



Dear Colleagues,

Your safety is critical to us and that's why we require you to wear a fitted face mask while undertaking work at Metro. I understand there have been some questions raised about the wearing of snoods, buffs or gaiters so I wanted to clarify that fitted face masks, which are recommended by the Department of Health and Human Services (DHHS), are the only approved face covering at Metro. Snoods and other face coverings are not the best available form of protection (a fitted face mask is) and should not be worn where a fitted face mask can be worn. The greater level of protection of the fitted face masks is a reasonably practicable step that we can easily make in our focus on Zero Harm.

This means:

- Fitted face masks remain the only recommended face covering by DHHS, and our Chief Medical Officer, therefore all Metro employees are required to wear a fitted face mask, unless they hold an exemption.
- Earlier concessions no longer apply – therefore the likes of scarves, snoods, gaiters and bandanas should not be worn. While the DHHS website says that fitted snoods, buffs or gaiters are 'allowed', direction provided by our Chief Medical Officer is that while working at Metro, the wearing of fitted snoods, buffs or gaiters should only apply where a medical exemption is in place.
- Colleagues wearing a face shield will be also required to wear a face mask, or just wear the face mask.
- Employees with a medical condition will be required to provide a medical exemption from a Specialist, explaining the reasons for the exemption from wearing a face mask. It is advisable that proof of the exemption is carried with them at all times. If a Specialist's appointment is not available, you can consult your GP to request an exemption. The exemption from the GP needs to be in writing with a detailed, valid medical reason clearly stated. The GP's written exemption will be validated by Metro's Chief Health Officer, which may include speaking to your doctor.
- Exemptions that have already been granted will be honoured without further medical proof required. Employees who were issued an exemption from a GP prior to July 30 will not be required to obtain further proof from a Specialist, as the GP exemption will be honoured.
- If a task is identified as an OHS risk then a Risk Assessment is required to be undertaken and appropriate controls for the task need to be considered. Metro's Chief Medical Officer does not advise the use of a face shield as a COVID-19 control.

Please speak with your leader if you have questions.

Stay safe colleagues.

Regards,

Rob

Robert Duvel

Executive Director Zero Harm



