

# TRANSPORT PEOPLE COVIDSAFE MEASURES POLICY

13 October 2021

**Transport for NSW is committed to creating a safe workplace that minimises the risk of COVID-19.**

## Controls to manage COVID-19

Consistent with our ongoing commitment and obligation to provide and maintain a safe work environment, revised control measures will be introduced to Transport workplaces to manage the risks to health and safety associated with COVID-19.

These control measures are set out in Transport's COVID Safe Plans and associated procedures which, are updated regularly and should be read in conjunction with this Policy. The existing control measures are set out in the COVID-19 Controls **Schedule A**. The existing controls mechanisms are:

- Vaccination
- Health surveillance
- Physical distancing and capacity restrictions
- Cleaning and sanitising
- Point-of-entry check-ins
- Personal protective equipment
- Ventilation system controls
- Flexible work arrangements
- Support arrangements for vaccinations, testing and self-isolation
- Information and training in COVID-19 policies and procedures

Transport has revised all implemented control measures and additional vaccination and health surveillance controls have been added to the existing multi-layered approach as set out in **Schedule B**.

A combination of controls from the hierarchy of control measures is necessary to minimise the risk of COVID-19 transmission, so far as is reasonably practicable.

## Implementation of controls

Many control measures have been implemented and already are in place. From time to time, Transport will be required to implement certain controls in stages on an interim basis. Controls other than vaccination against COVID-19 commence as at the date of this Policy.

From 1 December 2021, for those roles identified in **Schedule B**, it will be a requirement of the role that those workers have had at least the first dose of COVID-19 vaccination. Thereafter, workers engaged by Transport will be required to be fully vaccinated in accordance with the recommended timeframe between vaccinations.



Workers will be required to provide Transport evidence of vaccination status by no later than 1 December 2021. Evidence will consist of vaccination status from an accepted Government source.

Information collected in relation to the implementation of any controls referred to in this Policy will be managed in accordance with the Privacy and Personal Information Protection Act 1998, Health Records and Information Privacy Act 2002, Transport Privacy Policy, Transport Access to Information Policy, Transport Records Management Policy, and Transport local level procedures.

## Compliance

Workers are required to comply with COVID-19 safe work practices and control measures as set out in **Schedule B** to this Policy.

Other than those with legitimate reasons such as a medical contraindication, workers are required to comply with lawful and reasonable directions issued by their principal/ employer. Lawful and reasonable directions can include a requirement for a worker to comply with any control measure, including being vaccinated against COVID-19 and a requirement to provide evidence of this.

Any failure to comply with the requirements of Transport policies, procedures, standards or lawful and reasonable directions will be managed in accordance with applicable policies and procedures. Action up to and including the termination of employment or engagement may occur.

### **This Policy applies to workers performing work for, and working at workplaces controlled or managed by:**

- Transport for NSW
- Sydney Trains
- NSW Trains
- State Transit
- Sydney Metro
- The Point to Point Transport Commissioner
- Office of Transport Safety Investigations

The term 'worker' includes all permanent, temporary and casual staff, staff seconded from another organisation and contingent workers including labour hire, professional services contractors and consultants.

**Rob Sharp**  
**Secretary**



## Schedule A – Existing COVID-19 control measures

1. TfNSW COVIDSafe Management Plan
2. State Transit Authority COVID-19 Safety Plan
3. Sydney Trains COVID-19 Safety Plan
4. NSW TrainLink COVID-19 Safety Plan
5. Sydney Metro COVID-19 Management Plan
6. Coronavirus (COVID-19) General Hygiene Procedure
7. COVID-19 - Managing and reporting cases procedure
8. TfNSW Confirmed Case COVID-19 Exposure Risk Assessment Matrix
9. TfNSW COVID Safe Plan Rapid Antigen Testing Framework
10. NSW Health Framework for the Provision of Rapid Antigen Screening for COVID-19 in Clinical and Non-Clinical Settings
11. NSW Airport and Quarantine Workers Vaccination Program
12. NSW Airport and Quarantine Workers Testing Program
13. Enhanced Cleaning Guidelines for Public Transport
14. Vehicle Sanitisation Standard



## Schedule B – Additional COVID-19 Controls

### Greater Sydney – Transport & Maritime NSW

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 1	GS	Customer Journey Management	Specific to COVID busing operations at Sydney International Airport	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role. Under the <i>Public Health (COVID-19 Transportation Quarantine) Order (No 3) 2021</i>, certain workers transporting international arrivals and working at the airport are required to have two doses of the COVID-19 vaccine (or for workers who only have had one dose, to have received their second dose by 28 September 2021 or within three months of having received their first dose) in order to provide services.</p> <p><b>Health Surveillance</b> - Under the <i>Public Health (COVID-19 Transportation Quarantine) Order (No 3) 2021</i> requires testing of designated transport providers and airport workers as set out in the <i>NSW Testing Program</i>. The NSW Testing Program requires designated transport providers and airport workers to have a Saliva Swab test once per shift.</p>
Cat 1	GS	Maritime NSW	Boating Safety Officer / Technical Compliance Officer / Marine Investigator / Boating Education Officer	<p><b>Vaccination control for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 2	GS	Customer Journey Management	TMC: Traffic Emergency Management Security & Emergency Operations TMC Operations, Comms	<p><b>Vaccination control for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing and Daily Saliva Testing in place at TMC.</p>
Cat 2	GS	Community and Place	Community Education, External Communication, Customer Service General, Community Liaison	<p><b>Vaccination control for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 2	GS	Customer Journey Management	Driver Aid Services & Transport Commanders	<p><b>Vaccination control for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 3	GS	Sydney Harbour Bridge	Engineers, electricians, riggers, painters	<p><b>Vaccination control for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 3	GS	GS	Office based workers who currently work from home (admin, HR, procurement, finance, property management, policy admin, data analytics, executive support, business assurance, media, scheduler, timetablers, customer experience, property management)	<p><b>Vaccination control for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>



## Greater Sydney – State Transit Authority

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 1	GS	STA	Bus Drivers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Ryde Depot.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	GS	STA	Drivers Trainers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Ryde Depot.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 2	GS	STA	Network Control Centre, TMC	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing and Daily Saliva Testing in place at TMC</p>
Cat 2	GS	STA	Incident Response Teams	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 3	GS	STA	Depot Workshops	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing in place at Ryde Depot.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 3	GS	STA	Depot Duty Officers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Ryde.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 3	GS	STA	Office based workers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>



## Greater Sydney – Sydney Trains

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 1	GS	Sydney Trains	Bussing Team	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> - Daily Saliva Testing is conducted.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	GS	Sydney Trains	Trainee Drivers and Guards, Principals and Trainers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	GS	Sydney Trains	Train Guard	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	GS	Sydney Trains	Train Drivers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	GS	Sydney Trains	Depot Workers (Maintenance and Train Crew)	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Clyde Network Base and Granville Mechanical Services. Flemington Maintenance Centre to be implement. Clyde heavy plant and resurfacing depot have also requested to be included in the pilot.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	GS	Sydney Trains	Station Workers (including CAMs, Cleaners, SCOOs, CSAs, FCU)	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 2	GS	Sydney Trains	Office staff with significant interaction in office locations	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 2	GS	Sydney Trains	Events Team	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>



Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 2	GS	Sydney Trains	Customer Operations Field Work - whole network (including RERU, IRC and FCU)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	GS	Sydney Trains	Mobile Response - Fleet	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	GS	Sydney Trains	Site crews and maintenance crews	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	GS	Sydney Trains	ROC / Signal Boxes (including signallers, network control, all location based staff)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.  <b>Health Surveillance</b> – Rapid Antigen Testing in place at Rail Operations Centre, Sydenham Signal Box and Homebush Signalling Complex.  <b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.
Cat 3	GS	Sydney Trains	Quarry Workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	GS	Sydney Trains	Commercial and Supply Chain - Specialist Teams - Rail Equipment Centre, Warehouse workers (supply chain, warehouse logistics), Ballast Recycling Centre	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	GS	Sydney Trains	Mobile Response (MW / NM)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	GS	Sydney Trains	Customer Operations - Field Work (Yard)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	GS	Sydney Trains	Office based workers with site engagements (including non-depot support staff)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	GS	Sydney Trains	Office based workers with Technological Requirements	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.



## Regional & Outer Metropolitan

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 1	ROM	NSW TrainLink	Training, competency assessments and Investigative workers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	ROM	NSW TrainLink	Train Guards	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Central Station and Newcastle Interchange.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	ROM	NSW TrainLink	Train Drivers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Central Station and Newcastle Interchange.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	ROM	NSW TrainLink	On-board Customer Service	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Central Station and Newcastle Interchange.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 2	ROM	NSW TrainLink	Depot staff (e.g. roster attesters, shift managers etc)	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 2	ROM	NSW TrainLink	Office based workers with site engagement (e.g. senior management / executive)	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 2	ROM	Community and Place	Community Engagement Team	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 2	ROM	Customer Service Experience & Planning	Customer Engagement Team	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>





Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 2	ROM	Customer Network Coordination	Regional Network Coordinators	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	ROM	Customer Coordination and Service Delivery (CCSD)	Regional Transport Operations Centre, Operations Coordinators	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.  <b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.
Cat 2	ROM	NSW TrainLink	ROC / Signal Boxes	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.  <b>Health Surveillance</b> – Rapid Antigen Testing pilot in place at Rail Operations Centre.  <b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.
Cat 3	ROM	NSW TrainLink	Office based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	ROM	ROM	Site base workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	ROM	ROM	Office based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.

### Infrastructure & Place

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 2	I&P	Greater Sydney Projects	Office based workers with some field exposure (Project Directors, ED's, WHS, Environment, Communications, Project controls)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	I&P	Technical Services	Site-based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	I&P	Greater Sydney Projects	Site based project workers (civil/ road engineers, project managers, surveillance, bridge engineers, traffic engineers)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	I&P	Technical Services	Office based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	I&P	I&P	Office based workers - Projects	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.



## Safety, Environment and Regulation

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 1	SER	Regulatory Operations	Compliance Operation Inspectors	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 1	SER	Transport Safety, Security & Emergency Management	School Crossing Supervisors	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role. Under the <i>Public Health (COVID-19 Vaccination of Education and Care Workers) Order 2021</i>, education workers, including School Crossing Supervisors, are required to have two doses of the COVID-19 vaccine by 8 November 2021.</p> <p><b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.</p>
Cat 3	SER	SER	Site based workers – Environmental Officer H&S Partners, Advisors & Coordinators SCEM team members Regulatory Operations Licence compliance , Vehicle ID Examiner and Camera Certification Regulatory auditor Regulatory Investigators	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p> <p><b>Health Surveillance</b> – Daily Saliva Testing is provided for the COVID Taskforce staff.</p>
Cat 3	SER	Transport Safety, Security & Emergency Management	Crashlab	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 3	SER	SER	Office based workers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>

## Customer, Strategy & Technology

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 3	CST	CST	Site based workers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>
Cat 3	CST	CST	Office based workers	<p><b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.</p>



## Corporate Services

Calibrated Categorisation	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 3	CS	Legal - Prosecutions team IT Client Support Officers IT Infrastructure service technicians and engineers Shared Services Concierge and Return to Work	Site based roles	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	CS	Enterprise Governance & Assurance Legal Commercial, Procurement & Transformation Shared Services	Office based roles	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.

## People and Culture

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 2	P&C	(People Experience) AEU	Site based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	P&C	(People Experience)(People Service & Systems) (Workplaces) Project Manager/officers (People, Comms & Engagement) LT, Snr Mgrs & Comms & Engagement Team - Sydney Division. (ELPT Workforce - Graduate Programs, Scholars and cadets) Infrastructure Training Program (Learning & Development) All staff"	Site based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	P&C	Workforce Relations Workplaces (Business Partners) People Partners ER (People Experience)	Office based roles	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.



## Finance & Investment

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 3	F&I	All Branches	Office based work - all roles	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.

## Point to Point Transport Commission

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 1	P2P	P2P	Site based workers -Inspectors, Investigators, Auditors Project Managers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	P2P	P2P	Office based workers	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.

## Office of the Secretary

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 3	OSEC	OSEC	Office based roles (some site interactions including off site meetings)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.

## Office of Transport Safety Investigations

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 3	OTSI	OTSI	Office based roles	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.  <b>Health Surveillance</b> – weekly PCR testing for investigators.



## Sydney Metro

Category	Division	Group	Workgroup/ Job Role	Required COVID-19 Controls
Cat 2	Sydney Metro	Sydney Metro	Staff on sites working with vulnerable communities	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.  <b>Health Surveillance</b> [Polymerase Chain Reaction (PCR), Rapid Antigen Testing (RAT) or Saliva Swab Testing (SST)] to be investigated as a high priority for consideration.
Cat 2	Sydney Metro	Sydney Metro	Office based workers (staff in home office and collocated in other sites / offices)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 2	Sydney Metro	Sydney Metro	Project Staff on site interacting with multiple workers / in multiple locations / in home office interacting with office staff	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.
Cat 3	Sydney Metro	Sydney Metro	Office based workers (Staff in home office)	<b>Vaccination for role proposed</b> as control would further reduce COVID-19 transmission and risk of serious illness risks in this role.

### COVID-19 Workforce Segmentation Category Definitions

#### Workforce Exposure Descriptors

<b>Category 1</b>	Where workers are required as part of their duties to interact* with people with an increased risk of being infected with COVID-19
<b>Category 2</b>	Where workers are required to have interaction with people who are particularly vulnerable** to the health impacts of COVID-19
<b>Category 3</b>	Where workers are required to have interaction or likely interaction between workers and other people such as customers, other workers or the public in the normal course of their work; or where workers deliver critical transport services for Transport for NSW (or relevant agency) and the work is unable to be performed at home on an ongoing basis.
<b>Category 4</b>	Where workers have minimal face-to-face interaction as part of their normal work duties

\*Interaction includes any "casual contact" or "close contact" as defined by NSW Health regardless of any physical contact or social distancing. TfNSW assumes that any interaction with customers, stakeholders or members of the public involves interaction with groups likely to have a higher risk of infection given the number and diversity of its customers, stakeholders and members of the public.

\*\*Vulnerable persons include the aged, people with pre-existing medical conditions, ATSI community, and unvaccinated persons.

The Fair Work Ombudsman's Guidelines state that a direction for Category 3 to be mandated for vaccination is more likely to be reasonable where community transmission is occurring and an employer is operating a workplace that needs to provide essential services.

