

Catholic Safety Health & Welfare SA

DISASTER RECOVERY GUIDELINES



Introduction

There are many variables in an emergency/critical incident and it is impossible to predict every scenario however identifying, preparing and planning for any potential event of this nature ensures that your worksite and the community involved are prepared and better protected to ensure their safety.

This document provides Catholic Church Endowment Society sites with a template to develop an Critical Incident/Contingency Plan that meets the requirement for:

- P Prevention
- P Preparedness
- **R** Response
- R Recovery

An **<u>emergency</u>** is defined as an event that rises internally, or from external sources, which may adversely affect the occupants or visitors in a facility, and which requires an immediate response. Emergencies may include but are not limited to:

- fire
- bomb threat
- hazardous materials spillage
- prolonged loss of a utility water, power
- floods

A <u>critical incident</u> is defined as 'a traumatic event, or threat of such, which causes extreme stress, fear or injury. Critical incidents may include but are not limited to:

- serious injury, illness, suicide or death
- severe verbal or psychological aggression
- physical assault, sexual assault
- drug use, alcohol abuse
- missing persons
- intruders
- major vandalism

After a critical incident, a meeting of the critical incident management team should be held to evaluate the critical incident report and the effectiveness of the Critical Incident/Contingency Plan and to make modifications as required. The evaluation process will incorporate feedback gathered from all on site, and the local community representatives.

A <u>CRITICAL INCIDENT/CONTINGENCY PLAN</u> must be developed for each worksite. This Plan is a document that identifies potential emergencies and assigns responsibilities among relevant workers, and covers all the actions to be taken and timelines for doing so.

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The Critical Incident/Contingency Plan must be specific to the worksite, the services offered by the site and the personnel at the site. This Plan may be small for some worksites and extremely extensive for others.

The process to develop a worksite specific CRITICAL INCIDENT/CONTINGENCY PLAN is to:

- 1. Complete the Emergency Risk Management Checklist in this document.
 - This will assist worksites to identify emergencies/critical incidents that could possibly occur at their specific worksites.
 - The checklist identifies key emergencies and provides factors to be considered in developing the site specific plan
 - This checklist does not cover all possible emergencies; remember to consider your geographical location, climate, service delivery, people, off site emergencies, communicable diseases
 - Utilizing this document may be sufficient planning and documentation for small locations. As a Word document it can be customized for your worksite
- 2. Develop a simple and easy to follow <u>CRITICAL INCIDENT/CONTINGENCY PLAN:</u>
 - Identify likely event
 - List response to event under event heading
 - This document should include a Critical Incident response Chart as a quick reference
 - Remember to be simple and clear in direction of actions (example Appendix 1)
 - In the event of certain circumstances government departments and other agencies undertake leadership role in emergency management due to legislative responsibility or specialized knowledge (Appendix 2)

EMERGENCY RISK MANAGEMENT CHECKLIST

Tick hazard that may affect your workplace	Nature of emergency	Hazards	Risk rating refer to risk assessment matrix	Preparation + Prevention	Response	Recovery
	Bomb Threat	Security Terrorism		 Workers inspect area for unusual, suspicious articles Process for obtaining details re bomb threat 	 Do not touch, tamper with suspected articles Call 000 Record information BOMB THREAT BY TELEPHONE: Stay calm Do not hang up Get as much information as possible Notify Manager Decide if search of grounds is warranted Decide if evacuation required Leave doors and windows open BOMB THREAT BY MAIL Avoid handling letter or envelope unnecessarily Place in clear plastic bag or sleeve Inform Manager Contact SAPOL Consider evacuation 	Reoccupation of worksite when emergency services give all clear
	Bushfire	Fire damage Injury Death		 Maintain properties – garden, buildings Check water supply Store flammable goods safely Liaise with CFS/MFS in area Determine site emergency procedure Conduct drills in procedure Prepare an Emergency Kit consisting of a portable radio with spare batteries, first aid kit, emergency contact numbers, 	 Review weather forecasts through radio or Bureau of Meteorology website Contact Emergency Services Activate sites Bushfire Plan Refer to attached hyperlink for further information <u>http://www.cfs.sa.gov.au/site/abo ut_us/publications/fact_sheets_b</u> ushfire_prevention.jsp 	 Implement sites emergency recovery strategy. Arrange EAP for those affected Review sites emergency plans Debrief session
	Death at the workplace or during a	Disruption to business Stress		Comply with CSHW SA safety procedures	Manage immediate situation (first aid, keep others safe)	 Arrange EAP for those affected Keep staff informed of the facts



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workplace activity	Staff Morale	Emergency Management Systems Implemented	 Contact emergency services as required for the situation Contact site responsible person Contact Executive or Principal Consultant Contact persons next of kin Contact OHS Consultant (CSHW SA) Engage EAP 	 Return workplace to normal after given all clear from SafeWork SA Debrief session
Death of a staff or community member (not work related)	Stress	Not applicable	• EAP	 Arrange EAP for those affected Keep staff informed of the facts
Drought	Weakened trees Building structures may become weakened, crack and may fail	 Regular inspections of trees Where buildings appears frail &/or are cracked, engineers reports to asses safety 	 Evacuate building if there are any signs of collapse Stay away from 'risky' trees 	 Do not re-enter the workplace until safe to do so. Notify CSH&W SA
Earthquake/ Collapse of building	Falling objects Weakened structures	 Earthquake history of area Identify age of buildings Identify structural issues Note evacuation routes/structures 	 Evacuate buildings EAP 	 Only re-enter buildings when cleared by emergency services to do so Debrief session
Electrical	Electrocution Electric shock Failure of equipment	 Testing & tagging of electrical equipment annually RCD protection Testing of RCD's Report electrical faults Engage certified electricians Retain Certificates of Competence for work 	 Isolate area Maintain safety of all Switch off mains High voltage – isolate; contact ETSA DO NOT touch person if they are in contact 1st Aid emergency services Notify OTR / SafeWork SA 	 Resume work or reuse of electrical plant after approved by SafeWork SA &/or OTR. Engage contractors to carry out repair/maintenance/new electrical work. EAP
Explosion	Property damage Injury Death	 Maintain plant & equipment Correct storage of hazardous substances Maintenance of gas facilities 	 Evacuate area Notify Emergency Services (000) Notify SafeWork SA 	Building to be assessed for damage and repaired as necessary. Return to site once approval given by emergency services EAP
Fire	Property damage Injury Death	 Site Emergency plans Site Emergency procedures Emergency drills Bush fire safety plan 	 Call 000 Evacuate area Contain fire (close doors) 	Secure site Return to site when given approval from emerg services Review emergency response/debrief



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		•		EAP
Flood	Drowning Property Damage	 Sites in 'flood risk' areas to prepare flood plan Prepare an Emergency Kit consisting of a portable radio with spare batteries, first aid kit, waterproof bags, emergency contact numbers, 	 Keep up to date with flood warnings issued Evacuate the workplace. If necessary arrange for students/clients to be sent home, relocated. Isolate electricity if there is imminent danger and assess the risk. Notify SES If travelling, avoid flood areas. DO not drive or walk through floods. Refer to attached website for further information . Click on hyperlink for Business http://www.ses.sa.gov.au/site/com munity_safety/floodsafe/emergenc y_floodsafe_kit.jsp 	Reoccupation of workplace only after advice of emergency services EAP. Review the emergency plan.
Fumes / Chemical spill / hazardous materials	Exposure Skin damage	 Comply with requirements for substances management MSDS locate with chemicals 	 Isolate person/s from source Refer to MSDS for 1st Aid Call 000 Contact Poisons Information Centre 131126 Contact OHS Consultant (CSHW SA) Do not disturb area Refer to CCSM Document 19 Management of Hazardous Substances 	 Health assessments as required Clean up area/spill as per MSDS or energy services recommendation Return to area when given Ok EAP
Gas leak	Explosion Damage to the environment / plant / equipment	 Preventative maintenance plans in place for gas facilities Emergency shut-offs tested on a regular basis. 	 If safe to do so, isolate gas and turn off electrical equipment, isolate air-conditioning Notify Emergency Services (fire 000) Activate emergency evacuation procedures Notify neighbouring premises 	 Reoccupation of workplace only after advice of emergency services Notify CSHWSA Notify OTR & SafeWork SA Review preventative maintenance plans / testing schedules Review emergency procedures
Infectious Diseases	Exposure Difficulty with source location	 Standard precautions Site procedure for infectious diseases 	 Encourage reporting of infectious diseases Contact communicable disease branch (SA Health) for further information <u>http://www.dh.sa.gov.au/pehs/communicable-diseases-index.htm</u> 	 follow professional advice re return to site for infected person/s



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		[notify SA Health if required	
Large groups in public places (mass gatherings)	Serious injuries Fatalities		 Site emergency procedures Lock-in/lock-down procedures implemented 	 Initiate sites lock-in/lock-down procedures. Notify emergency services (Police, Fire, Ambulance 000) Refer to attached website for further information <u>http://www.nationalsecurity.gov.a</u> <u>u/agd/WWW/rwpattach.nsf/VAP/(339383A93E59A076831A75961</u> <u>C22D2A2)~Active+Shooter+Guid elines+for+Places+of+Mass+Gat hering.pdf/\$file/Active+Shooter+ Guidelines+for+Places+of+Mass +Gathering.pdf</u> 	 Reoccupation of workplace only after advise of emergency services Notify CSHWSA Arrange EAP
Letter/Parcel bomb	Explosion Fatalities Serious Injury Contamination of environment		 Site procedure for handling mail Staff trained in how to deal with suspicious letters/parcels. 	 Isolate area & do not disturb Notify emergency services (Police, Fire, Ambulance 000) Initiate Emergency Evacuation procedures 	Reoccupation of workplace only after advice of emergency services
Pedestrian accidents	Fatalities Trauma to witnesses		 Appropriate traffic controls are in place (pedestrian crossings, traffic controllers for school crossings) Restricted speed signs displayed in car parks and driveways. Schools: adequately signed drop-off / pick-up areas. 	 Emergency services notified First aid provided where necessary Contact next of kin 	 Arrange EAP Review traffic controls in consultation with local council (if necessary)
Serious Occupational violence	Physical Attack / Assault Damage to property		 Review access to worksite Adequate lighting around the workplace for after hours Keep 'hidden' spots to a minimum (e.g. cut back large shrubs) Review layout of rooms when meeting with difficult clients / students. 	Contact Police where assault has occurred.	
Staff or students/client s lost on excursion			 Roll calls / attendance list reviewed on a regular basis (e.g. prior to departing sites) Comprehensive risk assessment are completed for all excursions (schools: refer to SACCS Camps, Excursions Policy) 	 Person in charge to confirm student / client is lost Contact Executive / Principal Consultant Guardian / family member notified. Contact Emergency services 	 Arrange EAP Manage the media Review the emergency plan
Storms	Property damage (through debris, fallen trees)		 Regular inspection of trees and maintenance as required (ie. removing branches, trees that have been identified as a risk) 	Review weather forecasts through radio or Bureau of Meteorology website	 Arrange repairs of building where damage sustained. Implement procedures to resume workplace activities.



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	Electrocution from fallen power lines Vehicle accidents	 Ongoing maintenance of roofs Gutters cleaned Site to prepare emergency kit when going on excursions away from the worksite 	 If driving, hazard lights to be on. Where there is severe weather, pull over. Worksite to implement lock- in/lock-down procedures where staff/students are outdoors. Isolate services where required to make area safe. 	Arrange EAP where required.
Suicide	Trauma to staff, students, clients	 Wellbeing programs implemented at the worksite (e.g. stress management training) Workplace Bullying Programs implemented 		
Technology failure	Loss of information	IT back up procedure Staff compliance with above	Locate & confirm back up data	 Restore IT information systems Restore information to appropriate systems
Worksite Closure	Disruption to services No access to utilities Property damage	 Plan relocation (short-term & long-term) of students/clients/residents Plan close down of facility Draft information release prepared Draft media release prepared Plan re occupying phase 	 Relocate who & where required Ensure worksite is 'closed down' safely Inform customers Inform media if required 	 Arrange insurance/repair work as required Ensure worksite is safe for reoccupying Follow plan prepared prior to incident Debrief session for employees and others in the workplace

CRITICAL INCIDENT/CONTINGENCY PLAN

CRITICAL INCIDENT/CONTINGENCY PLAN

IMAGINARY WORKSITE

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Critical Incident Management team	Page 4	
Critical Incident Repose Chart	Page 5	

POTENTIAL EMERGENCIES

Bomb Threat	Sheet 1	
Death - sudden	Sheet 2	
Death of Staff/consumer	Sheet 3	
Earthquake	Sheet 4	
Fire		
Flood		
Outbreak of Disease		
Transport Accident		

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Introduction

This Critical Incident/Contingency Plan describes the manner in which <u>Imaginary Worksite</u> will respond to disasters and critical incidents, both onsite and offsite, that involve employees and others in the worksite.

The Plan provides a framework for *Imaginary Worksite* to:

- Implement immediate action to ensure the safety of all
- Establish temporary arrangements to ensure usual service delivery returns as soon as possible after the event
- Undertake the planning and management of actions required to re-establish normal operation of the business

Worksite key information

- Worksite: Imaginary Worksite 23 Dog Leg Road Charliville SA 5091
- Telephone: 08 8210 9346
- *Facsimile:* 08 8210 9340
- Email: <u>cshwsa@cshwsa.org.au</u>
- Manager: Ms Red Dog
- Business: R-12 co-educational college
- Staff numbers: 136
- Student numbers: 1200

Site Details

College site is located in a semi-rural setting. The land size is approximatelysquare metres.

All buildings are single story, there is a large oval surrounded by large gum trees

This section can be quite extensive

Executive

Manager	Ms Red Dog	0478 218 645
Chairperson of the Board	Mr Murray Brown	0497 258 369

Critical Incident Management team

Critical Incident Team	Peter Brown (Business	0421 369 258
Leader	Manager)	
Facilities & Finance	Mary White (Bursar)	0464 258 369
Student/Staff wellbeing	Marg Smith (Counsellor)	0419 854 963
Communications	Brian Wilson (Deputy)	0497 247 135
Technology	Wilbur Smitten (IT Manager)	0497 257 946
OHS&W	Kathy Green	0431 568 951
Timetabling/Staffing	Michael Brown	0497 123 369
Enrolments/Administration	Kerry Grant	0497 456 987
Others may be	· · · · · ·	·

The decision to implement the Critical Incident/Contingency Plan will be made by the Critical Incident Team Leader

CRITICAL INCIDENT RESPONSE CHART

IMMEDIATE RESPONSE (within 24 hours)	
ACTION	COORDINATED BY
Identify the nature of the critical incident	
Ensure the safety and welfare of all on site	
Contact Emergency Services as appropriate: Ambulance, SAPOL, MFS, gas provider, water provider, electricity	
provider	
Find the facts - Verify information; make notes Maintain site integrity - SAPOL or SafeWork SA may be involved	
Notify the critical incident management team leader – as determined in worksite specific plan	
Implement the critical incident team	Critical Incident Team Leader
Activate the Critical Incident/Contingency Plan.	Critical Incident Team Leader
Inform employees and others in the worksite	
Managing media and publicity	
Assess the need for support and counseling for those directly and indirectly involved	
If required an investigation of the event to commence	

SECONDARY RESPONSE (48-72 HOURS)

ACTION	COORDINATED BY
Return worksite to usual business activity	
Assess the need for support and counseling for those directly and indirectly involve (ongoing)	
Provide the workers onsite and wider community with actual information as appropriate	
Arrange debriefing for all that were most closely involved and at risk	
Restore site to regular routine, service delivery, and community life as soon as practicable	
Completion of critical incident report	

ONGOING FOLLOW-UP RESPONSE	
	ONGOING FOLLOW-UP RESPONSE

ACTION	COORDINATED BY
Identification of any other persons who may be affected by the critical incident and provide access to support services for community members	
Provision of accurate information to all workers onsite	
Maintain contact with any injured and affected parties to provide support and monitor progress	
Monitor workers for signs of delayed stress and the onset of post- traumatic stress disorder; providing specialized treatment as necessary	
Evaluation of critical incident management	
Manage any possible longer term disturbances e.g building closure, inquests, legal proceedings	

BOMB THREAT

SH	EE.	Γ1	

DEVELOPED: 23/01/2012 REVIEWED: 23/01/2013

IMMEDIATE:

- If telephone Personnel involved follow instruction sheet located with each desk telephone
 - \circ Continue to talk with person making call
 - Other person to contact Police 000
 - Await instruction from SAPOL
- If mail (suspicious package) do not handle
 - Inform manager
 - Contact Police 000
 - o Await instruction from SAPOL
 - o Consider evacuation

SECONDARY

- Arrange counseling (EAP) for those involved
- Arrange debrief

ONGOING

• Review Bomb Threat management at the worksite



DEATH - SUDDEN

SHEET	1	

DEVELOPED: 23/01/2012 REVIEWED: 23/01/2013

IMMEDIATE:

- Gather information –who, when, how
- Approach must be sensitive, respectful, supportive
- Gather immediate community friends etc
- Inform staff/students/residents
- Arrange professional support (EAP)

SECONDARY

- Inform wider community
- Inform Board/Stakeholders
- Manage media
- Acknowledgement of death
- Acknowledgement of /attendance at services

ONGOING

- Support of immediate & extended community
- Respect/acknowledgement of anniversaries



APPENDIX 2

HAZARD LEADERS AND CONTROL AGENCIES – means the agency which, because of its legislative responsibility or specialized knowledge, expertise and resources undertakes a leadership role for planning emergency management activities pertaining to the prevention of, preparedness for, response to and recovery from a specific hazard. The role is to lead a multi-agency approach to planning for the identified hazard.

HAZARD LEADERS			
HAZARD	HAZARD LEADER	CONTACT NUMBER	
Flood	Department of Water, Land and Biodiversity Conservation		
Severe weather	S.A State Emergency Service		
Urban fire	S.A Metropolitan Fire Service		
Rural fire	S.A Country Fire Service		
Terrorism	S.A Police		
Human Disease	Department of Health		
Escape of Dangerous Substance	Department of Administrative and Information Services		
Animal and Plant Disease	Department of Primary Industries and Resources		
Earthquake	To be determined		

CONTROL AGENCIES			
Type of Emergency Incident	Control Agency		
Aircraft Accident *#	SA Police (SAPOL)		
Animal, plant and marine	Dept of Primary Industries and Resources		
Bomb threat	SAPOL		
Earthquake *#	SAPOL		
Fire (Rural and Metro)	SA Country Fire Services (SACFS) or S.A Metropolitan		
	Fire Services (SAMFS)		
Flood	S.A State Emergency Service		
Food/drinking water contamination	Dept of Health		
Information and communication technology (ICT)	Dept of Administrative and Information Services (DAIS)		
failure			
Fuel, gas and electricity shortages	Dept of Transport, Energy and Infrastructure (DTEI)		
Hazardous or Dangerous materials emergency	SACFS or SAMFS		
Siege/Hostage	SAPOL		
Human epidemic	Dept of Health		
Marine, transport accidents *#	SAPOL		
Oil spills – marine & inland waters	Dept of Transport, Energy and Infrastructure (DTEI)		
Rail accident *#	SAPOL		
Road/ transport accident *#	SAPOL		
Search and rescue – structure (USAR)	SAMFS or SASES		
Severe weather	SASES		
Terrorist incident	SAPOL		

*Where an incident involves fire or the release of a hazardous material or an imminent threat of such nature, the control agency will be the SAMFS or SACFS for that part of the incident.

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Where an incident involves entrapment, the control agency will be the SAMFS, SACFS or SASES for that part of the incident