National guide to COVID Safe Plan requirements for dairy farms

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Changes since version 2 shown in green

This document outlines the requirements for COVID Safe Plans in all Australian dairy states as they relate to dairy farms, as well as identifying considerations for plans where staff or contractors servicing your business may need to cross state borders. Below the table is a list of resources to help you develop a quality plan for your dairy farm.

The Australian dairy industry has managed risks and operations closely to limit the impact of COVID-19 on dairy businesses. One of the reasons the industry has been so successful navigating COVID-19 related restrictions, is the proactive effort on the part of all industry participants to make adjustments for the safety of workers and safeguard business continuity. Given the experience in Victoria of a second wave peak in infections, we know circumstances can change quickly. Therefore, regardless of the requirements imposed by states, we strongly encourage all dairy farms to have a written COVID Safe Plan in place.

	Requirements	Template & guidance	Border considerations
QLD	• It is mandatory for businesses operating under restrictions defined in Public Health Directions to have a COVID Safe Plan, however agricultural and food manufacturing businesses are no restricted and therefore it is optional to have a COVID Safe Plan.	• Worksafe QLD COVID Safe Plan template • QLD Government COVID Safe Checklist: Voluntary • QLD Government advice on developing COVID Safe Plans	If a worker is wanting to enter QLD from a hotspot (ie NSW other than border zone, and all of Victoria) they have to apply for an exemption as an essential worker. The application must be made by the employer and included in the requirements is the need for a 'quarantine management plan' to manage preventing the transmission of COVID-19 amongst other employees and the community. The plan must comply with the form approved by the Chief Health Officer.
NSW	• All NSW businesses encouraged to have COVID Safety Plan in place. Various industry specific templates available. • NSW businesses with COVID Safety Plans in place are encouraged to register as a COVID Safe business.	• NSW COVID Safety Plan templates (industry specific) • NSW COVID Safety Plan template (for border permit system) • NSW Health advice for developing your COVID Safety Plan	Businesses applying for Ag Worker Permits on behalf of staff moving across NSW/Vic border required to have a specific type of NSW COVID Safety Plan in a prescribed format for the purposes of supporting cross-border travel. Note, this plan must be completed online and sent to

		• [Register as COVID Safe business](#)	yourself as a PDF via email, or printed and completed by hand.
ACT	• Some businesses are required to have a COVID Safety Plan (not in a prescribed format), but this does not include agricultural and food manufacturing businesses.	• [ACT Government Business Resource Kit](#) • [ACT Government Guidelines for your COVID Safety Plan](#)	N/a
VIC	• All Victorian businesses expected to have a COVID Safe Plan in place. • Additional requirements for 'high risk' industries including meat works, distribution centres and perishable food processing businesses. • No exception based on business size applies. • Plan does not need to be in Vic prescribed format but must cover all content outlined in Vic template.	• [Vic COVID Safe Plan template](#) • [Vic high risk COVID Safe Plan templates](#) • Revised Vic dairy farm COVIDSafe template • [DHHS advice for business](#) • [DHHS workplace obligations](#)	If staff or contractors travelling to NSW using an Ag Worker Permit, business will be required to have [NSW COVID Safe Plan template](#). Essential sectors with the need for individual specialist workers to enter and exit South Australia using the 'Specialist workers in essential sectors' permit category need to have 'Workplace Risk Mitigation' strategies for COVID-19 (see further guidance in SA section below).
TAS	• All businesses are required to have a COVID-19 Safety Plan that complies with minimum COVID-19 safety standards. • [Direction for COVID-19 Workplace Plans](#)sets the minimum standards for workplaces to be COVID Safe	• [Checklist](#) • [COVID-19 Safety Plan Template for Small Businesses](#) • [COVID-19 Safety Plan Template for Medium-Sized Businesses](#) • [How to make a COVID-19 Safety Plan](#) - An online session from Business Tasmania to help you navigate the process of developing your COVID-19 Safety Plan	Whilst no strict requirement, the Tasmanian border application process invites applicants to offer any relevant supporting information when applying for a G2G pass or access using the Essential Worker permit. Applicants are advised to identify that the business they are going to in Tasmania has a COVID 19 Safety Plan, and that they have read it and understand their obligations under the plan, and consider attaching a copy of the plan to the application.
SA	• The [Public Activities COVID-19 Direction](#) places conditions on businesses that conduct a number of *Defined public activities.* These businesses are required to have a COVID Safe Plan, for a further defined group of activities, some business are also required to the a COVID Safe Management Plan. • Agricultural and food manufacturing businesses are not captured in these defined public activities and therefore it	• [SA Government voluntary COVID-Safe Plan](#) • [Guidance on completing your COVID-Safe Plan - FAQ](#)	Essential sectors in the [Cross Border Travel Direction](#) including agriculture and primary industries (therefore using the 'Specialist workers in essential sectors' permit for individual specialist workers to enter and exit South Australia) are required to have approval by the Department of Health and Wellbeing (SA Health) for their workplace risk mitigation plan. Your plan should be submitted to SA Health at <Health.COVID19Risk

	is optional to have a COVID Safe Plan.		Mitigation@sa.gov.au> or for enquiries. • Follow the Guidance on developing a Risk Mitigation Plan • Complete the Risk Mitigation Plan template
WA	• Business that were required to close under the Directions and are reopening for the first time in Phase 4 must complete a COVID Safety Plan. • However, Agricultural and food manufacturing businesses were not required to close during COVID restrictions and therefore are not required, but strongly encouraged, to have a COVID Safe Plan in place.	• WA Government COVID Safety Guidelines • WA Government COVID Safety Plan • COVID-19 Safety Guidelines - Freight and Logistics	• No formal requirements but transport, freight and logistics operators are encouraged to complete a COVID Safety Plan noting the COVID Safety Plan Guidelines, to ensure they are mitigating the risks of COVID-19 in the event they have staff entering WA.

Resources for developing a best practice COVID Safe Plan for your dairy farm

Australian Dairy Farmers, Australian Dairy Products Federation and Dairy Australia, including regional development programs, have worked together to develop a range of dairy industry-specific resources to assist you in effectively managing your team and business during COVID-19. This includes resources that will assist you in developing a COVID Safe Plan for your business – visit www.dairyaustralia.com.au/c19.