

Supply of rapid antigen tests to workers after a moderate or high risk workplace exposure

ACTPS COVID-19 WHS guidance

After there has been a workplace exposure of COVID-19¹, the workplace will conduct a workplace exposure risk assessment to identify workers who are moderate or high risk contacts of the person who has tested positive, and advise them to follow the ACT Health instructions for their exposure category. The workplace may choose to provide the worker with a rapid antigen test for the purposes of undergoing required testing, if available.

Moderate and high risk contacts after a workplace exposure

After notifying a worker that they are a moderate or high risk contact after a workplace exposure, the worker must follow all [ACT Health advice](#) for their relevant exposure category. This will require those contacts to undergo testing for COVID-19, using either a rapid antigen test or by attending a COVID-19 test clinic to have a PCR test.

Providing a rapid antigen test to a moderate or high risk workplace exposure contact

Where workplaces have a sufficient supply of rapid antigen tests, they may choose to offer rapid antigen testing kit/s to a worker who is identified as a moderate or high risk contact due to a workplace exposure to COVID-19.

Workplaces can offer a rapid antigen test/s to a moderate or high risk contact, providing:

- > A rapid antigen test is available to be provided to the worker by the workplace.
- > It is made clear to the worker that taking the provided rapid antigen test is optional, and they may choose instead to attend a PCR testing clinic or use their own rapid antigen test.
- > The worker is already in the workplace to receive the rapid antigen test (they must not travel to the workplace from another location for the sole purpose of obtaining a rapid antigen test).
- > The worker leaves the workplace immediately and takes the test at home – tests must not be conducted onsite at a workplace.
- > The worker follows all quarantine directions and other ACT Health requirements.

¹ A workplace exposure occurs where a person who has tested positive for COVID-19 was in the workplace during their infectious period (2 days prior to symptom onset or 2 days prior to testing positive, whichever occurred first).

- > The worker verbally confirms with their direct manager that they have followed the ACT Health testing requirements.
- > The manager issuing the rapid antigen test to the worker instructs them that:
 - If the worker is a moderate risk contact, test negative and they have no symptoms, they can return to the workplace.
 - If the worker tests positive, they must follow [ACT Health requirements for people who test positive for COVID-19](#), and inform their manager so that a workplace exposure risk can be undertaken.
 - If the worker is symptomatic, even if they receive a negative test result, they must follow [ACT Health advice](#) for further testing, inform their manager and not attend the workplace until their symptoms have resolved.

The workplace does not require the worker to provide written, photographic or other evidence of the type of test taken or their test result, as this would constitute a health record. The workplace would then be required to undertake a range of stringent storage, access and record destruction processes under the *Health Records (Privacy and Access) Act 1997* and the *Information Privacy Act 2014*.

If a workplace does not have a supply of rapid antigen tests

In the event that a workplace does not have a sufficient supply of rapid antigen tests to provide to a worker who is identified as a moderate or high risk contact after a workplace exposure, they must direct the worker to undergo a test for COVID-19 in accordance with the ACT Health testing requirements.

Workplaces must:

- > Advise the affected workers that they are a moderate or high risk contact.
- > Direct them to leave the workplace immediately and follow ACT Health advice for their exposure category, including to get tested for COVID-19.
- > Advise workers that they can attend a COVID-19 testing clinic for a PCR test and must quarantine according to ACT Health advice.
- > Advise workers that if they choose to use a rapid antigen test that they have personally purchased for the purpose of undergoing a COVID-19 test after a workplace exposure, they will not be reimbursed for use of the test and/or the test will not be replaced by the workplace.
- > The manager issuing the rapid antigen test to the worker instructs them that:
 - If the worker is a moderate risk contact, test negative and they have no symptoms, they can return to the workplace.
 - If the worker tests positive, they must follow [ACT Health requirements for people who test positive for COVID-19](#), and inform their manager so that a workplace exposure risk can be undertaken.
 - If the worker is symptomatic, even if they receive a negative test result, they must follow [ACT Health advice](#) for further testing and not attend the workplace until their symptoms have resolved.



- > Inform workers that they are not required to provide written, photographic or other evidence of their test result, but should verbally notify their manager that they have followed ACT Health testing requirements once completed. Any evidence of a test result would constitute a health record. The workplace would then be required to undertake stringent storage, access and record destruction processes under the *Health Records (Privacy and Access) Act 1997* and the *Information Privacy Act 2014*.
- > Remind workers that there are [COVID-19 leave arrangements](#) in place to support them to follow ACT Health advice.

Working from home following a workplace exposure

Workers who are identified as a moderate or high risk contact after being exposed to COVID-19 in the workplace will be required to quarantine for a period of time after being tested.

Where appropriate, the manager and worker may agree to working from home arrangements for the worker for the duration of their quarantine period.

Prior to approving working from home arrangements, the manager and worker must discuss the arrangements, including ensuring that the working environment in the home is safe.

Tools are available to support managers to determine whether working from home is suitable for the worker. The [working from home checklist](#) will aid managers to consider, in discussion with the worker, whether the home environment is suited to a working from home arrangement.

In the event that a worker becomes unwell during their quarantine period, they must inform their manager and discuss appropriate leave arrangements:

- > if the worker becomes unwell with COVID-19, they are eligible for COVID-19 leave
- > If the worker becomes unwell with an unrelated condition, they should submit personal leave.

Leave arrangements for workers after a workplace exposure

Workers who are required to undergo COVID-19 testing after being identified as a workplace exposure at moderate or high-risk exposure must be paid for the remainder of their usual shift and any period of quarantine that prevents them attending the workplace during their usual shifts. This means that a worker who is required to undergo testing and quarantine after being identified as a workplace exposure will be paid:

- > For the time taken to undergo a test, including if they elect to seek a PCR test at a testing clinic; and
- > For the travel time to leave the workplace, including travel to/from a testing clinic and/or travel from the workplace to their residence; and
- > For the time they are required to quarantine that prevents them attending the workplace for their usual shifts.

Workers are also eligible for COVID-19 leave for the period of their quarantine while they await a test result. If the worker tests positive, they are eligible for COVID-19 leave.



Resources

- > [ACPTS workplace exposure risk assessment matrix and guidance](#)
- > [COVID-19 leave arrangements](#)
- > [Exposure to COVID-19 in ACTPS workplaces](#)
- > [What should I do if I have been exposed?](#) (ACT Health)
- > [Types of COVID-19 tests](#) (ACT Health)
- > [Where to get tested in the ACT](#) (ACT Health)

