

COVID-19 Re-opening Resources

Work Health and Safety and Your Yoga Business

Re-opening Support

Whilst lockdowns continue in NSW, Victoria, and the ACT, attention is now moving towards recovery from this pandemic and planning for a life beyond lockdown.

The information provided here is to support our member yoga teachers, and yoga business owners and you work through this re-opening phase.

At the moment, the situation with regards to vaccinations and vaccine passports is very fluid, and as such, your local State Government website will continue to be your best source of information on current regulations for your area and how these will apply to you and your business.

The information to support re-opening that is provided below is taken directly from Safe Work Australia, the Human Rights Commission and the Fair Work Ombudsman. It also includes links provided by our HR partner, HR Central and a link to a briefing held recently by [Herbert Smith Freehills](#), where a panel of experts discussed the key issues that arise for organisations as they consider mandating vaccinations for staff.

Work Health and Safety and Covid-19

Employers have a [duty under the model Work Health and Safety \(WHS\) laws](#) to eliminate, or if that is not reasonably practicable, minimise the risk of exposure to COVID-19 in the workplace¹.

To meet your duties under the *model WHS laws* and minimise the risk of exposure to COVID-19 in your workplace, **you should continue to apply all reasonably practicable COVID-19 control measures** including [physical distancing](#), [good hygiene](#), [regular cleaning](#) and maintenance and ensuring your workers do not attend work if they are unwell or exhibiting any symptoms of COVID-19. **You will also need to comply with any public health orders** made by state and territory governments that apply to you and your workplace, **including the wearing of masks, where applicable**, for example. It is also important to be aware that there may be insurance ramifications for failing to comply with regulations if a claim was to subsequently ensue. It is possible a claim could be denied, or indemnity reduced.

Suggestions for reducing risks such as Covid-19 in the workplace:

- [Undertake a risk assessment](#)
- Rely on credible public health information on how to prevent transmission and minimise risk. *Take care when posting information that you post* appropriately and from credible sources, within your scope of practice.
- Consider available control measures.
- [Consult with your staff.](#)
- Determine if the control measures are *reasonably practicable* in your workplace. [Information is available](#) to help you assess whether a Covid-19 vaccine is a *reasonably practicable* control measure to manage Covid-19 risks in your workplace.

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Note there are requirements being introduced in some States and Territories that require [proof of vaccination for entry to a workplace or premise, such as in NSW](#), and for [authorised workers in Victoria](#).

Where such regulations do not apply, making vaccinations mandatory in the workplace setting is a complex and evolving area and we encourage you to seek advice if you are considering requiring your workers (or customers) to be vaccinated.

Consideration should be given to your particular circumstances at the time you are undertaking your risk assessment. You will find further discussion [on this topic in the following webinar](#), at [Safe Work Australia](#), your [WHS regulator](#), the [Fair Work Ombudsman](#) or consult with your legal advisor.

Workplaces are recognised as a key setting for health promotion. If you are providing information to your employees about vaccines. It is best direct them to the [Department of Health website](#) and to be aware of the [TGA guidelines on communicating about COVID-19 vaccines](#).

In conjunction with the information above, which focuses on workplace health and safety and workplace rights, each state and territory in Australia also has discrimination legislation which may apply - <https://humanrights.gov.au/about/covid19-and-human-rights/covid-19-vaccinations-and-federal-discrimination-law>. This site includes information on indirect discrimination, the test of reasonableness, and reasonable adjustments. It also contains links to each of the state/territory laws.

This is a very fluid and evolving situation and as such it is important that teachers and business owners stay up to date through the relevant Government links provided above and below.

Additionally, keep an eye out in your member newsletters for upcoming forums on WHS, Risk Assessment and Insurance considerations for yoga teachers and yoga businesses.

Vaccination requirements for workers (State by state)

Please see the links below for vaccination requirements for your State. All information provided is current at the time of this release. We recommend visiting your State Government website provided on the [COVID-19 webpage](#) for the most up to date regulations for your area.

- [ACT](#) TBA, Check state government website
- [NSW](#) – Summary and Links on our [NSW COVID-19 page](#)
- NT – TBA, check [state government website](#)
- QLD - TBA, check [state government website](#)
- SA - TBA, check [state government website](#)
- [TAS](#) - Mandatory vaccination of workers in health care settings
- [VIC](#) – Summary and Links on our [VIC COVID-19 page](#)
- [WA](#) - Mandatory vaccination of workers in health care settings

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Sources and further information:

- [Australian Government Department of Health](https://www.health.gov.au/) - <https://www.health.gov.au/>
- [Safe Work Australia](https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/general-industry-information/vaccination) - <https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/general-industry-information/vaccination>
- <https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/gyms-and-fitness-centres/vaccination?tab=tab-toc-employer>
- [Australian Human Rights Commission](https://humanrights.gov.au/about/covid19-and-human-rights/covid-19-vaccinations-and-federal-discrimination-law) - <https://humanrights.gov.au/about/covid19-and-human-rights/covid-19-vaccinations-and-federal-discrimination-law>
- [Covid-19 vaccinations and the workplace – Fair Work Ombudsman](#)
- [COVID-19 vaccinations: workplace rights and obligations – Fair Work Ombudsman](#)
- [What are the human rights principles for vaccine passports](#)
- [Therapeutic Goods Administration](https://www.tga.gov.au/communicating-about-covid-19-vaccines) - <https://www.tga.gov.au/communicating-about-covid-19-vaccines>
- [The World Health Organisation – Navigating the infodemic](#)
- The [World Health Organization \(WHO\)](#) - <https://www.who.int/emergencies/diseases/novel-coronavirus-2019>

References

¹ <https://www.safeworkaustralia.gov.au/covid-19-information-workplaces/industry-information/general-industry-information/vaccination>