Return to UQ campuses and sites

Context

- All staff and students (and other groups) attending UQ sites will need to be fully vaccinated from 14 February.
- Increasingly, more staff and students are becoming eligible for, and will have, their booster vaccination.
- It is anticipated that while there will still be significant numbers of COVID positive cases in the community, the peak in Brisbane will have passed by mid-February.
- Queensland Government announced that it is now safe for people to return to work as of 7 February.
- Orientation Week and related induction programs in Faculties and Schools commence on 14 February (noting that Medical School programs have already started in January).
- Semester 1 teaching commences on 21 February.

Position

1. With the above in mind, the **overarching principle** is for management and staff to plan to return to campuses, where possible, by 14 February, in line with their local area business continuity plan.

2. Managers to implement their business continuity plans (BCP) when staff return to campus/site by 14 February. Your BCP needs to consider your team’s business continuity and disruption risk related to potential increased absenteeism by reducing the risk of simultaneous team-wide COVID-19 exposure. For example, your BCP might identify certain individual staff members, groups or teams to work separated from each other to manage this risk of team-wide COVID transmission. Separation can be achieved by working in separate buildings or sites, or might require staff to work (partially) from home e.g., implementing a team A and B principle.

3. In summary, staff will be working on campus/site by 14 February, with the following exceptions:
   - Physical distancing in office settings is not possible.
   - A personal health and safety plan for identified vulnerable persons requires this staff member to work from home.
   - The local BCP requires a staff member to work from home.
   - The staff member has an approved flexible work arrangement which includes a working from home provision.

4. All staff are to observe the prevailing public health directions: e.g.
   - Masks should be worn by **staff** in indoor workplaces, unless sitting at a workplace or standing at a workstation and physical distance can be maintained from others. This means a person who works alone in an office, or can maintain physical distance from colleagues in a shared office, does not need to wear a mask. The following exceptions apply where staff at all times should wear a face mask:
     - Where staff frequently move around the workplace
     - Where staff have frequent contact with people (such as at a reception).
   - **Masks should be worn outdoors unless physical distancing can occur.**
   - Generally, staff do not need to wear masks while teaching. Masks must be worn when moving around in for example, collaborative teaching environments, labs and workshop...
spaces, but may be removed when seated or standing at a workstation, and able to maintain a 1.5 metre distance from others while teaching or interacting with students.

- While strongly encouraged to wear a mask at all times while in teaching and learning settings, **students** must wear a mask:
  - At all times where they cannot physically distance
  - In teaching spaces where teaching staff walk around among students during their teaching delivery

- The Check in Qld app is no longer mandatory for all buildings, but students are still required to use the UQ QR codes in teaching spaces to comply with Qld Government requirements for 100% attendance.

- The Check in Qld app is still mandatory for cafés, restaurants, private hire venues, and certain events to verify vaccination status. For a full list of businesses and venues continuing to use the Check in Qld app see [here](#).

5. Strongly encourage the observation of physical distancing in all workplaces - In some cases, this may require rotating individuals/teams between working from campus and working from home.

6. Do not attend campus if you are unwell or have any COVID symptoms: or deemed to be a “close contact” of a diagnosed case.

7. All staff should observe high levels of personal hygiene e.g. cough etiquette, regular cleaning of hands etc.