

Conducting Temperature Checks

Frequently Asked Questions

Australia Post intends to implement temperature checks at a number of its facilities. This FAQs document is intended to assist managers and supervisors in addressing some of the questions that may arise.

Question	Answer
Why are you doing this?	<p>We take the health and safety of our people very seriously. We will be implementing temperature checks at some of our workplaces to help to ensure nobody enters the workplace with a fever. A fever is one of the symptoms of COVID-19. Temperature checks help to provide an extra layer of protection in addition to the main forms of protection being social distancing and good hand hygiene.</p> <p>Whilst this step is quite significant, we are aware of other organisations starting to implement similar processes to ensure the safety of their people.</p>
How effective will this be in protecting us?	<p>Temperature checks are not intended to be and cannot be a diagnostic tool for COVID-19. A fever is just one symptom of the virus and people can be infected with the virus without displaying a fever.</p> <p>The implementation of temperature checks should not be seen as a reason to relax our current controls to reduce the risk of contracting or spreading COVID-19, these being:</p> <ul style="list-style-type: none"> • Don't come to work if you have been overseas in the past 14 days • Don't come to work if have a fever, fatigue, shortness of breath, a sore through and/or a cough • Don't come to work if you have been in close contact with someone who has COVID 19 or is suspected of having COVID 19 • Practice good hand hygiene i.e. use hand sanitiser or wash hands frequently • Avoid touching your face • Minimise the number of surfaces you touch • Exercise social distancing <p>Good hygiene and social distancing remain the most effective means of stopping transmission of the virus.</p> <p>The implementation of temperature checks will provide an additional layer of protection for our workforce and may help to ensure someone who may not feel particularly unwell does not enter the workplace with a fever. We will also ensure other risk factors are addressed as part of the screening process.</p>
Why aren't you doing it everywhere?	<p>It's not reasonably practicable for us to implement temperature checks at every one of our workplaces. We have applied a risk-based approach to determining which facilities will be covered. Everyone, no matter where they work, should not attend work if they feel unwell or have returned from overseas in the past 14 days</p>
How did you decide which sites to conduct temperature checks at?	<p>We have applied a risk-based approach following these guiding principles:</p> <ul style="list-style-type: none"> • Sites with significant numbers of workers • Tier 1 sites have priority, then tier 2 facilities taking into account staff numbers and processing capacity • Date and frequency of testing varies due to rostering and operational requirements <p>It will not be possible to implement temperature checks at every facility or every hour of the day. Some facilities may be subject to sporadic testing.</p>

<p>Who decides if I can come into work or not?</p>	<p>This process will involve testers taking people’s temperatures using a no contact thermometer and another person will be responsible for conducting a further assessment if the temperature is equal to or above 37.5 degrees.</p> <p>Utilising a temperature of 37.5 and above has been recommended by our external medical providers and this is consistent with the testing they are conducting themselves. Testers and assessors will be thoroughly trained in the process of accurately taking temperatures and what the next steps are if a person registers a temperature of 37.5 and above.</p> <p>Where additional support and information is required, we will utilise the advice of the relevant state COVID-19 hotline.</p>
<p>What happens if someone refuses to get tested?</p>	<p>It is a pre-condition of entry to the site to undertake a temperature check, if someone refuses they are to be advised that we cannot allow them entry to the site and they will not be paid for that day ie. they will be treated as being on leave without pay although if they request annual or recreation leave this request can be considered by local management.</p>
<p>If an employee has been sent home for refusing to undertake a temperature check when can they return to work?</p>	<p>If a worker works at a site that has daily testing, they will not be allowed on site until they agree to have their temperature checked and it is below 37.5 degrees.</p> <p>If they work at a site that does not have daily testing, they will be allowed on site when they provide a clearance from their doctor that they are fit for work or if they return on a day that testing is occurring on that site and they agree to have their temperature checked.</p>
<p>If an employee has a temperature above 37.5 degrees and is sent home how are they treated and when can they return to work?</p>	<p>A temperature of 37.5 or above means the employee is sick and they should take personal sick leave until they are well and able to return to work.</p> <p>If they work at a site that has daily testing they will be allowed on site when they have their temperature checked and it is within the prescribed range ie. below 37.5 degrees.</p> <p>If they work at a site that does not have daily testing, they will be allowed on site when they provide a medical certificate from their doctor that they are fit for work, or if they return on a day that testing is occurring they have their temperature checked and it is within the prescribed range ie. below 37.5 degrees.</p>
<p>Does the testing apply to every single person trying to come into our workplace?</p>	<p>Every person who wants entry to the site whilst testing is underway will need to be tested.</p> <p>Testing will not operate 24/7.</p> <p>The testing windows have been determined based on capturing the majority of the workforce but may not account for every single person.</p>
<p>Shouldn't I be wearing a mask during this process?</p>	<p>No, you will not be required to wear a mask during testing.</p> <p>We have set up the testing to ensure it can be conducted safely. On most sites, we will use barriers to protect the tester and the person being tested from droplet spread. Where barriers are not possible, testers will wear additional PPE and ensure people being tested face away from them.</p> <p>You will be provided with a mask if your temperature is equal to or above 37.5 degrees to ensure you are protecting others.</p>

