

Greg Busson  
WA District Secretary  
Mining and Energy Union

By email: [gregbusson@highway1.com.au](mailto:gregbusson@highway1.com.au)

14 February 2022

Dear Greg

Thank you for your letter dated 4 February 2022.

Our COVID-19 response continues to evolve in relation to the emerging challenges, however our overriding priority is to maintain solutions and controls that ensure the safety and wellbeing of our employees, contractors and the communities in which we operate.

We have prepared plans to respond to the evolving next stages of the COVID-19 pandemic to meet this overriding principle. As you will appreciate the circumstances and the Government requirements continue to change and we will need to continue to respond and adapt as they do. We continue to work with industry partners and government agencies, including the Department of Health, to deliver safe and practical controls.

We are pleased that the WA State Government has recently moved to a [high caseload environment](#), meaning that isolation requirements are now reduced to seven days. We have aligned our isolation requirements accordingly. We see this as positive change for our people, with many being concerned about the impact of site-based 14-day quarantine on health and wellbeing.

To minimise the potential negative impacts of close contacts being required to isolate on site, we are continuing to work with CME, Department of Health and WAPOL on plans for the safe movement of close contacts to their preferred 'home' accommodation. Where appropriate and approved, we will seek to repatriate workers who are deemed close contacts of a positive case of COVID-19 and who test negative to COVID-19 to isolate at home. We are currently working with our airline partners to secure additional flights for this purpose if approved.

When required to isolate on site employees will have access to a range of support, including among other matters:

- Multiple room welfare checks per day with nurses and patient liaison officers
- The provision of three meals per day ordered by the isolating person and delivered to the room
- A hygiene pack plus a selection of convenience store items (including snacks such as, chips, chocolates and soft drink etc)
- Residents can place orders for retail items stocked at the village and have them delivered to the room
- Fresh linen and towels will be delivered to the room in line with regular room servicing schedules
- Instructions and safety sealed bags for the safe disposal of used items
- Communication and Entertainment - In room WIFI and TV's with Foxtel Subscription

We have engaged additional medical resources to support anyone isolating and anyone who returns a positive COVID-19 result whilst on site to provide care and support to those people. This includes site-based nurses, the Company's occupational physicians and new dedicated patient liaison officers who can monitor and care for those suffering COVID-19 whilst in camp. In addition to medical support, the Company also

recognises the need to provide access to reliable communication with loved ones, mental health support and critical supplies to workers isolating in camp and in residential towns. We have recently trialled additional on-site psychologist counselling support, separate and additional to our EAP. This was well received and will be deployed across our operations.

In the event of someone requiring hospitalisation, the Company will work with the WA Department of Health and the Royal Flying Doctors Service (RFDS) to arrange for them to be transferred to hospital where they can receive the care they need. We can also draw on other transport services in the event that the RFDS was overwhelmed.

As the COVID-19 situation continues to evolve and present new and different challenges, we continue to make arrangements to ensure the impact on employee entitlements and pay is minimised. In previous lockdowns we have sought to maintain remuneration in situations where employees have been unable to work or provided additional remuneration or additional time in lieu to recognise the support and flexibility provided for those that did additional work. This approach will continue and for the time being employees required to isolate or who may have their roster disrupted should not see any negative impact on remuneration. Fatigue is another matter that will be a critical consideration for us during this period and will drive a number of decisions. Employees should discuss any issues related to their commute plans that arise from COVID-19 controls with their leader.

We are continually seeking and receiving regular feedback from the workforce and safety reps in relation to our COVID-19 response and controls. We also prepare regular employee briefs to enable important information to be communicated to the entire workforce. If employees feel they are not seeing these they can be accessed from their leader. We have also made them available on a new app launched last week, RT Connect, that can be accessed and reviewed by any employee on their own personal device wherever they are.

Once again, we thank you for your letter and trust the above information assures you that people's health, safety and wellbeing will continue to be our priority.

**Yours sincerely**

A handwritten signature in black ink, appearing to read 'Larna Comenos', written in a cursive style.

**Larna Comenos**  
**Manager Employee Relations**