

Introduction

This process describes the thermal imaging process on worksites and applies to all employees, contractors, clients, and visitors.

The process ensures that we have a mechanism to appropriately conduct thermal imaging, to see variations in body temperature and the identification of workers with the potential fever like symptoms associated with the Coronavirus (COVID-19) virus.

Testing is being conducted as a risk control to ensure that all workers remain safe in their workplace and minimise the risk of infection to others working on worksites.

Approach

Thermal imaging scanners provide a means of identifying elevated temperature, but further clinical assessment is needed to determine if a worker may be infected with COVID-19 Virus.

- Thermal imaging testing may be undertaken prior to entry of worksite and/or where workers are experiencing flu like symptoms including elevated fever, cough, difficulty breathing and/or muscle aches.
- Testing will be conducted by a WHS representative or their authorised delegate using a non-invasive thermoscan or infrared thermometer, measuring skin temperature of the forehead;
- The non-invasive scanning equipment is safe and no radiation is involved;
- Some people infected with COVID 19 may not have a fever and/or symptoms, therefore by undertaking the thermal imaging scanning does not confirm that the worker has not been infected by COVID-19 virus;
- Health and Hygiene prevention methods during testing is to be promoted and maintained at all times.

On Site Body Temperature Testing Process

- The workers temperature will be recorded before entry to the workplace and monitored by the authorised tester;
- If a worker refuses to consent to site body temperature testing, they will not be permitted to enter the workplace until the test has been undertaken;
- If thermal imaging cameras identify a person with a reading of 38.0 degrees celsius or above, then they will be asked to undertake a secondary test;
- The authorised tester will escort the individual identified as having an elevated temperature to the first aid room or an area away from others for further assessment.
- A secondary site body temperature test shall be undertaken to confirm and record any elevated temperature readings;
- The mandatory checklist questionnaire shall be completed and worker advised of what action that may need to be taken; Where the worker displays serious symptoms call 000
- Where the reading is less than 38.0 degrees Celsius after the secondary testing, the worker will be asked to stay isolated for 30 minutes until a last and confirmatory test can be undertaken;
- If thermal imaging screening identifies a person with a reading of 38.0 degrees celsius or above on the final test, then they will be asked to contact the relevant health authorities and/or GP for further health advice or screening;
- Where the worker is instructed to leave the workplace, the workers employer shall be notified as soon as practicable of the circumstances and reason for access restrictions to the workplace;
- Where the worker has a test result under 38.0 degrees celsius the workers employer and/or Principal Contractor should facilitate an immediate return to work without prejudice.
- Where applicable the workplace HSR should also be consulted and notified of the workers screening results and outcome;
- The worker will not be permitted to re-enter the workplace until a medical clearance has been obtained where they have had a high reading (38 or above) and have been removed from site;
- The worker is to be notified of EAP services available and applicable contact details.
- Where the worker has a positive result, following the isolation period, the employer should facilitate a return to work (subject to medical clearance) without prejudice.

Positive / Close Contact requirements

Where a worker has shown COVID-19 symptoms, the workplace is to quarantine known areas contacted by worker and undertake deep clean and hygiene control

The Principal Contractor's representative is to remain in communication with worker / employer and provide updates to the Management team of outcome of further testing results undertaken.

In the event a confirmed case is identified to the Principal Contractor should refer to their Emergency management Plan or specific COVID-19 procedures.

Testing Requirements

The following test requirements will be adhered to by the person/s conducting the testing:

- The person conducting the testing must wear gloves, a P2 disposable face-mask, safety glasses;
- The tester must clean the thermometer after any inadvertent coughs or sneezes or more regularly as is necessary;
- The person conducting testing must maintain 1.5m social distancing so far as is reasonably able whilst undertaking testing and ensure the queue for testing is managed and social distancing requirements are complied with;
- Thermal imaging scanners shall be tested and calibrated according to the manufacturer's instructions or the scanner will be replaced every 6 months
- Batteries will be replaced as soon as the level is indicated as low or every month, whichever comes first.
- The tester shall be familiar in the operations and manufacturer's instructions of the thermal scanner;
- The tester shall be familiar of this procedure/process

Confidentiality

All information gathered as a result of thermal imaging testing is collected for the purpose of implementing this process.

The Principal Contractor is committed to ensuring that results from all thermal screening testing remain confidential and use/access/dissemination of the results shall be restricted to those who are authorised to access the results of the screening test.

We will adhere to the following:

- Testing will be conducted in a location that to all reasonable extent possible maintains the privacy and dignity of the individual.
- Workers who record a temperature 38 degrees or higher will be treated at all times in a respectful and non-judgemental manner by all involved in the management of the matter.
- Thermal screening records, which may include a register and results, will be retained on file. These records will be suitably secured with restricted access of authorised personnel.
- Principal Contractor will only release information to a third party as required by law or in the course of legal proceedings, or after the Worker concerned has been consulted.
- A senior manager or WHS representative of the Principal Contractor will review the test results and notify Management of notes or anomalies.

Employee Assistance, Counselling and Rehabilitation

The principal contractor and PCBU's will continue to provide information and assistance to Workers seeking help for COVID-19 related issues confidentially and without prejudice.

We will continue to provide EAP/Wellbeing services via Oz Help or Beyond Blue for all our workers and families to assist and respond to matters associated with the impact of COVID-19 which maybe affecting the mental health and wellbeing of workers.

If you are feeling overwhelmed and need help, you can contact OzHelp for counselling and wellbeing support on 1300 694 357.