

COVID FAQs.

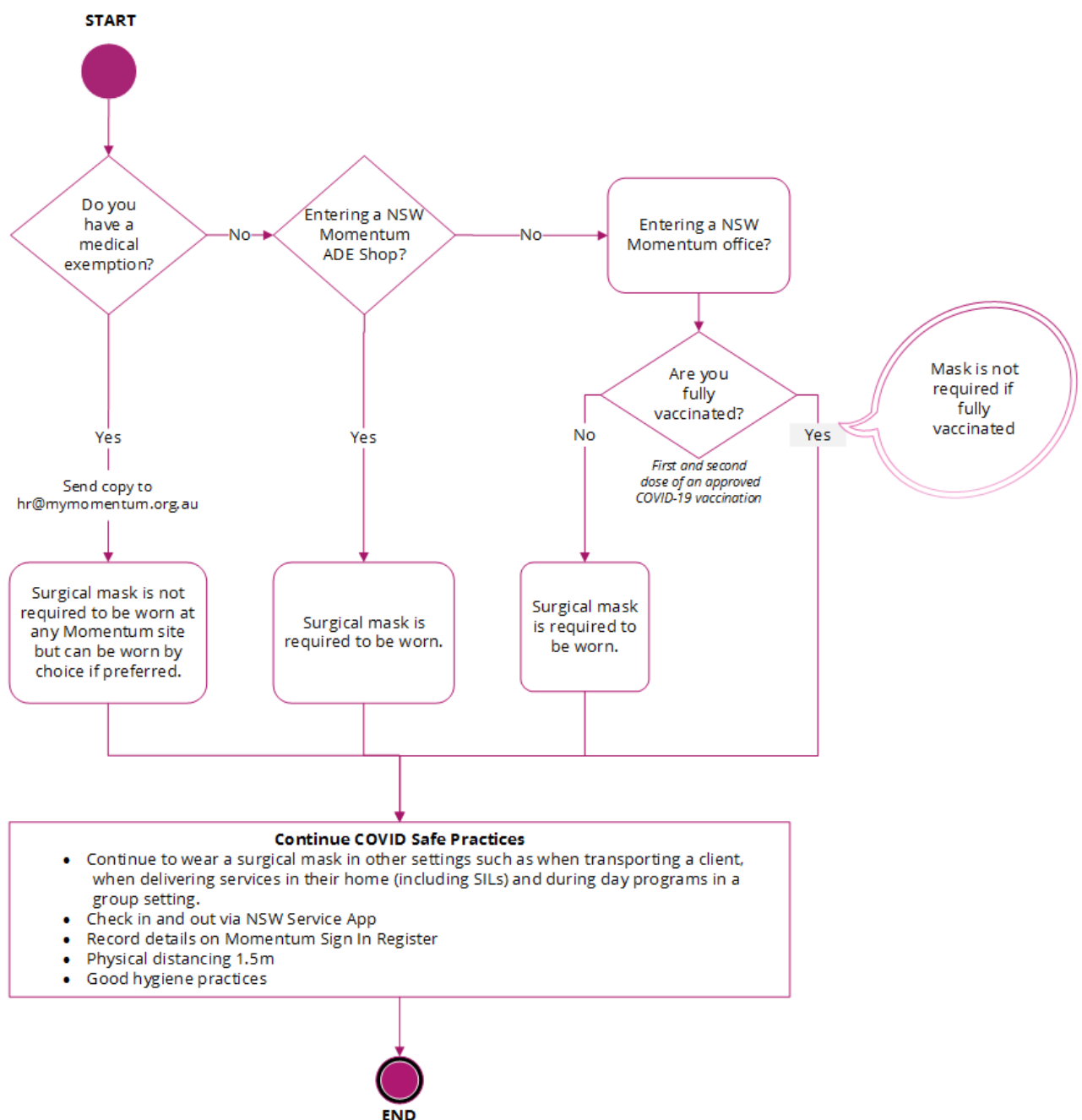
Frequently Asked Questions (updated 18/10/2021)

Thank you all for the incredible job that you continue to do providing support for our clients and each other in what continues to be difficult and evolving circumstances.

1. Changes to surgical mask wearing (NSW Only)

Effective from 15 October 2021 6pm as per the [Public Health \(COVID-19 General\) Order clause 2.17](#) refer to the easing of mask wearing. Surgical masks are to be worn in ADE and for unvaccinated employees, refer to the flowchart below.

I am an employee, do I need to wear a surgical masks in NSW?



2. I work in NSW and have an exemption for surgical masks wearing, what do I do?

For NSW employees who have a medical reason for not wearing a surgical mask should consider applying for a medical exemption. The exemption can be in the form of:

- a medical certificate or other written evidence signed by a registered health practitioner or a registered NDIS provider, or
- a statutory declaration by the person;

Send a copy of your exemption to hr@mymomentum.org.au.

3. Changes to rules around COVID-19 contacts and isolation requirements (NSW Only)

Effective from 15 October 2021, changes have been introduced to the rules around COVID-19 contacts and isolation requirements:

- If you have COVID-19, you must self-isolate for at least 14 days until medically cleared – even if you're vaccinated.
- Close contacts who are vaccinated must self-isolate for 7 days (and limit their movements for the next 7 days). Close contacts who are not vaccinated must isolate for 14 days. If you were told you are a close contact before Monday 11 October and you are fully vaccinated, you can stop self-isolating either at the end of the previously advised period or at 11.59pm on Monday 18 October, whichever comes first.
- Casual contacts need to get tested and self-isolate until you get a negative test result - even if you are vaccinated.
- If you have any COVID-19 symptoms, get tested immediately and self-isolate until you get a negative result - even if you're vaccinated.

Further detail about these rules can be found [here](#) and the listings NSW COVID-19 case locations and alerts found [here](#).

4. Working at Momentum Collective sites (NSW Only)

Effective from 11 October 2021, the *Public Health Order (COVID-19 General) Order 2021* has a general mandate for people entering workplaces and businesses to be vaccinated. Workers have until 1 November 2021 to obtain their second vaccination and be fully vaccinated.

It is important to discuss your working arrangements with your manager before continuing to attend work if you are not currently vaccinated or you don't currently intend to become vaccinated.

Do I need to take additional precautions from 1 November 2021 if I am not fully vaccinated, and I attend work (with Momentum Collectives consent) because it is not reasonably practical to work from home?

Yes. **From 1 November 2021**, if you are not fully vaccinated, the program you work for has not mandated vaccination and Momentum Collective determines you are able to work because it is not reasonably practical to work from home you will need to wear additional PPE and when working within 1.5m of clients and/or other workers including:

- Single use surgical mask;
- Eye protection (such as face-shield, goggles or dedicated safety glasses). Prescription glasses are not considered eye protection; and
- Ensure check in via NSW Service App and staff sign in register.

5. Mandated COVID-19 vaccinations for employees in NDIS Empower Day Programs (NSW Only)

Effective from 11 October 2021, *Public Health (COVID-19 General) Order 2021* has mandated COVID-19 vaccines for all attendees including all staff to be fully vaccinated (first and second dose of an approved COVID-19 vaccine).

We will work with each employee to determine working arrangements and what that looks like for each individual. Click [here](#) for more information.

6. Mandated COVID-19 vaccinations for employees providing all other NDIS services (NSW Only)

Effective from 14 October 2021, *Public Health (COVID-19 Care Services) Order 2021* has mandated COVID-19 vaccines for a person who provides NDIS services.

What does this mean?

The Public Health Order has mandated COVID-19 vaccinations for employees working under NDIS services.

How long do I have to get it?

First dose of a vaccine by 25 October 2021, with a second dose required by 29 November 2021.

Who has to have it & Why?

Any employees currently working under NDIS programs ie. Support Independent Living, Short Term Accommodation, Domestic Assistance, Outreach, In Home Support, Plan Management, Support Coordination, Supported Employment and Grounds Maintenance.

If you have a medical reason for not being able to receive the COVID-19 vaccination, you must produce a NSW COVID-19 Vaccine Medical Contraindication Exemption. The exemption form can be accessed [here](#).

Does the NSW roadmap easing of restrictions on the 1st December impact mandated COVID vaccinations?

We understand the NSW roadmap indicates easing of restrictions, however if you are working under an NDIS Program you will be required to have a COVID vaccination (first dose of a vaccine by 25 October 2021, with a second dose required by 29 November 2021).

7. Mandated COVID-19 vaccinations for employees in Mental Health Programs funded by NSW Health

Effective from 26 August 2021, *Public Health (COVID 19 Vaccination of Health Care Workers) Order 2021* has mandated COVID-19 vaccines for health staff and health-funded Non-Government Organisation(NGO) if they or their staff are delivering services for a Public Health Organisation.

What does this mean?

The Public Health Order has mandated COVID-19 vaccinations for employees working under NSW Health Government funded contracts for the MH Non-Government Organisation (NGO) and MH Community Recovery Service (CRS).

How long do I have to get it?

First dose of a vaccine by 30 September 2021, with a second dose required by 30 November 2021.

If you have a medical reason for not being able to receive the COVID-19 vaccination, you must produce a NSW COVID-19 Vaccine Medical Contraindication Exemption. The exemption form can be accessed [here](#).

Does the NSW roadmap easing of restrictions on the 1st December impact mandated COVID vaccinations?

We understand the NSW roadmap indicates easing of restrictions, however if you are working under a Mental Health Program funded by NSW Health you will be required to have a COVID vaccination (first dose of a vaccine by 30 September 2021, with a second dose required by 30 November 2021).

8. Will Momentum help with me obtaining a vaccination to comply with the order?

Momentum is working with NSW Health to facilitate vaccination hubs in our local service areas. If you have not yet indicated that you have at least had your first dose of the vaccine you will or may have been already contacted by a member of the People Culture and Change team to obtain permission to pass your details to NSW health. At this stage we cannot confirm what types of vaccinations will be offered. Pfizer and Moderna have the quickest timeframe for full vaccination where as AstraZeneca has a longer timeframe to become fully vaccinated.

9. What happens if I don't have a COVID vaccination and I work in a mandated program area?

If you choose not to have a COVID vaccination, we will work together to find suitable alternate employment where possible. However, if we cannot find suitable employment for you, we may require you to show cause, and your employment may be terminated as a result.

10. I have had my vaccination/s what do I do next?

If you have had your vaccination, please ensure you have provided/updated your immunisation record via the MONTE COVID Vaccination Questionnaire form, alternatively send to hr@mymomentum.org.au.

Please ensure if you have only sent the first dose statement that you send through the complete immunisation records as soon as it is obtained so that evidence of your full vaccination status is recorded.

11. NSW Medical Exemptions for COVID Vaccination

Employees who have a medical reason for not receiving vaccination should consider applying for medical exemptions from vaccination. The COVID-19 Vaccine Medical Contraindications exemption form for NSW can be accessed [here](#) for discussion with your doctor.

12. I live in QLD and cannot get to my shifts in NSW (or vice versa). Can I transfer my work location?

We can absolutely look into whether this is a possibility. In the first instance contact your Manager to express your interest and we will endeavour to meet your request if it is a possibility.

- a. Is Momentum enabling its employees to work across programs (i.e. Disability to Mental Health?)

Yes, where it is safe to do so. We are working with managers to assess risk, individual's capability and need for on the ground support to work across programs.

13. What if Momentum can't offer me my contracted hours on my side of the border?

While we are working hard to offer alternate duties or shifts, there may be the situation in which we cannot offer everyone their contracted hours. If this happens, we can discuss options with each individual. You may be able to access to leave (paid or unpaid) or be offered shifts in another team.

14. I cannot cross the border for work. I have been offered alternative shifts, however I have declined.

Will I still be paid for my original shifts?

If you have been offered alternative shifts and have declined these shifts, you will be required to take either paid/unpaid leave (if part-time or full-time employee) as it will be considered a decline of shift. No payment will be made if you decline a shift and you are a Casual employee.

15. I can't cross the border for my rostered shift. I did attempt to cross and was told to turn around, will I be paid?

Management will assess each individual's situation and determine whether there should be some type of payment for the particular shift or if alternate work duties can be found.

16. My hours have been reduced, can I apply/ am I eligible for the government COVID-19 Disaster Payment?

We cannot advise on what you may or may not be entitled to in terms of Government payments. The Government has announced a COVID-19 Disaster payment which is available to apply for if you have lost hours due to lockdowns. To check whether you are eligible and how to apply click [here](#).

17. I am waiting for a vaccination appointment. Can Momentum Collective help me get an appointment faster?

We are working with a number of providers to enable people to get vaccinated. There are a several options available – please email hr@mymomentum.org.au if you need clarification or support accessing a vaccination appointment.

18. I do not want to be vaccinated. What does this mean for my employment?

This depends on each individual circumstance and what program you currently work in. As a result, not all employees need to be vaccinated against COVID-19 as a condition of your employment. However, if you are unable to get to your place of employment or fulfil your duties because you are not vaccinated, we need to have a discussion around what that looks like for each individual.

19. How do I obtain proof of COVID vaccination?

There are various ways to obtain proof of vaccination:

- Print or save your own COVI-19 digital certificate
- Immunisation history statement via myGOV or Medicare online
- Contact your local GP to print your immunisation statement for you
- My Health Record

For more information click [here](#).

20. Who do I send the proof of vaccination to once I have been vaccinated?

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Email a copy to hr@mymomentum.org.au asap so we can update your details.

21. Will Momentum be 'standing down' employees?

This is an absolute last resort for Momentum. We have many clients who need support and it is our intention and priority to continue to provide support into the community as a provider of essential services.

22. What is Momentum doing about ensuring the safety of its employees?

The Crisis Management team meets regularly with the site controllers and management team. We follow Government direction in regard to supplying PPE and hygiene practices and communicate with our employees often. We are pro-vaccination and are working hard to enable those who choose to be vaccinated to receive vaccinations.

23. Where do I go for support?

Your manager is there to support you, however you feel you or your family members feel you may benefit from additional support during this time please reach out to our confidential Employee Assistance Program (EAP) with Assure. You can call 1800 808 374 and find helpful resources online.