COVID exposure sites.
- VU is providing free RA Tests to Students and Staff from and [Campus Security](#) Office
- VU will continue to monitor and report any cluster of cases that indicate an outbreak
- If a person is a close contact (someone in their household has returned a positive test), it is recommended that they undertake a RA Test prior to attending campus and wear a mask indoors - even if they are asymptomatic.

Strategy 8 – Future Ways of Working

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. There are no recommendations requiring Victorians to work or study from home. However, employers can consider working from home arrangements that are most appropriate for both their workplace and employees based on individual requirements.

NSW Government, SafeWork and Department of Health Requirements and Guidelines relating to Victoria University

1. Businesses and workers have a legal responsibility to maintain a safe and healthy workplace and manage the risks of COVID-19. Businesses can allow staff to work from home at their discretion.

The VU Model of Work

- In consultation with staff, VU has developed a flexible work model that continues to position the institution as a student-focused university but delivers benefits to the VU, teams and individuals. This model incorporates a mix of on-campus (60%) and work-from-home (40%) arrangements.
- Managers are working with their teams to work flexibly, continue the safe attendance on campus, and support staff through the pandemic.
- The University is ensuring appropriate HR procedures and resources are in place to support the implementation of the new way of working.
- Where a person has a medical condition which may leave them more susceptible to COVID-19 symptoms, they are encouraged to discuss suitable work arrangements with their manager. This is also the case to those who may have caring responsibilities for immune compromised or high COVID-19 risk individuals in their care.
- Events are undertaken in accordance with the Government recommendations.

Strategy 9 – Vaccinations

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. Vaccination continues to be strongly recommended.

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. Vaccination is a priority for everyone studying and training in NSW, which applies to Victoria University and VU Sydney.
2. Specific sectors including aged care, and disability may have vaccination requirements for workers.
3. Providers may consider whether a workplace policy about coronavirus vaccinations is necessary for their workplace.

Vaccination

- **Victoria:** Staff, students and visitors are no longer required to be vaccinated to attend campus. Vaccinations continues to be strongly recommended against all infectious diseases including COVID-19 and Influenza.
- **NSW:** Education Centre of Australia (ECA) have developed their own vaccination policy. VU Sydney staff are subject to this policy.

Encouraging Vaccination and Boosters

- The University will continue to collaborate with other stakeholders to provide easy access to pop-up vaccination clinics.
- Vaccination centres are established by the Department of Health and their partners. These centres operate in accordance with their policies and processes. These facilities may close without notice.
- Staff and students are strongly encouraged to get vaccinated, noting that some clinical or work placements may require vaccination.

Strategy 10 – Wellbeing

Victorian Government, WorkSafe and Department of Health recommendations relating to Victoria University

1. There are no obligations on employers. See [Managing COVID-19 risks: Mental health at work.](#)

NSW Government, SafeWork and Department of Health recommendations relating to Victoria University

1. There are no obligations on employers. See [COVID-19 mental health at work resource kit](#).

Access to Support Services

- For staff, the University will continue to provide resources such as the [Wellness Hub](#) and the [Employee Assistance Program](#) to assure the wellbeing, health and safety of staff.
- For our students, there are a [range of services](#) available to students to support them through their wellbeing, health and safety.
- We will regularly review the resources available to support staff and student wellbeing, particularly with regards to COVID and the changing environment we work within. This includes supporting the rollout of a Mental Health First Air course for staff.

SECTION 4: Risk Assessment for COVID Safe Return to Campus

#	Risk Category	Risk Title	Risk Description	Cause/Threat	Potential Consequences	Accountable Officer	Current Mitigations	Risk Rating	Future Mitigations
1	People	People Contracting COVID-19	COVID Positive <u>Asymptomatic</u>	<ul style="list-style-type: none"> COVID-19 in broader population Reduction in restrictions under Victorian and NSW health orders Increased numbers of students and staff attending campus. 	<ul style="list-style-type: none"> Minimal direct personal risk Can transmit to others in VU or other settings. 	Peter Radoll, DVC People & Organisation	<ul style="list-style-type: none"> COVID Safe practices (COVID Safe Plan) Staff and students supported to work and study from home for the recommended 5-days self isolation Staff and student provided education, information and updates on COVIDSafe information via the COVID-19 Resources for Staff SharePoint and VU response to COVID-19 website Vaccination highly recommended and encouraged to staff and students VU reporting protocols and contact tracing On-campus COVID exposures listed on a publicly available 7-day spreadsheet COVID Safe practices: <ul style="list-style-type: none"> Mask wearing in settings where required (health; aged care etc.) and recommended 	<p>Likelihood: <i>Likely</i></p> <p>Consequence: <i>Medium</i></p> <p>Risk Rating: <i>Medium</i></p>	<ul style="list-style-type: none"> Continual review process

in all other indoor areas of the University.

- Physical distancing and voluntary mask wearing if physical distancing not possible
- Personal hygiene, provision of soap, hand sanitizer and disinfectant wipes
- Routine cleaning
- Provision of masks and RATs from Security
- Building ventilation and air quality monitoring
- Flexible work arrangements
- Pop-up vaccination hubs for staff, students and the community as made available through our partners
- Proactive COVID communication and management and active collaboration.

#	Risk Category	Risk Title	Risk Description	Cause/Threat	Potential Consequences	Accountable Officer	Current Mitigations	Risk Rating	Future Mitigations
2	People	People Contracting COVID-19	COVID Positive <u>Symptomatic</u>	<ul style="list-style-type: none"> COVID-19 in broader population Reduction in restrictions under Victorian and NSW health orders Increased numbers of students and staff attending campus. 	<ul style="list-style-type: none"> Direct personal risk including symptoms (mild to serious) through to hospitalization and long COVID Can transmit to others in VU or other settings. 	Peter Radoll, DVC People & Organisation	<ul style="list-style-type: none"> COVID Safe practices (COVID Safe Plan) Staff and students should not attend on campus if symptomatic Staff and student provided education, information and updates via the COVID-19 Resources for Staff SharePoint and VU response to COVID-19 website. Vaccination highly recommended and encouraged to staff and students VU reporting protocols and contact tracing On-campus COVID exposures listed on a publicly available 7-day spreadsheet COVID Safe practices: Recommendation of indoor mask wearing when on-campus Mask wearing in settings where required (health. Aged care etc) Physical distancing and voluntary mask wearing if physical distancing not possible Personal hygiene, provision of soap, hand sanitizer and disinfectant wipes <ul style="list-style-type: none"> Routine cleaning 	<p>Likelihood: <i>Likely</i></p> <p>Consequence: <i>Medium</i></p> <p>Risk Rating: <i>Medium</i></p>	<ul style="list-style-type: none"> Continual review process

#	Risk Category	Risk Title	Risk Description	Cause/Threat	Potential Consequences	Accountable Officer	Current Mitigations	Risk Rating	Future Mitigations
							<ul style="list-style-type: none"> • Building ventilation and air quality monitoring • Flexible work arrangements • Pop-up vaccination hubs for staff, students and the community as made available through our partners • Proactive COVID communication and management and active collaboration. • Provision of masks and RATs from Security 		
3	People	Mental Health & Anxiety	Maintaining the mental health of staff and students	<ul style="list-style-type: none"> • COVID-19 in broader population 	<ul style="list-style-type: none"> • Potential mental health injury 	Peter Radoll, DVC People & Organisation	<ul style="list-style-type: none"> • Ongoing flexible work arrangements instituted 	<p>Likelihood: <i>Likely</i></p> <p>Consequence: <i>Medium</i></p>	

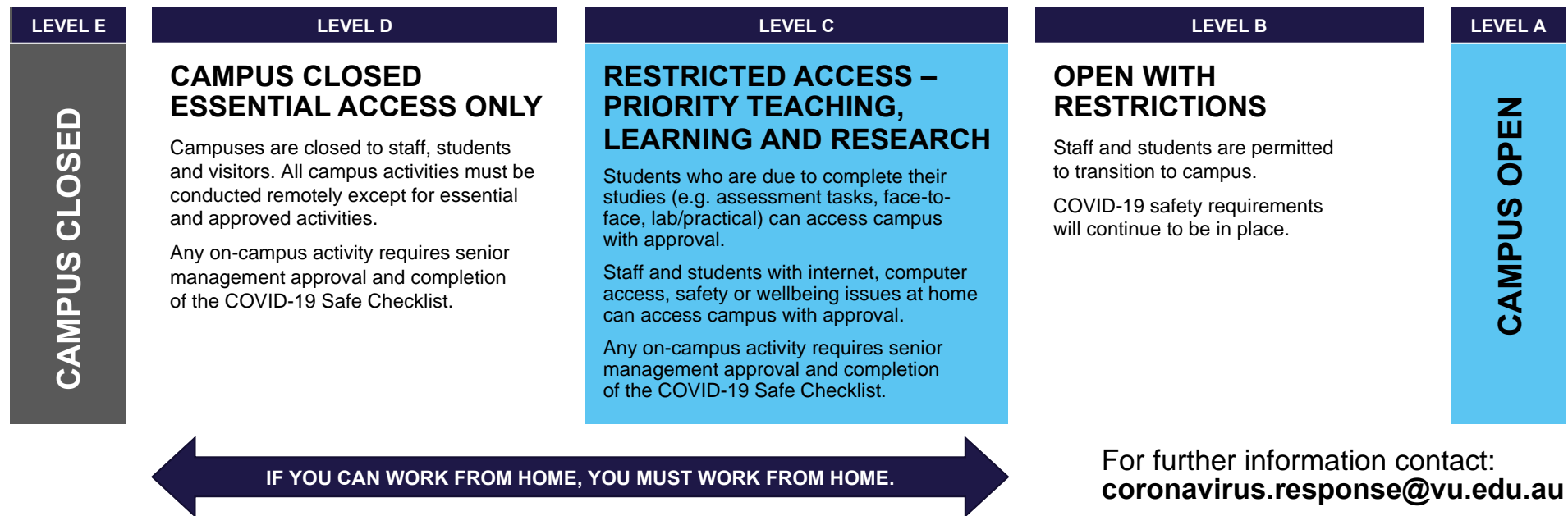
#	Risk Category	Risk Title	Risk Description	Cause/Threat	Potential Consequences	Accountable Officer	Current Mitigations	Risk Rating	Future Mitigations
				<ul style="list-style-type: none"> Anxiety about return to campus Changes in attitudes and expectations re work/life balance Academic progress impacted. 	<ul style="list-style-type: none"> Increased unsociable behaviour Increased absenteeism. 		<ul style="list-style-type: none"> Exemptions provided for vulnerable staff and students Employee Assistance available to staff Student support services available for students including welfare and financial support Academic special consideration measures in place for students, where required Proactive COVID communication and management and active collaboration. 	Risk Rating: <i>Medium</i>	
4	People	Student Campus Experience	Poor campus student experience	<ul style="list-style-type: none"> Staff/Student dissonance re return to campus. Student preferences & experience no longer prioritised Campus vibrancy and activation low due to poor staff presence. 	<ul style="list-style-type: none"> Poor student experience Impact on student load Impact on financial sustainability 	John Germov, DVC HE Dianne Semmens, DVC VE	<p>COVID Safe practices (COVID Safe Plan)</p> <p>Staff and student provided education, information and updates on the SharePoint for staff, via staff sessions and VU website.</p>	Likelihood: <i>Likely</i>	Consequence: <i>Medium</i> Risk Rating: <i>Medium</i>

#	Risk Category	Risk Title	Risk Description	Cause/Threat	Potential Consequences	Accountable Officer	Current Mitigations	Risk Rating	Future Mitigations
5	People	Industrial Relations	Staff Safety and Compliance	<ul style="list-style-type: none"> Staff refuse to return to campus Staff fail to comply with COVID Safe Plan whilst on campus 	<ul style="list-style-type: none"> Potential loss of talent due to non-compliance Industrial challenges 	Peter Radoll, DVC People & Organisation	<ul style="list-style-type: none"> Manager resources and support to deal with: <ul style="list-style-type: none"> Vulnerable staff Return to campus hesitancy Ongoing flexible work arrangements instituted Providing staff the opportunity to be vaccinated with on campus vaccination hub or access to DoH vaccination clinics as made available through our partners. P&C assessing each individual case on its merits to ensure that a staff member who has not complied with the requirements to return to campus can make an informed choice/decision Staff provided education, information and updates COVID Resources SharePoint site. Proactive COVID communication and management and active collaboration. 	<p>Likelihood: <i>Likely</i></p> <p>Consequence: <i>Medium</i></p> <p>Risk Rating: <i>Medium</i></p>	

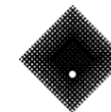
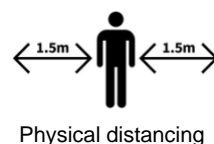
#	Risk Category	Risk Title	Risk Description	Cause/Threat	Potential Consequences	Accountable Officer	Current Mitigations	Risk Rating	Future Mitigations
6	People	Student Demand and Experience	Impact on Reputation and the Viability of the University	<ul style="list-style-type: none"> Staff/Student dissonance re return to campus. Student preferences and experience no longer prioritised Campus vibrancy and activation low due to poor staff presence. 	<ul style="list-style-type: none"> Poor student experience High levels of student attrition (current students) Poor demand for courses compared with competitors providing greater in person experience (prospective students) Impact on student load which translates to revenue challenges. Revenue declines with organisational impacts. 	Adam Shoemaker, Vice-Chancellor	<ul style="list-style-type: none"> In person learning supported by COVID Safe practices 	<p>Likelihood: <i>Unlikely</i></p> <p>Consequence: <i>Major</i></p> <p>Risk Rating: <i>Medium</i></p>	<ul style="list-style-type: none"> Communication plan to convey to stakeholders we are 'open for business'

APPENDIX A: A COVID Safe Transition to Campus

Our transition to campus does not mean that the University will return to pre-COVID-19 conditions – a range of COVID Safe measures remain in place. The University determines changes in status level and communicates them accordingly.



**ALWAYS
PRACTICE**



**VICTORIA
UNIVERSITY**

APPENDIX B: Transition to Campus Roadmap



VU ROADMAP 2022

We encourage all VU students and staff to get vaccinated, so our campuses can be as inclusive and safe as possible.

