



UQ's safe return to campus roadmap

A three-stage roadmap has been developed to guide the transition of staff, students and visitors back to UQ campuses and sites, and the phased resumption of activities.

A copy of this roadmap can be found on the next page.

UQ's plan is modelled against the Queensland Government's Roadmap to easing Queensland's restrictions. The plan will be amended as required to reflect any changes in government direction and advice.

Under Queensland Health's *Home Confinement Movement and Gathering Direction #6*, the limitations on gatherings do not apply to universities (clause 24k) and the general advice on physical distancing outside the home is to the "extent reasonably practicable".

UQ is currently working with health authorities to understand exactly what this means for our teaching and learning activities but in the meantime, UQ's roadmap is based on physical distancing guidelines for our staff of 1.5m. Local area transition planning will need to take this into account as managers prepare to transition staff back to campuses and sites.

Given some ambiguity remains, UQ has provided general principles applicable to all parts of the institution while recognising local manager expertise should drive implementation at the organisational unit level.

Local managers (HR Authorisation level 1-5) are responsible for transitioning their teams back to their normal place of work.

Guidance on the principles and recommended approach are outlined opposite.

Principles

- 1 Adhere to Government guidelines on physical distancing to the extent reasonably practicable, including physical distancing of 1.5m in all locations for our workforce
- 2 Stay at home if you feel unwell, get tested and await the results before coming back to campus
- 3 Practice healthy hygiene, using cleaning and hygiene products to sanitise hands and surfaces
- 4 Increased cleaning, with additional teams working in high traffic areas
- 5 Download the Australian Government COVIDSafe App to help health authorities conduct contact tracing
- 6 All sites and buildings (including regulated facilities) to be inspected by local area managers and the person(s) responsible for these locations to ensure they are safe and compliant with applicable guidelines prior to stage 2.

Approach

- 1 Staff and visitors should be brought back to campus/site in a controlled manner subject to:
 - a. The criticality of the activity to be performed on campus/site
 - b. Welfare considerations
 - c. Managing associated risks including transport to and from campuses and assessment of the maximum capacity of lifts, rooms and buildings
- 2 Students will be encouraged to return to campus/site in a controlled manner subject to:
 - a. The component of on-campus activity relevant to their program/course of study/research activities
 - b. Student welfare considerations
 - c. Managing the risks associated with the resumption of on-campus activities including risks from transport to and from campuses and high people density social gatherings including in buildings and facilities
- 3 UQ will promote a 'healthy campus culture' by:
 - a. Encouraging and supporting vulnerable staff, students and visitors to remain working and studying from home where this is optimal
 - b. If a staff member believes their request to delay their return has not been given adequate consideration, they can contact the HR COVID line on **+61 7 3365 2623** or email **askhr@uq.edu.au**
 - c. Encouraging managers and supervisory staff to intervene constructively if they see behaviours that breach COVID-19 health and safety protocols.

Further information

Resources to assist local managers with transitioning back to campuses and sites will be progressively shared via the COVID-19 Management Update and uploaded to UQ's community COVID-19 advice webpage.

Further information and supporting resources can be sought from Health, Safety and Wellness on **hsw@uq.edu.au**.

Three-stage plan to transition back to campus*

Based on the Queensland Government's *Roadmap to easing Queensland's restrictions*

As at 26 May 2020

Core Principles

- Stay at home if unwell

- Observe physical distancing



- Practice healthy hygiene

- Clean workspaces



- Download COVIDSafe app

- Local transition planning



	Stage 1 (from 18 May 2020)	Stage 2 (no earlier than 12 June 2020)	Stage 3 (no earlier than 10 July 2020)
Teaching and Learning	<p>Predominantly online.</p> <p>Face-to-face for activities that cannot be delivered in any other way and are necessary for student academic progression.</p>	<p>Predominantly online.</p> <p>Face-to-face for activities that cannot be delivered in any other way and are necessary for student academic progression.</p>	<p>Face-to-face teaching and support will resume for Semester 2 where possible.</p> <p>Online delivery to continue.</p> <p>Uplift in student work-integrated learning and work experience where possible.</p>
Research including HDR and Honours	<p>If possible, adjust activities so research can be continued from home.</p> <p>Research that can't be conducted from home or requires access to facilities, infrastructure, materials or equipment should be conducted on-campus/sites.</p> <p>COVID-19 restrictions may limit access to or availability of some facilities / services.</p>	<p>If possible, adjust activities so research can be continued from home.</p> <p>Research that can't be conducted from home or requires access to facilities, infrastructure, materials or equipment should be conducted on-campus/sites.</p> <p>COVID-19 restrictions may limit access to or availability of some facilities / services.</p>	<p>Resume all research on-site where possible.</p> <p>COVID-19 restrictions may limit access to or availability of some facilities / services.</p>
Staff (Including controlled entities staff)	<p>Preference is for staff to work from home.</p> <p>Working from campus / sites requires supervisor approval and should be limited to:</p> <ul style="list-style-type: none"> - Essential on-site workers / operations such as security, cleaning - Role requires it i.e. face-to-face student / teaching support, on-site research - Staff who cannot work safely or effectively from home. 	<p>Phased return to campus.</p> <p>Working from campus / sites requires local transition planning and supervisor approval.</p>	<p>Resume working on-campus / sites for all staff.</p> <p>Continuing to work from home requires supervisor approval and should largely be limited to staff:</p> <ul style="list-style-type: none"> - From acknowledged vulnerable groups - Who have real challenges in coming to work in a safe manner or in full compliance with public health rules - Following a government directive to self-isolate.
Students	<p>Predominantly online study.</p> <p>Access to campus /sites is permitted to students who:</p> <ul style="list-style-type: none"> - Require access to open study spaces and Wi-Fi - Need to attend teaching activities that are mandatory to fulfil their study requirements - Need to access health or wellbeing services. 	<p>Predominantly online study.</p> <p>Access to campus /sites is permitted to students who:</p> <ul style="list-style-type: none"> - Require access to open study / exam spaces and Wi-Fi - Need to attend teaching activities that are mandatory to fulfil their study requirements - Need to access health or wellbeing services. 	<p>Resume on-campus study, activities and services where possible.</p> <p>Online delivery continues for all students to access, in particular:</p> <ul style="list-style-type: none"> - Vulnerable groups - Those directed to self-isolate or with health or wellbeing concerns - Intrastate, interstate or offshore students.
On-campus retail operations	<p>Retail stores can open</p> <p>Eat-in can seat up to 10 people</p> <p>Food courts remain closed</p>	<p>Retail stores can open</p> <p>Eat-in can seat up to 20 people</p> <p>Food courts remain closed</p>	<p>Retail stores can open</p> <p>Eat-in can seat up to 100 people</p>
On-campus sport and social activities	<p>No programs, services, or venues accessible. Working towards the viable resumption of:</p> <ul style="list-style-type: none"> - Outdoor non-contact activity up to 10 people - Personal training - Pools - Public spaces - Community garden, outdoor gym equipment and playgrounds. <p>NB: No indoor activity permitted.</p>	<p>UQ Sport may reopen or resume:</p> <ul style="list-style-type: none"> - Non-contact indoor and outdoor community sport with up to 20 people - Gym, fitness centre, group fitness. - Community sport activities introduced under "AIS Framework for Rebooting Sport in a COVID-19 Environment". 	<p>UQ Sport may reopen or resume:</p> <ul style="list-style-type: none"> - All community sport with up to 100 people - Athletics Centre grandstand.

* Subject to change as a result of updated directives from State or Commonwealth authorities.