

Irrelevant information

D/cto mtg.

• Lyn McKinley meeting 19:00hrs 19/2/22

- Vacs prevents deaths.

- difficult to look @ mandate now, with wave lowering & lowering restrictions w/ high vac rate.

- compelling argument put ~~For~~, but not supported.

- hard to justify step now, w/ other alternatives.

- can't collect data on workforce

- Net gain?

- limited service delivery impact.

- If not vaccinated, can't access [critical & staff exemption]

- CQFES mandate req. as public health mandate/rules won't stay in place.

- Timing.

- public health msging - everyone protect themselves.

- looking into long term of omicron effects.

- RPE internally to apply additional measures

- Neil scales TMR mandated today.

- I was under ps Act or employee directive.

- Emergency worker exemption into vulnerable settings. - Greg email 7/2/22.

• main points for consideration

• Service delivery

• Safety of Community

• Safety of workforce

Lynne McKinley, D/CHO

Megan Barry, PSC

CQFES

AC Greenfield

AC Smith

Alex Rees

Lyn Richards

Meeting Discussion

- Overview of QFES workforce
- Aware of CQFES obligations of WHS responsibilities
- Seeking CHO Directive, failing that a CQFES directive
- Don't know the
- Previous CHO was keen on mandating vulnerable areas

- Sch.3 s.2(1)(b)

- D/CHO wants to see a cross jurisdiction comparison.

☒ Lyn Richards to provide.

★ FRS would be covered under health mandate.

- Gives obligation on employee to be vaccinated and advise that they are vax.

D/CHO will see where the progressed Direction is at. And see if vols are included. It is currently quite specific.

☒ Send through risk assessment and analysis piece.

Health to provide a fact sheet regarding the health mandate, to assist with Comms.

Health directive implementation would create complexities for QFES, as it only covers one part of their role

We are seeking coverage of all workforce, except PPB.

QFES are the only emergency service portfolio without mandate

Frontline emergency services, in preparation and preparedness.

Dr Young's view is that industry should mandate themselves.

D/CHO will come back to us after some discussion.

Pack to be delivered by tomorrow, give them time to sort it out and regroup Friday.

Key points

- severe weather season
- Hotel quarantine
- Volunteer workforce

From: Commissioner QFES
Sent: Thursday, 25 November 2021 11:07 AM
To: Lynne.McKinlay@health.qld.gov.au
Cc: CHO_CHO@health.qld.gov.au; CHO_ESO@health.qld.gov.au; dawn.schofield@health.qld.gov.au; megan.barry@psc.qld.gov.au; Lauren Poynting; Greg Leach
Subject: QFES service delivery risk assessment
Attachments: 2021116 QFES response Leadership Board Consultaton_ Mandatory vaccination high risk settings.docx; 2021116 QFES critical service delivery assessment.xlsx; 20200616 WHS Risk Register - COVID v01 - for mandating COVID-19 vaccines.xlsm

Dear Lynne,

Thank you for your time yesterday to discuss COVID-19 vaccinations and the challenges facing QFES in regards to our integrated model of operations, which include workers engaged in primary and secondary roles and comprised of paid and volunteer members.

As also discussed QFES has a number of service steams that provide emergency services (covering prevention, preparedness, response and recovery activities) to the Queensland community in approximately 2,000 service delivery locations across the state. A number of these locations are delivered to and within vulnerable communities and vulnerable settings such as health care, schools, prisons etc.

These services are delivered by State Emergency Service (SES), Rural Fire Service (RFS), Fire and Rescue Service (FRS) and Disaster Management. These are augmented by a surge workforce drawn from our corporate support areas. All these roles and the critical emergency responses they deliver will likely be fully utilised with the forecast seasonal outlook – with potential for numerous storm and cyclone events.

By way of example:

- QFES has personnel working in the State Disaster Coordination Centre working close with members of other agencies and members of the executive arm of government.
- In some regional settings some of our critical services are delivered solely by Rural Fire Brigades (RFB) and SES groups that are comprised of volunteers and these services along with our fire and rescue service are first responders.
- As part of FRS personnel inherent responsibilities, key tasks are conducted as part of normal business direct to the public. Such as providing public education and fire prevention advice, inspections and assessments of building to ensure compliance with relevant legislative requirements under the *Fire and Emergency Services Act 1990* and *Building Fire Safety Regulation 2008*.

QFES undertakes its activities within a complex legislative and workforce environment which differs from other emergency responder Commissioners, in that there is some doubt about whether the QFES Commissioner has power to issue and enforce a vaccination direction to volunteers with RFBs and SES groups. Whereas, the CHO has more readily available powers under the Public Health Act and the declared Public Health Emergency to issue a mandate for QFES to then execute.

It would be complex, and likely not viable to apply the current [QH Workers in Healthcare Setting Direction](#) based on the criticality, and multiple functions and roles with the QFES service delivery model without the risk of legal challenge, or compromise to our service delivery.

We attach our previous response to QH seeking advice on our high risk workforce which includes:

1. Comprehensive QFES workforce risk assessment
2. Critical service delivery risk analysis – which assesses these services against four key risk exposure vectors relative to COVID-19: prolonged possible contact with the public, indoor delivery, large number of people contact and long duration service

3. Reference of fire and emergency services across all jurisdictions within Australia and current COVID-19 vaccination mandates are below (status update as at 12 November 2021):
- NSW SES, NSW RFS and NSW FRS require their volunteers to be vaccinated – no difference between paid and volunteers in approach
 - NT Fire and Rescue have mandate – first dose was due 12 November
 - Victoria - Chief Health Officer requirement for full vaccination by November 24th to enter any non-essential locations. Agencies requiring all members to be fully vaccinated to be operational. FT and Volunteers
 - ACT 95% double vaccination rate within the population with no mandate for emergency services
 - New Zealand - Requiring all members to be fully vaccinated to be operational
 - Tasmania - No mandate for vaccination as yet for the workforce. Double vaccination requirements for any deployments
 - South Australia – as at 12/11/2021 - No mandate for vaccination yet, however it is not off the table. Double vaccination requirements for any deployments
 - Western Australia - Mandatory vaccination requirements for staff, not volunteers as yet
 - When all Australian Fire and Rescue jurisdictions met on 12 November 2021 all jurisdictions were indicating that full vaccination will be required for any deployment into their state

I look forward to meeting with you again to continue the discussion.

Regards,

Greg Leach

Commissioner

Queensland Fire and Emergency Services

GPO Box 1425, Brisbane 4001

greg.leach@qfes.qld.gov.au

P 07 3635 3072 M Contrary to the public interest



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland. We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

Mandatory vaccination requirements for workers in high-risk settings (public, private and non-Govt)

15 November 2021

DRAFT NOT GOVERNMENT POLICY

Definition of a high-risk setting:

- A setting where there may be:
 - higher risk of transmission of the virus (eg. people in close proximity); and/or
 - a high number of vulnerable persons as users of the service; and/or
 - a sudden reduction in the available workforce due to COVID-19 (as cases or close contacts required to quarantine) would impact the continuity of critical services to the community (e.g emergency, infrastructure or social services).

Scope

- Public service/sector (Departments, statutory bodies, government owned corporations)
- Local and Commonwealth Government
- Private sector
- Non-government sector
- Contractors, volunteers, union officials, regulators, auditors, and other persons that might enter a high risk setting even if it is not their primary place of work.

Approach

- A Chief Health Officer Public Health Direction specifying the high-risk settings in which workers must be vaccinated to continue to remain and work in the setting.
- The Direction would provide scope for employers to determine:
 - other settings where there may be a mandatory vaccination requirement due to the high risk or critical nature of the setting
 - staff that would be in-scope or out-of scope in the high-risk setting.

Principles

- Protecting our most vulnerable by ensuring their risk of transmission is as low as possible whilst accessing essential government services
- Users of essential government services will not be required to be vaccinated, but feel safe while doing so
- The ongoing delivery of critical services must be able to be maintained, and the setting must be able to continue operating if it lost workers due to the mandate
- Protecting persons who enter or work in particular settings is the best way to achieve the public health benefit and as such applies to a broad range of employment arrangements (e.g. contractors) and people entering settings (e.g. delivery drivers and visitors) but not users (e.g. prisoners, students).

Types of high-risk settings

- Below is a table of high-risk settings. Please provide your feedback on this list and insert any other settings you would like consideration given too, including the rationale, by 10am Wednesday 17 November 2021, to Response.Lead.Engagement@health.qld.gov.au

Relevant settings for CHO consideration

The below table covers a range of settings that **might** meet the definition of high risk. Please add any comments you would like the CHO to consider in these settings, for example, would a mandate likely lead to a significant reduction in the workforce such that it would disrupt essential services (e.g public transport, construction)

| Relevant setting | Comments |
|-----------------------------|---|
| Irrelevant information | |
| Fire and emergency services | <p>See attached critical service delivery analysis and detailed WHS Risk Assessment.</p> <p>QFES has a range of critical services provided by both paid and volunteer personnel. The very nature of our operations means that our personnel (staff and volunteer) interact across service streams and also have high interaction with members of the Queensland Community.</p> <p>We have undertaken an analysis of our critical services and assessed these services against four key risk exposure vectors relative to COVID-19: prolonged possible contact with the public, indoor delivery, large no. of people contact and long duration service.</p> <p>This analysis demonstrates that most of our critical service delivery has a high number of these potential risk exposure vectors.</p> |

| Relevant setting | Comments |
|------------------|--|
| | <p>We have also undertaken a WHS risk assessment (attached) ahead of any consideration for mandatory COVID-19 vaccination. The WHS risk register is rolled up at a high level staff and volunteer level. This is largely related to the potential interactions between QFES service streams and members of the public during normal BAU and operations. The key considerations for the WHS risk assessment were:</p> <ul style="list-style-type: none"> • Corporate staff have been included in the risk assessment as they are utilised as surge workforce (in QFES and across Queensland Government i.e. Community Recovery) and they interact regularly with both QFES operational service streams and members of the public. • QFES is currently operating under Operations Paratus 2021 (bushfire), Exigent (COVID-19) and Kurrabana (severe weather season) with the requirement for operational readiness and surge workforce a key requirement to meet critical service delivery • We note that some of QFES critical services are delivered to venues which will be covered by the public health and social measures which come into effect 17 December 2021 <p>QFES critical services are delivered by a range of QFES service streams, both paid and volunteer. In particular, in regional settings there are some critical services which are delivered solely by Rural Fire Brigades and SES groups that are comprised of QFES volunteers. There are some doubts about whether the QFES Commissioner has power to issue and enforce a vaccination direction to volunteers within Rural Fire Brigades and SES groups. As such we ask that you consider specific inclusion of these volunteers in any Direction.</p> |

Irrelevant information

| | | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine position | | |
|----------------------------|--|--|---------|-----------------------------|-----------------------|------------------------------------|--------------------|--|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | Strongly preferred | |
| Capability | Service delivered | | | | | | | Comments |
| Bushfire response | Bushfire mitigation | Y | N | Y | Y | Y | | Excludes primary producers. Multiple risk exposure vectors |
| | Remote firefighting | Y | N | Y | Y | Y | | Excludes primary producers. Multiple risk exposure vectors |
| | Vegetation fire response | Y | N | Y | Y | Y | | Excludes primary producers. Multiple risk exposure vectors |
| Water search and rescue | Swiftwater rescue | Y | N | Y | Y | Y | | Multiple risk exposure vectors. |
| | Flood boat response | Y | N | Y | Y | Y | | Multiple risk exposure vectors. |
| Land search and rescue | | Y | N | Y | Y | Y | | Multiple risk exposure vectors. |
| Transportation rescue | Road and rail rescue | Y | N | Y | Y | Y | | Multiple risk exposure vectors. |
| Transportation fire rescue | | Y | N | Y | Y | Y | | Multiple risk exposure vectors. |
| Structure fire response | | Y | Y | Y | Y | Y | | Service impacted by Public Health and Social Measures @ 17/12/2021. Both indoors and outdoors - incident controller would put in place additional risk mitigation measures. |
| Incident management | Coordination | Y | Y | Y | Y | Y | | Incident management can occur in a range of settings where there are multiple risk exposure vectors |
| | Public information warnings | N | Y | Y | Y | Y | | Critical staff who assist during an incident QFES manages or when QFES supports other agencies |
| | Command and control | Y | N | Y | Y | Y | | QFES takes command over QFES resources whether it is the lead agency or not. This can involve multiple agencies and in multiple sites creating multiple risk exposure vectors to and from QFES staff and volunteers and to and from members of the community / LGAs involved in this activity |
| | Fire behaviour analysis | Y | Y | Y | Y | Y | | Critical staff |
| Operational communications | Fire communications | N | Y | N | Y | Y | | Critical staff |
| | SES TAMS | N | Y | N | Y | Y | | Critical staff who manage the SES Task and Management System and responses. SES are the primary responder for storm and flood events. |
| | Watch desk | N | Y | N | Y | Y | | Critical staff who maintain a 24-hour capability to achieve outcomes in relation to emergency and disaster management. These staff manage SDCC emails within the Event Management System (EMS). They also administer and operate the Emergency Alert (EA) system. They also ensure the SES 132500 number is coordinated and appropriate SES group is activated when required |
| Technical rescue | | Y | N | Y | Y | Y | | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors |
| Severe weather response | | Y | N | Y | Y | Y | | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors |
| Agency support | QAS Assists | Y | Y | N | Y | Y | | QH personnel mandate, workers in healthcare setting direction, Public Health Measures @ 17/12/2021, QFES and QAS have an agreement in place "Provision of Mutual Assistance between QAS and QFES" - QFES may assist QAS in circumstances in the driving of QAS ambulances in certain situations and also assists with bariatric patients. |
| | Traffic management | Y | N | Y | Y | Y | | This service is delivered in a range of scenarios in support of both COVID-19 related activities and the course of ordinary duties and can put personnel in close contact with members of the public as these personnel are often tasked to do additional duties whilst performing traffic management such as handing out water bottles to members of the public. |
| | COVID-19 Vaccination clinics | Y | N | Y | Y | Y | | High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored |
| | COVID-19 Testing clinics | Y | N | Y | Y | Y | | High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored |
| | Queensland COVID-19 Border operations (land / air) | Y | N | Y | Y | Y | | Air=indoors, Land=Outdoors |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine position | | Comments |
|------------------------------------|--|--|---------|-----------------------------|-----------------------|------------------------------------|--------------------|--|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | Strongly preferred | |
| | Hotel quarantine | Y | N | Y | Y | Y | | Will likely interact with higher risk cohorts or cohorts in contact with higher risk cohorts. High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored |
| | Resupply operations | Y | N | Y | Y | Y | | Resupply operations are conducted under the authority and control of the authorising agency. The authorising agency can vary depending on the size and type of response. The most common authorising agencies are Local Disaster Management Groups (LDMG), District Disaster Management Groups (DDMG), the State Disaster Management Group (SDMG) or the Queensland Police Service (QPS). Multiple risk exposure vectors |
| | Critical infrastructure protection | Y | N | Y | Y | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel |
| | National security support | Y | N | Y | Y | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel |
| | Counter-terrorism | Y | N | Y | Y | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel |
| | Intragency response / incident management arrangements | | | | | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel |
| Air Operations | | Y | Y | Y | Y | Y | | Multiple risk exposure vectors. Critical staff. Air Crew CHO Direction No 2 may apply |
| Urban search and rescue | Disaster Assistance Response Teams (DART) | Y | N | Y | Y | Y | | Critical staff who are required to respond to major incidents. Activity involves deployments. Multiple risk exposure vectors |
| | Damage assessments | Y | N | Y | Y | Y | | Damage assessments conducted post disaster. Multiple risk exposure vectors |
| Disaster mitigation | Emergency Risk Management | Y | Y | N | Y | Y | | Staff interact with LGAs for extended periods. Multiple risk exposure vectors |
| | Land Use Planning | Y | Y | N | Y | Y | | Critical staff who also interact with members of the public |
| Disaster management and operations | Disaster response coordination | Y | Y | Y | Y | Y | | Multiple risk exposure vectors. Occurs across the state in various forms SDCC, SOC, ROC, IMT with engagement with DDMG, LDMG and LGAs. Multiple risk exposure vectors |
| | Emergency management planning | Y | Y | Y | Y | Y | | Multiple risk exposure vectors. Occurs across the state in various forms SDCC, SOC, ROC, IMT with engagement with DDMG, LDMG and LGAs. Multiple risk exposure vectors |
| | Emergency management facility readiness | Y | Y | Y | Y | Y | | Multiple risk exposure vectors |
| | Recovery | Y | N | Y | Y | Y | | Multiple risk exposure vectors |
| | QDMA Support | Y | Y | Y | Y | Y | | Multiple risk exposure vectors |
| | State Disaster Coordination Centre | Y | Y | Y | Y | Y | | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Agencies represented during activation involves a high rotation of staff. Multiple risk exposure vectors |
| | State Operations Centre | Y | Y | Y | Y | Y | | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Multiple risk exposure vectors |
| | Regional operations centres | Y | Y | Y | Y | Y | | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Multiple risk exposure vectors |
| | Intrastate deployments | Y | N | Y | Y | Y | | Multiple risk exposure points, flights, destination, rest days, accommodation. Incident manager would put in place additional risk mitigation strategies as per deployment planning |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine position | | Comments |
|--|---------------------------------------|--|---------|-----------------------------|-----------------------|------------------------------------|--------------------|---|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | Strongly preferred | |
| | International deployments | Y | N | Y | Y | Y | | Multiple risk exposure points, flights, destination, rest days, accommodation. Incident manager would put in place additional risk mitigation strategies as per deployment planning and in consultation with Border Force and EMA |
| Post Fire incident investigations | Structure fire investigations | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021 |
| Building fire safety | Building safety inspections | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors |
| | Maintenance inspections | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors |
| | Building approvals | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors |
| | Fire alarm management | N | Y | N | N | Y | | Public Health Measures @ 17/12/2021. Additional risk mitigation can be implemented - site personnel removed, contact with site owner on phone, minimise crew sent into site, PPE |
| Hazardous material management / response | | N | Y | N | Y | Y | | Vessel response included, incident controller will put other measures in place dependant on scenario |
| Fire engineering | | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors |
| Community engagement | | Y | Y | Y | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors |
| Logistics supply chain | Warehouse logistics | N | Y | Y | Y | Y | | Multiple risk exposure vectors |
| Equipment and asset management | Fleet maintenance | N | Y | N | Y | Y | | Multiple risk exposure vectors |
| | Fleet management | N | N | N | N | Y | | Multiple risk exposure vectors |
| Corporate communications | | N | Y | Y | Y | Y | | Multiple risk exposure vectors |
| Financial management | Procurement | N | Y | N | N | Y | | Multiple risk exposure vectors |
| People management | Employee relations | N | Y | N | N | Y | | Critical staff multiple risk exposure vectors |
| | WHS | N | Y | N | Y | Y | | Critical staff. WHS investigations / inspections may bring personnel in prolonged contact with others. Multiple risk exposure vectors |
| | HR | N | Y | N | N | Y | | Critical staff multiple risk exposure vectors |
| ICT systems management | Alarm management | Y | Y | N | Y | Y | | Public Health Measures @ 17/12/2021 and other CHO Directions |
| Remote and isolated community response | Indigenous community service delivery | Y | Y | Y | Y | Y | | Critical service delivery to communities with vulnerable persons |
| QFES managed and occupied facilities | | Y | Y | Y | Y | Y | | Members of the public attend QFES managed and occupied facilities for such services as advice and obtaining a fire permit, meeting with a Fire Warden |

| Relevant setting | Comments |
|---|---------------|
| | |
| Agriculture and Fisheries settings | |
| Laboratories | |
| Resources sector settings: Mine sites and associated facilities (camps, villages) | |
| Manufacturing settings | |
| Food and other warehouse/distribution centres | Supermarkets? |
| Airports | |
| Construction Sites | |
| Other critical infrastructure or essential services required for the operation of Queensland community, economy and supporting basic essentials of life | |
| Insert here other suggestion | |

Risk Register Builder

| | | | |
|---------------------------------|--|----------------------------|--------------|
| Risk Register/Assessment Title: | Hazards and risks associated with COVID-19 in the workplace | Register/Assessment Owner: | Commissioner |
| Context: | The QFES workforce operate in a range of operational settings and are required to work in close proximity with each other, other emergency service workers and members of the public in the course of their operational duties. This may occur in hospitals, aged care facilities, at risk communities, airports, high density housing, large scale venues where physical distancing and PPE may not always be adequate, suitable, worn correctly, reliably and without potential for damage or failure to sufficiently protect from COVID-19 transmission or infection. | Signature: | |
| Date of Assessment: | 12/11/2021 | Date: | |
| Version: | 0.1 | Next review date: | 3-Dec |



| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | Rating Variance - effectiveness of controls | Future controls | | Accountability | | Target risk rating | | |
|----------|---|---|---|---|----------------------|------------|--------------|--------------|---|----------------------|------------|--------------|--------------|---|---|--|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 1 | Possibility of harm caused by the psychological characteristics of the work design and social conditions during the COVID-19 pandemic (workplace or home). | Exposure to distressing events involving COVID-19. Conflict and/or aggression amongst staff and volunteers related to personal views on COVID-19 and/or COVID-19 vaccinations and/or control measures (e.g. masks). Stress as a result of COVID-19 workplace measures. Stress from isolation whilst working at home | Psychological injury (e.g. anxiety, depression, PTSD) Chronic disease (e.g. heart disease, type two diabetes) Physical injury (e.g. musculoskeletal disorders) | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, increased member turnover and depleted workforce. | Moderate | Possible | Medium | | Safety and Wellbeing Policy. Early Intervention Program. Video (Microsoft teams) and teleconferencing facilities made available to all staff to maintain social connection and contact with the workplace. Leadership Advice Line available to increase managers capability with regard to supporting staff health and wellbeing. 24 hour counselling service available to support workers and their families. Peer support officers. Chaplaincy service in place. Domestic and family violence support program available to all staff. Leave entitlements available for staff who may become need time away from the workplace. SHE hazard and incident reporting system. | Moderate | Unlikely | Medium | 6 | 6 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. | Executive Manager Health and Wellbeing | Commissioner | Watch | Moderate | Unlikely | Medium |
| 2 | Possibility of harm caused by the biomechanical characteristics of the work design in the home office in situations where increased telecommuting is required. | Poor ergonomic set up in the home office environment. | Acute and chronic related sprains/strains or other musculoskeletal disorders | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, increased member turnover and depleted workforce. | Moderate | Possible | Medium | | Safety and Wellbeing Policy. Flexible work arrangements and telecommuting arrangements in place for staff working from home. Working from home risk assessment checklist in place to identify hazards, assess risks and put in place suitable control measures. Gateway videos related to suitable desk set-up and ergonomics in the home environment. Video (Microsoft teams) and teleconferencing facilities made available to all staff to maintain social connection and contact with the workplace. Leadership Advice Line available to support managers with work from home arrangements. SHE hazard and incident reporting system. | Moderate | Unlikely | Medium | 6 | 6 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. Implement the Prevention and response to workplace bullying procedure. | Executive Manager Health and Wellbeing | Commissioner | Watch | Moderate | Unlikely | Medium |
| 3 | Possibility of harm caused by exposure to COVID-19 in a QFES office environment (e.g. Kedron, Albion). | Corporate staff and operational staff / volunteers attending a QFES office based environment. | COVID-19 could be transmitted from a corporate staff member to a QFES operational staff member or volunteer resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Floor plans identify requirements for physical distancing. Promotion of good hygiene practices Handwashing facilities are kept clean, in good working order and appropriately stocked. QFES Events Covid Safe plans Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES facilities. Posters and signage installed in meeting and conference rooms, lifts, desk areas and kitchen facilities to comply with physical distancing requirements. A COVID Check In QR Code is in place to monitor workplace numbers and physical distancing requirements. A regular cleaning regime has been implemented for high touch areas such as desks, handles, lift buttons and bathroom facilities (PPE provided to cleaners). Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter | Major | Rare | Medium | 4 | 4 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for supervisors and managers responsible for operational workers. | Executive Manager Health and Wellbeing | Commissioner | Open | Major | Unlikely | Medium |
| 4 | Transmission of COVID-19 to or from member of the public to a QFES staff or volunteer during delivery of critical services in an operational context (emergency / non emergency) - including COVID-19 activities. | QFES staff and volunteers attend a range of operational settings and are required to work in close proximity with each other, other emergency service workers and members of the public in the course of their operational duties. This may occur in hospitals, aged care facilities, at risk communities, airports, high density housing, large scale venues where physical distancing and PPE may not always be adequate, suitable, worn correctly, reliably and without potential for damage or failure to sufficiently protect from COVID-19 transmission or infection. | COVID-19 could be transmitted from a member of the public to a QFES operational staff member or volunteer resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. COVID-19 could be transmitted from a QFES operational staff member or volunteer to a member of the public, including those at risk populations during the course of their duties, resulting in serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced ability to deliver critical service, and depleted operational workforce (including volunteers). | Major | Possible | High | | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. PPE including P2, P3 masks, gloves and other PPC requirements QFES Events Covid Safe Plans Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace. QFES operational doctrine and infection control procedures QFES Events Covid Safe Plans | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for supervisors and managers responsible for operational workers. | | | | | | |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|--|--|--|---|----------------------|------------|--------------|--------------|---|----------------------|----------------|--------------|--------------|---|---|------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 5 | Transmission of COVID-19 to or from a member of the public to or from a member of a primary producer brigade during a QFES directed activity. Transmission of COVID-19 to or from a member of a primary producer brigadge to or from a QFES staff or volunteer during a QFES directed activity. | QFES staff and volunteers attend a range of operational settings and are required to work in close proximity with primary producer brigade members in the course QFES directed activities. | COVID-19 could be transmitted from a primary producer brigade member to QFES staff / volunteers resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management | Major | Possible | High | 12 | Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES brigades, appliances. QFES operational procedures which document primary producers undertake directions in QFES directed operational settings. Emergency response procedures in place should a suspected or confirmed case be identified. Promotion of good hygiene practices QFES operational doctrine and infection control procedures. Access to QH COVID-19 testing facilities COVID-19 specific information circulated via other volunteer ports and email. Operational personnel have access to PPE (workplaces, appliances, regional and state cache). Primary Producers Brigade members are required to comply with QH CHO Directions and QG guidance and consider COVID-19 vaccination. Video (Microsoft teams) and teleconferencing facilities made available to operational personnel to minimise interaction with others to attend meetings away from operational workplaces. Minimise visitors to operational workplaces | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. | | | | | | |
| 6 | Failure to effectively quarantine single or multiple positive cases of COVID-19 infection in QFES workplaces. | Unaware of infected personnel i.e. asymptomatic or delayed notification. Staff or volunteers come into QFES workplaces unwell. | COVID-19 infection could be transmitted to other QFES staff and volunteers. All potentially affected staff and volunteers would be required to isolate and the station / site taken offline (partial or full) for deep cleaning. This could increase the number of infected staff and volunteers (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Impact to service delivery | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. Continue to encourage staff and volunteers to receive their COVID-19 vaccination. Staff and volunteers required to remain away from QFES workplaces when displaying symptoms of COVID-19 and to have a PCR test and isolate and await results. | Moderate | Almost Certain | High | 15 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date. QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. | | | | | | |
| 7 | Transmission of COVID-19 to or from an unvaccinated member of the public to an unvaccinated QFES staff or volunteer. | Transmission in the workplace or operational setting where there may be unknown cases of COVID-19. | Serious illness and/or death to QFES staff, volunteers or the public resulting from the transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Adverse publicity for QFES and potential litigation. Reputational damage as a result of media reports. | Major | Possible | High | 12 | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. Promotion of good hypiene practices Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace.. QFES operational doctrine and infection control procedures Access to QH COVID-19 testing facilities COVID-19 specific information available on the QFES Gateway and circulated via other volunteer | Moderate | Possible | Medium | 9 | 3 | All QFES staff and volunteers may be required to interact with operational personnel who will be required to attend various work locations and operations at short notice. QFES staff and volunteers will be required to receive their double dose of COVID-19 vaccination by a specified date to reduce the risk of catching and developing serious COVID-19 infection and transmitting COVID-19 to other QFES staff, volunteers or members of the public. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for leaders and managers responsible for QFES service delivery, including operations. | | | | | | |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|--|---|--|---|----------------------|------------|--------------|--------------|--|----------------------|------------|--------------|--------------|---|---|------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 8 | COVID-19 infection during secondary or other employment / volunteering activities. | QFES staff and volunteers could come into contact with COVID-19 during the course of their secondary or other employment / volunteering duties. | Serious illness and/or death to QFES staff, volunteers or the public resulting from the transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | 12 | When undertaking QFES work / volunteering, work is undertaken in accordance with QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace. QFES operational doctrine and infection control procedures. | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers, except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date. QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. | | | | | | |
| 9 | COVID-19 infection during meetings / interactions with partner agencies. | Transmission of COVID-19 to / from QFES staff / volunteers and members of partner agencies. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for both / either QFES and / or partner agency personnel. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Current COVID-19 physical distancing measures to be maintained. Alternate meeting platforms utilised where appropriate such as MS Teams, Zoom. Interagency operational plans have been developed, agreed and circulated. State Pandemic Plan and Associated Annexes. QFES Events Covid Safe plans. | Moderate | Possible | Medium | 9 | 3 | All QFES staff and volunteers who come into contact with workers from other organisations will be required to receive their double dose of COVID-19 vaccination by a specified date to reduce the risk of transmission between QFES staff and volunteers and possible subsequent transmission to members of other agencies or members of the public. | | | | | | |
| 10 | COVID-19 infection from contractors, consultants, vendors and third party providers attending a QFES workplace. | Transmission of COVID-19 to / from QFES staff / volunteers and contractors, consultants, vendors and third party providers during attendance at a QFES workplace. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for both / either QFES and / or contractors, consultants, vendors and third party providers. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Entry into all QFES premises requires the use of the Qld Government Check In App. Entry to QFES premises should be planned in advance to enable sanitisation before and after in accordance with COVID-19 precautions. State Pandemic Plan and Associated Annexes. | Moderate | Possible | Medium | 9 | 3 | QFES requires all contractors, consultants, vendors and third party providers to provide evidence of vaccination or alternate arrangements will need to be enacted to enable the provision of service. | | | | | | |
| 11 | COVID-19 infection from visitors, union officials, regulators, family members or other members of the public attending a QFES workplace. | Transmission of COVID-19 to QFES staff / volunteers resulting from visitors, family members or other members of the public attending the workplace. This may include people who cannot be vaccinated against COVID-19 at the present time such as children. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for QFES staff and volunteers, family members or members of the public. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Limit entry to all QFES occupied facilities and meet with members of the public outside of QFES occupied facilities. Entry into all QFES premises requires the use of the Qld Government Check In App. Where possible, physical distancing requirements are maintained, use of hand sanitiser. Entry to QFES premises should be planned in advance to enable sanitisation before and after in accordance with COVID-19 precautions. State Pandemic Plan and Associated Annexes. QFES Events Covid Safe Plans. Actively engage with union officials and regulators to explore ways in which visit on site is possible with use of PPE where members of these organisations are unvaccinated | Moderate | Possible | Medium | 9 | 3 | | | | | | | |
| 12 | Staff / volunteer members health worsen as a result of the COVID-19 vaccination. | QFES staff / volunteer could have a contraindication to receiving the COVID-19 vaccination. | Serious injury or death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Moderate | Possible | Medium | 9 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. Continue to encourage staff and volunteers to receive their COVID-19 vaccination. Staff and volunteers required to remain away from QFES workplaces when displaying symptoms of COVID-19 and to have a PCR test and isolate and await results. | Moderate | Possible | Medium | 9 | | With a exemption letter from a treating medical practitioner certifying the medical contraindication, affected QFES staff and volunteers will not be required to comply with the mandatory COVID-19 vaccination. | | | | | | |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|--|---|--|--|----------------------|------------|--------------|--------------|--|----------------------|------------|--------------|--------------|---|---|------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 13 | Staff / volunteers with underlying medical conditions or vulnerabilities are expossed to COVID-19. | Transmission of COVID-19 to / from QFES staff / volunteers. | Serious illness and/or death to QFES staff, volunteers or the public resulting from transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Potential | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. All QFES staff / volunteers can access surgical mask, hand sanitiser, surface spray / surface wipes. QFES operational staff and volunteers to access range of PPE as required by the operational context. State Pandemic Plan and Associated Annexes. | Major | Possible | High | 12 | | QFES will be required to identify on a case by case risk assessment basis and in consultation with QFES WHS / QFES medical advisor how the non-vaccinated worker / volunteer can remain isolated from potential exposure to COVID-19 infection or transmission sources while in QFES premises. Where the risk assessment deems the risk to be too high alternative duties must be considered. In the event that suitable alternative duties cannot be identified or supported, personal leave or LWOP may be considered on a case by case basis. If no alternative work arrangements are available, and the QFES staff member is unwilling or unable to utilise personal leave or LWOP, QFES will refer the matter to QFES People Directorate for further management. | | | | | | |
| 14 | Staff / volunteer members psychological health could be impacted by the requirement to vaccinate. | QFES staff / volunteer could have a strong religious or political objection to having the COVID-19 vaccination. | Short or long term mental health condition including anxiety, adjustment disorder or depression. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. QFES supports the Australian Government's rollout of COVID-19 vaccination. Provision of QFES FESSN and other wellbeing resources. | Moderate | Likely | High | 12 | | If a QFES staff / volunteer refuses to be COVID-19 vaccinated in accordance with a lawful and reasonable direction from QFES, the supervisor or manager should as a first step, ask the staff / volunteer to explain their reasons for refusing the COVID-19 vaccination. QFES can ask the staff / volunteer to provide evidence of the reason for their refusal. If the staff / volunteer gives a legitimate reason for not being COVID-19 vaccination, QFES will consider where there are any other options available instead of the COVID-19 vaccination. This could be alternative work arrangements. This would require identifying duties that could be reasonably undertaken by "working from home", with no QFES duties that require attendance at QFES facilities or interaction with QFES staff / volunteers or members of the public. If no alternative work arrangements are available, and the staff member is unable or unwilling to utilise leave / LWOP, QFES will refer the matter to QFES People Directorate for advice to be provided back to local management. | | | | | | |
| 15 | Staff / volunteers could refuse or be refused admittance to QFES facilities or other nominated places where COVID vaccination is required. | QFES staff / volunteers may not agree with COVID-19 vaccination requirements put in place. | QFES staff / volunteers involved in verbal or physical altercations or sustain a psychological health condition as a result of stress, bullying or violence. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Potential Common Law costs. | Major | Possible | High | 12 | If a QFES staff refuses to attend work because a co-worker isn't COVID-19 vaccinated QFES can direct them to attend work if the direction is lawful and reasonable. Whether a direction is lawful and reasonable depends on all the circumstance and advice from QFES People Directorate will be required before taking disciplinary action. This must be assessed on a case by case basis. Code of Conduct for the Queensland Public Service and QFES Workforce Conduct Policy 3.13 are in place and must be followed by all QFES staff / volunteers at all times. All instances of workplace bullying, harassment, discrimination, violence, or intimidation must be immediately reported to the supervisor and manager and must be addressed in a timely manner. Any instance of physical assault of QFES staff / volunteers must be reported to QPS. Additional QFES resources are available such as Think, Say, Do. | Moderate | Possible | Medium | 9 | 3 | Implement the Prevention and response to workplace bullying procedure. Implement the Prevention and response to aggression and violence in the workplace guide. | | | | | | |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|--|--|--|----------------------|----------------|--------------|--------------|---|----------------------|------------|--------------|--------------|---|--|------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 16 | Staff / volunteer with unknown COVID-19 vaccination status. | QFES staff / volunteer may be unwilling to declare their COVID-19 vaccination status or make a false vaccination status declaration. | An unvaccinated staff / volunteer could be exposed to COVID-19 resulting in serious illness and/or death to QFES staff, volunteers or the public resulting from transmission of COVID-19. Conflict and/or aggression resulting from differing views amongst staff and volunteers or staff / volunteers choosing not to openly discuss vaccination status. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Almost Certain | Very High | 20 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. All QFES staff / volunteers can access surgical mask, hand sanitiser, surface spray / surface wipes. QFES operational staff and volunteers to access range of PPE. | Major | Likely | High | 16 | 4 | QFES, having provided a lawful and reasonable direction to be vaccinated for COVID-19 can ask the staff / volunteer to provide evidence of their COVID-19 vaccination or medical contraindication certificate. QFES will manage such evidence of their COVID-19 vaccination evidence to ensure QFES staff / volunteers can be safely made available to attend locations where COVID-19 may be present. The information will be managed in accordance with QFES Information Asset Management Policy. If a QFES staff / volunteer is unwilling to provide evidence of their COVID-19 vaccination or contraindication certificate or is believed to have provided a false COVID-19 vaccination declaration or false contraindication certificate, QFES can direct them to provide evident of this vaccination status and to not attend to QFES duties until the evidence is provided. If the QFES staff / volunteer refuses to provide evidence of their COVID-19 vaccination status, QFES will consider whether there are any other options available instead of vaccination. This would require identifying duties that could reasonably be undertaken by "working from | | | | | | |

From: Lauren Poynting
Sent: Thursday, 16 December 2021 9:05 AM
To: QFES Commissioner Staff Officer
Subject: FW: Correspondence from Queensland Fire and Emergency Services
Attachments: 20211210 WHS Risk Register - COVID v02 - for mandating COVID-19 vaccines.xlsm; 20211210 QFES critical service delivery assessment - RBCMU review.xlsx; 2021 Dec - 0700 Commissioner Daily Brief.pdf; 20211214 CQFES letter to CHO.pdf


Follow Up Flag: Follow up
Flag Status: Completed

From: Commissioner QFES
Sent: Tuesday, 14 December 2021 10:09 AM
To: Lisa Walsh <lisa.walsh@qfes.qld.gov.au>
Subject: Correspondence from Queensland Fire and Emergency Services

Hi Lisa

As discussed, can you please arrange upload to MECS with permissions for Office of the Commissioner and Deputy Commissioner, SCS and delivery to Qld Health from QFES corro?

Kind regards,

Lauren Poynting
Chief of Staff
Office of the Commissioner
Queensland Fire and Emergency Services
P 07 3635 3912 M Contrary to the public interest
 [Chat with me on Teams!](#)



*QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland.
We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.*

Risk Register Builder

| | | | |
|---------------------------------|---|----------------------------|--------------|
| Risk Register/Assessment Title: | Hazards and risks associated with COVID-19 in the workplace | Register/Assessment Owner: | Commissioner |
| Context: | The QFES workforce operate in a range of settings | Signature: | |
| Date of Assessment: | 12/11/2021 | Date: | |
| Version: | 0.1 | Next review date: | 3-Dec |



| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | Rating Variance - effectiveness of controls | Future controls | Accountability | | | Target risk rating | | |
|----------|---|---|---|---|----------------------|------------|--------------|--------------|---|----------------------|------------|--------------|--------------|---|---|------------------------------------|--------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 1 | Possibility of harm caused by the psychological characteristics of the work design and social conditions during the COVID-19 pandemic (workplace or home). | Exposure to distressing events involving COVID-19. Conflict and/or aggression amongst staff and volunteers related to personal views on COVID-19 and/or COVID-19 vaccinations and/or control measures (e.g. masks). Stress as a result of COVID-19 workplace measures. Stress from isolation whilst working at home | Psychological injury (e.g. anxiety, depression, PTSD) Chronic disease (e.g. heart disease, type two diabetes) Physical injury (e.g. musculoskeletal disorders) | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, increased member turnover and depleted workforce. | Moderate | Possible | Medium | | Safety and Wellbeing Policy. Early Intervention Program. Video (Microsoft teams) and teleconferencing facilities made available to all staff to maintain social connection and contact with the workplace. Leadership Advice Line available to increase managers capability with regard to supporting staff health and wellbeing. 24 hour counselling service available to support workers and their families. Peer support officers. Chaplaincy service in place. Domestic and family violence support program available to all staff. Leave entitlements available for staff who may become need time away from the workplace. SHE hazard and incident reporting system. | Moderate | Unlikely | Medium | 6 | 6 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. | Assistant Commissioner QFES People | Commissioner | Watch | Moderate | Unlikely | Medium |
| 2 | Possibility of harm caused by the biomechanical characteristics of the work design in the home office in situations where increased telecommuting is required. | Poor ergonomic set up in the home office environment. | Acute and chronic related sprains/strains or other musculoskeletal disorders | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, increased member turnover and depleted workforce. | Moderate | Possible | Medium | | Safety and Wellbeing Policy. Flexible work arrangements and telecommuting arrangements in place for staff working from home. Working from home risk assessment checklist in place to identify hazards, assess risks and put in place suitable control measures. Gateway videos related to suitable desk set-up and ergonomics in the home environment. Video (Microsoft teams) and teleconferencing facilities made available to all staff to maintain social connection and contact with the workplace. Leadership Advice Line available to support managers with work from home arrangements. SHE hazard and incident reporting system. | Moderate | Unlikely | Medium | 6 | 6 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. Implement the Prevention and response to workplace bullying procedure. | Assistant Commissioner QFES People | Commissioner | Watch | Moderate | Unlikely | Medium |
| 3 | Possibility of harm caused by exposure to COVID-19 in a QFES office environment (e.g. Kedron, Albion). | Corporate staff and operational staff / volunteers attending a QFES office based environment. | COVID-19 could be transmitted from a corporate staff member to a QFES operational staff member or volunteer resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Floor plans identify requirements for physical distancing. Promotion of good hygiene practices Handwashing facilities are kept clean, in good working order and appropriately stocked. QFES Events Covid Safe plans Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES facilities. Posters and signage installed in meeting and conference rooms, lifts, desk areas and kitchen facilities to comply with physical distancing requirements. A COVID Check In QR Code is in place to monitor workplace numbers and physical distancing requirements. A regular cleaning regime has been implemented for high touch areas such as desks, handles, lift buttons and bathroom facilities (PPE provided to cleaners). Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter | Major | Rare | Medium | 4 | 4 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for supervisors and managers responsible for operational workers. | Assistant Commissioner QFES People | Commissioner | Open | Major | Unlikely | Medium |
| 4 | Transmission of COVID-19 to or from member of the public to a QFES staff or volunteer during delivery of critical services in an operational context (emergency / non emergency) - including COVID-19 activities. | QFES staff and volunteers attend a range of operational settings and are required to work in close proximity with each other, other emergency service workers and members of the public in the course of their operational duties. This may occur in hospitals, aged care facilities, at risk communities, airports, high density housing, large scale venues where physical distancing and PPE may not always be adequate, suitable, worn correctly, reliably and without potential for damage or failure to sufficiently protect from COVID-19 transmission or infection. | COVID-19 could be transmitted from a member of the public to a QFES operational staff member or volunteer resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. COVID-19 could be transmitted from a QFES operational staff member or volunteer to a member of the public, including those at risk populations during the course of their duties, resulting in serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced ability to deliver critical service, and depleted operational workforce (including volunteers). | Major | Possible | High | | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. PPE including P2, P3 masks, gloves and other PPC requirements QFES Events Covid Safe Plans Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace. QFES operational doctrine and infection control procedures QFES Events Covid Safe Plans | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for supervisors and managers responsible for operational workers. | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Unlikely | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|---|--|---|----------------------|------------|--------------|--------------|---|----------------------|----------------|--------------|--------------|---|---|--|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 5 | Transmission of COVID-19 to or from a member of the public to or from a member of a primary producer brigade during a QFES directed activity. Transmission of COVID-19 to or from a member of a primary producer brigade to or from a QFES staff or volunteer during a QFES directed activity. | QFES staff and volunteers attend a range of operational settings and are required to work in close proximity with primary producer brigade members in the course QFES directed activities. | COVID-19 could be transmitted from a primary producer brigade member to QFES staff / volunteers resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management | Major | Possible | High | 12 | Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES brigades, appliances. QFES operational procedures which document primary producers undertake directions in QFES directed operational settings. Emergency response procedures in place should a suspected or confirmed case be identified. Promotion of good hygiene practices QFES operational doctrine and infection control procedures. Access to QH COVID-19 testing facilities COVID-19 specific information circulated via other volunteer ports and email. Operational personnel have access to PPE (workplaces, appliances, regional and state cache). Primary Producers Brigade members are required to comply with QH CHO Directions and QG guidance and consider COVID-19 vaccination. Video (Microsoft teams) and teleconferencing facilities made available to operational personnel to minimise interaction with others to attend meetings away from operational workplaces. Minimise visitors to operational workplaces | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. | Assistant Commissioner Rural Fire Service | Commissioner | Open | Moderate | Possible | Medium |
| 6 | Failure to effectively quarantine single or multiple positive cases of COVID-19 infection in QFES workplaces. | Unaware of infected personnel i.e. asymptomatic or delayed notification could attend a QFES workplace or QFES managed disaster incident site Staff or volunteers come into QFES workplaces unwell. | COVID-19 infection could be transmitted to other QFES staff and volunteers. All potentially affected staff and volunteers would be required to isolate and the station / site taken offline (partial or full) for deep cleaning. This could increase the number of infected staff and volunteers (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Impact to service delivery | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. Continue to encourage staff and volunteers to receive their COVID-19 vaccination. Staff and volunteers required to remain away from QFES workplaces when displaying symptoms of COVID-19 and to have a PCR test and isolate and await results. | Moderate | Almost Certain | High | 15 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date. QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. | All Deputy Commissioners | Commissioner | Open | Moderate | Likely | High |
| 7 | Transmission of COVID-19 to or from an unvaccinated member of the public to an unvaccinated QFES staff or volunteer. | Transmission in the workplace or operational setting where there may be unknown cases of COVID-19. | Serious illness and/or death to QFES staff, volunteers or the public resulting from the transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Adverse publicity for QFES and potential litigation. Reputational damage as a result of media reports. | Major | Possible | High | 12 | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. Promotion of good hygiene practices Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace.. QFES operational doctrine and infection control procedures Access to QH COVID-19 testing facilities COVID-19 specific information available on the QFES Gateway and circulated via other volunteer | Moderate | Possible | Medium | 9 | 3 | All QFES staff and volunteers may be required to interact with operational personnel who will be required to attend various work locations and operations at short notice. QFES staff and volunteers will be required to receive their double dose of COVID-19 vaccination by a specified date to reduce the risk of catching and developing serious COVID-19 infection and transmitting COVID-19 to other QFES staff, volunteers or members of the public. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for leaders and managers responsible for QFES service delivery, including operations. | Deputy Commissioner Strategy and Corporate Services | Commissioner | Open | Moderate | Possible | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|--|---|--|---|----------------------|------------|--------------|--------------|--|----------------------|------------|--------------|--------------|---|---|---------------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 8 | COVID-19 infection during secondary or other employment / volunteering activities. | QFES staff and volunteers could come into contact with COVID-19 during the course of their secondary or other employment / volunteering duties. | Serious illness and/or death to QFES staff, volunteers or the public resulting from the transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | 12 | When undertaking QFES work / volunteering, work is undertaken in accordance with QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace. QFES operational doctrine and infection control procedures. | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers, except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date. QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. | All Deputy Commissioners | Commissioner | Open | Moderate | Possible | Medium |
| 9 | COVID-19 infection during meetings / interactions with partner agencies. | Transmission of COVID-19 to / from QFES staff / volunteers and members of partner agencies. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for both / either QFES and / or partner agency personnel. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Current COVID-19 physical distancing measures to be maintained. Alternate meeting platforms utilised where appropriate such as MS Teams, Zoom. Interagency operational plans have been developed, agreed and circulated. State Pandemic Plan and Associated Annexes. QFES Events Covid Safe plans. | Moderate | Possible | Medium | 9 | 3 | All QFES staff and volunteers who come into contact with workers from other organisations will be required to receive their double dose of COVID-19 vaccination by a specified date to reduce the risk of transmission between QFES staff and volunteers and possible subsequent transmission to members of other agencies or members of the public. | All Deputy Commissioners | Commissioner | Open | Moderate | Possible | Medium |
| 10 | COVID-19 infection from contractors, consultants, vendors and third party providers attending a QFES workplace. | Transmission of COVID-19 to / from QFES staff / volunteers and contractors, consultants, vendors and third party providers during attendance at a QFES workplace. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for both / either QFES and / or contractors, consultants, vendors and third party providers. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Entry into all QFES premises requires the use of the Qld Government Check In App. Entry to QFES premises should be planned in advance to enable sanitisation before and after in accordance with COVID-19 precautions. State Pandemic Plan and Associated Annexes. | Moderate | Possible | Medium | 9 | 3 | QFES requires all contractors, consultants, vendors and third party providers to provide evidence of vaccination or alternate arrangements will need to be enacted to enable the provision of service. | All ELT members | Commissioner | Watch | Moderate | Unlikely | Medium |
| 11 | COVID-19 infection from visitors, union officials, regulators, family members or other members of the public attending a QFES workplace. | Transmission of COVID-19 to QFES staff / volunteers resulting from visitors, family members or other members of the public attending the workplace. This may include people who cannot be vaccinated against COVID-19 at the present time such as children. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for QFES staff and volunteers, family members or members of the public. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Limit entry to all QFES occupied facilities and meet with members of the public outside of QFES occupied facilities. Entry into all QFES premises requires the use of the Qld Government Check In App. Where possible, physical distancing requirements are maintained, use of hand sanitiser. Entry to QFES premises should be planned in advance to enable sanitisation before and after in accordance with COVID-19 precautions. State Pandemic Plan and Associated Annexes. QFES Events Covid Safe Plans. Actively engage with union officials and regulators to explore ways in which visit on site is possible with use of PPE where members of these organisations are unvaccinated | Moderate | Possible | Medium | 9 | 3 | Undertake consultation and engagement with unions and officials and regulators and where possible seek evidence of vaccination or alternate meeting arrangements should be explored where possible. Union officials and regulators are not to be refused entry to QFES premises. QFES should actively work to implement measures where vaccination status is not declared | All ELT members | Commissioner | Open | Moderate | Unlikely | Medium |
| 12 | Staff / volunteer members health worsen as a result of the COVID-19 vaccination. | QFES staff / volunteer could have a contraindication to receiving the COVID-19 vaccination. | Serious injury or death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Moderate | Possible | Medium | 9 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. Continue to encourage staff and volunteers to receive their COVID-19 vaccination. Staff and volunteers required to remain away from QFES workplaces when displaying symptoms of COVID-19 and to have a PCR test and isolate and await results. | Moderate | Possible | Medium | 9 | | Staff / volunteer with a QFES approved exemption and a medically registered contraindication will not be required to comply with the mandatory COVID-19 vaccination, but will need to comply with the exemption requirements to minimise the risk to the staff / volunteer member and others. | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Unlikely | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|---|--|--|----------------------|------------|--------------|--------------|--|----------------------|------------|--------------|--------------|---|---|---------------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 13 | Staff / volunteers with underlying medical conditions or vulnerabilities are exposed to COVID-19. | Transmission of COVID-19 to / from QFES staff / volunteers. | Serious illness and/or death to QFES staff, volunteers or the public resulting from transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Potential | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. All QFES staff / volunteers can access surgical mask, hand sanitiser, surface spray / surface wipes. QFES operational staff and volunteers to access range of PPE as required by the operational context. State Pandemic Plan and Associated Annexes. | Major | Possible | High | 12 | | QFES will be required to identify on a case by case risk assessment basis and in consultation with QFES WHS / QFES medical advisor how the non-vaccinated worker / volunteer can remain isolated from potential exposure to COVID-19 infection or transmission sources while in QFES premises.This may be impracticable with the intermingling of QFES service stream personnel, especially during operations. Where the risk assessment deems the risk to be too high alternative duties must be considered. In the event that suitable alternative duties cannot be identified or supported, personal leave or LWOP may be considered on a case by case basis. If no alternative work arrangements are available, and the QFES staff member is unwilling or unable to utilise personal leave or LWOP, QFES will refer the matter to QFES People Directorate for further management. | Assistant Commissioner QFES People | Commissioner | Open | Major | Unlikely | Medium |
| 14 | Staff / volunteer members psychological health could be impacted by the requirement to vaccinate. | QFES staff / volunteer could have a strong religious or political objection to having the COVID-19 vaccination. | Short or long term mental health condition including anxiety, adjustment disorder or depression. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. QFES supports the Australian Government's rollout of COVID-19 vaccination. Provision of QFES FESSN and other wellbeing resources. | Moderate | Likely | High | 12 | | If a QFES staff / volunteer refuses to be COVID-19 vaccinated in accordance with a lawful and reasonable direction from QFES, the supervisor or manager should as a first step, ask the staff / volunteer to explain their reasons for refusing the COVID-19 vaccination. QFES can ask the staff / volunteer to provide evidence of the reason for their refusal. If the staff / volunteer gives a legitimate reason for not being COVID-19 vaccination, QFES will consider where there are any other options available instead of the COVID-19 vaccination. This could be alternative work arrangements. This would require identifying duties that could be reasonably undertaken by "working from home", with no QFES duties that require attendance at QFES facilities or interaction with QFES staff / volunteers or members of the public. If no alternative work arrangements are available, and the staff member is unable or unwilling to utilise leave / LWOP, QFES will refer the matter to QFES People Directorate for advice to be provided back to local management. | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Possible | Medium |
| 15 | Staff / volunteers could refuse or be refused admittance to QFES facilities or other nominated places where COVID-19 vaccination is required. | QFES staff / volunteers may not agree with COVID-19 vaccination requirements put in place. | QFES staff / volunteers involved in verbal or physical altercations or sustain a psychological health condition as a result of stress, bullying or violence. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Potential Common Law costs. | Major | Possible | High | 12 | If a QFES staff refuses to attend work because a co-worker isn't COVID-19 vaccinated QFES can direct them to attend work if the direction is lawful and reasonable. Whether a direction is lawful and reasonable depends on all the circumstance and advice from QFES People Directorate will be required before taking disciplinary action. This must be assessed on a case by case basis. Code of Conduct for the Queensland Public Service and QFES Workforce Conduct Policy 3.13 are in place and must be followed by all QFES staff / volunteers at all times. All instances of workplace bullying, harassment, discrimination, violence, or intimidation must be immediately reported to the supervisor and manager and must be addressed in a timely manner. Any instance of physical assault of QFES staff / volunteers must be reported to QPS. Additional QFES resources are available such as Think, Say, Do. | Moderate | Possible | Medium | 9 | 3 | Implement the Prevention and response to workplace bullying procedure. Implement the Prevention and response to aggression and violence in the workplace guide. THIS RISK IS POSSIBLE UNDER THE PHSM CHO DIRECTION | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Possible | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|--|--|--|----------------------|----------------|--------------|--------------|---|----------------------|------------|--------------|--------------|---|--|---------------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 16 | Staff / volunteer with unknown COVID-19 vaccination status. | QFES staff / volunteer may be unwilling to declare their COVID-19 vaccination status or make a false vaccination status declaration. | An unvaccinated staff / volunteer could be exposed to COVID-19 resulting in serious illness and/or death to QFES staff, volunteers or the public resulting from transmission of COVID-19. Conflict and/or aggression resulting from differing views amongst staff and volunteers or staff / volunteers choosing not to openly discuss vaccination status. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Almost Certain | Very High | 20 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. All QFES staff / volunteers can access surgical mask, hand sanitiser, surface spray / surface wipes. QFES operational staff and volunteers to access range of PPE. | Major | Likely | High | 16 | 4 | QFES, having provided a lawful and reasonable direction to be vaccinated for COVID-19 can ask the staff / volunteer to provide evidence of their COVID-19 vaccination or medical contraindication certificate. QFES will manage such evidence of their COVID-19 vaccination evidence to ensure QFES staff / volunteers can be safely made available to attend locations where COVID-19 may be present. The information will be managed in accordance with QFES Information Asset Management Policy. If a QFES staff / volunteer is unwilling to provide evidence of their COVID-19 vaccination or contraindication certificate or is believed to have provided a false COVID-19 vaccination declaration or false contraindication certificate, QFES can direct them to provide evident of this vaccination status and to not attend to QFES duties until the evidence is provided. If the QFES staff / volunteer refuses to provide evidence of their COVID-19 vaccination status, QFES will consider whether there are any other options available instead of vaccination. This would require identifying duties that could reasonably be undertaken by "working from | Assistant Commissioner QFES People | Commissioner | Open | Major | Unlikely | Medium |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine position | | Comments | Link to QFES Enterprise Risk |
|-----------------------------------|------------------------------|--|---------|-----------------------------|-----------------------|------------------------------------|--------------------|--|---|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | Strongly preferred | | |
| Bushfire response | Bushfire mitigation | Y | N | Y | Y | Y | | Excludes primary producers. Multiple risk exposure vectors | ER03: Service Delivery |
| | Remote firefighting | Y | N | Y | Y | Y | | Excludes primary producers. Multiple risk exposure vectors | |
| | Vegetation fire response | Y | N | Y | Y | Y | | Excludes primary producers. Multiple risk exposure vectors | |
| Water search and rescue | Swiftwater rescue | Y | N | Y | Y | Y | | Multiple risk exposure vectors. Direct contact with public, especially during operations | ER03: Service Delivery |
| | Flood boat response | Y | N | Y | Y | Y | | Multiple risk exposure vectors. Direct contact with public, especially during operations | |
| Land search and rescue | | Y | N | Y | Y | Y | | Multiple risk exposure vectors. | ER03: Service Delivery |
| Transportation rescue | Road and rail rescue | Y | N | Y | Y | Y | | Multiple risk exposure vectors. | ER03: Service Delivery |
| Transportation fire rescue | | Y | N | Y | Y | Y | | Multiple risk exposure vectors. | ER03: Service Delivery |
| Structure fire response | | Y | Y | Y | Y | Y | | Service impacted by Public Health and Social Measures @ 17/12/2021. Both indoors and outdoors - incident controller would put in place additional risk mitigation measures. | ER03: Service Delivery |
| Incident management | Coordination | Y | Y | Y | Y | Y | | Incident management can occur in a range of settings where there are multiple risk exposure vectors. Significant intermingling of QFES service streams and members of the public and other emergency management personnel | ER03: Service Delivery |
| | Public information warnings | N | Y | Y | Y | Y | | Critical staff who assist during an incident QFES manages or when QFES supports other agencies | |
| | Command and control | Y | N | Y | Y | Y | | QFES takes command over QFES resources whether it is the lead agency or not. This can involve multiple agencies and in multiple sites creating multiple risk exposure vectors to and from QFES staff and volunteers and to and from members of the community / LGAs involved in this activity | |
| | Fire behaviour analysis | Y | Y | Y | Y | Y | | Critical staff | |
| | Fire communications | N | Y | N | Y | Y | | Critical staff | |
| Operational communications | SES TAMS | N | Y | N | Y | Y | | Critical staff who manage the SES Task and Management System and responses. SES are the primary responder for storm and flood events. | ER03: Service Delivery |
| | Watch desk | N | Y | N | Y | Y | | Critical staff who maintain a 24-hour capability to achieve outcomes in relation to emergency and disaster management. These staff manage SDCC emails within the Event Management System (EMS). They also administer and operate the Emergency Alert (EA) system. They also ensure the SES 132500 number is coordinated and appropriate SES group is activated when required | |
| Technical rescue | | Y | N | Y | Y | Y | | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors | ER03: Service Delivery |
| Severe weather response | | Y | N | Y | Y | Y | | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors | ER03: Service Delivery |
| Agency support | QAS Assists | Y | Y | N | Y | Y | | QH personnel mandate, workers in healthcare setting direction, Public Health Measures @ 17/12/2021, QFES and QAS have an agreement in place "Provision of Mutual Assistance between QAS and QFES" - QFES may assist QAS in circumstances in the driving of QAS ambulances in certain situations and also assists with bariatric patients. | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Traffic management | Y | N | Y | Y | Y | | This service is delivered in a range of scenarios in support of both COVID-19 related activities and the course of ordinary duties and can put personnel in close contact with members of the public as these personnel are often tasked to do additional duties whilst performing traffic management such as handing out water bottles to members of the public. | ER03: Service Delivery ER01: Workforce Wellbeing |
| | COVID-19 Vaccination clinics | Y | N | Y | Y | Y | | High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored | ER01: Workforce Wellbeing ER05: Compliance |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine position | | Comments | Link to QFES Enterprise Risk |
|---|--|--|---------|-----------------------------|-----------------------|------------------------------------|--------------------|--|--|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | Strongly preferred | | |
| | COVID-19 Testing clinics | Y | N | Y | Y | Y | | High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored | ER01: Workforce Wellbeing ER05: Compliance |
| | Queensland COVID-19 Border operations (land / air) | Y | N | Y | Y | Y | | Air=indoors, Land=Outdoors | ER01: Workforce Wellbeing |
| | Hotel quarantine | Y | N | Y | Y | Y | | Will likely interact with higher risk cohorts or cohorts in contact with higher risk cohorts. High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored | ER01: Workforce Wellbeing |
| | Resupply operations | Y | N | Y | Y | Y | | Resupply operations are conducted under the authority and control of the authorising agency. The authorising agency can vary depending on the size and type of response. The most common authorising agencies are Local Disaster Management Groups (LDMG), District Disaster Management Groups (DDMG), the State Disaster Management Group (SDMG) or the Queensland Police Service (QPS). Multiple risk exposure vectors | ER03: Service Delivery ER14: Sustainability of Service Delivery |
| | Critical infrastructure protection | Y | N | Y | Y | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| | National security support | Y | N | Y | Y | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Counter-terrorism | Y | N | Y | Y | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Intragency response / incident management arrangements | | | | | Y | | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| Air Operations | | Y | Y | Y | Y | Y | | Multiple risk exposure vectors. Critical staff. Air Crew CHO Direction No 2 may apply | ER03: Service Delivery |
| Urban search and rescue | Disaster Assistance Response Teams (DART) | Y | N | Y | Y | Y | | Critical staff who are required to respond to major incidents. Activity involves deployments. Multiple risk exposure vectors | ER03: Service Delivery |
| | Damage assessments | Y | N | Y | Y | Y | | Damage assessments conducted post disaster. Multiple risk exposure vectors | |
| Disaster mitigation | Emergency Risk Management | Y | Y | N | Y | Y | | Staff interact with LGAs for extended periods. Multiple risk exposure vectors. Significant intermingling of QFES service stream personnel | ER01: Workforce Wellbeing |
| | Land Use Planning | Y | Y | N | Y | Y | | Critical staff who also interact with members of the public | ER03: Service Delivery |
| Disaster management and operations | Disaster response coordination | Y | Y | Y | Y | Y | | Multiple risk exposure vectors. Occurs across the state in various forms SDCC, SOC, ROC, IMT with engagement with DDMG, LDMG and LGAs. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Emergency management planning | Y | Y | Y | Y | Y | | Multiple risk exposure vectors. Occurs across the state in various forms SDCC, SOC, ROC, IMT with engagement with DDMG, LDMG and LGAs. Multiple risk exposure vectors | |
| | Emergency management facility readiness | Y | Y | Y | Y | Y | | Multiple risk exposure vectors | |
| | Recovery | Y | N | Y | Y | Y | | Multiple risk exposure vectors | |
| | QDMA Support | Y | Y | Y | Y | Y | | Multiple risk exposure vectors | |
| | State Disaster Coordination Centre | Y | Y | Y | Y | Y | | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Agencies represented during activation involves a high rotation of staff. Multiple risk exposure vectors | |
| | State Operations Centre | Y | Y | Y | Y | Y | | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Multiple risk exposure vectors | |
| | Regional operations centres | Y | Y | Y | Y | Y | | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Multiple risk exposure vectors | |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine position | | Comments | Link to QFES Enterprise Risk |
|---|---------------------------------------|--|---------|-----------------------------|-----------------------|------------------------------------|--------------------|--|---|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | Strongly preferred | | |
| | Intrastate deployments | Y | N | Y | Y | Y | | Multiple risk exposure points, flights, destination, rest days, accomodation. Incident manager would put in place additional risk mitigation strategies as per deployment planning | |
| | International deployments | Y | N | Y | Y | Y | | Multiple risk exposure points, flights, destination, rest days, accomodation. Incident manager would put in place additional risk mitigation strategies as per deployment planning and in consultation with Border Force and EMA | |
| Post Fire incident investigations | Structure fire investigations | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021 | ER03: Service Delivery |
| Building fire safety | Building safety inspections | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Maintenance inspections | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | |
| | Building approvals | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | |
| | Fire alarm management | N | Y | N | N | Y | | Public Health Measures @ 17/12/2021. Additional risk mitigation can be implemented - site personnel removed, contact with site owner on phone, minimise crew sent into ste, PPE | |
| Hazardous material management / response | | N | Y | N | Y | Y | | Vessel response included, incident controller will put other measures in place dependant on scenario | ER03: Service Delivery ER01: Workforce Wellbeing |
| Fire engineering | | Y | Y | N | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| Community engagement | | Y | Y | Y | Y | Y | | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| Logistics supply chain | Warehouse logistics | N | Y | Y | Y | Y | | Multiple risk exposure vectors | ER03: Service Delivery |
| Equipment and asset management | Fleet maintenance | N | Y | N | Y | Y | | Multiple risk exposure vectors. Fleet maintenance staff can be sent to vulnerable community settings | ER03: Service Delivery |
| | Fleet management | N | Y | N | N | Y | | Multiple risk exposure vectors. | |
| Corporate communications | | N | Y | Y | Y | Y | | Multiple risk exposure vectors | ER03: Service Delivery |
| Financial management | Procurement | N | Y | N | N | Y | | Multiple risk exposure vectors | ER03: Service Delivery |
| People management | Employee relations | N | Y | N | N | Y | | Critical staff multiple risk exposure vectors | ER01: Workforce Wellbeing ER03: Service Delivery |
| | WHS | N | Y | N | Y | Y | | Critical staff. WHS investigations / inspections may bring personnel in prolonged contact with others. Multiple risk exposure vectors | |
| | HR | N | Y | N | N | Y | | Critical staff multiple risk exposure vectors | |
| ICT systems management | Alarm management | Y | Y | N | Y | Y | | Public Health Measures @ 17/12/2021 and other CHO Directions | ER03: Service Delivery |
| Remote and isolated community response | Indigenous community service delivery | Y | Y | Y | Y | Y | | Critical service delivery to communities with vulnerable persons | ER03: Service Delivery |
| QFES managed and occupied facilities | | Y | Y | Y | Y | Y | | Members of the public attend QFES managed and occupied facilities for such services as advice and obtaining a fire permit, meeting with a Fire Warden | ER03: Service Delivery |

COMMISSIONER'S DAILY BRIEFING

For Wednesday, 8 December 2021

Incident Summaries

Total Incidents since 0500hrs

| Type | State | FNR | NR | CR | NCR | SWR | BR | SER |
|------------------------|-----------|----------|----------|----------|----------|----------|----------|----------|
| ESCAD | 13 | 0 | 1 | 0 | 3 | 1 | 6 | 2 |
| Water Rescue All Types | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TAMS | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Tree down | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Structural | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Flooded | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Multiple | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Agency Support | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total Incidents in last 24hrs to 0500hrs

| Type | State | FNR | NR | CR | NCR | SWR | BR | SER |
|------------------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ESCAD | 215 | 17 | 14 | 23 | 31 | 12 | 86 | 32 |
| Water Rescue All Types | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TAMS | 13 | 0 | 2 | 0 | 5 | 3 | 1 | 2 |
| Tree down | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Structural | 4 | 0 | 1 | 0 | 3 | 0 | 0 | 0 |
| Flooded | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| Multiple | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Agency Support | 5 | 0 | 0 | 0 | 0 | 3 | 1 | 1 |

Key Issues - Region Operations

South Western Region

- An emergency alert was issued for Mungindi at 07.15pm Tuesday 7 December. The Barwon River is expected to peak at 7.8 metres on Thursday 9 December and is expected to remain at major flood level for a prolonged period of time.
- Townships at risk are Surat, Condamine, Mungindi, Talwood and St George.
- Towns no longer at risk are Inglewood, Texas, Roma, Taroom, Warwick, Yelarbon, Goondiwindi and Cecil Plains.
- There are 72 personnel in the field including 4 Divisional Commanders, 20 FRS Swift Water Technicians, 2 RFS volunteers, 30 SES volunteers, 10 FRS officers, 3 Air Ops officers and 3 contractors.
- There are 21 personnel in the SWR ROC.
- There are 23 SES personnel on standby in the following locations: Condamine x 2, Dalby x 6, Chinchilla x 4, Miles x 2, Wandoan x 2, Jandowae x 4 and Tara x 3.
- There is a level 2 swift water team in situ in Toowoomba, Chinchilla and Warwick, and there are 1 Level 2 swift water teams in Goondiwindi and St George.
- Flood boat teams are currently located Dalby, Chinchilla, Miles, Tara, Surat, Condamine and 2 x operators for St George and Jandowae.
- Toowoomba Level 2 swift water teams remain on standby for response.
- Roma Divisional Command and Charleville Command are monitoring stream and river conditions near Quilpie, Charleville and Augathella.
- Helitak 439 is on standby in St George for rapid deployment of swift water teams, FB415 & HT417 are on standby in Toowoomba.
- 3 aircraft have been extended and approved until last light Friday 10th December for movement of personnel and equipment and resupply for isolated locations.
- SWR region will continue to manage the incident and support LDMGs and DDMGs until 16 December 2021.

Far Northern Region

- FRS crews responded to a hay and grass paddock fire at Mareeba and provided asset protection.

Regional Preparedness Summaries

| Type | FNR | NR | CR | NCR | SWR | BR | SER |
|-------|-------|-------|-------|-------|----------|-------|-------|
| SWPL* | 1 | 2 | 2 | 2 | 4 | 2 | 2 |
| BPL* | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| ROC | Alert | Alert | Alert | Alert | Stand Up | Alert | Alert |

* Highest value in region recorded.

Key Priorities next 24 - 48 Hours

- Maintain active oversight of QFES operations (including fatigue management and rotation of crews), weather forecast and flood warnings particularly for now saturated catchments, road closures and identify future operational threats. Monitor river systems still peaking as water moves down streams.

Weather Overview

Weather Situation (as at 0430hrs)

- A high south of New Zealand extends a ridge along the east coast, while a trough extends across western Queensland.
- The trough will move slowly eastward across the interior of the state over the next few days, potentially reaching the east coast on Friday.
- A high moving across the Bight will extend a ridge over southwest Queensland in the wake of the trough.

Forecast for Today

- Mostly sunny in the southwest. A slight to medium chance of showers and thunderstorms elsewhere, increasing to a medium to high chance in the far north and a high to very high chance in south eastern districts.
- A risk of severe thunderstorms in south eastern and central districts.
- Light to moderate northeast to south easterly winds about the east coast, fresh at times in the far north.
- Moderate southeast to south westerly winds in the far southwest of the state extending into the southern interior in the afternoon and evening, light and variable winds elsewhere.
- Temperatures near or above average in the east and far north, below average across the interior.
- A slight to medium chance of showers along the east coast, increasing to a high to very high chance about the northeast tropical coast.

Current Warnings

- **Major Flood Warning** for Dawson, Condamine, Balonne, Macintyre and Weir Rivers.
- **Moderate Flood Warning** for Bulloo Rivers.
- **Minor Flood Warning** for Moonie, Lower Warrego, Paroo and Barcoo Rivers.
- **Final Flood Warning** for Suttor, Wallam and Mungallala Creeks.

Significant Rainfall (>50mm - since 9am yesterday)

- South West Region
 - 126mm at Abbieglassie AL (west of Surat)
 - 86mm at Wallal Alert (near Charleville)
 - 54mm at Oakwood Alert (north of Charleville)
- Central Region
 - 58mm at Billaboo AL (near Alpha)
 - 5mm at St Anns Alert



File No: QFS/15844
Ref No:



Office of the
Commissioner

**Queensland Fire and
Emergency Services**

Dr John Gerrard
Chief Health Officer
cho_cho@health.qld.gov.au
john.gerrard@health.qld.gov.au

Dear Dr Gerrard

I seek your urgent assistance and advice regarding a possible health and vaccination directive for the broader Queensland Fire and Emergency Services (QFES) workforce.

I particularly note that other frontline agencies have been assisted with a vaccination directive which is enabling them to manage the risk of COVID-19 within their workforce and their interface with the community. I believe that the complexity and depth of the QFES interaction with the community in unpredictable settings has not been fully understood to date outside of QFES within the context of managing the risk of COVID.

Like other frontline agencies, QFES has a need to protect the community, protect its workforce and ensure it has a workforce to respond to all manner of emergency incidents and disasters. Without a vaccination mandate I do not have an ability to put these protections in place.

Attached for your consideration is a detailed QFES risk assessment, a critical service delivery assessment and a snapshot of my daily operations brief. In many instances the risk assessment details both the intermingling of QFES services (for example Fire and Rescue Service and State Emergency Service) during operations and the risk to QFES should a member of the workforce be the vector for transmission to the community, especially in a vulnerable setting.

QFES rescues people in their most vulnerable times and does not wish to further contribute to the vulnerability of community members by posing a health risk by potentially being a COVID-19 transmission vector to these persons.

With a COVID-19 vaccination mandate, the residual risk can be lowered or maintained in most instances. You will note a high number of risk areas in the delivery of QFES critical services. The COVID-19 exposure risk vectors show that where at least one (of the four) risk exposures are positively responded to, a mandatory COVID-19 vaccination would minimise the risk posed during operations, where it is next to impossible to 'sectorise' QFES streams away from each other, members of the public and other emergency responders, including local government.

Emergency Services Complex
125 Kedron Park Road Kedron
GPO Box 1425 Brisbane
Queensland 4001 Australia
Telephone 13 QGOV
Website www.qfes.qld.gov.au
ABN 93 035 163 778

RTI/19900 Page 28

Further, QFES operates under a surge workforce model. QFES differs from many other agencies in that we have a workforce including our corporate and support services personnel that reprioritises and/or suspends business as usual activities during operations. During a major operation, all QFES streams work to their strengths to deliver an integrated service to the community (as per our legislative obligations).

In addition to disaster and emergency response, QFES participates in a number of incident control centre arrangements (under the *Queensland Disaster Management Act 2003*) in sites such as the State Disaster Coordination Centre and other regional operation staging areas. With a mix of paid staff and thousands of volunteers, the management of these operations cannot segregate people from one another.

While the Public Service Commission's advice and *COVID-19 Vaccination Framework for worker vaccination requirements for high risk settings* serves as a useful tool, I am still left without a viable authorising environment to implement my own mandate, despite the attached risk assessments pointing to an overwhelming need.

The multifaceted workforce is made up of core public servants under the *Public Service Act 2008* and employees, operational staff and volunteers under the *Fire and Emergency Services Act 1990* (FES Act).

The legislation in its current form does not enable me to provide directions to many QFES individuals. For example, directives to the Rural Fire Service, for the most part, are provided on a brigade basis as the Commissioners powers do not extend to individuals within brigades. This is a construct of the current FES Act.

The opening of Queensland borders, amidst an already busy severe weather season, adds to the complexity and risk of COVID-19.

This week I am seeking to implement a voluntary declaration of vaccines to minimise the risk of unvaccinated persons being involved or deployed to operations. Similarly a Standing Order is in place for QFES deployments into vulnerable communities. However, neither of these measures provide the assurances required to protect the community and the QFES workforce.

I request that you study the attached risk assessments, consider the lack of authority I have to issue a Commissioner vaccine directive, and provide your professional guidance as soon as possible.

Should you require any further assistance, please contact Adam Stevenson, Acting Deputy Commissioner, Strategy and Corporate Services Division on telephone (07) 3635 3239 or email adam.stevenson@qfes.qld.gov.au.

Yours sincerely



Greg Leach
Commissioner

From: Greg Leach
Sent: Thursday, 23 December 2021 3:19 PM
To: Rob Setter (Robert.Setter@psc.qld.gov.au)
Cc: Adam Stevenson; Stephen Smith (QFES Assistant Commissioner); Commissioner QFES; Lauren Poynting; Brooke Gowland
Subject: Vaccination requirements
Attachments: Enclosure 1 - Part B - QFES critical service delivery assessment.xlsx; Enclosure 1 - Part D - 2021 Dec - 0700 Commissioner Daily Brief.pdf; Enclosure 1 - Part C - WHS Risk Register - COVID v02 - for mandating COVID-19 vaccines.xlsm; Enclosure 1 - Part A - Letter to CHO.pdf; 04043-2021_CQFES I- DPC.pdf

Follow Up Flag: Follow up
Flag Status: Completed

Good afternoon Rob

Please see my formal response to your email regarding agency vaccination requirements.

Kind regards,

Greg Leach
Commissioner
Queensland Fire and Emergency Services
GPO Box 1425 Brisbane Qld 4001
P 617 3635 3072 E Greg.Leach@qfes.qld.gov.au



QFES acknowledges and recognises Traditional Owners as custodians of the lands where we work together with the communities of Queensland.

We pay our respects to Aboriginal and Torres Strait Islander ancestors of these lands, their spirits and their legacy.

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine | Comments | Link to QFES Enterprise Risk |
|-----------------------------------|------------------------------|--|---------|-----------------------------|-----------------------|---------------------------|--|---|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | | |
| Bushfire response | Bushfire mitigation | Y | N | Y | Y | Y | Excludes primary producers. Multiple risk exposure vectors | ER03: Service Delivery |
| | Remote firefighting | Y | N | Y | Y | Y | Excludes primary producers. Multiple risk exposure vectors | |
| | Vegetation fire response | Y | N | Y | Y | Y | Excludes primary producers. Multiple risk exposure vectors | |
| Water search and rescue | Swiftwater rescue | Y | N | Y | Y | Y | Multiple risk exposure vectors. Direct contact with public, especially during operations | ER03: Service Delivery |
| | Flood boat response | Y | N | Y | Y | Y | Multiple risk exposure vectors. Direct contact with public, especially during operations | |
| Land search and rescue | | Y | N | Y | Y | Y | Multiple risk exposure vectors. | ER03: Service Delivery |
| Transportation rescue | Road and rail rescue | Y | N | Y | Y | Y | Multiple risk exposure vectors. | ER03: Service Delivery |
| Transportation fire rescue | | Y | N | Y | Y | Y | Multiple risk exposure vectors. | ER03: Service Delivery |
| Structure fire response | | Y | Y | Y | Y | Y | Service impacted by Public Health and Social Measures @ 17/12/2021. Both indoors and outdoors - incident controller would put in place additional risk mitigation measures. | ER03: Service Delivery |
| Incident management | Coordination | Y | Y | Y | Y | Y | Incident management can occur in a range of settings where there are multiple risk exposure vectors. Significant intermingling of QFES service streams and members of the public and other emergency management personnel | ER03: Service Delivery |
| | Public information warnings | N | Y | Y | Y | Y | Critical staff who assist during an incident QFES manages or when QFES supports other agencies | |
| | Command and control | Y | N | Y | Y | Y | QFES takes command over QFES resources whether it is the lead agency or not. This can involve multiple agencies and in multiple sites creating multiple risk exposure vectors to and from QFES staff and volunteers and to and from members of the community / LGAs involved in this activity | |
| | Fire behaviour analysis | Y | Y | Y | Y | Y | Critical staff | |
| | Fire communications | N | Y | N | Y | Y | Critical staff | |
| Operational communications | SES TAMS | N | Y | N | Y | Y | Critical staff who manage the SES Task and Management System and responses. SES are the primary responder for storm and flood events. | ER03: Service Delivery |
| | Watch desk | N | Y | N | Y | Y | Critical staff who maintain a 24-hour capability to achieve outcomes in relation to emergency and disaster management. These staff manage SDCC emails within the Event Management System (EMS). They also administer and operate the Emergency Alert (EA) system. They also ensure the SES 132500 number is coordinated and appropriate SES group is activated when required | |
| | | Y | N | Y | Y | Y | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors | |
| Technical rescue | | Y | N | Y | Y | Y | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors | ER03: Service Delivery |
| Severe weather response | | Y | N | Y | Y | Y | incident controller would put in place additional risk mitigation measures, however multiple risk exposure vectors | ER03: Service Delivery |
| Agency support | QAS Assists | Y | Y | N | Y | Y | QH personnel mandate, workers in healthcare setting direction, Public Health Measures @ 17/12/2021, QFES and QAS have an agreement in place "Provision of Mutual Assistance between QAS and QFES" - QFES may assist QAS in circumstances in the driving of QAS ambulances in certain situations and also assists with bariatric patients. | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Traffic management | Y | N | Y | Y | Y | This service is delivered in a range of scenarios in support of both COVID-19 related activities and the course of ordinary duties and can put personnel in close contact with members of the public as these personnel are often tasked to do additional duties whilst performing traffic management such as handing out water bottles to members of the public. | ER03: Service Delivery ER01: Workforce Wellbeing |
| | COVID-19 Vaccination clinics | Y | N | Y | Y | Y | High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored | ER01: Workforce Wellbeing ER05: Compliance |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine | Comments | Link to QFES Enterprise Risk |
|---|--|--|---------|-----------------------------|-----------------------|---------------------------|--|--|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | | |
| | COVID-19 Testing clinics | Y | N | Y | Y | Y | High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored | ER01: Workforce Wellbeing ER05: Compliance |
| | Queensland COVID-19 Border operations (land / air) | Y | N | Y | Y | Y | Air=indoors, Land=Outdoors | ER01: Workforce Wellbeing |
| | Hotel quarantine | Y | N | Y | Y | Y | Will likely interact with higher risk cohorts or cohorts in contact with higher risk cohorts. High risk COVID-19 exposures possible. Risk mitigation strategies implemented and continually monitored | ER01: Workforce Wellbeing |
| | Resupply operations | Y | N | Y | Y | Y | Resupply operations are conducted under the authority and control of the authorising agency. The authorising agency can vary depending on the size and type of response. The most common authorising agencies are Local Disaster Management Groups (LDMG), District Disaster Management Groups (DDMG), the State Disaster Management Group (SDMG) or the Queensland Police Service (QPS). Multiple risk exposure vectors | ER03: Service Delivery ER14: Sustainability of Service Delivery |
| | Critical infrastructure protection | Y | N | Y | Y | Y | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| | National security support | Y | N | Y | Y | Y | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Counter-terrorism | Y | N | Y | Y | Y | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Intragency response / incident management arrangements | | | | | Y | Service may be impacted by Public Health and Social Measures @ 17/12/2021. There is the potential for multiple risk exposure vectors, including the deployment of QFES personnel | ER03: Service Delivery ER01: Workforce Wellbeing |
| Air Operations | | Y | Y | Y | Y | Y | Multiple risk exposure vectors. Critical staff. Air Crew CHO Direction No 2 may apply | ER03: Service Delivery |
| Urban search and rescue | Disaster Assistance Response Teams (DART) | Y | N | Y | Y | Y | Critical staff who are required to respond to major incidents. Activity involves deployments. Multiple risk exposure vectors | ER03: Service Delivery |
| | Damage assessments | Y | N | Y | Y | Y | Damage assessments conducted post disaster. Multiple risk exposure vectors | |
| Disaster mitigation | Emergency Risk Management | Y | Y | N | Y | Y | Staff interact with LGAs for extended periods. Multiple risk exposure vectors. Significant intermingling of QFES service stream personnel | ER01: Workforce Wellbeing |
| | Land Use Planning | Y | Y | N | Y | Y | Critical staff who also interact with members of the public | ER03: Service Delivery |
| Disaster management and operations | Disaster response coordination | Y | Y | Y | Y | Y | Multiple risk exposure vectors. Occurs across the state in various forms SDCC, SOC, ROC, IMT with engagement with DDMG, LDMG and LGAs. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Emergency management planning | Y | Y | Y | Y | Y | Multiple risk exposure vectors. Occurs across the state in various forms SDCC, SOC, ROC, IMT with engagement with DDMG, LDMG and LGAs. Multiple risk exposure vectors | |
| | Emergency management facility readiness | Y | Y | Y | Y | Y | Multiple risk exposure vectors | |
| | Recovery | Y | N | Y | Y | Y | Multiple risk exposure vectors | |
| | QDMA Support | Y | Y | Y | Y | Y | Multiple risk exposure vectors | |
| | State Disaster Coordination Centre | Y | Y | Y | Y | Y | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Agencies represented during activation involves a high rotation of staff. Multiple risk exposure vectors | |
| | State Operations Centre | Y | Y | Y | Y | Y | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Multiple risk exposure vectors | |
| | Regional operations centres | Y | Y | Y | Y | Y | Social distancing not always possible, prolonged indoor contact, contact with other agencies and high profile visitors. Multiple risk exposure vectors | |

| Capability | Service delivered | COVID-19 Exposure Risk Assessment | | | | Proposed COVID-19 Vaccine | Comments | Link to QFES Enterprise Risk |
|---|--|--|---------|-----------------------------|-----------------------|---------------------------|--|---|
| | | Prolonged possible contact with public | Indoors | Large No. of people contact | Long duration service | Mandatory | | |
| | Intrastate deployments | Y | N | Y | Y | Y | Multiple risk exposure points, flights, destination, rest days, accommodation. Incident manager would put in place additional risk mitigation strategies as per deployment planning | |
| | International deployments | Y | N | Y | Y | Y | Multiple risk exposure points, flights, destination, rest days, accommodation. Incident manager would put in place additional risk mitigation strategies as per deployment planning and in consultation with Border Force and EMA | |
| Post Fire incident investigations | Structure fire investigations | Y | Y | N | Y | Y | Critical service impacted by Public Health and Social Measures @ 17/12/2021 | ER03: Service Delivery |
| Building fire safety | Building safety inspections | Y | Y | N | Y | Y | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| | Maintenance inspections | Y | Y | N | Y | Y | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | |
| | Building approvals | Y | Y | N | Y | Y | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | |
| | Fire alarm management | N | Y | N | N | Y | Public Health Measures @ 17/12/2021. Additional risk mitigation can be implemented - site personnel removed, contact with site owner on phone, minimise crew sent into site, PPE | |
| Hazardous material management / response | | N | Y | N | Y | Y | Vessel response included, incident controller will put other measures in place dependant on scenario | ER03: Service Delivery ER01: Workforce Wellbeing |
| Fire engineering | | Y | Y | N | Y | Y | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| Community engagement | | Y | Y | Y | Y | Y | Critical service impacted by Public Health and Social Measures @ 17/12/2021. Multiple risk exposure vectors | ER03: Service Delivery ER01: Workforce Wellbeing |
| Logistics supply chain | Warehouse logistics | N | Y | Y | Y | Y | Multiple risk exposure vectors | ER03: Service Delivery |
| Equipment and asset management | Fleet maintenance | N | Y | N | Y | Y | Multiple risk exposure vectors. Fleet maintenance staff can be sent to vulnerable community settings | ER03: Service Delivery |
| | Fleet management | N | Y | N | N | Y | Multiple risk exposure vectors. | |
| Corporate communications | | N | Y | Y | Y | Y | Multiple risk exposure vectors | ER03: Service Delivery |
| Financial management | Procurement | N | Y | N | N | Y | Multiple risk exposure vectors | ER03: Service Delivery |
| People management | Employee relations | N | Y | N | N | Y | Critical staff multiple risk exposure vectors | ER01: Workforce Wellbeing ER03: Service Delivery |
| | WHS | N | Y | N | Y | Y | Critical staff. WHS investigations / inspections may bring personnel in prolonged contact with others. Multiple risk exposure vectors | |
| | HR | N | Y | N | N | Y | Critical staff multiple risk exposure vectors | |
| ICT systems management | Alarm management | Y | Y | N | Y | Y | Public Health Measures @ 17/12/2021 and other CHO Directions | ER03: Service Delivery |
| Remote and isolated community response | Indigenous community service delivery | Y | Y | Y | Y | Y | Critical service delivery to communities with vulnerable persons | ER03: Service Delivery |
| QFES managed and occupied facilities | -SDCC: The criticality of the functions such as Coordination of WoG pandemic operations, state disaster coordination and state command and control of major events -SOC: Coordination of QFES State Bushfire, Severe Weather Response and QFES Pandemic Ops etc | Y | Y | Y | Y | Y | <p>Members of the public attend QFES managed and occupied facilities for such services as advice and obtaining a fire permit, meeting with a Fire Warden</p> <p>- We also have ADF members, WoG public servant workforce support staff, QPS/QFES and BoM staff</p> <p>- Public Officials during Ops</p> <p>- WoG senior leadership</p> <p>These comments may also suitably apply more regionally in our leased and owned tenancies, however QFES focussed, on the basis of Standing up ROC's and/or ICC's, which are integral to coordination and command of major incident response</p> | ER03: Service Delivery |

COMMISSIONER'S DAILY BRIEFING

For Wednesday, 8 December 2021

Incident Summaries

Total Incidents since 0500hrs

| Type | State | FNR | NR | CR | NCR | SWR | BR | SER |
|------------------------|-----------|----------|----------|----------|----------|----------|----------|----------|
| ESCAD | 13 | 0 | 1 | 0 | 3 | 1 | 6 | 2 |
| Water Rescue All Types | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TAMS | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Tree down | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Structural | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Flooded | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Multiple | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Agency Support | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |

Total Incidents in last 24hrs to 0500hrs

| Type | State | FNR | NR | CR | NCR | SWR | BR | SER |
|------------------------|------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| ESCAD | 215 | 17 | 14 | 23 | 31 | 12 | 86 | 32 |
| Water Rescue All Types | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| TAMS | 13 | 0 | 2 | 0 | 5 | 3 | 1 | 2 |
| Tree down | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 |
| Structural | 4 | 0 | 1 | 0 | 3 | 0 | 0 | 0 |
| Flooded | 2 | 0 | 0 | 0 | 2 | 0 | 0 | 0 |
| Multiple | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Agency Support | 5 | 0 | 0 | 0 | 0 | 3 | 1 | 1 |

Key Issues - Region Operations

South Western Region

- An emergency alert was issued for Mungindi at 07.15pm Tuesday 7 December. The Barwon River is expected to peak at 7.8 metres on Thursday 9 December and is expected to remain at major flood level for a prolonged period of time.
- Townships at risk are Surat, Condamine, Mungindi, Talwood and St George.
- Towns no longer at risk are Inglewood, Texas, Roma, Taroom, Warwick, Yelarbon, Goondiwindi and Cecil Plains.
- There are 72 personnel in the field including 4 Divisional Commanders, 20 FRS Swift Water Technicians, 2 RFS volunteers, 30 SES volunteers, 10 FRS officers, 3 Air Ops officers and 3 contractors.
- There are 21 personnel in the SWR ROC.
- There are 23 SES personnel on standby in the following locations: Condamine x 2, Dalby x 6, Chinchilla x 4, Miles x 2, Wandoan x 2, Jandowae x 4 and Tara x 3.
- There is a level 2 swift water team in situ in Toowoomba, Chinchilla and Warwick, and there are 1 Level 2 swift water teams in Goondiwindi and St George.
- Flood boat teams are currently located Dalby, Chinchilla, Miles, Tara, Surat, Condamine and 2 x operators for St George and Jandowae.
- Toowoomba Level 2 swift water teams remain on standby for response.
- Roma Divisional Command and Charleville Command are monitoring stream and river conditions near Quilpie, Charleville and Augathella.
- Helitak 439 is on standby in St George for rapid deployment of swift water teams, FB415 & HT417 are on standby in Toowoomba.
- 3 aircraft have been extended and approved until last light Friday 10th December for movement of personnel and equipment and resupply for isolated locations.
- SWR region will continue to manage the incident and support LDMGs and DDMGs until 16 December 2021.

Far Northern Region

- FRS crews responded to a hay and grass paddock fire at Mareeba and provided asset protection.

Regional Preparedness Summaries

| Type | FNR | NR | CR | NCR | SWR | BR | SER |
|-------|-------|-------|-------|-------|----------|-------|-------|
| SWPL* | 1 | 2 | 2 | 2 | 4 | 2 | 2 |
| BPL* | 1 | 1 | 1 | 1 | 1 | 1 | 1 |
| ROC | Alert | Alert | Alert | Alert | Stand Up | Alert | Alert |

* Highest value in region recorded.

Key Priorities next 24 - 48 Hours

- Maintain active oversight of QFES operations (including fatigue management and rotation of crews), weather forecast and flood warnings particularly for now saturated catchments, road closures and identify future operational threats. Monitor river systems still peaking as water moves down streams.

Weather Overview

Weather Situation (as at 0430hrs)

- A high south of New Zealand extends a ridge along the east coast, while a trough extends across western Queensland.
- The trough will move slowly eastward across the interior of the state over the next few days, potentially reaching the east coast on Friday.
- A high moving across the Bight will extend a ridge over southwest Queensland in the wake of the trough.

Forecast for Today

- Mostly sunny in the southwest. A slight to medium chance of showers and thunderstorms elsewhere, increasing to a medium to high chance in the far north and a high to very high chance in south eastern districts.
- A risk of severe thunderstorms in south eastern and central districts.
- Light to moderate northeast to south easterly winds about the east coast, fresh at times in the far north.
- Moderate southeast to south westerly winds in the far southwest of the state extending into the southern interior in the afternoon and evening, light and variable winds elsewhere.
- Temperatures near or above average in the east and far north, below average across the interior.
- A slight to medium chance of showers along the east coast, increasing to a high to very high chance about the northeast tropical coast.

Current Warnings

- **Major Flood Warning** for Dawson, Condamine, Balonne, Macintyre and Weir Rivers.
- **Moderate Flood Warning** for Bulloo Rivers.
- **Minor Flood Warning** for Moonie, Lower Warrego, Paroo and Barcoo Rivers.
- **Final Flood Warning** for Suttor, Wallam and Mungallala Creeks.

Significant Rainfall (>50mm - since 9am yesterday)

- South West Region
 - 126mm at Abbieglassie AL (west of Surat)
 - 86mm at Wallal Alert (near Charleville)
 - 54mm at Oakwood Alert (north of Charleville)
- Central Region
 - 58mm at Billaboo AL (near Alpha)
 - 5mm at St Anns Alert

Risk Register Builder

| | | | |
|---------------------------------|---|----------------------------|--------------|
| Risk Register/Assessment Title: | Hazards and risks associated with COVID-19 in the workplace | Register/Assessment Owner: | Commissioner |
| Context: | The QFES workforce operate in a range of operational settings | Signature: | |
| Date of Assessment: | 12/11/2021 | Date: | |
| Version: | 0.1 | Next review date: | 3-Dec |



| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | Rating Variance - effectiveness of controls | Future controls | Accountability | | | Target risk rating | | |
|----------|---|---|---|---|----------------------|------------|--------------|--------------|---|----------------------|------------|--------------|--------------|---|---|------------------------------------|--------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 1 | Possibility of harm caused by the psychological characteristics of the work design and social conditions during the COVID-19 pandemic (workplace or home). | Exposure to distressing events involving COVID-19. Conflict and/or aggression amongst staff and volunteers related to personal views on COVID-19 and/or COVID-19 vaccinations and/or control measures (e.g. masks). Stress as a result of COVID-19 workplace measures. Stress from isolation whilst working at home | Psychological injury (e.g. anxiety, depression, PTSD) Chronic disease (e.g. heart disease, type two diabetes) Physical injury (e.g. musculoskeletal disorders) | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, increased member turnover and depleted workforce. | Moderate | Possible | Medium | | Safety and Wellbeing Policy. Early Intervention Program. Video (Microsoft teams) and teleconferencing facilities made available to all staff to maintain social connection and contact with the workplace. Leadership Advice Line available to increase managers capability with regard to supporting staff health and wellbeing. 24 hour counselling service available to support workers and their families. Peer support officers. Chaplaincy service in place. Domestic and family violence support program available to all staff. Leave entitlements available for staff who may become need time away from the workplace. SHE hazard and incident reporting system. | Moderate | Unlikely | Medium | 6 | 6 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. | Assistant Commissioner QFES People | Commissioner | Watch | Moderate | Unlikely | Medium |
| 2 | Possibility of harm caused by the biomechanical characteristics of the work design in the home office in situations where increased telecommuting is required. | Poor ergonomic set up in the home office environment. | Acute and chronic related sprains/strains or other musculoskeletal disorders | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, increased member turnover and depleted workforce. | Moderate | Possible | Medium | | Safety and Wellbeing Policy. Flexible work arrangements and telecommuting arrangements in place for staff working from home. Working from home risk assessment checklist in place to identify hazards, assess risks and put in place suitable control measures. Gateway videos related to suitable desk set-up and ergonomics in the home environment. Video (Microsoft teams) and teleconferencing facilities made available to all staff to maintain social connection and contact with the workplace. Leadership Advice Line available to support managers with work from home arrangements. SHE hazard and incident reporting system. | Moderate | Unlikely | Medium | 6 | 6 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. Implement the Prevention and response to workplace bullying procedure. | Assistant Commissioner QFES People | Commissioner | Watch | Moderate | Unlikely | Medium |
| 3 | Possibility of harm caused by exposure to COVID-19 in a QFES office environment (e.g. Kedron, Albion). | Corporate staff and operational staff / volunteers attending a QFES office based environment. | COVID-19 could be transmitted from a corporate staff member to a QFES operational staff member or volunteer resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Floor plans identify requirements for physical distancing. Promotion of good hygiene practices Handwashing facilities are kept clean, in good working order and appropriately stocked. QFES Events Covid Safe plans Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES facilities. Posters and signage installed in meeting and conference rooms, lifts, desk areas and kitchen facilities to comply with physical distancing requirements. A COVID Check In QR Code is in place to monitor workplace numbers and physical distancing requirements. A regular cleaning regime has been implemented for high touch areas such as desks, handles, lift buttons and bathroom facilities (PPE provided to cleaners). Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter | Major | Rare | Medium | 4 | 4 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for supervisors and managers responsible for operational workers. | Assistant Commissioner QFES People | Commissioner | Open | Major | Unlikely | Medium |
| 4 | Transmission of COVID-19 to or from member of the public to a QFES staff or volunteer during delivery of critical services in an operational context (emergency / non emergency) - including COVID-19 activities. | QFES staff and volunteers attend a range of operational settings and are required to work in close proximity with each other, other emergency service workers and members of the public in the course of their operational duties. This may occur in hospitals, aged care facilities, at risk communities, airports, high density housing, large scale venues where physical distancing and PPE may not always be adequate, suitable, worn correctly, reliably and without potential for damage or failure to sufficiently protect from COVID-19 transmission or infection. | COVID-19 could be transmitted from a member of the public to a QFES operational staff member or volunteer resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. COVID-19 could be transmitted from a QFES operational staff member or volunteer to a member of the public, including those at risk populations during the course of their duties, resulting in serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced ability to deliver critical service, and depleted operational workforce (including volunteers). | Major | Possible | High | | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. PPE including P2, P3 masks, gloves and other PPC requirements QFES Events Covid Safe Plans Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace. QFES operational doctrine and infection control procedures QFES Events Covid Safe Plans | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for supervisors and managers responsible for operational workers. | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Unlikely | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|--|--|---|----------------------|------------|--------------|--------------|---|----------------------|----------------|--------------|--------------|---|---|---|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 5 | Transmission of COVID-19 to or from a member of the public to or from a member of a primary producer brigade during a QFES directed activity. Transmission of COVID-19 to or from a member of a primary producer brigade to or from a QFES staff or volunteer during a QFES directed activity. | QFES staff and volunteers attend a range of operational settings and are required to work in close proximity with primary producer brigade members in the course QFES directed activities. | COVID-19 could be transmitted from a primary producer brigade member to QFES staff / volunteers resulting in serious illness (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management | Major | Possible | High | 12 | Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES brigades, appliances. QFES operational procedures which document primary producers undertake directions in QFES directed operational settings. Emergency response procedures in place should a suspected or confirmed case be identified. Promotion of good hygiene practices QFES operational doctrine and infection control procedures. Access to QH COVID-19 testing facilities COVID-19 specific information circulated via other volunteer ports and email. Operational personnel have access to PPE (workplaces, appliances, regional and state cache). Primary Producers Brigade members are required to comply with QH CHO Directions and QG guidance and consider COVID-19 vaccination. Video (Microsoft teams) and teleconferencing facilities made available to operational personnel to minimise interaction with others to attend meetings away from operational workplaces. Minimise visitors to operational workplaces | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. | Assistant Commissioner Rural Fire Service | Commissioner | Open | Moderate | Possible | Medium |
| 6 | Failure to effectively quarantine single or multiple positive cases of COVID-19 infection in QFES workplaces. | Unaware of infected personnel i.e. asymptomatic or delayed notification could attend a QFES workplace or QFES managed incident or other agency managed disaster incident site Staff or volunteers come into QFES workplaces unwell. | COVID-19 infection could be transmitted to other QFES staff and volunteers. All potentially affected staff and volunteers would be required to isolate and the station / site taken offline (partial or full) for deep cleaning. This could increase the number of infected staff and volunteers (including long term serious adverse health consequences even for those who recover) and death in extreme circumstances. | Impact to service delivery | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. Continue to encourage staff and volunteers to receive their COVID-19 vaccination. Staff and volunteers required to remain away from QFES workplaces when displaying symptoms of COVID-19 and to have a PCR test and isolate and await results. | Moderate | Almost Certain | High | 15 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers (except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date. QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. | All Deputy Commissioners | Commissioner | Open | Moderate | Likely | High |
| 7 | Transmission of COVID-19 to or from an unvaccinated member of the public to an unvaccinated QFES staff or volunteer. | Transmission in the workplace or operational setting where there may be unknown cases of COVID-19. | Serious illness and/or death to QFES staff, volunteers or the public resulting from the transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Adverse publicity for QFES and potential litigation. Reputational damage as a result of media reports. | Major | Possible | High | 12 | State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. Promotion of good hygiene practices Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace.. QFES operational doctrine and infection control procedures Access to QH COVID-19 testing facilities COVID-19 specific information available on the QFES Gateway and circulated via other volunteer | Moderate | Possible | Medium | 9 | 3 | All QFES staff and volunteers may be required to interact with operational personnel who will be required to attend various work locations and operations at short notice. QFES staff and volunteers will be required to receive their double dose of COVID-19 vaccination by a specified date to reduce the risk of catching and developing serious COVID-19 infection and transmitting COVID-19 to other QFES staff, volunteers or members of the public. QFES will maintain evidence of COVID-19 vaccination status in VIMS / OMS which will enable visibility for leaders and managers responsible for QFES service delivery, including operations. | Deputy Commissioner Strategy and Corporate Services | Commissioner | Open | Moderate | Possible | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|--|---|--|---|----------------------|------------|--------------|--------------|--|----------------------|------------|--------------|--------------|---|---|------------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 8 | COVID-19 infection during secondary or other employment / volunteering activities. | QFES staff and volunteers could come into contact with COVID-19 during the course of their secondary or other employment / volunteering duties. | Serious illness and/or death to QFES staff, volunteers or the public resulting from the transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | 12 | When undertaking QFES work / volunteering, work is undertaken in accordance with QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. State Pandemic Plan and Associated Annexes. Standing Order (SO-Q-OM-5.13 QFES COVID-19 Activities - COVID-19 Vaccinations). QFES 2020-21 Deployment Plan: COVID-19 Specific. Handwashing facilities are kept clean, in good working order and appropriately stocked. Alcohol based hand sanitizer and anti-bacterial wipes made available throughout all QFES stations, brigades, groups, appliances. Posters and signage installed in QFES operational facilities to comply with physical distancing requirements. QFES operational procedures which document operational staff and volunteers present in operational settings. Regular cleaning regimes have been implemented for appliances and operational workplaces. Emergency response procedures in place should a suspected or confirmed case of COVID-19 enter the workplace. QFES operational doctrine and infection control procedures. | Moderate | Possible | Medium | 9 | 3 | Continue to monitor Queensland Health, Public Sector Commission and Workplace Health and Safety Queensland guidance and adjust control measures as required. All QFES staff and volunteers, except those with certified medical contraindications) who may be required to interact with other operational workers or volunteers will be required to receive their double dose of COVID-19 vaccine by a specified date. QFES, having provided a lawful and reasonable direction to workers and volunteers to be vaccinated for COVID-19 will ask staff and volunteers to provide evidence of their COVID-19 vaccination. QFES will manage such evidence to ensure QFES staff and volunteers can be safely made available to attend locations where COVID-19 may be or may become prevalent. The information will be managed in accordance with the QFES information asset management policy. | All Deputy Commissioners | Commissioner | Open | Moderate | Possible | Medium |
| 9 | COVID-19 infection during meetings / interactions with partner agencies. | Transmission of COVID-19 to / from QFES staff / volunteers and members of partner agencies. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for both / either QFES and / or partner agency personnel. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Current COVID-19 physical distancing measures to be maintained. Alternate meeting platforms utilised where appropriate such as MS Teams, Zoom. Interagency operational plans have been developed, agreed and circulated. State Pandemic Plan and Associated Annexes. QFES Events Covid Safe plans. | Moderate | Possible | Medium | 9 | 3 | All QFES staff and volunteers who come into contact with workers from other organisations will be required to receive their double dose of COVID-19 vaccination by a specified date to reduce the risk of transmission between QFES staff and volunteers and possible subsequent transmission to members of other agencies or members of the public. | All Deputy Commissioners | Commissioner | Open | Moderate | Possible | Medium |
| 10 | COVID-19 infection from contractors, consultants, vendors and third party providers attending a QFES workplace. | Transmission of COVID-19 to / from QFES staff / volunteers and contractors, consultants, vendors and third party providers during attendance at a QFES workplace. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for both / either QFES and / or contractors, consultants, vendors and third party providers. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Entry into all QFES premises requires the use of the Qld Government Check In App. Entry to QFES premises should be planned in advance to enable sanitisation before and after in accordance with COVID-19 precautions. State Pandemic Plan and Associated Annexes. | Moderate | Possible | Medium | 9 | 3 | QFES requires all contractors, consultants, vendors and third party providers to provide evidence of vaccination or alternate arrangements will need to be enacted to enable the provision of service. | All ELT members | Commissioner | Watch | Moderate | Unlikely | Medium |
| 11 | COVID-19 infection from visitors, union officials, regulators, family members or other members of the public attending a QFES workplace. | Transmission of COVID-19 to QFES staff / volunteers resulting from visitors, family members or other members of the public attending the workplace. This may include people who cannot be vaccinated against COVID-19 at the present time such as children. | Serious illness (including long term serious adverse health consequences even those who recover) and death in extreme circumstances for QFES staff and volunteers, family members or members of the public. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Loss of confidence in QFES ability to maintain adequate infection control measures. | Major | Possible | High | 12 | Limit entry to all QFES occupied facilities and meet with members of the public outside of QFES occupied facilities. Entry into all QFES premises requires the use of the Qld Government Check In App. Where possible, physical distancing requirements are maintained, use of hand sanitiser. Entry to QFES premises should be planned in advance to enable sanitisation before and after in accordance with COVID-19 precautions. State Pandemic Plan and Associated Annexes. QFES Events Covid Safe Plans. Actively engage with union officials and regulators to explore ways in which visit on site is possible with use of PPE where members of these organisations are unvaccinated | Moderate | Possible | Medium | 9 | 3 | Undertake consultation and engagement with unions and officials and regulators and where possible seek evidence of vaccination or alternate meeting arrangements should be explored where possible. Union officials and regulators are not to be refused entry to QFES premises. QFES should actively work to implement measures where vaccination status is not declared | All ELT members | Commissioner | Open | Moderate | Unlikely | Medium |
| 12 | Staff / volunteer members health worsen as a result of the COVID-19 vaccination. | QFES staff / volunteer could have a contraindication to receiving the COVID-19 vaccination. | Serious injury or death in extreme circumstances. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Moderate | Possible | Medium | 9 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. Continue to encourage staff and volunteers to receive their COVID-19 vaccination. Staff and volunteers required to remain away from QFES workplaces when displaying symptoms of COVID-19 and to have a PCR test and isolate and await results. | Moderate | Possible | Medium | 9 | | Staff / volunteer with a QFES approved exemption and a medically registered contraindication will not be required to comply with the mandatory COVID-19 vaccination, but will need to comply with the exemption requirements to minimise the risk to the staff / volunteer member and others. | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Unlikely | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|---|--|--|----------------------|------------|--------------|--------------|--|----------------------|------------|--------------|--------------|---|---|------------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 13 | Staff / volunteers with underlying medical conditions or vulnerabilities are exposed to COVID-19. | Transmission of COVID-19 to / from QFES staff / volunteers. | Serious illness and/or death to QFES staff, volunteers or the public resulting from transmission of COVID-19. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Potential | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. All QFES staff / volunteers can access surgical mask, hand sanitiser, surface spray / surface wipes. QFES operational staff and volunteers to access range of PPE as required by the operational context. State Pandemic Plan and Associated Annexes. | Major | Possible | High | 12 | | QFES will be required to identify on a case by case risk assessment basis and in consultation with QFES WHS / QFES medical advisor how the non-vaccinated worker / volunteer can remain isolated from potential exposure to COVID-19 infection or transmission sources while in QFES premises.This may be impracticable with the intermingling of QFES service stream personnel, especially during operations. Where the risk assessment deems the risk to be too high alternative duties must be considered. In the event that suitable alternative duties cannot be identified or supported, personal leave or LWOP may be considered on a case by case basis. If no alternative work arrangements are available, and the QFES staff member is unwilling or unable to utilise personal leave or LWOP, QFES will refer the matter to QFES People Directorate for further management. | Assistant Commissioner QFES People | Commissioner | Open | Major | Unlikely | Medium |
| 14 | Staff / volunteer members psychological health could be impacted by the requirement to vaccinate. | QFES staff / volunteer could have a strong religious or political objection to having the COVID-19 vaccination. | Short or long term mental health condition including anxiety, adjustment disorder or depression. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Possible | High | 12 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. QFES supports the Australian Government's rollout of COVID-19 vaccination. Provision of QFES FESSN and other wellbeing resources. | Moderate | Likely | High | 12 | | If a QFES staff / volunteer refuses to be COVID-19 vaccinated in accordance with a lawful and reasonable direction from QFES, the supervisor or manager should as a first step, ask the staff / volunteer to explain their reasons for refusing the COVID-19 vaccination. QFES can ask the staff / volunteer to provide evidence of the reason for their refusal. If the staff / volunteer gives a legitimate reason for not being COVID-19 vaccination, QFES will consider where there are any other options available instead of the COVID-19 vaccination. This could be alternative work arrangements. This would require identifying duties that could be reasonably undertaken by "working from home", with no QFES duties that require attendance at QFES facilities or interaction with QFES staff / volunteers or members of the public. If no alternative work arrangements are available, and the staff member is unable or unwilling to utilise leave / LWOP, QFES will refer the matter to QFES People Directorate for advice to be provided back to local management. | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Possible | Medium |
| 15 | Staff / volunteers could refuse or be refused admittance to QFES facilities or other nominated places where COVID-19 vaccination is required. | QFES staff / volunteers may not agree with COVID-19 vaccination requirements put in place. | QFES staff / volunteers involved in verbal or physical altercations or sustain a psychological health condition as a result of stress, bullying or violence. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. Potential Common Law costs. | Major | Possible | High | 12 | If a QFES staff refuses to attend work because a co-worker isn't COVID-19 vaccinated QFES can direct them to attend work if the direction is lawful and reasonable. Whether a direction is lawful and reasonable depends on all the circumstance and advice from QFES People Directorate will be required before taking disciplinary action. This must be assessed on a case by case basis. Code of Conduct for the Queensland Public Service and QFES Workforce Conduct Policy 3.13 are in place and must be followed by all QFES staff / volunteers at all times. All instances of workplace bullying, harassment, discrimination, violence, or intimidation must be immediately reported to the supervisor and manager and must be addressed in a timely manner. Any instance of physical assault of QFES staff / volunteers must be reported to QPS. Additional QFES resources are available such as Think, Say, Do. | Moderate | Possible | Medium | 9 | 3 | Implement the Prevention and response to workplace bullying procedure. Implement the Prevention and response to aggression and violence in the workplace guide. THIS RISK IS POSSIBLE UNDER THE PHSM CHO DIRECTION | Assistant Commissioner QFES People | Commissioner | Open | Moderate | Possible | Medium |

| Risk | | | | | Inherent risk rating | | | | Controls | Residual risk rating | | | | | Future controls | | Accountability | | Target risk rating | | |
|----------|---|--|--|--|----------------------|----------------|--------------|--------------|---|----------------------|------------|--------------|--------------|---|--|---------------------------------------|----------------|--------|--------------------|------------|--------------|
| Risk No. | Risk (what can go wrong?) | Description (how can it happen? / causes) | Consequences (Qualitative) | Consequences (Quantitative) | Consequence | Likelihood | Rating Value | Rating Score | Current Controls | Consequence | Likelihood | Rating Value | Rating Score | Rating Variance - effectiveness of controls | Future controls | Action owner (& due date) | Risk Owner | Status | Consequence | Likelihood | Rating Value |
| 16 | Staff / volunteer with unknown COVID-19 vaccination status. | QFES staff / volunteer may be unwilling to declare their COVID-19 vaccination status or make a false vaccination status declaration. | An unvaccinated staff / volunteer could be exposed to COVID-19 resulting in serious illness and/or death to QFES staff, volunteers or the public resulting from transmission of COVID-19. Conflict and/or aggression resulting from differing views amongst staff and volunteers or staff / volunteers choosing not to openly discuss vaccination status. | Increase in costs associated with workers compensation claims/premiums, injury management, absenteeism, reduced productivity, reduced organisational output, and depleted workforce. | Major | Almost Certain | Very High | 20 | QFES to follow QH CHO Directions and COVID-19 safety measures published on the QFES Gateway. All QFES staff / volunteers can access surgical mask, hand sanitiser, surface spray / surface wipes. QFES operational staff and volunteers to access range of PPE. | Major | Likely | High | 16 | 4 | QFES, having provided a lawful and reasonable direction to be vaccinated for COVID-19 can ask the staff / volunteer to provide evidence of their COVID-19 vaccination or medical contraindication certificate. QFES will manage such evidence of their COVID-19 vaccination evidence to ensure QFES staff / volunteers can be safely made available to attend locations where COVID-19 may be present. The information will be managed in accordance with QFES Information Asset Management Policy. If a QFES staff / volunteer is unwilling to provide evidence of their COVID-19 vaccination or contraindication certificate or is believed to have provided a false COVID-19 vaccination declaration or false contraindication certificate, QFES can direct them to provide evident of this vaccination status and to not attend to QFES duties until the evidence is provided. If the QFES staff / volunteer refuses to provide evidence of their COVID-19 vaccination status, QFES will consider whether there are any other options available instead of vaccination. This would require identifying duties that could reasonably be undertaken by "working from | Assistant Commissioner QFES People | Commissioner | Open | Major | Unlikely | Medium |



File No: QFS/15844
Ref No:



Office of the
Commissioner

**Queensland Fire and
Emergency Services**

Dr John Gerrard
Chief Health Officer
cho_cho@health.qld.gov.au
john.gerrard@health.qld.gov.au

Dear Dr Gerrard

I seek your urgent assistance and advice regarding a possible health and vaccination directive for the broader Queensland Fire and Emergency Services (QFES) workforce.

I particularly note that other frontline agencies have been assisted with a vaccination directive which is enabling them to manage the risk of COVID-19 within their workforce and their interface with the community. I believe that the complexity and depth of the QFES interaction with the community in unpredictable settings has not been fully understood to date outside of QFES within the context of managing the risk of COVID.

Like other frontline agencies, QFES has a need to protect the community, protect its workforce and ensure it has a workforce to respond to all manner of emergency incidents and disasters. Without a vaccination mandate I do not have an ability to put these protections in place.

Attached for your consideration is a detailed QFES risk assessment, a critical service delivery assessment and a snapshot of my daily operations brief. In many instances the risk assessment details both the intermingling of QFES services (for example Fire and Rescue Service and State Emergency Service) during operations and the risk to QFES should a member of the workforce be the vector for transmission to the community, especially in a vulnerable setting.

QFES rescues people in their most vulnerable times and does not wish to further contribute to the vulnerability of community members by posing a health risk by potentially being a COVID-19 transmission vector to these persons.

With a COVID-19 vaccination mandate, the residual risk can be lowered or maintained in most instances. You will note a high number of risk areas in the delivery of QFES critical services. The COVID-19 exposure risk vectors show that where at least one (of the four) risk exposures are positively responded to, a mandatory COVID-19 vaccination would minimise the risk posed during operations, where it is next to impossible to 'sectorise' QFES streams away from each other, members of the public and other emergency responders, including local government.

Emergency Services Complex
125 Kedron Park Road Kedron
GPO Box 1425 Brisbane
Queensland 4001 Australia
Telephone 13 QGOV
Website www.qfes.qld.gov.au
ABN 93 035 163 778

RTI/19900 Page 41

Further, QFES operates under a surge workforce model. QFES differs from many other agencies in that we have a workforce including our corporate and support services personnel that reprioritises and/or suspends business as usual activities during operations. During a major operation, all QFES streams work to their strengths to deliver an integrated service to the community (as per our legislative obligations).

In addition to disaster and emergency response, QFES participates in a number of incident control centre arrangements (under the *Queensland Disaster Management Act 2003*) in sites such as the State Disaster Coordination Centre and other regional operation staging areas. With a mix of paid staff and thousands of volunteers, the management of these operations cannot segregate people from one another.

While the Public Service Commission's advice and *COVID-19 Vaccination Framework for worker vaccination requirements for high risk settings* serves as a useful tool, I am still left without a viable authorising environment to implement my own mandate, despite the attached risk assessments pointing to an overwhelming need.

The multifaceted workforce is made up of core public servants under the *Public Service Act 2008* and employees, operational staff and volunteers under the *Fire and Emergency Services Act 1990* (FES Act).

The legislation in its current form does not enable me to provide directions to many QFES individuals. For example, directives to the Rural Fire Service, for the most part, are provided on a brigade basis as the Commissioners powers do not extend to individuals within brigades. This is a construct of the current FES Act.

The opening of Queensland borders, amidst an already busy severe weather season, adds to the complexity and risk of COVID-19.

This week I am seeking to implement a voluntary declaration of vaccines to minimise the risk of unvaccinated persons being involved or deployed to operations. Similarly a Standing Order is in place for QFES deployments into vulnerable communities. However, neither of these measures provide the assurances required to protect the community and the QFES workforce.

I request that you study the attached risk assessments, consider the lack of authority I have to issue a Commissioner vaccine directive, and provide your professional guidance as soon as possible.

Should you require any further assistance, please contact Adam Stevenson, Acting Deputy Commissioner, Strategy and Corporate Services Division on telephone (07) 3635 3239 or email adam.stevenson@qfes.qld.gov.au.

Yours sincerely



Greg Leach
Commissioner



File No:
Ref No: 04043 - 2021



Office of the
Commissioner

Queensland Fire and
Emergency Services

Mr Rob Setter
Commission Chief Executive
Public Service Commission
PO Box 15190
BRISBANE QLD 4000

Dear Mr Setter

I refer to your email of 22 December 2021 regarding the draft framework and model templates for agency vaccination requirements and the progression of consultation on vaccination requirements for 1 William Street. I further refer to the email of 21 December 2021 from Mr Michael McKee, Deputy Director-General, Corporate, Department of State Development, Infrastructure, Local Government and Planning, outlining the formation of the Deputy Director-General (DDG) Implementation Group – Vaccination Requirements, and the suggested risk assessment approach and required actions to identify and consult agencies in shared locations regarding vaccination requirements.

In particular, I note Mr McKee's advice that lead agencies in co-tenanted facilities are responsible for leading a risk assessment, consultation and implementation of vaccination requirement assessments in each location through a process of shared tenancy meetings with representatives from at least all Queensland Government tenants.

Queensland Fire and Emergency Services (QFES) is listed as the lead tenant in 19 facilities. Surprisingly, core facilities such as the Kedron Emergency Services Complex, the Queensland Combined Emergency Services Academy and Roma Street Fire Station, amongst other facilities we share tenancy with mandated agencies (Queensland Ambulance Service and Queensland Police Service), are not present on the list.

While we will make best endeavours to have the tenancy engagement and undertake the assessments early in the new year, the very nature of our complex, multi-service, intermingled services to the community will ultimately lead to the same conclusions in terms of risk assessment.

Like other frontline agencies, QFES has a need to protect the community, protect its workforce and ensure it has a workforce to respond to all manner of emergency incidents and disasters. I attach my recent correspondence to the Chief Health Officer (CHO) and the associated risk assessments (**Enclosure 1**), seeking a vaccination mandate for the entire QFES workforce.

Emergency Services Complex
125 Kedron Park Road Kedron

GPO Box 1425 Brisbane
Queensland 4001 Australia

Telephone 13 QGOV

Website www.qfes.qld.gov.au

RTI/19900 Page 43
ABN 93 035 163 778

In that letter, I noted the complexity of our work and depth of the QFES interaction with the community in unpredictable settings. The nature of QFES work is that staff and volunteers perform their activities out in the community and retreat to QFES facilities for meetings, training, supplies, coordination, planning, deployment preparation and administration. A site-based risk assessment for QFES is very unlike that for many other government agencies whereby public servants, in the main, travel to their work office and return home.

Mechanics in QFES workshops go out and visit fire stations and parts suppliers. Firefighters, State Emergency Service and Rural Fire Service volunteers converge in QFES regional headquarters during times of storm, fire and disaster in Regional Operational Centres to manage operations. Some staff and volunteers visit various QFES and other facilities as a normal course of operations during the day.

The risk assessment attached to my correspondence to the CHO (**Enclosure 1**) still stands and effectively puts QFES in a category of risk that extends well beyond co-tenanted sites. Any site-by-site exclusion of staff and volunteers on a vaccination basis would make it impossible for QFES to operate as staff, volunteer, public servant and community intermingling and retreat to facilities are examples to those outlined above.

Many of our co-tenancies are with other frontline agencies that have been assisted with a vaccination directive which is enabling them to manage the risk of COVID-19 within their workforce and the interface with the community. The lack of a QFES mandate prohibits my ability to manage this risk effectively within QFES and the co-tenancy with these frontline agencies, potentially weakens their management of risk. I believe that the complexity and depth of the QFES interaction with the community in unpredictable settings has not been fully understood to date in the context of managing the risk of COVID-19.

Further, QFES operates under a surge workforce model. QFES differs from many other agencies in that we have a workforce that reprioritises and/or suspends business as usual activities during operations. During a major operation, all QFES streams (including corporate support personnel) work to their strengths to deliver an integrated service to the community (as per our legislative obligations). In addition to disaster and emergency response, QFES participates in a number of incident control centre arrangements (under the *Queensland Disaster Management Act 2003*) in sites such as the State Disaster Coordination Centre and other regional operation staging areas. With a mix of paid staff and thousands of volunteers, the management of these operations cannot segregate people from one another.

While the Public Service Commission's advice and *COVID-19 Vaccination Framework for worker vaccination requirements for high risk settings* serves as a useful tool, I am still left without a viable authorising environment to implement my own mandate, despite the attached risk assessments pointing to an overwhelming need.

The multifaceted workforce is made up of core public servants under the *Public Service Act 2008* and employees, operational staff and volunteers under the *Fire and Emergency Services Act 1990* (FES Act).

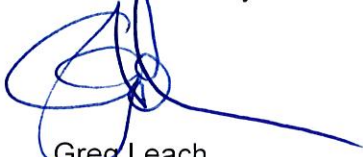
As I have pointed out to the CHO, the legislation in its current form does not enable me to provide directions to many QFES individuals. For example, directives to the Rural Fire Service, for the most part, are provided on a brigade basis as the Commissioner's Powers do not extend to individuals within brigades. This is a construct of the current FES Act.

The opening of Queensland borders, amidst an already busy severe weather season, adds to the complexity and risk of COVID-19.

QFES will further undertake the assessments and consultations requested at the 19 (and other) co-tenanted sites, however the undertaking will likely provide outcomes pointing to the need for all to be vaccinated based on community, workforce and service delivery risk and the application of a vaccination requirement, in order for QFES to operate, would have to extend to all QFES facilities.

Should you require any further assistance, please contact Adam Stevenson, Acting Deputy Commissioner, Strategy and Corporate Services Division on telephone (07) 3635 3239 or email adam.stevenson@qfes.qld.gov.au.

Yours sincerely

A handwritten signature in blue ink, appearing to be 'Greg Leach', with a stylized flourish extending to the right.

Greg Leach
Commissioner

Enc.