



COVID-19 Update: Red Traffic Light Setting

New Zealand moved to the Red traffic light setting from 11:59pm, Sunday, 23 January 2022. With the Omicron variant in the community, this move is not surprising and PowerNet's leadership team have been planning for this situation.

COVID-19 Protection Framework

The safety of our people is, and will always be, our first priority. It's therefore important we follow the measures set out in our updated Protection Framework to keep our people safe.

We updated the Protection Framework and work instructions on 1 December 2021 to incorporate the new Traffic Light settings. This was done at the same time we commenced the COVID-19 Vaccination Policy consultation.

PowerNet is well placed to respond to New Zealand moving to the Red traffic light setting. We have implemented our COVID-19 Vaccination Policy and have systems and processes our people are already accustomed to.

Our Protection Framework has been adjusted to reflect the latest announcements. The latest version of the [COVID-19 Protection Framework](#) is **attached** for your reference.

Our Protection Framework under the Red setting has work continuing for all employees with risk mitigation in place.

Interaction with others should be minimised. The updated Protection Framework is designed to support minimised interaction inside depots and offices, where maintaining greater than 1.5m distancing can be difficult.

We will review the Protection Framework on an ongoing basis, given the Government may make changes to the Traffic Light settings. Any changes by Government, or if the situation changes for PowerNet, we will update and re-issue.

Please familiarise yourself with the Red Traffic light setting controls and work instructions.



Working Arrangements

1. Office Based Roles

It may be appropriate for some employees to work from home for a period with leader approval. Having employees split between work and home helps us create greater than 1.5 metre physical distancing between employee desks and reduces congestion at shared facilities. It also helps ensure service delivery of critical functions should we experience a positive case of COVID-19 in our workplace.

Work from home arrangements will generally involve employees alternating between periods working from home and back to a PowerNet workplace. Talk with your leader about your ability to work from home, and your teams approach to alternating some team members between working from a PowerNet workplace and home.

2. Field Based Roles

Field crews continue to complete planned work but should minimise contact with other crews (both workers internal and external to PowerNet) and wear a face covering where 1.5 meter distancing cannot be maintained. Staggered start and finish times will again be introduced for some depots.

All workplaces, whether in offices or depots, should implement staggered times when employees access kitchen facilities and take meal breaks. We will leave this to each office or depot to implement.

PPE & Testing

1. PPE stocktake

PowerNet has a good supply of COVID-19 PPE on hand, will ensure have sufficient supplies are available at each depot and office and will reorder where required. To ensure we maintain an adequate ongoing supply, please contact Abbie March (021 023 96095) or Brett Coradine (027 300 9893) to order additional supplies.

2. Rapid Antigen Tests (RATs)

We have been asked about RATs and whether PowerNet intends to adopt these. We are looking into how RAT's could help compliment other controls PowerNet has in place and will advise shortly.



Policy Updates

1. Pandemic Leave Policy

We have recently updated our Pandemic Leave Policy. An updated copy is attached to this Bulletin or through the below link [PC-POL-0026 – Pandemic Leave Policy](#).

2. COVID-19 Vaccination Policy

Thank you to employees who provided a copy of their My Vaccine Pass or COVID-19 vaccine record card by 10 January 2022. The vast majority of our employees are vaccinated, which has been really pleasing.

We have been working through section 11 of our [COVID-19 Vaccination Policy](#) with a very small number of employees who have chosen not to be vaccinated. For these employees we have completed a risk assessment to understand if PowerNet is able to make reasonable accommodations to allow them to remain unvaccinated on a temporary basis, with appropriate controls in place to manage the risk to both themselves and other PowerNet employees, contractors and members of the public we engage with.

Where we are satisfied the risks can be appropriately managed we have agreed to trial arrangements up to 25 March 2022. Where we are not satisfied the risks can be appropriately managed, we will work through section 11 of the COVID-19 Vaccination Policy with the individual employee. Termination of employment is the option of last resort however may be the only option in such circumstances.

Our preliminary view remains it would not be sustainable for an employee to remain unvaccinated long term, for the reasons outlined in the COVID-19 Vaccination Decision Report, 14 December 2021.

Support10

Lastly, the SLT appreciate the move to the Red traffic light setting creates a period of increased uncertainty and additional stress in some situations. . If you need any assistance, please reach out to your leader or Psychological First Aid (PFA) Support (0800 710 240). OCP, our Employee Assistance Programme provider is also available (0800 377 990) or online at www.ocp.co.nz.

Take care team and please look after yourself, your family and your team mates.

Jason Franklin
Chief Executive
25 January 2022



Team Bulletin



Attachments:

1. [COVID-19 Protection Framework Traffic Light System \(Version #1\)](#)
2. [PowerNet COVID-19 Protection Framework Summary \(Version #1\)](#)
3. [PC-POL-0026 – Pandemic Leave Policy \(Version #6\)](#)
4. [PC-POL-0030 - COVID-19 Vaccination Policy \(Version #2\)](#)