

# WILEY

Risk assessment – A person could be, or is, exposed to the Covid-19 virus as a result of being present at a Wiley workplace (construction project and or office environment)

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1 RISK ASSESSMENT DETAILS AND RECORD OF CONSULTATION

DATE OF ASSESSMENT	RISK ASSESSMENT	PARTICIPANTS / CONSULTED
21 November 2021	Draft - Managing the health and safety risk of a person becoming infected with the Covid 19 virus as a result of attending a workplace under the management and control of Wiley	Wiley Executive Group
		Wiley Operations Group and other senior managers
		All Wiley employees – see communications and survey results (People and Performance to maintain)
14 December 2021	Final - Managing the health and safety risk of a person becoming infected with the Covid 19 virus as a result of attending a workplace under the control or management of Wiley	Wiley Executive Group
		Wiley Operations Group and other senior managers
11 January 2022	Presented to stakeholders as an supporting document to the draft Wiley Vaccination Policy for consultation purposes.	All Wiley employees
		Supply chain in jurisdictions where vaccination is not a legal requirement

2 CERTIFICATE OF APPROVAL, REVIEW AND AMENDMENT

SER	VER	DATE OF REVIEW / AMENDMENT	REASON FOR REVIEW / AMENDMENT	DETAILS OF REVIEW / AMENDMENT (IF ANY) <small>(Indicate 'no amendment' in circumstances where a systematic review does not result in amendment)</small>	APPROVING AUTHORITY
1	1	14 December 2021	Initial issue	Not applicable	CEO

3 RISK ASSESSMENT – EXECUTIVE SUMMARY

As at 14 December 2021

This is primarily an assessment of health and safety risk with a number of subsequent risks identified.

This risk assessment:

- Applies to Wiley workplaces (including construction projects) in Australia and New Zealand (see Note 1).
- Is undertaken in the context that health and safety is subject to moral and legal considerations that inform how the business behaves. The outcome of this risk assessment is to determine what must be done, based on what is reasonable and practicable, to ensure the business and its undertakings comply with its moral and legal duties to the health and safety of its employees and others who attend its workplaces (both office and construction projects).
- Is undertaken in the context of Wiley’s health and safety strategic objective to be highly resilient to significant adverse outcomes over which it has control and influence.
- Is undertaken on the basis that Wiley, as a business, are not experts in infection control and therefore rely on the direction and advice from public health experts and advice from credible legal sources.

This assessment of risk concludes that Wiley should mandate that a person entering a workplace under its management and control must be fully vaccinated (as defined by Public Health Authorities) as a condition of entry unless the person has a lawful reason for not being fully vaccinated.

Wiley can direct their employees and others entering a workplace under its management and control to be vaccinated if the direction is lawful and reasonable. The belief that the direction is lawful and reasonable is fact dependent and arises from legal advice particularly in the context of Wiley’s health and safety duties and obligations in law.

Other matters taken into consideration include those expressed by the Fair Work Ombudsman in the publication COVID 19 vaccinations – workplace rights and obligations (<https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/covid-19-vaccinations-and-the-workplace/covid-19-vaccinations-workplace-rights-and-obligations>) and include:

- The nature of the workplaces (as described in the context section of the risk assessment)
- The extent, or likely future extent, of community transmission of Covid-19 in the location where the direction is to be given
- The terms of any public health orders in place where the workplace is located
- The effectiveness of vaccines in reducing the risk of transmission or serious illness
- Vaccine availability
- Work on Wiley workplaces likely falling into a Tier 3 work category (as expressed by the Fair Work Ombudsman), where there is interaction or likely interaction between employees and other people such as subcontractors, consultants, other employees or the public (Client) in the normal course of employment where community transmission of COVID-19 is occurring in an area, and an employer is operating a workplace in that area that needs to remain open to provide essential goods and services.

This risk assessment is undertaken on the basis that, should its outcome (Wiley Covid - 19 Policy) be challenged, a further case by case assessment based on the particular role within the organisation will be undertaken to determine whether the outcome applies to the circumstances of the case or not.

This risk assessment is also undertaken on the basis that, should its outcome be challenged for a particular reason (example - a medical reason), that reason is considered in the context of its legality.

Note:

1. This risk assessment primarily deals with a workplace over which Wiley has management and control but includes the risk to an employee who is in a workplace other than one managed and controlled by Wiley but is in that workplace because they are doing work on behalf of Wiley.

4 USING THE WILEY RISK MATRIX

Extract, GLO-PRO-Operational Risk Management

Given:

Probability	Consequence	Residual Risk
<input type="checkbox"/> Cer - Certain <input type="checkbox"/> Pro - Probable <input type="checkbox"/> Pos - Possible <input type="checkbox"/> Unl - Unlikely <input type="checkbox"/> VU- Very Unlikely	<input type="checkbox"/> Cat - Catastrophic <input type="checkbox"/> Ma - Major <input type="checkbox"/> Mo - Moderate <input type="checkbox"/> Mi - Minor <input type="checkbox"/> ins - Insignificant	<input type="checkbox"/> Cr - Critical <input type="checkbox"/> Hi - High <input type="checkbox"/> Me - Medium <input type="checkbox"/> Lo - Low

Level	Descriptor	Description
A	Almost Certain	Very likely. The event is expected to occur in most circumstances
B	Probable	There is a strong probability that an event will occur.
C	Possible	The event might possibly occur at some time
D	Unlikely	Not expected, but there is a slight possibility it may occur at some time.
E	Very unlikely	Highly unlikely, but may occur in exceptional circumstances

Level	Descriptor	Complaints	Variation from Contract Specification	Cost of Corrective Action	Key Service Delivery Outcomes Jeopardised	Litigation Potential	Loss of Market	Environmental Impact	Injury or Damage to Person or Property
1	Insignificant	Unlikely	None	Cost not visible	No	None	None	None	First aid treatment injury only. Incident resulting in momentary work stoppage, less than \$5K.
2	Minor	Minor verbal complaint likely	Minor variation	Resolved locally by company management	Not of any consequence	None	None	Some minor contamination of soil, water, air, flora, fauna which is easily and effectively rectified	Injury / illness requiring medical treatment without loss of a full day. Minor loss or damage to property between \$5K – \$50K
3	Moderate	Written complaint certain	Noticeable variation	Resource allocation by company management (within budget)	Some outcomes not achieved	Successful litigation unlikely	Minor effect	Minor contamination of soil, water, flora, fauna or people that is well within the ability and resources of the company to rectify	Injury / illness requiring medical treatment resulting in less than 4 days off work. Moderate loss or damage to property \$50 - \$100K
4	Major	Significant verbal and written complaints certain	Significant variation	High cost of resource allocation (outside budget)	Key outcome jeopardised	Litigation likely	Moderate effect	Contamination of soil, water, flora, fauna or people that requires significant resources to rectify	Long term illness or serious injury. Between 4-60 days off. Major loss or property damage, \$100K to \$500 K
5	Catastrophic	Significant complaints made public	Significant unjustifiable variation with serious implications	Significant resource allocation with very high cost corrective action	Key product and service delivery outcomes not achieved	Successful litigation almost certain to follow	Significant effect	Significant and EPA reportable contamination requiring significant resources beyond the ability of the complaint to rectify	Death or permanent disability. Significant loss or damage to property, more than \$500K

		1	2	3	4	5
		Insignificant	Minor	Moderate	Major	Catastrophic
A	Almost Certain	HIGH	HIGH	CRITICAL	CRITICAL	CRITICAL
B	Probable	MEDIUM	HIGH	HIGH	CRITICAL	CRITICAL
C	Possible	LOW	MEDIUM	HIGH	CRITICAL	CRITICAL
D	Unlikely	LOW	LOW	MEDIUM	HIGH	CRITICAL
E	Very unlikely	LOW	LOW	MEDIUM	HIGH	HIGH

5 ACCEPTING A SPECIFIC LEVEL OF HEALTH OR SAFETY RISK

Extract, GLO-PRO-Operational Risk Management

In circumstances where risk controls are well known and can be applied in the context of the risk scenario, a full assessment is not required. However, given a requirement to assess risk and a determination of a risk level using the risk matrix, the following defines an acceptable risk level and management actions to be taken if risk is assessed higher than that level:

Priority Status	Authority to Proceed With Work And Or Interact With A Work Environment	Actions and Specific Assigned Risk Controls
1.	<p>A CRITICAL level of risk is unacceptable and the activity or task or interaction shall not proceed given the current work methodology and or work environment conditions.</p> <p>Unacceptable risk shall be eliminated, and if elimination is not practicable, reduce to an acceptable / tolerable level</p>	<ul style="list-style-type: none"><li>• The risk is to be eliminated or reduced to an acceptable / tolerable level in accordance with its priority status (1 being the highest priority).</li><li>• If action has been taken regarding plant, substances, materials, structures and / or activities, a person shall not use the plant, substances, materials, structures or resume the activities until the risk:<ul style="list-style-type: none"><li>– Has been assessed by a competent person; and</li><li>– Has been controlled as necessary to reduce the risk to an acceptable / tolerable level.</li></ul></li></ul>
2.	<p>HIGH levels of risk are acceptable only if approved in writing by the Safe Work and Compliance Manager or an Executive Manager of the Principal Contractor.</p> <p>This level of risk is only acceptable if it is not reasonably practicable to lower it to a lower level.</p>	<p>If it is reasonable that the risk can be eliminated or reduced, the risk is to be considered unacceptable and the risk must be eliminated or controlled in accordance with its priority status (1 being the highest priority).</p> <p>If it is not reasonable to reduce the risk in the context in which it exists and approval is given to proceed with the work or interact with the work environment from which the risk arises, the following specific assigned risk controls shall apply (as a minimum):</p> <ul style="list-style-type: none"><li>• The harm source shall be delineated from other work areas by physical barricading or isolating the location in some way or an exclusion zone established that is continuously monitored for unauthorised breach</li><li>• Only persons who have skills and knowledge to interact with the harm source shall be approved to do so</li><li>• If hazardous chemicals are used, they are used in accordance with the Safety Data Sheet and information detailed on the container label</li><li>• If plant, equipment, materials and or temporary structures are used, they are safe if used properly</li><li>• Interaction with the harm source shall be subject to an accepted SWMS</li><li>• If called up in accordance with Work Health and Safety Management Plan requirements, an approved Permit to Work shall be issued</li><li>• Work shall be continuously monitored by a competent person</li><li>• If called up in accordance with Work Health and Safety Management Plan requirements, specific checklists shall be compiled prior to and or during the work</li><li>• Trainees shall not participate in the work</li><li>• Work or interaction with the work environment shall cease immediately if the risk becomes unacceptable.</li></ul>
3.	<p>MEDIUM levels of risk are acceptable if approved or otherwise allowed to exist by the Safe Work and Compliance Manager, Project Manager, Site Manager or Foreman.</p> <p>This level of risk is only acceptable if it is not reasonably practicable to lower it to a lower level.</p>	<p>If it is reasonable that the risk can be eliminated or reduced, the risk is to be considered unacceptable and the risk must be eliminated or controlled in accordance with its priority status (1 being the highest priority).</p> <p>If it is not reasonable to reduce the risk in the context in which it exists and approval is given to proceed with the work or interact with the work environment from which the risk arises, the following specific assigned risk controls shall apply (as a minimum):</p> <ul style="list-style-type: none"><li>• Only persons who have skills and knowledge to interact with the harm source shall be approved to do so</li><li>• If hazardous chemicals are used, they are used in accordance with the Safety Data Sheet and information detailed on the container label</li><li>• If plant, equipment, materials and or temporary structures are used, they are safe if used properly</li><li>• If called up in accordance with Work Health and Safety Management Plan requirements, the work shall be subject to a documented work methodology</li><li>• If called up in accordance with Work Health and Safety Management Plan requirements, an approved Permit to Work shall be issued</li><li>• Work shall be supervised by a competent person</li><li>• Trainees shall only participate in the work if they are monitored</li><li>• Work or interaction with the work environment shall cease immediately if the risk increases to a high level or becomes otherwise unacceptable.</li></ul>
4.	<p>A risk level of LOW is considered an acceptable risk implying the activity / task may proceed.</p>	<p>The following specific assigned risk controls shall apply (as a minimum):</p> <ul style="list-style-type: none"><li>• Only persons who have skills and knowledge to interact with the harm source shall be approved to do so</li><li>• If hazardous chemicals are used, they are used in accordance with the Safety Data Sheet and information detailed on the container label</li><li>• If plant, equipment, materials and or temporary structures are used, they are safe if used properly</li><li>• If called up in accordance with Work Health and Safety Management Plan requirements, an approved Permit to Work shall be issued</li><li>• Work or interaction with the work environment shall cease immediately if the risk increases to a Medium or High level or becomes otherwise unacceptable / intolerable.</li></ul>

## 6 RISK ASSESSMENT CONTEXT

CONTEXT CATEGORY	Details	Summary and Implications
SCOPE	<p>This is primarily an assessment of health and safety risk as related to the COVID pandemic. A number of subsequent and related risks are identified within this assessment.</p> <p>This risk assessment applies to all Wiley workplaces (including construction projects) in Australia and New Zealand.</p>	
BUSINESS ACTIVITIES UNDERTAKEN	<p>The business performs industrial construction project design and delivery engagements within Australia and New Zealand.</p> <p>Activities include construction site works performed by Wiley Staff and supply-chain partners (within Wiley managed locations), office-based design and project administration functions, and estimation or consulting works performed within client-controlled locations.</p> <p>In performing these activities travel may be required on both a domestic and international level.</p>	
BUSINESS OH&S OBJECTIVE	<p>This risk assessment is undertaken in the context of Wiley's health and safety strategic objective to be highly resilient to significant adverse outcomes over which it has control and influence.</p>	
GUIDANCE MATERIAL	<p><b>General Guidance</b></p> <ul style="list-style-type: none"> <li>Safe Work Australia, model work health and safety laws</li> <li>Health and safety laws applicable to each of the Australian jurisdictions in which Wiley conduct business (at the time of the assessment)</li> <li>The Health and Safety at Work Act 2015 (New Zealand)</li> <li>Safe Work Australia publication titled How to manage work health and safety risks Code of Practice, 2018</li> <li>Safe Work Australia publication titled How To Determine What Is Reasonably Practicable To Meet A Health And Safety Duty, 2013</li> </ul> <p><b>COVID Government Vaccination Guidance</b></p> <ul style="list-style-type: none"> <li>Fair Work Ombudsman publication COVID 19 vaccinations – workplace rights and obligations (<a href="https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/covid-19-vaccinations-and-the-workplace/covid-19-vaccinations-workplace-rights-and-obligations">https://coronavirus.fairwork.gov.au/coronavirus-and-australian-workplace-laws/covid-19-vaccinations-and-the-workplace/covid-19-vaccinations-workplace-rights-and-obligations</a>)</li> <li>Department of Health, Australian Government publication title COVID-19 vaccine safety and side effects (<a href="https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/approved-vaccines/safety-side-effects#vaccine-side-effects">https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/approved-vaccines/safety-side-effects#vaccine-side-effects</a>)</li> <li>Health Department, Government of Western Australia publication titled COVID-19 coronavirus: Mandatory COVID-19 vaccination information (<a href="https://www.wa.gov.au/organisation/covid-communications/covid-19-coronavirus-mandatory-covid-19-vaccination-information">https://www.wa.gov.au/organisation/covid-communications/covid-19-coronavirus-mandatory-covid-19-vaccination-information</a>)</li> <li>Victorian Government publication titled Information for industry and workers required to be vaccinated (<a href="https://www.coronavirus.vic.gov.au/information-workers-required-be-vaccinated">https://www.coronavirus.vic.gov.au/information-workers-required-be-vaccinated</a>)</li> <li>Queensland Government publication title Queensland COVID-19 vaccination information resource (<a href="https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19/protect-yourself-others/covid-19-vaccine/about/patient-info">https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19/protect-yourself-others/covid-19-vaccine/about/patient-info</a>)</li> </ul>	<p><b>Wiley's Duties in Workplace Management</b></p> <ul style="list-style-type: none"> <li>Community transmission is (or will be) common in the location of Wiley workplaces based upon reported cases and modelling performed on behalf of the QLD Government</li> <li>The risk of infection from attending a Wiley workplace or client site cannot be reasonably eliminated.</li> <li>Wiley has statutory-duties to 'ensure: <ul style="list-style-type: none"> <li>So far as reasonably practicable', the health and safety of its employees, and</li> <li>That 'the health and safety of other persons is not put at risk from work carried out as part of the conduct of [its] business or undertaking' (or words to that effect).</li> </ul> </li> <li>These duties are 'strict liability' duties, contravention of which constitutes an offence 'based on risk, not outcome'.</li> <li>There are jurisdictional Public Health Directives that Wiley workplaces are required to comply with and further directives are likely in the future.</li> <li>Health Directives include requirements for mandatory Covid-19 testing and/or vaccination as a condition of entry into the workplace.</li> <li>There are also existing client OH&amp;S site entry requirements for persons attending specific client workplaces or construction projects that include COVID testing and vaccination.</li> <li>Further site entry requirements have been advised and are likely in the future</li> </ul> <p><b>COVID Infection in the Workplace (General)</b></p> <ul style="list-style-type: none"> <li>The symptoms of Covid-19 are not always apparent limiting action to address persons in the workplace that may be infected if they fail to declare their infection or symptoms.</li> <li>Workforce demographics on Wiley workplaces includes persons of higher risk to adverse outcomes should they be infected with the Covid-19 virus due to their age and or underlying health issues.</li> <li>An infected person attending a Wiley workplace may unknowingly have contact with another person who could be especially vulnerable to severe disease if they contract Covid-19.</li> </ul>



CONTEXT CATEGORY	Details	Summary and Implications
	<ul style="list-style-type: none"> <li>New South Wales Government publication titled Rapid antigen testing information for businesses (<a href="https://www.nsw.gov.au/covid-19/business/rapid-antigen-testing-information-for-businesses#toc-accuracy-rate">https://www.nsw.gov.au/covid-19/business/rapid-antigen-testing-information-for-businesses#toc-accuracy-rate</a>)</li> <li>New Zealand Ministry of Health publication titled COVID-19: Vaccine effectiveness and protection (<a href="https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/covid-19-vaccine-effectiveness-and-protection">https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-vaccines/covid-19-vaccine-effectiveness-and-protection</a>)</li> <li>Department of Health, Australian Government, publication titled Is it true? Get the facts on COVID-19 vaccines (<a href="https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/is-it-true">https://www.health.gov.au/initiatives-and-programs/covid-19-vaccines/is-it-true</a>)</li> <li>Department of Health, Australian Government, publication titled COVID-19 vaccine claims scheme (<a href="https://www.health.gov.au/initiatives-and-programs/covid-19-vaccine-claims-scheme">https://www.health.gov.au/initiatives-and-programs/covid-19-vaccine-claims-scheme</a>)</li> <li>WorkSafe New Zealand publication titled How to decide what work requires a vaccinated employee and WorkSafe's enforcement approach (<a href="https://www.worksafe.govt.nz/managing-health-and-safety/novel-coronavirus-covid/how-to-decide-what-work-requires-a-vaccinated-employee/">https://www.worksafe.govt.nz/managing-health-and-safety/novel-coronavirus-covid/how-to-decide-what-work-requires-a-vaccinated-employee/</a>)</li> <li>TGA publication titled COVID-19 vaccine: Information for consumers and health professionals (<a href="https://www.tga.gov.au/covid-19-vaccine-information-consumers-and-health-professionals">https://www.tga.gov.au/covid-19-vaccine-information-consumers-and-health-professionals</a>)</li> </ul> <p><b>Legal Vaccination Guidance</b></p> <ul style="list-style-type: none"> <li>Legal advice - Alla Conference Paper 2021 titled Mandatory Vaccination: Is It Lawful? Authored by Ian Neil Sc</li> <li>Legal advice - TLC - Employment &amp; Industrial Law MCLE, Can Employers Mandate Vaccinations? Authored by Arthur Moses Sc, 30 July 2021</li> <li>Fair Work Decision dated 3 December 2021 (FWCFB 6059)</li> </ul> <p><b>Additional Health Research</b></p> <ul style="list-style-type: none"> <li>No, vaccinated people are not 'just as infectious' as unvaccinated people if they get COVID, November 18, 2021, Authors Jack Feehan, Research Officer - Immunology and Translational Research, Victoria University and Vasso Apostolopoulos, Professor of Immunology and Associate Provost, Research Partnerships, Victoria University (<a href="https://theconversation.com/no-vaccinated-people-are-not-just-as-infectious-as-unvaccinated-people-if-they-get-covid-171302">https://theconversation.com/no-vaccinated-people-are-not-just-as-infectious-as-unvaccinated-people-if-they-get-covid-171302</a>)</li> <li>There is conflicting evidence on the safety of current Covid-19 vaccines. A study published in the American Heart Association journal found biomarkers for acute coronary syndrome (heart damage) increase dramatically post mRNA vaccination: <a href="https://www.ahajournals.org/doi/10.1161/CIR.0000000000001051">https://www.ahajournals.org/doi/10.1161/CIR.0000000000001051</a></li> <li>A study commissioned by the U.S. Centers for Disease Control and Prevention studied a Covid-19 outbreak in a federal prison. It found vaccination made no difference to transmission, and recommends "clinicians and public health practitioners should consider vaccinated persons who become infected with SARS-CoV-2 to be no less infectious than unvaccinated persons": <a href="https://www.medrxiv.org/content/10.1101/2021.11.12.21265796v1.full-text">https://www.medrxiv.org/content/10.1101/2021.11.12.21265796v1.full-text</a></li> <li>An article published in the European Journal of Epidemiology studies the relationship between vaccination rates and new Covid-19 cases in different countries. It found that "At the country-level, there appears to be no discernible relationship between percentage of population fully vaccinated and new COVID-19 cases in the last 7 days (Fig. 1). In fact, the trend line suggests a marginally positive association such that countries with higher percentage of population fully vaccinated have higher COVID-19 cases per 1 million people.": <a href="https://link.springer.com/article/10.1007/s10654-021-00808-7">https://link.springer.com/article/10.1007/s10654-021-00808-7</a></li> </ul>	<ul style="list-style-type: none"> <li>Persons are exposed to a heightened risk of infection or passing on the virus due to the nature of Wiley workplaces – workplaces that require workers to work in close proximity to one another.</li> <li>COVID-19 poses substantial risks to health and safety, and will continue to do so even after it becomes endemic and vaccination rates are high.</li> </ul> <p><b>COVID Infection in the Workplace (Construction)</b></p> <ul style="list-style-type: none"> <li>Depending on the program status of a construction project, work may be undertaken in closed areas with limited flow of clean air ventilation.</li> <li>Depending on the program status of a construction project, there may be a high number of touch points across the project.</li> <li>Depending on the program status of a construction project, modifications cannot be made to increase social distancing.</li> <li>A construction project is considered a workplace where Tier 3 work is undertaken (in accordance with Fair Work Ombudsman publication COVID 19 vaccinations – workplace rights and obligations).</li> <li>Construction (and its administration) is 'essential' work (as declared by various [jurisdictional] Regulatory bodies).</li> <li>A subcontractor workforce or other person such as a visitor (individually and or collectively) to a Wiley workplace (including a construction project) is transient limiting Wiley's ability to know how a person has behaved before attending the Wiley workplace (their habits etc.) or to influence their behaviour once on the Wiley workplace – historically, on construction projects in particular, this is an underlying cause of some non-conformance with site rules etc.</li> </ul> <p><b>COVID Vaccinations</b></p> <ul style="list-style-type: none"> <li>All vaccines within Australia require medical approval by ATAGI and the Federal Therapeutic Goods Association before use within the community. Within New Zealand this is performed by MedSafe.</li> <li>There is clinical evidence that vaccines approved for use in Australia and New Zealand substantially reduce the risk that the vaccinated person will be infected with COVID-19.</li> <li>There is clinical evidence that vaccines approved for use in Australia and New Zealand substantially reduce the risk that, if the vaccinated person is infected with COVID-19, they will become seriously ill or die.</li> <li>There is clinical evidence that vaccines approved for use in Australia substantially reduce the risk that, if the vaccinated person is infected with COVID-19, they will infect someone else.</li> <li>Within the general population, the health risks arising from the Covid-19 are substantially higher than the health risk that arise from having an approved vaccine.</li> </ul> <p><b>COVID Vaccination and the Workplace</b></p> <ul style="list-style-type: none"> <li>Some Government Health Departments have already mandated vaccination as a condition of entry onto construction projects and other workplaces</li> <li>This mandate implies 'good practice' as it pertains to managing risk (what the courts would accept as doing what is reasonably practicable to manage the risk).</li> <li>Wiley workplaces are classed as a workplace where <b>Tier 3</b> work is undertaken (in accordance with Fair Work Ombudsman publication COVID 19 vaccinations – workplace rights and obligations)</li> </ul>

CONTEXT CATEGORY	Details	Summary and Implications
	<ul style="list-style-type: none"> <li>Modelling COVID-19 in Queensland: Preliminary Modelling of reopening scenarios on meeting vaccination targets <a href="https://www.covid19.qld.gov.au/_data/assets/pdf_file/0030/216939/qimr-berghofer-modelling-covid-in-qld-report.pdf">https://www.covid19.qld.gov.au/_data/assets/pdf_file/0030/216939/qimr-berghofer-modelling-covid-in-qld-report.pdf</a></li> </ul>	<ul style="list-style-type: none"> <li>There are very few employees (and other persons on Wiley workplaces) whose job would never require them to interact with other persons at least sometimes.</li> <li>There are very few employees whose job will not require them to attend a Client's workplace or a Wiley construction project.</li> <li>A mandatory vaccination policy is lawful provided it is based upon a proper consideration of all factors and leads Wiley to the reasonable conclusion that their work health and safety obligations mandate that their employees and others who attend their workplaces are vaccinated (with the exception of persons who are medically exempt or employees who can easily perform their work remotely).</li> <li>Workers who prove they have been infected with Covid 19 whilst in a Wiley workplace are entitled to worker's compensation.</li> <li>All Wiley employees (and it may be presumed subcontractors, consultants and their employees) fulfil roles that are operationally vital to the long-term survivability of the business and its undertakings</li> <li>There are conditions of employment (as described in individual employment contracts) that require employees to comply with reasonable and lawful directions by Wiley as a condition of continued employment.</li> <li>The direction to an employee (or other person attending a Wiley workplace) to be tested for Covid-19 or vaccinated is lawful when it is given to the person whose job inherently requires them physically to be in positions or circumstances in which they could, if infected with COVID-19, transmit the virus to someone else in the course of their employment or presence.</li> <li>Mandatory testing and or vaccination does not discriminate against a particular group of employees or other workers on Wiley workplaces.</li> </ul> <p><b>Alternatives to Vaccinations</b></p> <ul style="list-style-type: none"> <li>Generally, work practices in Wiley workplaces cannot be modified in the context of substantially reducing the risk(s) as described in this assessment.</li> <li>Other risk controls are not as effective as vaccination (applying the hierarchy of control as required by work health and safety statutory requirements).</li> <li>Testing for Covid-19 and the Covid 19 vaccine are readily available. However, RAT prior to each entry into the workplace is not considered reasonably practicable due to logistic and cost issues.</li> </ul>
<b>OTHER CONSIDERATIONS</b>	<p>This risk assessment is undertaken in the context that health and safety is subject to moral and legal considerations that inform how the business behaves. The outcome of this risk assessment is to determine what must be done, based on what is reasonable and practicable, to ensure the business and its undertakings comply with its moral and legal duties to the health and safety of its employees and others who attend its workplaces (both office and construction projects).</p> <p>This risk assessment is undertaken on the basis that Wiley, as a business, are not experts in infection control and therefore rely on the direction and advice from public health experts and advice from credible legal sources.</p> <p>This risk assessment is undertaken on the basis that, should its outcome be challenged, a further case by case assessment based on the particular role within the organisation will be undertaken to determine whether the outcome applies to the circumstances of the case or not.</p>	

CONTEXT CATEGORY	Details	Summary and Implications
	<p>This risk assessment is undertaken on the basis that, should its outcome be challenged for a particular reason (example - a medical reason), that reason is considered in the context of its legality.</p> <p>This risk assessment is undertaken in accordance with GLO-PRO-Operational Risk Management. The Risk Ratings are subjective but based on consensus.</p>	

7 SPECIFIC ROLE RISK ASSESSMENT

This template is to be replicated for each specific role risk assessment undertaken.  
The following inputs were considered (informing the output):

ROLE	RISK FACTOR	QUANTATATIVE / QUALATATIVE RESPONSE	RISK RATING
Role:			
Describe the role:	Can the role be undertaken by never attending a Wiley workplace?		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	Does the role inherently require those filling it to physically be in positions or circumstances in which they could, if infected with COVID-19, transmit the virus to someone else in the course of their employment or presence?		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	Can the work practices associated with the role be modified in the context of reducing the risk?		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	How many people does the employee carrying out that work come into contact with? (very few = lower risk; many = higher risk)		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	How easy will it be to identify the people who the employee comes into contact with? (easy to identify, such as co-workers = lower risk; difficult to identify, such as unknown members of public = higher risk)		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	How close is the employee carrying out the tasks in proximity to other people? (2 metres or more in an outdoor space = lower risk; close physical contact in an indoor environment = higher risk)		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	How long does the work require the employee to be in that proximity to other people? (brief contact = lower risk; lengthy contact = higher risk)		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	Does the work involve regular interaction with people considered at higher risk of severe illness from COVID-19, such as people with underlying health conditions? (little to none = lower risk; whole time = higher risk)		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	What is the risk of COVID-19 infection and transmission in the work environment when compared to the risk outside work? (equal to outside work = lower risk; higher than outside work = higher risk)		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
	Will the work continue to involve regular interaction with unknown people if the region is at a higher alert level? (no = lower risk; yes = higher risk).		<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo

8 RISK ASSESSMENT

Note:  
In this Risk Assessment, risk mitigation primarily takes two forms: compliance with jurisdictional statutory work health and safety duties of care that do not include, and do include, mandatory full vaccination of a person as a condition of entry into a workplace under management and control of Wiley.

	ACTIVITY	RISK	RISK MITIGATION	L	C	RISK RATING
1	<p>A person is present at a Wiley workplace (construction project and or office environment)</p> <p>The person is not vaccinated</p> <p>The person is in a high-risk category (due to age, underlying health issues)</p>	<p><i>Note:</i> <i>Work health and safety legal duties are based on the risk of harm and don't necessarily require harm to manifest for a breach of the duty.</i></p> <p>Primary risk:</p> <ul style="list-style-type: none"><li>• The person could be, or is, exposed to the Covid-19 virus from either a Wiley staff member, sub-contractor, or other site visitor</li><li>• The person becomes infected by the Covid-19 virus</li><li>• The person becomes severely ill as a result of being infected by the Covid-19 virus</li><li>• The person suffers fatality due to the Covid-19 virus</li><li>• The person suffers from a long-term chronic health disability from Covid-19 (e.g. reduced lung function, "long-Covid-19")</li></ul> <p>Subsequent risk:</p> <ul style="list-style-type: none"><li>• The person is absent from the workplace</li><li>• The person's absence affects operational capability</li><li>• The person who becomes infected infects another person (whether transmission occurs in the workplace or not)</li><li>• Self-Isolation requirements for close contacts impacts operational capability</li></ul>	<p>Wiley comply with jurisdictional Public Health Directives / Orders</p> <p>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so:</p> <ul style="list-style-type: none"><li>• Wiley have specified conditions of entry prohibiting a person entering its workplace in circumstances where the person is not complying with a Public Health Directive / Order or is not complying with Wiley policy in regard to the provision of information about their exposure to the Covid 19 virus and their current health status</li><li>• The person is registered through the Wiley on-line portal and participates in an online induction (or other prescribed method) embedding questions and requirements to make specific declarations about their exposure to the Covid 19 virus and their current health status before entering the workplace</li><li>• Wiley ensures the on-line induction platform (or other prescribed platform) reflects its own Covid-19 management policy and client, project and or location specific declarations inclusive of Public Health Directives / Orders</li><li>• The workplace has nominated points of access for control</li><li>• The person records their attendance at the workplace through the Wiley on-line portal (or other prescribed method) and confirms specified declarations made during the on-line induction (or other prescribed method) including declarations about their exposure to the Covid 19 virus and their current health status before entering the workplace</li><li>• Wiley monitor and manage a person in accordance with the Wiley Covid-19 Management Plan whose declarations indicate that they have been at risk of exposure to the Covid 19 virus or they do not comply with Wiley's health status in meeting the conditions of entry to the workplace</li><li>• The person is directed to apply hand sanitiser supplied by Wiley on entry to the workplace</li><li>• Wiley provide for, and the person complies with, workplace rules including those associated with:<ul style="list-style-type: none"><li>– Social distancing if required by and in a way described by a Public Health Authority</li><li>– Where social distancing is not possible, wearing PPE to minimise viral transfer in accordance with a Public Health Authority advice (voluntary) or directives (mandatory)</li></ul></li></ul>	<div><input type="checkbox"/> Cer</div> <div><input checked="" type="checkbox"/> Pro</div> <div><input type="checkbox"/> Pos</div> <div><input type="checkbox"/> Unl</div> <div><input type="checkbox"/> VU</div>	<div><input checked="" type="checkbox"/> Cat</div> <div><input type="checkbox"/> Ma</div> <div><input type="checkbox"/> Mo</div> <div><input type="checkbox"/> Mi</div> <div><input type="checkbox"/> Ins</div>	<div><input checked="" type="checkbox"/> Cr</div> <div><input type="checkbox"/> Hi</div> <div><input type="checkbox"/> Me</div> <div><input type="checkbox"/> Lo</div>

	ACTIVITY	RISK	RISK MITIGATION	L	C	RISK RATING
			<ul style="list-style-type: none"> <li>– Conducting personal and hand hygiene using sanitiser and anti-bacterial soap supplied by Wiley</li> <li>– Ensuring handled objects (e.g. telephones, glasses, keyboards, lunch-room equipment, desktops, door handles, fridge door, microwave door etc.) are being wiped on a regular basis with disinfectant wipes supplied by Wiley</li> <li>– Practising sneeze/cough hygiene by covering the cough or sneeze, disposing of tissues and applying the hand sanitiser supplied by Wiley</li> <li>– Refraining from handshaking, hugging or other inter-personal contact</li> <li>• Regular facilities cleaning is undertaken by competent persons in accordance with Public Health Authority guidelines</li> <li>• Persons doing facilities cleaning wear PPE as advised by a Public Health Authority</li> <li>• If known to a person, the person responds to certain scenarios in accordance with, as a minimum, the 'Actions On' as detailed in the Wiley Covid-19 Management Plan</li> <li>• If a person is observed (through proactive monitoring at the workplace) as having typical symptoms of Covid 19 infection, that person is requested to isolate at the workplace until medical advice is obtained and applied or, if the request is not supported by the person, the person is advised to: <ul style="list-style-type: none"> <li>– Return directly home (not by public transport)</li> <li>– Contact a GP</li> <li>– Attain a fever clinic and be tested for the Covid 19 virus</li> <li>– Self-isolate until the result of the Covid 19 test is provided</li> </ul> </li> <li>• If necessary: <ul style="list-style-type: none"> <li>– Work is rescheduled to facilitate a reduction in the number of workers at the workplace at any given point in time</li> <li>– Meal timings are staggered if necessary to reduce the number of workers in facilities at any one time</li> <li>– Bins for disposal of personal waste are provided and closed unless being used to dispose of the waste</li> <li>– If inside a structure, where practicable, doors remain open to increase fresh air flow</li> <li>– Where practical, deliveries are contactless</li> </ul> </li> </ul> <p><i>Note:</i></p> <p><i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p> <p><i>Vaccination rates of persons in the workplace are unknown or known to be &lt; 80%.</i></p>			
1A	A person is present at a Wiley workplace (construction project and or office environment)	<p><i>Note:</i></p> <p><i>Work health and safety legal duties are based on the risk of harm and don't necessarily require harm to manifest for a breach of the duty.</i></p>	<p>In accordance with Line Item 1</p> <p><i>Note:</i></p>	<input type="checkbox"/> Cer <input checked="" type="checkbox"/> Pro	<input type="checkbox"/> Cat <input checked="" type="checkbox"/> Ma	<input checked="" type="checkbox"/> Cr <input type="checkbox"/> Hi



	ACTIVITY	RISK	RISK MITIGATION	L	C	RISK RATING
	<p>The person is not vaccinated</p> <p>The person is not in a high-risk category (due to age, underlying health issues)</p>	<p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person could be, or is, exposed to the Covid-19 virus</li> <li>The person becomes infected by the Covid-19 virus</li> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> </ul> <p>Subsequent risk:</p> <ul style="list-style-type: none"> <li>The person is absent from the workplace</li> <li>The person's absence affects operational capability</li> <li>The person who becomes infected infects another person (whether transmission occurs in the workplace or not)</li> </ul>	<p><i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p> <p><i>Vaccination rates of persons in the workplace are unknown or known to be &lt; 80%.</i></p>	<input type="checkbox"/> Pos  <input type="checkbox"/> Unl  <input type="checkbox"/> VU	<input type="checkbox"/> Mo  <input type="checkbox"/> Mi  <input type="checkbox"/> Ins	<input type="checkbox"/> Me  <input type="checkbox"/> Lo
2	<p>A person is present at a Wiley workplace (construction project and or office environment)</p> <p>The person is not vaccinated</p> <p>The person is in a high risk category (age, underlying health issues)</p>	<p><i>Note:</i></p> <p><i>Work health and safety legal duties are based on the risk of harm and don't necessarily require harm to manifest for a breach of the duty.</i></p> <p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person could be, or is, exposed to the Covid-19 virus</li> <li>The person becomes infected by the Covid-19 virus</li> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> </ul> <p>Subsequent risk:</p> <ul style="list-style-type: none"> <li>The person is absent from the workplace</li> <li>The person's absence affects operational capability</li> <li>The person who becomes infected infects another person (whether transmission occurs in the workplace or not)</li> </ul>	<p>In accordance with Line Item 1</p> <p><i>Note:</i></p> <p><i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p> <p><i>Vaccination rates of persons in the workplace are known to be &gt; 80%.</i></p>	<input type="checkbox"/> Cer  <input type="checkbox"/> Pro  <input checked="" type="checkbox"/> Pos  <input type="checkbox"/> Unl  <input type="checkbox"/> VU	<input checked="" type="checkbox"/> Cat  <input type="checkbox"/> Ma  <input type="checkbox"/> Mo  <input type="checkbox"/> Mi  <input type="checkbox"/> Ins	<input checked="" type="checkbox"/> Cr  <input type="checkbox"/> Hi  <input type="checkbox"/> Me  <input type="checkbox"/> Lo
2A	<p>A person is present at a Wiley workplace (construction project and or office environment)</p> <p>The person is not vaccinated</p> <p>The person is not in a high risk category (age, underlying health issues)</p>	<p><i>Note:</i></p> <p><i>Work health and safety legal duties are based on the risk of harm and don't necessarily require harm to manifest for a breach of the duty.</i></p> <p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person could be, or is, exposed to the Covid-19 virus</li> <li>The person becomes infected by the Covid-19 virus</li> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> </ul> <p>Subsequent risk:</p> <ul style="list-style-type: none"> <li>The person is absent from the workplace</li> <li>The person's absence affects operational capability</li> <li>The person who becomes infected infects another person (whether transmission occurs in the workplace or not)</li> </ul>	<p>In accordance with Line Item 1</p> <p><i>Note:</i></p> <p><i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p> <p><i>Vaccination rates of persons in the workplace are known to be &gt; 80%.</i></p>	<input type="checkbox"/> Cer  <input type="checkbox"/> Pro  <input type="checkbox"/> Pos  <input checked="" type="checkbox"/> Unl  <input type="checkbox"/> VU	<input type="checkbox"/> Cat  <input checked="" type="checkbox"/> Ma  <input type="checkbox"/> Mo  <input type="checkbox"/> Mi  <input type="checkbox"/> Ins	<input type="checkbox"/> Cr  <input checked="" type="checkbox"/> Hi  <input type="checkbox"/> Me  <input type="checkbox"/> Lo

	ACTIVITY	RISK	RISK MITIGATION	L	C	RISK RATING
3	<p>A person is present at a Wiley workplace (construction project and or office environment)</p> <p>The person is vaccinated</p> <p>The person is in a high risk category (age, underlying health issues)</p>	<p><i>Note:</i> <i>Work health and safety legal duties are based on the risk of harm and don't necessarily require harm to manifest for a breach of the duty.</i></p> <p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person could be, or is, exposed to the Covid-19 virus</li> <li>The person becomes infected by the Covid-19 virus</li> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> </ul> <p>Subsequent risk:</p> <ul style="list-style-type: none"> <li>The person is absent from the workplace</li> <li>The person's absence affects operational capability</li> <li>The person who becomes infected infects another person (whether transmission occurs in the workplace or not)</li> </ul>	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so, Wiley mandate full vaccination as a condition of entry into its workplaces unless the person has a lawful reason not to be vaccinated</li> </ul>	<input type="checkbox"/> Cer  <input type="checkbox"/> Pro  <input type="checkbox"/> Pos  <input checked="" type="checkbox"/> Unl  <input type="checkbox"/> VU	<input type="checkbox"/> Cat  <input type="checkbox"/> Ma  <input checked="" type="checkbox"/> Mo  <input type="checkbox"/> Mi  <input type="checkbox"/> Ins	<input type="checkbox"/> Cr  <input type="checkbox"/> Hi  <input checked="" type="checkbox"/> Me  <input type="checkbox"/> Lo
3A	<p>A person is present at a Wiley workplace (construction project and or office environment)</p> <p>The person is vaccinated</p> <p>The person is not in a high risk category (age, underlying health issues)</p>	<p><i>Note:</i> <i>Work health and safety legal duties are based on the risk of harm and don't necessarily require harm to manifest for a breach of the duty.</i></p> <p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person could be, or is, exposed to the Covid-19 virus</li> <li>The person becomes infected by the Covid-19 virus</li> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> </ul> <p>Subsequent risk:</p> <ul style="list-style-type: none"> <li>The person is absent from the workplace</li> <li>The person's absence affects operational capability</li> <li>The person who becomes infected infects another person (whether transmission occurs in the workplace or not)</li> </ul>	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so, Wiley mandate full vaccination as a condition of entry into its workplaces unless the person has a lawful reason not to be vaccinated</li> </ul>	<input type="checkbox"/> Cer  <input type="checkbox"/> Pro  <input type="checkbox"/> Pos  <input checked="" type="checkbox"/> Unl  <input type="checkbox"/> VU	<input type="checkbox"/> Cat  <input type="checkbox"/> Ma  <input type="checkbox"/> Mo  <input checked="" type="checkbox"/> Mi  <input type="checkbox"/> Ins	<input type="checkbox"/> Cr  <input type="checkbox"/> Hi  <input type="checkbox"/> Me  <input checked="" type="checkbox"/> Lo
4	<p>An employee is present at a Wiley workplace (construction project and or office environment)</p>	<p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person becomes infected by the Covid-19 virus</li> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> <li>The employee is absent from work and a WorkCover claim is lodged increasing Wiley insurance premiums</li> </ul>	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible.</li> </ul> <p><i>Note:</i> <i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p>	<input type="checkbox"/> Cer  <input type="checkbox"/> Pro  <input checked="" type="checkbox"/> Pos  <input type="checkbox"/> Unl  <input type="checkbox"/> VU	<input type="checkbox"/> Cat  <input type="checkbox"/> Ma  <input type="checkbox"/> Mo  <input checked="" type="checkbox"/> Mi  <input type="checkbox"/> Ins	<input type="checkbox"/> Cr  <input type="checkbox"/> Hi  <input checked="" type="checkbox"/> Me  <input type="checkbox"/> Lo
4A	<p>An employee is present at a Wiley workplace (construction project and or office environment)</p>	<p>Primary risk:</p> <ul style="list-style-type: none"> <li>The person becomes infected by the Covid-19 virus</li> </ul>	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a</li> </ul>	<input type="checkbox"/> Cer  <input type="checkbox"/> Pro	<input type="checkbox"/> Cat  <input type="checkbox"/> Ma	<input type="checkbox"/> Cr  <input type="checkbox"/> Hi



	ACTIVITY	RISK	RISK MITIGATION	L	C	RISK RATING
		<ul style="list-style-type: none"> <li>The person becomes ill as a result of being infected by the Covid-19 virus</li> <li>The employee is absent from work and a WorkCover claim is lodged increasing Wiley insurance premiums</li> </ul>	workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so, Wiley mandate full vaccination as a condition of entry into its workplaces unless the person has a lawful reason not to be vaccinated	<input type="checkbox"/> Pos <input checked="" type="checkbox"/> Unl <input type="checkbox"/> VU	<input type="checkbox"/> Mo <input checked="" type="checkbox"/> Mi <input type="checkbox"/> Ins	<input type="checkbox"/> Me <input checked="" type="checkbox"/> Lo
5	An employee doing work for Wiley	Fatigue and mental stressors adversely affect a person who, in addition to their usual duties, attempts or is directed to assist the organisation retain operational capability in the absence of a person infected by the Covid 19 virus	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so, Wiley mandate full vaccination as a condition of entry into its workplaces unless the person has a lawful reason not to be vaccinated</li> <li>Line management implement Wiley's fatigue management policy and Project Work Health and Safety Management Plan requirements</li> <li>Where required, Wiley provide access to an employee assistant scheme</li> <li>Where possible, the role of the infected person is back filled (from external sources)</li> </ul> <p><i>Note:</i></p> <p><i>Despite an anticipated increase of absenteeism given an absence of mandating full vaccination as a condition of entry into a workplace managed or controlled by Wiley, the application of other risk mitigation may imply that consequences in this scenario are the same whether full vaccination is mandated or not.</i></p>	<input type="checkbox"/> Cer <input type="checkbox"/> Pro <input type="checkbox"/> Pos <input checked="" type="checkbox"/> Unl <input type="checkbox"/> VU	<input type="checkbox"/> Cat <input type="checkbox"/> Ma <input type="checkbox"/> Mo <input checked="" type="checkbox"/> Mi <input type="checkbox"/> Ins	<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input checked="" type="checkbox"/> Lo
6	Wiley and its Officers conduct business	As a result of a failure to do what is reasonably practicable to eliminate risk, and if it can't be eliminated, to reduce risk to an acceptable level, Wiley and its Officers are prosecuted for a failure to meet their work health and safety obligations and duties of care	<p>In accordance with Line Item 1</p> <p><i>Note:</i></p> <p><i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p> <p><i>The Risk Rating is based on legal advice that a failure to mandate full vaccination as a condition of entry into workplaces managed and controlled by Wiley under certain circumstances (as described in the Risk Assessment context) would be a failure to do what is reasonably practicable to reduce risk to the health of a person attending a Wiley workplace to an acceptable level.</i></p>	<input type="checkbox"/> Cer <input type="checkbox"/> Pro <input checked="" type="checkbox"/> Pos <input type="checkbox"/> Unl <input type="checkbox"/> VU	<input type="checkbox"/> Cat <input checked="" type="checkbox"/> Ma <input type="checkbox"/> Mo <input type="checkbox"/> Mi <input type="checkbox"/> Ins	<input checked="" type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input type="checkbox"/> Lo
6A	Wiley and its Officers conduct business	As a result of a failure to do what is reasonably practicable to eliminate risk, and if it can't be eliminated, to reduce risk to an acceptable level, Wiley and its Officers are prosecuted for a failure to meet their work health and safety obligations and duties of care	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so, Wiley mandate full vaccination as a condition of entry into its workplaces unless the person has a lawful reason not to be vaccinated</li> </ul>	<input type="checkbox"/> Cer <input type="checkbox"/> Pro <input type="checkbox"/> Pos <input type="checkbox"/> Unl <input checked="" type="checkbox"/> VU	<input type="checkbox"/> Cat <input type="checkbox"/> Ma <input type="checkbox"/> Mo <input type="checkbox"/> Mi <input checked="" type="checkbox"/> Ins	<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input checked="" type="checkbox"/> Lo
7	A person is present at a Wiley workplace (construction project and or office environment) in circumstances	<p>A person could be, or is, exposed to the Covid-19 virus</p> <p>A valued Wiley employee(s) makes a decision to resign due to the employee's increased risk of being infected by Covid-19</p>	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a</li> </ul>	<input type="checkbox"/> Cer <input type="checkbox"/> Pro	<input type="checkbox"/> Cat <input type="checkbox"/> Ma	<input type="checkbox"/> Cr <input type="checkbox"/> Hi

	ACTIVITY	RISK	RISK MITIGATION	L	C	RISK RATING
	where full vaccination is not mandatory as a condition of entry	<p>A worker invokes a legal right under the jurisdictional work health and safety legislation to cease work due to the unacceptable risk of being infected by Covid-19 and thereby affects operational capability</p> <p>A worker makes a complaint to the Regulator pertaining to the unacceptable risk of being infected by Covid-19 in the Wiley workplace</p> <p>A representative of the Regulator imposes sanctions upon the Wiley workplace arising from a complaint and supporting the notion that it poses an unacceptable risk to its occupants and thereby affecting operational capability</p>	<p>workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible.</p> <p><i>Note:</i></p> <p><i>Risk mitigation does not include mandating full vaccination as a condition of entry into workplaces managed and controlled by Wiley.</i></p>	<input checked="" type="checkbox"/> Pos <input type="checkbox"/> Unl <input type="checkbox"/> VU	<input checked="" type="checkbox"/> Mo <input type="checkbox"/> Mi <input type="checkbox"/> Ins	<input checked="" type="checkbox"/> Me <input type="checkbox"/> Lo
7A	A person is present at a Wiley workplace (construction project and or office environment) in circumstances where full vaccination is mandatory as a condition of entry	<p>A person could be, or is, exposed to the Covid-19 virus</p> <p>A valued Wiley employee(s) makes a decision to resign due to the employee's increased risk of being infected by Covid-19</p> <p>A worker invokes a legal right under the jurisdictional work health and safety legislation to cease work due to the unacceptable risk of being infected by Covid-19 and thereby affects operational capability</p> <p>A worker makes a complaint to the Regulator pertaining to the unacceptable risk of being infected by Covid-19 in the Wiley workplace</p> <p>A representative of the Regulator imposes sanctions upon the Wiley workplace arising from a complaint and supporting the notion that it poses an unacceptable risk to its occupants and thereby affecting operational capability</p>	<ul style="list-style-type: none"> <li>Wiley comply with jurisdictional Public Health Directives / Orders</li> <li>Wiley comply with its jurisdictional statutory work health and safety duties of care by doing what is reasonably to prevent a person who enters a workplace under its control from being infected with Covid-19 and if it can't prevent it, by reducing the probability of infection and the consequences of the infection to as low as possible. In doing so, Wiley mandate full vaccination as a condition of entry into its workplaces unless the person has a lawful reason not to be vaccinated</li> </ul>	<input type="checkbox"/> Cer <input type="checkbox"/> Pro <input type="checkbox"/> Pos <input type="checkbox"/> Unl <input checked="" type="checkbox"/> VU	<input type="checkbox"/> Cat <input type="checkbox"/> Ma <input type="checkbox"/> Mo <input type="checkbox"/> Mi <input checked="" type="checkbox"/> Ins	<input type="checkbox"/> Cr <input type="checkbox"/> Hi <input type="checkbox"/> Me <input checked="" type="checkbox"/> Lo
8	A Wiley employee is required to travel for work purposes to a location that has Covid-19 community transmission or by a mode (air) that does not require others in close proximity to be fully vaccinated	Apply Line Items 1, 1A – 4, 4A inclusive, 6, 6A – 7, 7A inclusive in which the reference to a Wiley workplace is replaced with a location that has community transmission and or a travel mode such as air.				