



November 2021

# COVID PROTECTION FRAMEWORK

## GUIDE TO MANAGING THE FRAMEWORK

**McKEE  
FEHL**   
CONSTRUCTORS LTD

# The COVID Protection Framework

## Background

*All New Zealand will move to the traffic light system at 11:59pm on Thursday 2 December 2021*

The COVID-19 Protection Framework will replace the current Alert Level system used by the government to respond to COVID-19 in New Zealand.

It uses a 3-level approach to manage COVID-19 in the community:

- **Green** - used when there's limited COVID-19 in the community, hospitalisations are at a manageable level, the health system is ready to respond.
- **Orange** – used when there's increasing community transmission of COVID-19, the whole health system has focused its resources but can manage the outbreak, there is an increasing risk to the public.
- **Red** – used when action is needed to protect the health system and to protect at-risk populations.

Testing, contact tracing and isolation continue as key tools to minimise any spread of the virus.

Localised lockdowns will still be an option if there is rapid growth in cases. There may still be a need to use wider lockdowns.

To shift between levels, we will consider:

- vaccination coverage;
- capacity of the health and disability system;
- testing, contact tracing and case management capacity; and
- the transmission of COVID-19 within the community, including its impact on key populations.

New Zealand can move up levels when needed to control outbreaks. The framework is more flexible than the current Alert Level system. It provides vaccinated people more freedom.

McKee Fehl Constructors are not currently mandating COVID-19 vaccinations for our broader workforce. However, we strongly encourage employees to have the vaccination when it is available to them, after they receive advice on risks and benefits from their health professional.

Vaccination may be mandated by some of our customers and therefore become a requirement for certain workplaces that our people attend

## Our Team

### Across all levels the following areas are applicable

- If a worker has COVID-19 symptoms (fever, cough, shortness of breath) they must contact a doctor or Healthline on 0800 358 5453 (immediately)
- Workers must declare if they have had any Covid-19 symptoms (fever, cough, shortness of breath or sore throat) before entering site.  
Stay home if coughing, sneezing, or running a temperature and contact appropriate manager or supervisor to notify of absence.  
Further guidance on symptoms can be located at  
<https://www.health.govt.nz/our-work/diseases-and-conditions/covid-19-novel-coronavirus/covid-19-health-advice-public/about-covid-19#symptoms>
- If any McKee FehL Constructors worker has been identified at a location of interest or is deemed a close contact the worker must stay away from site until a negative test result is provided to relevant manager.

## Our Meetings and Engagements

- Any visitors entering any McKee FehL Constructors site will need to follow the outlined site specific and McKee FehL COVID-19 Protection Framework.
- For meetings off-site, including in local businesses, McKee FehL Constructors staff can decide how they wish to engage with our community.
- In COVID 19 Protection Framework Levels Orange and Red it is actively encouraged meetings are held through teleconferencing or video conferencing where possible.
- In COVID 19 Protection Framework Levels Orange and Red face-to-face meetings only absolutely necessary and participants should keep records of the following and hold meetings in open areas where possible or a room which is well ventilated and allows to keep teams or work “bubbles” separated using physical distancing.
- At businesses where a vaccine pass is not required, our staff may choose alternative options to meeting at the customer’s site (such as meeting at another venue requiring vaccine passes, meeting virtually, or postponing until ‘green’ status) if the circumstances pose unnecessary risk to their personal safety

## COVID-19 Traffic Light Framework on Site

### *Red*

- Record keeping, and scanning will be required.
- Team sizes are to be kept small and segregated into zones (or other methods) as much as possible to keep different teams/trades physically always separated.
- Introduction of staggered start, finish, and break times where possible to avoid extensive intermingling.
- All workers interacting face-to-face must wear a face covering while at work.
- Provide hygiene stations at site entrances and require all workers and visitors to wash or sanitise their hands before entering and leaving site. Sanitiser will also be located throughout the site and is actively encouraged to be used.
- Waste bins are to be placed at the wash stations and must be removed from site and disposed of accordingly.
- Sites will need to ensure capacity limits are considered based on 1 metre distancing.
- Delivery drivers are actively encouraged to remain in their vehicles if the load will allow but if required to leave their vehicle, they must follow hand washing protocols as set out above and undertake scanning into site using Sign on Site and the Government QR Code. Actively encourage for delivery paperwork to be emailed rather than handed over as much as possible to minimise face to face interaction.

### *Orange*

- Record keeping, and scanning will be required.
- Team sizes are to be kept small and segregated into zones (or other methods) as much as possible to keep different teams/trades physically always separated.
- All workers interacting face-to-face are actively encouraged to wear a face covering while at work.
- Provide hygiene stations at site entrances and require all workers and visitors to wash or sanitise their hands before entering and leaving site. Sanitiser will also be located throughout the site and is actively encouraged to be used.
- Waste bins are to be placed at the wash stations and must be removed from site and disposed of accordingly.
- Sites will need to ensure capacity limits are considered based on 1 metre distancing.

### *Green*

- Record keeping, and scanning will be required.
- Provide hygiene stations at site entrances and require all workers and visitors to wash or sanitise their hands before entering and leaving site. Sanitiser will also be located throughout the site and is actively encouraged to be used.
- Waste bins are to be placed at the wash stations and must be removed from site and disposed of accordingly.

## Vaccinations

### Where are these required as an additional control

With the new COVID-19 Protection Framework there is a requirement for businesses to carry out risk assessments-based role-based factors, work context factors, under the Order the classification of an 'affected persons', client specified requirements to understand if vaccinations are to be a mandatory requirement.

Based on the risk assessments carried out by McKee Fehl Constructors as well as under the guidance from our clients the following sites/activities have been identified role-based factor are requiring specific workers and contractors that are working on McKee Fehl Constructors sites a role which is required to be performed by a fully vaccinated worker

This requirement will outlined in the Site Specific Safety plan specific to the site/s and role/s that this relates to- for further clarification please speak with your relevant Project Manager.

A person's vaccination status is personal information and collecting, storing and sharing information about people's vaccination status will be carried out in accordance with the Privacy Act.

<https://privacy.org.nz/privacy-act-2020/privacy-principles/>

McKee Fehl Constructors will take reasonable steps to ensure information about vaccination status is collected lawfully, including those workers are aware of how this information will be used, and why it is being collected. McKee Fehl Constructors Ltd will not pass on information about a worker's vaccination status to others without the worker's consent, or otherwise allowed by the Privacy Act.

## Management Protocols

- Our leadership teams from across the business meet regularly to put in place appropriate control strategies, which also includes complying with all Government regulations and advice in relation to COVID-19.
- Establishment of communication channels for workers to raise any concerns about the effectiveness of COVID-19 controls or identify improvement opportunities
- We are committed to working closely with our customers and partners to minimise the impact on our operations while keeping our people safe.
- We have in place several strategies to minimise the impact of COVID-19 on our people and the communities in which we operate, including increased focus on mental health support for our people
- Have an up-to-date site plan that is communicated and agreed with the appropriate persons. This plan must be aligned to the New Zealand COVID-19 Construction Protocols.
- Hold Toolbox Talks regularly to keep workers up to date with COVID-19 protocols as we move between stages. Ensure all workers understand when additional PPE may be required due to COVID-19 and that workers have access to the correct PPE as per the Ministry of Health PPE Guide and WorkSafe guidelines.

## Additional Information

*Risk Assessment Guide for Vaccination*

<https://www.sitesafe.org.nz/globalassets/guides-and-resources/protocol-resources/risk-assessment-guide-for-vaccination.pdf>

*Cleaning and Hygiene Guide*

<https://www.sitesafe.org.nz/globalassets/guides-and-resources/protocol-resources/cleaning-and-hygiene-guide.pdf>

*Safe practices when using face masks on site*

<https://www.sitesafe.org.nz/globalassets/guides-and-resources/protocol-resources/safe-practices-when-using-face-masks-on-site.pdf>

*COVID-19 Vaccination Information*

<https://www.sitesafe.org.nz/globalassets/guides-and-resources/protocol-resources/vaccination-information.pdf>