



## COVID Safe Industry Plan: Queensland Sex Industry

This COVID Safe Industry Plan has been developed in consultation with health authorities, sex work advocacy groups and licensing authority representatives to provide a public health-led guide for the safe return to service provision, covering:

- infection prevention and control policies and procedures and safe systems of work
- how workers will monitor and update work practises as public health information changes to remain compliant with ongoing Government and public health authority rules, directions and restrictions, and
- how workers can work with and assist Government and public health authorities when required.

### The Plan is underpinned by the following key principles:

- Many cleaning and hygiene practices required to prevent COVID transmission are already protocol in sex work workplaces in Queensland.
- These include client screening, management of client movement in the workplace, cleaning of all surfaces, use of condoms and other PPE, treatment of laundry, record keeping and compliance with contact tracing. This plan adds to existing workplace practises to include and encompass COVID prevention.
- Sex workers have low rates of sexually transmissible infections and understand contact tracing systems.
- Sex Industry workplaces in Queensland have less than 20 people on premises at any one time. The Queensland brothel industry is highly regulated, limited to only 5 working rooms and 8 service providers. Sole operator sex workers only see one client at a time.
- Evidence shows that sex workers in Queensland are swift to update health practices when reliable information is accessible.

### Implementation of and compliance with the Plan will be supported by the following:

- Checklists translated into key sex industry population languages to improve access.
- Online workshops offered to sex workers to provide guidance on the use of the checklists contained within this plan.
- Respect Inc will develop resources to increase sex worker uptake of the checklist and public health responsibilities.
- Brothels will develop and adhere to recommended Best Workplace Practices in line with the COVID Safe Checklist.

### Access to the Plan and further information:

- Access the COVID-19 website for your relevant approved industry COVID Safe plan and complete the statement of compliance included in the approved plan.
- Display the completed statement prominently in your premises before you commence service provision under Stage 3.
- Visit the Respect Inc. website
- Visit the Queensland Government website or subscribe to the Queensland Health newsletter for updates.



## Queensland Legal Brothels

As at 3 July 2020

### What you need to do to safely re-open your business

#### 1. Check your business can re-open

- Check the Queensland Government's COVID-19 website at [www.covid19.qld.gov.au](http://www.covid19.qld.gov.au) to confirm you can re-open your business and whether any specific restrictions apply.
- If your business has been closed, check the condition of equipment and facilities are fully functioning, such as PPE, gas, electricity, toilets and hand-washing facilities.
- Ensure food and beverages stored at your business have not been contaminated or are now out of date.
- A COVID Safe training program is mandatory and must be undertaken within two weeks of re-opening. The COVID Safe training for Beauty therapy, nail salons, tanning, tattoo parlours and spas (micro-credential) is the training most applicable to our industry. It can be accessed online through TAFE Queensland (<https://tafeqld.edu.au/covid-safe>), or from an approved industry organisation.

#### 2. Wellbeing of workers

- Direct workers to stay at home if they are sick, and to go home immediately if they become unwell. Require them to be tested for COVID-19 if they have any symptoms of acute respiratory disease (cough, sore throat, shortness of breath) or a fever or history of fever. They must remain in isolation at home until they get the result and it is negative for COVID-19.
- Modify processes behind the counter (including in break rooms) to limit workers having to be in close contact, as much as possible. Assign workers to specific work rooms to minimise the need to go into other spaces and time breaks to ensure social distancing.
- Postpone, cancel or use electronic communications such as video conferencing for non-essential face- to-face gatherings, meetings and training.
- Consult with workers on COVID-19 measures in the workplace and provide workers with adequate information and education, including changes to work tasks and practices and appropriate cleaning and disinfection practices at work.
- Put signs and posters up to remind workers and others of the risk of COVID-19.
- Consider safety risks and manage these according to the appropriate hierarchy of controls, i.e. elimination, substitute, isolation, administrative controls then personal protective equipment, where required.
- Implement measures to maximise the distancing between workers to the extent it is safe and practical and minimise the time that workers are in close contact.
- Where it is practical and safe to do so, review tasks and processes that usually require close interaction and identify ways to modify these to increase social distancing between workers.
- Introduce work from home arrangements where workers are able to work from home, such as administrative work where no face to face contact is required.



### 3. Social distancing

- Place signs at entry points to instruct customers not to enter the premises if they are unwell or have COVID19 symptoms. The sign should state that businesses have the right to refuse service and must insist that anyone with these symptoms leaves the premises.
- If practicable set up separate exit and entry points to minimise contact.
- Implement measures to restrict numbers within the premises, including maintaining a maximum of 20 people at any one time, and ensuring distance of 4 square metres per person.
- Ensure social distancing by placing floor or wall markings or signs to identify 1.5 metres distance between persons for queues and waiting areas.
- Consider using physical barriers where practical, such as plexiglass around reception counters.
- Space seating at least 1.5 metres apart
- Limit the use of cash transactions by encouraging customers to use tap and go, direct deposit or other contactless payment options.
- Limit walk-in appointments and client interaction at the counter by promoting the use of online or phone bookings.

### 4. Record keeping

- Contact information must be kept on all clients, workers and contractors, including full name, email address (residential address if not available), mobile phone number and date of service for a period of at least 56 days.
- Ensure records are used only for the purposes of tracing COVID-19 infections and are captured and stored confidentially and securely.

### 5. Hygiene, Cleaning and Infection Control

- Inform clients of expectations before they attend their appointment. This includes:
  - staying at home if they feel unwell
  - that they will need to provide their details for record keeping
  - washing their hands or using alcohol-based hand sanitiser upon arrival before entering reception areas.
- If a client arrives for an appointment and is unwell, the client will not be permitted to stay.
- Ensure clients and Sex Workers are provided with hand washing facilities or appropriate alcohol-based hand sanitisers. Alcohol-based hand sanitiser containing at least 60% ethanol or 70% isopropanol is recommended.
- Use Latex mattress covers which can be carbolised after each appointment. Ensure side tables are also carbolised after each appointment.
- Where Sex Workers were previously required to use gloves to control for risks other than COVID-19 infection, they must continue to do so.
- Instruct Sex Workers to practice good hygiene by frequently cleaning their hands. Hand washing should take at least 20 to 30 seconds. Wash the whole of each hand, covering all areas with



soap before washing with water. If hand washing is not practical, alcohol-based hand sanitiser containing at least 60% ethanol or 70% isopropanol is recommended.

- Reduce the sharing of equipment and tools, and remove books, magazines and iPads from waiting areas.
- Ensure all PPE is single use only.
- Refrain from offering communal refreshments or water stations.
- Clean frequently touched areas and surfaces at least hourly with detergent or disinfectant (including shared equipment and tools, Eftpos equipment, tables, counter tops and sinks).
- Any surfaces used by clients must also be cleaned between clients. Ensure appropriate disinfection of relevant equipment between clients. Ensure sufficient time is kept between appointments to allow for this.
- Every client is to shower before and after every appointment. Showers and basins to be disinfected and dried after every appointment.
- Used towels and bed linen is laundered after every appointment using a chemical wash and or high temperature dryer.
- Service Providers/Sex Workers must hold a current Sexual Health Certificate which confirms that they have been screened for any sexually transmitted infections.

## 6. Review and monitor

- This checklist is a key part of your Workplace Health and Safety Plan to manage COVID-19, as outlined on the WorkSafe website.
- Regularly review your systems of work to ensure they are consistent with current directions and advice provided by health authorities.
- Publicly display this signed checklist as evidence that you are a COVID Safe business.
- Ensure you have a copy of this signed checklist which must be produced if requested from a relevant compliance/enforcement officer. This may include providing an electronic copy.
- Keep up to date and find additional guidance at [www.covid19.qld.gov.au](http://www.covid19.qld.gov.au) & [www.worksafe.qld.gov.au](http://www.worksafe.qld.gov.au)
- Employees with a general work-related complaint can call WHS Queensland on 1300 362 128.
- Business owners that would like to better understand their WHS duties regarding COVID-19 can call 1300 005 018 or their union or their industry association.
- Clients who have concerns about whether a business is complying with this checklist can call 134 COVID (13 42 68).

## 7. Deliveries, contractors and visitors attending the premises

- Where practical, direct delivery drivers or other contractors visiting the premises to minimise physical interaction with workers.
- Use electronic paperwork where practical. If a signature is required, discuss providing a confirmation email instead, or take a photo of the goods onsite as proof of delivery.



## COVID Safe Checklist: Sole operator sex workers

### Sole operator sex workers

As at 3 July 2020

#### What you need to do to safely re-open your business

##### 1. Preparation for returning to work

- Before returning to work, read through this plan.
- A COVID Safe training program is mandatory and must be undertaken within two weeks of re-opening. The COVID Safe training for Beauty therapy, nail salons, tanning, tattoo parlours and spas (micro-credential) is the training most applicable to our industry. It can be accessed online through TAFE Queensland (<https://tafeqld.edu.au/covid-safe>), or from an approved industry organisation.
- Check the Queensland Government's COVID-19 website at [www.covid19.qld.gov.au](http://www.covid19.qld.gov.au) to confirm you can re-open your business and whether any specific restrictions apply.

##### 2. General COVID-19 protection measures

- Practice physical distancing by maintaining 1.5m social distancing in all social situations and public spaces.
- Avoid touching your face.
- Cover your mouth and nose when coughing or sneezing.

##### 3. Do not work if you:

- Have had any COVID-19 symptoms in the last two weeks: fever, cough, sore throat, shortness of breath, runny nose, headache, fatigue, sore muscles or joints, or loss of taste.
- Have tested positive for COVID-19 in the last two weeks.
- In the last two weeks have been in contact with anyone who has had a positive COVID-19 test.
- Have been advised to self-isolate while awaiting a COVID-19 result.
- Have travelled overseas in the last two weeks.

If you are awaiting COVID-19 results you are required to self-isolate and not work until your test result comes back negative. If it comes back positive you are required to self-isolate and not work, you will be contacted by the local Public Health Unit for follow up.

If you are experiencing the COVID-19 symptoms seek testing immediately.

<https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19/stay-informed/testing-and-fever-clinics>



#### 4. Precautions in sex work workplaces

- Appointments by pre-booking only (phone, text or online options)
- Limit clients to a maximum one client at any time.
- PPE including condoms should be used for all services.
- Limit the use of cash transactions by encouraging customers to pay in advance, via direct deposit or other contactless payment options.

#### 5. Client screening

- Undertake COVID-19 prevention screening prior to the booking. Ask your client verbally, on email or sms:
  - Have you had any COVID-19 symptoms in the last two weeks: fever, cough, sore throat, shortness of breath, runny nose, headache, fatigue, sore muscles or joints, or loss of taste?
  - Have you tested positive for COVID-19?
  - In the last two weeks have you been in contact with anyone who has had a positive COVID-19 test?
  - Have you been advised to self-isolate while awaiting a COVID-19 result?
  - Have you travelled overseas or interstate in the last two weeks?
- If they respond yes to any of these questions advise them they cannot attend the booking.
- If a client arrives for a booking and they are unwell ask them to leave.

#### 6. Record-keeping

- Contact information must be kept on all clients, including date of booking, full name, email and mobile phone number for a period of at least 56 days.
- Ensure records are used only for the purposes of tracing COVID-19 infections and are captured and stored confidentially and securely.
- In the case of either you or a client of yours receiving a positive test result for COVID-19 you may be required to provide details to Queensland Health contact tracing staff. Their role is to ensure anyone who has been in contact with someone with COVID-19 is contacted. This is a standard procedure applied to anyone with COVID-19 and is a standard public health approach in Australia. It is the same process as contact tracing for notifiable STIs (HIV, syphilis etc).

#### 7. Hygiene and Cleaning

- Practice good hygiene by frequently showering and cleaning hands with soap and water. Follow the COVID-19 recommended hand washing technique. Hand washing should be undertaken for at least 20 seconds. Wash the whole of each hand, covering all areas with soap before washing with water. If hand washing is not practical, alcohol-based hand sanitiser containing at least 60% ethanol or 70% iso-propanol is recommended.
- Clients should be required to shower and wash hands with soap on arrival and departure. Bathroom to be equipped with soap and towels.
- Instruct the client to leave used towels and all personal belongings in the bathroom.



- Bed linen and used towels to be bagged or washed at the end of the booking. Using gloves is recommended when handling towels or linen for washing, to limit contact of dirty linen. Dispose of gloves appropriately. This poster is a helpful reminder of correct removal of gloves <https://www.cdc.gov/vhf/ebola/pdf/poster-how-to-remove-gloves.pdf>
- All PPE waste from the booking should be handled using usual PPE safety precautions, bagged and put immediately into a bin for disposal.
- All toys should be covered with condoms during use and cleaned thoroughly after the booking.
- Clean and disinfect all hard surfaces before and after each booking (e.g. bedside tables, counter tops and sinks, places where towels and clothes have been placed by client, showers, door knobs). Work areas to be aired out, opening windows and doors.
- All reasonable attempts to be taken to provide adequate ventilation at all times.

## 8. Review and Monitor

- Review your systems of work to ensure they are consistent with current directions and advice provided by health authorities.

## 9. Travel/Touring Workers

- Keep up to date on Queensland travel restrictions at this website. <https://www.qld.gov.au/health/conditions/health-alerts/coronavirus-covid-19/stay-informed/travel-advice>

## Additional Resources

Respect Inc has produced resources to support awareness of the return to work checklist for sex workers. Contact your local Respect Inc office for resources and supplies.

Unite against COVID-19



# STATEMENT OF COMPLIANCE

**This site is operating in compliance  
with an Industry COVID Safe Plan**

A copy of the Industry COVID Safe Plan may be found at:  
[www.covid19.qld.gov.au/government-actions/covid-safe-businesses](http://www.covid19.qld.gov.au/government-actions/covid-safe-businesses)

- Follow the rules and keep us all safe
- Practice social distancing
- Wash your hands regularly
- Be prepared to leave your contact details for tracing purposes
- This is a COVID SAFE site

Signed by: \_\_\_\_\_  
*(authorised business representative)*

Date: \_\_\_\_\_

