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Introduction

Purpose

The Town of Port McNeill is committed to providing a safe and healthy workplace for all its staff. A combination of measures will be utilized to minimize worker exposure to COVID-19, including the most effective control technologies available. Our work practices and procedures will protect not only our workers, but also other workers or public who enter our facilities. All employees must follow the procedures outlined in this plan to prevent or reduce exposure to COVID-19.

Policy

The Town of Port McNeill will strive to find ways to control or eliminate exposure to COVID-19 by developing and implementing proper controls, safe work procedures and educating and training its workers. The Town will follow direction and controls as specified by the World Health Organization, BC Centre for Disease Control and the local Health Authority's Medical Health Officer.

Scope

This program applies to all in the Town of Port McNeill who could be at risk of exposure to COVID-19.

Definitions

BCCDC: British Columbia Centre for Disease Control

COVID-19: A mild to severe respiratory illness that is caused by a coronavirus. It is transmitted chiefly by contact with infectious material (such as respiratory droplets), and is characterized especially by fever, cough, and shortness of breath and may progress to pneumonia and respiratory failure. Also known as SARS-CoV-2 or the coronavirus.

ECP – Exposure Control Plan

Influenza: A common respiratory disease caused by a highly contagious virus that mutates slightly from year to year (also known as the flu). Flu-like illnesses also have the same type of symptoms as influenza that has a known or unknown origin.

MHO: Medical Health Office

N95 Respirator: A personal breathing device (filter mask) that provides a barrier to protect workers from a variety of communicable diseases (airborne and droplet)

Pandemic: An epidemic over a wide geographical area or even throughout the world.

PHO: Provincial Health Officer

Physical/Social Distancing: Maintaining 2 meters/6 feet between people

PPE – Personal Protective Equipment

WHO: World Health Organization

Responsibilities

Management

- Ensure that the materials (for example, gloves, masks, alcohol-based hand rubs, and washing facilities) and other resources such as worker training materials required to implement and maintain the plan are readily available where and when they are required.
- Select, implement and document the appropriate site-specific control measures.
- Ensure that Supervisors and workers are educated and trained to an acceptable level of competency.
- Ensure that workers use appropriate personal protective equipment.
- Conduct a periodic review of the plan's effectiveness. This includes a review of the available control technologies to ensure that these are selected and used when practical.
- Ensure that a copy of the exposure control plan is available to workers.
- Close facilities or limit services to the public if warranted and/or as directed by the applicable health authority or by resolution of Council.
- Ensure that workers maintain physical distancing (2 meters/6 feet apart) while completing their work safely.

Supervisors

- Ensure that workers are adequately instructed on the controls for the hazards at the location.
- Ensure that workers use proper respiratory protection. If using respirators, rather than N95 masks, ensure that workers has been fit tested, and the results are recorded.
- Direct work in a manner that eliminates or minimizes the risk to workers.
- Send workers home if they are ill with symptoms associated with the COVID-19 and/or have been diagnosed by a medical practitioner to have the flu.
- Ensure that physical distancing is maintained (minimum 2 meters/6 feet of separation).

Workers

- Know the hazards of the workplace.
- Follow established work procedures as directed by the management or supervisor.
- Use of required PPE as instructed.
- Report any unsafe conditions or acts to the Supervisor.
- Know how and when to report exposure incidents.
- Leave work, after notifying supervisor, if suffering from the flu and stay home until the symptoms are gone.
- Ensure that physical distancing is maintained (minimum 2 meters/6 feet of separation)...

Human Resources

- Provide information to workers on COVID-19
- Keep copies of any records or concerns related to COVID-19
- Acting as a resource for any workers with questions or concerns

NOTE: The Police, Fire Department and Provincial Ambulance Service may have additional responsibilities and/or Operational Guidelines/protocols as it relates to pandemic response.

<u>Program Details</u> – as Identified by Canadian Health Authorities

Health Hazards

COVID-19 is a global pandemic and a public health emergency in British Columbia. SARS-CoV-2 is a virus that can cause the respiratory illness COVID-19. This illness can lead to hospitalization and death. The effects of COVID-19 are expected to be much more severe than for seasonal influenza because most people will not have any immunity to the virus. Seniors and people with underlying health issues (including heart disease, diabetes and lung disease) are at a higher risk of hospitalization and death, but young and healthy people are also at risk.

Symptoms

Covid-19 symptoms are likely to include fever, cough, sneezing, sore throat, difficulty breathing and loss of smell.

Transmission

Exposure to the virus that causes COVID-19 can occur by:

- Breathing droplets in the air that are generated when people cough or sneeze
- Close contact with other people (shaking hands or hugging)
- Touching contaminated surfaces and then touching the face, mouth or food
- Touching contaminated surfaces and then touching another surface may cause the virus to transfer from one surface to another.

COVID-19 can be transmitted even by people who are not displaying symptoms of the disease. People may be infected with COVID-19 should not come to work. This includes people who:

- Have or have had symptoms of COVID-19 in the past 10 days
- Have travelled outside of Canada within the previous 14 days
- Live with or have been in close contact to someone with COVID-19 (presumed or confirmed) within the past 14 days.

Risk Identification and Assessment

The extent of control measures outlined in this ECP will depend on the level of risk to worker health and safety. An important part of the ECP is to ensure all work groups and tasks are identified and assessed for their level of risk. Appropriate protective measures will vary according to the level of risk and kinds of activities an employee performs.

There are three primary routes of transmission for SARS-CoV-2, all of which need to be controlled. These include contact, droplet, and airborne transmission.

Breathing in droplets in the air

BCCDC advises that SARS-CoV-2 is not typically transmitted through airborne transmission, however, if somebody coughs or sneezes they do generate droplets which are airborne for at least a short period of time but do not float in the air and generally fall to the ground within one to two meters. Anybody who is near the individual may risk breathing in these droplets. Physical distancing (maintaining 2 meters/6 feet of distance from other people at all time) will reduce the risk of this occurring.

Close contact

Close contact refers to physical contact with another person, for example shaking hands or hugging. When people cough or sneeze, droplets may deposit on their skin or clothing, especially if they cough or sneeze into their hands. People who are carriers of SARS-CoV-2 may transfer the virus from their hands or clothing to others during close contact.

Surface contact

Surfaces can become contaminated when droplets carrying SARS-CoV-2 deposit on them, or when they are touched by a person who is infected. Surface contact involves a worker touching a contaminated object such as a table, doorknob, telephone, or computer keyboard or tool, and then touching the eyes, nose, or mouth. Surface contact is important to consider because SARS-CoV-2 can persist for several days on surfaces.

The following risk assessment table is adapted from WorkSafeBC Occupational Health and Safety Regulation Guideline G6.34-6. Using this guideline as a reference, we have determined the risk level to our workers, depending on their potential exposure in the workplace.

See Appendix A on page 11 for the level of risk and risk controls in place for these workers.

Table 1: Risk assessment for pandemic influenza

	Low Risk	Moderate risk	High risk
RISK LEVEL	Workers who typically have no contact with people infected with pandemic influenza	Workers who may be exposed to infected people from time to time in relatively large, well-ventilated workspaces	Workers who may have contact with infected people or with infected persons in small, poorly ventilated workspaces
Hand Hygiene	Yes (washing with soap and water, using an alcohol-based hand rub, or using hand wipes that contain effective disinfectant)	Yes (washing with soap and water, using an alcohol-based hand rub, or using hand wipes that contain effective disinfectant)	Yes (washing with soap and water, using an alcohol-based hand rub, or using hand wipes that contain effective disinfectant)
Disposable gloves	Not required	Not required, unless handling contaminated objects on a regular basis	Yes, in some cases, such as when working directly with pandemic influenza patients
Aprons, gowns, or similar body protection	Not required	Outbreak/transmission dependent.	Yes, in some cases, such as when working directly with pandemic influenza patients
Eye protection – goggles or face shield	Not required	Outbreak/transmission dependent	Yes, in some cases, such as when working directly with pandemic influenza patients
Airway protection – respirators	Non-medical masks required	Non-medical masks required	Yes (minimum N95 respirator or equivalent)

Various forms of PPE may be required or provided as an additional form of protection depending on the site or worker comfort.

Risk Control

The Regulation requires us to implement infectious disease controls in the following order of preference (Hierarchy of Controls):

- 1. Elimination
- 2. Substitution
- 3. Engineering controls
- 4. Administrative controls
- 5. Personal Protective Equipment (PPE)

Elimination of face-to-face contact is the best control possible. This would include closing facilities and reception counters, relying on phone, email or regular mail to answer public questions. Limit meetings and rely on conference calls, mail or messenger tools. Take financial transactions by electronic means rather than cash or cheque at municipal counters.

Substitution of existing materials or equipment to a product that reduces the hazard.

Engineering controls would be such things as working from inside an enclosure when receiving bill payments at the Town office reception counter or selling passes at parks and recreation facilities. This will not prevent all exposure so Administrative and/or PPE will be required.

Administrative controls include hand washing and cough/sneeze etiquette. A policy of no hand shaking at meetings may also be a suitable control.

Personal Protective Equipment would be the wearing of respirators, coveralls/turnout gear, gloves, goggles and/or face shields.

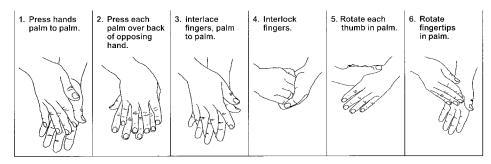
Safe Work Practices

Hand Washing and Hygiene

Hand washing is one of the best ways to minimize the risk of infection. Proper hand washing helps prevent the transfer of infectious material from the hands to other parts of the body – particularly the eyes, nose and mouth – or to other surfaces that are touched.

Wash your hands immediately:

- Before leaving a work area
- After handling materials that may be contaminated
- Before eating, drinking, smoking, handling contact lenses, or applying makeup.



Use soap and warm running water; it does not have to be hot to be effective. **If water is unavailable**, use a waterless hand cleanser that has at least 70% alcohol. Follow the manufacturer's instructions on how to use the cleanser. Wash and rinse your hands for at least twenty seconds. Workers should avoid touching your face, nose, and mouth and avoid rubbing your eyes. Personal hygiene should be maintained, and routine handwashing must take place. Properly dispose of anything that meets your mouth such as tissues or plastic eating utensils.

Cough and Sneeze Etiquette

Workers are expected to follow cough/sneeze etiquette, which is a combination of measures that minimizes the transmission of diseases via droplet or airborne routes. Cough/sneeze etiquette includes the following components:

- Cover your mouth and nose with a sleeve or tissue when coughing or sneezing
- Wear a N95 rated particulate mask (will contain any droplets)
- Use tissues to contain secretions, and dispose of them promptly in a waste container
- Turn your head away from others when coughing or sneezing
- Wash hands regularly

Health Verification/Screening

Workers who develop flu-like symptoms including fever, cough, sneezing, sore throat should immediately report it to their supervisor and go home or remain at home. They should then:

- Complete the self-assessment via <u>bc.thrive.health/covid19</u>
- Call 8-1-1 for further review and/or call their doctor for direction

Workers may need to isolate for 10 to 14 days at home depending on the outcomes and advice of the above. http://www.bccdc.ca/health-info/diseases-conditions/covid-19/self-isolation.

Anyone who may have been working in close proximity to a worker with flu-like symptoms, who was not following the requirements of the social/physical distancing procedure may be required to self-monitor for symptoms

Social/Physical Distancing

Workers are required to ensure they maintain at least six feet or two meters away from other workers. Large group congregation should be avoided. The Town of Port McNeill will strive to limit groups of workers coming together for training/orientation, lunch, meeting rooms, crew talks, change rooms etc. Workers should not congregate at the entrances, work areas, washroom facilities etc. The Town will ensure that tasks that may involve two workers will be conducted with the minimum distancing. Where this is not possible, additional equipment (PPE, hoists, etc) will be used to assist with the task. This will ensures that potential transmission can be minimized.

Cleaning and Disinfecting

Increase daytime cleaning of high touch common area surfaces that are accessible to the public, clients and/or multiple employees during a work day. This includes vehicles. For personal desk and office areas it is recommended three times daily – once in the morning, once midday and once in the afternoon. Clean and disinfect debit machine pin pads after each use. See Appendices E, F & G on pages 15, 16 & 17.

Gloves

Town workers will be provided with protective gloves (task & position dependent). These should be worn when a worker may come into contact with objects/equipment handled by others or the public. Gloves should be replaced frequently and disposed of safely.

N95 Particulate Masks

The N95 mask is typically worn by workers directly involved in an aerosol generating medical procedure (as defined by Health Canada). The Fire Department would be a primary user of an N95 mask as a first responder their situations and circumstances may be unpredictable. An N95 mask is a protective barrier that is worn on the face, covers at least the nose and mouth, and is used to contain large droplets generated during coughing and sneezing. N95s help minimize the spread of potentially infectious material. See Appendix B, C and D – Instructions for Fitting N95 Mask on pages 12, 13 & 14.

NOTE: Police, Fire Department and Provincial Ambulance Service will have additional responsibilities and/or protocols as it relates to pandemic response.

NOTE: Additional Safe Work Procedures may be required and created depending on the nature of the risk and/or newly identified tasks where virus transmission could be an issue.

Implementation Plan

In the event of a Phase 4 Pandemic Alert and/or Phase 5/6 Pandemic Alert (See Appendix E - Pandemic Phases Chart) the following risk control processes will be instituted. Signage may be required on facilities to ensure patrons/customers do not enter facilities if they are experiencing symptoms or have been exposed via travel/contact etc. See Appendix I on page 19.

Low Risk - See table on page 11

- All workers will be instructed in hand washing and cough/sneeze etiquette. See pages 7 & 8
- Sick workers will be encouraged to remain at home. If ill at work they will be sent home.

Moderate Risk - See table on page 11

- All workers will be instructed in hand washing and cough/sneeze etiquette. See pages 7 & 8
- Sick workers will be encouraged to remain at home. If ill at work they will be sent home.
- Personal protective equipment may be made available if/where required and/or safe distance from patrons (gloves/hand sanitizer etc)

High Risk - See table on page 11

- All workers will be instructed in hand washing and cough/sneeze etiquette. See pages 7 & 8
- Sick workers will be encouraged to remain at home. If ill at work they will be sent home.
- Personal protective equipment will be made available
- Mandatory use of all required personal protective equipment. IE: First responders.

In the event of a Phase 6 Pandemic the Town Emergency Operations Centre may be activated and various work areas may be closed as directed until such time as they recommend the resumption of regular work activities. The Town will follow the direction of the local Health Authority and/or BC Centre for Disease Control and/or provincial/federal government.

Record Keeping

The Town of Port McNeill will keep records of instruction and training provided to workers regarding COVID-19, as well as respirator fit tests and first aid records.

Training

Workers will receive information on the following:

- The risk of exposure to COVID-19, and the signs and symptoms of the disease
- Safe work practices/procedures to be followed, including hand washing and cough/sneeze etiquette
- Reminders on location of washing facilities, including dispensing stations for alcohol-based hand rubs
- Proper use of a N95 masks if/when required
- How to seek first aid
- How to report an exposure to or symptoms of COVID-19

Training will be in form of staff bulletins, email communication and intranet postings. Should presentations be made available from Public Health or the local Health Authorities, these will be made available to staff where required.

Documentation

Appendix A – COVID-19 Risk Assessment Chart

Appendix B – Instructions for Fitting N95 Mask: DUCKBILL STYLE

Appendix C – Instructions for Fitting N95 Mask: CUP STYLE

Appendix D – Instructions for Fitting N95 Mask: FLAT FOLD THREE PANEL STYLE

Appendix E – Workstation Cleaning Instructions

Appendix F – Vehicle Cleaning Instructions

Appendix G - Cleaning PIN Pads

Appendix H - COVID-19 Signage

Appendix I - Pandemic Phases Chart

Appendix A - COVID-19 Risk Assessment Chart

Note: Risk levels may increase or decrease depending on the nature of the outbreak and/or if there is local community cases of the virus etc. The Town will follow direction given by the local Health

POSITION	LEVEL OF RISK	CONTROL PROCEDURES
Internal office staff	Low	Regular and effective hand hygiene
Front line customer service staff	Low/Moderate	Regular and effective hand hygiene/PPE if/where required
First Aid Attendant	Moderate	Regular and effective hand hygiene/PPE if/where required
Lifeguard (if operational)	Moderate	Regular and effective hand hygiene/PPE if/where required
Park Caretaker/Cleaning Staff	Moderate	Regular and effective hand hygiene/PPE if/where required
Firefighter/Police/Ambulance (First Responders)	High	Hand hygiene, disposable gloves, turnout gear, goggles and/or face shield, N95 respirator.

Authority/BCCDC/WHO/Government Agencies

Appendix B - Instructions for Fitting N95 Mask: DUCKBILL STYLE

The following instructions must be followed each time the respirator is worn. Before donning, inspect the respirator to ensure it is not damaged, soiled, or crushed and the straps are intact with good elasticity. Replace the respirator with a new one if any of these problems are observed.



Separate the edges of the respirator to fully open it.

2



Slightly bend the nose wire to form a gentle curve.



Hold the respirator upside down to expose the two headbands.



Using your index fingers and thumbs, separate the two headbands. Ensure the metal nosepiece is on top.



While holding the headbands, cup the respirator under your chin.



Pull the headbands up over your head.



Release the lower headband from your thumbs and position it at the base of your neck.



Position the top headband on the crown of your head.



Form the nosepiece across the bridge of your nose using two fingers on each hand, press inward, moving your fingertips down both sides of the nosepiece.

10



Continue to adjust the respirator and secure the edges until you have a good comfortable fit.

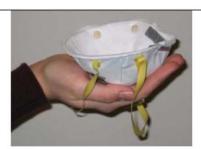


Fit check the respirator by placing both hands completely over the respirator and exhaling. If you feel air leaks around your nose, adjust the nosepiece as described in step 9. If air leaks along the edges, adjust the

DO NOT enter any area that contains a hazardous atmosphere unless you have a properly fitted respirator.

Appendix C - Instructions for Fitting N95 Mask: CUP STYLE

The following instructions must be followed each time the respirator is worn. Before donning, inspect the respirator to ensure it is not damaged, soiled, or crushed and the straps are intact with good elasticity. Replace the respirator with a new one if any of these problems are observed.



Cup the respirator in your hand with the nosepiece facing your fingertips and the straps hanging below the hand.



Position the respirator under your chin and tilt the nosepiece onto your nose.



Pull the top strap up and position it on the crown of your head



Pull the bottom strap up and position it on the nape of your neck.



Form the nosepiece across the bridge of your nose using two fingers on each hand, press inward, moving your fingertips down both sides of the nosepiece.

Seal check the respirator by placing your hands gently on the respirator and exhaling. If air leaks around your nose, readjust the nosepiece as described in step 5. If air leaks at the respirator edges, adjust the straps along the sides of your head and do another fit check.

DO NOT enter an area containing a hazardous atmosphere if you cannot get a good fit. See your manager.

Appendix D - Instructions for Fitting N95 Mask: FLAT-FOLD THREE PANEL STYLE

The following instructions must be followed each time the respirator is worn. Before donning, inspect the respirator to ensure it is not damaged, soiled, or crushed and the straps are intact with good elasticity. Replace the respirator with a new one if any of these problems are observed.



Remove respirator from package and hold with straps facing up. Place the bottom strap under the centre flap (where the ATTENTION statement is located)



Open top and bottom panels, bending the nosepiece in a slight arc. Straps should separate when panels are open. Ensure bottom panel is unfolded and completely opened.



Place the respirator on your face ensuring the foam is on your nose and the bottom panel is under your chin. Hold the panel securely in place while pulling the straps over your head.



Place the bottom strap on the nape of your neck and the top strap on the crown of your head.



Form the nosepiece across the bridge of your nose using two fingers on each hand, press inward, moving your fingertips down both sides of the nosepiece.



Fit check the respirator by placing your hands gently on the respirator and exhaling. If air leaks around your nose, readjust the nosepiece as described in step 5. If air leaks at the respirator edges, adjust the straps along the sides of your head and do another fit check.

DO NOT enter an area containing a hazardous atmosphere if you cannot get a good fit. See your manager.

Appendix E - Workstation Cleaning Instructions

A clean office promotes a healthy environment. You have a role in keeping your workstation clean. During flu season especially, it's a good idea to clean your workstation regularly. Follow these three easy steps regularly:

- 1. Use a disposable disinfectant cloth to wipe down hard surfaces.
- These include:
 - keyboard
 - mouse
 - phone
 - desktop
 - armrests on your chair
 - cabinet door/drawers
 - office door knob
- 2. Carefully dispose of the cloth immediately after use.
- 3. Wash your hands with soap and water or an alcohol-based hand sanitizer.



The Town of Port McNeill stocks a variety of antibacterial supplies. If the necessary disinfectant cleaning supplies are not available in your work area, please speak with your supervisor

Appendix F - Vehicle Cleaning Instructions

A clean work area promotes a healthy environment. You have a role in keeping your work area clean. If you share a work vehicle with others, you should sanitize the high-touch areas every time you take over the vehicle, especially during flu season.

Follow these three easy steps:

- Use a disposable disinfectant cloth to wipe down the following: 1.
 - Steering wheel
 - Seatbelt clasp
 - Door handles
 - Other areas that are commonly touched.
- 2. Carefully dispose of the cloth immediately after use.



The Town of Port McNeill stocks a variety of antibacterial supplies. If the necessary disinfectant cleaning supplies are not available in your work area, please speak with your supervisor.

Appendix G - Cleaning PIN Pads

Keeping your PIN pad clean will provide a more hygienic experience for your customers and employees. As such, please find some tips below:

Warnings:



- Never spray, coat or pour any liquid, sanitizer, or disinfectant directly onto the device.
- Never use bleach, hydrogen peroxide, thinner, trichloroethylene, or ketone-based solvents they can deteriorate plastic and rubber.
- Refrain from vigorously scrubbing / shaking the terminal(s) to prevent triggering a tamper alert.
- Electrostatic Discharge (ESD): Refrain from vigorously rubbing with a dry towel, or similar actions, which can cause ESD and trigger a tamper alert.

Cleaning & Sanitizing:

- 1. Turn off your device.
- 2. Unplug it from power source.
- 3. Clean it following the instructions below.
- 4. Once completely dry, reconnect it to power and power up.

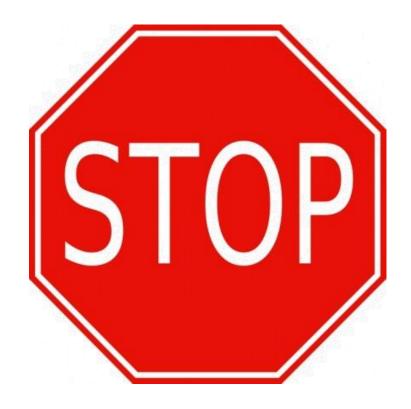
Devices should only be gently cleaned to remove dirt, residue or debris using a lightly water-dampened, clean microfiber cloth. One or two drops of pH-neutral, non-scrubbing soap may be used. Do not use solvents, harsh detergents, or abrasive cleaners.

After cleaning, the devices may be sanitized using an alcohol-based wipe or appropriate alcohol-based cleaner (approx. 70-90% strength isopropyl alcohol) applied to a microfiber cloth. Apply gently; do not scrub. Isopropyl alcohol applied to a clean microfiber cloth may be used on touch panel displays but never press hard on displays.

For helpful information on how to protect your business from COVID-19, explore the CDC website.

Appendix H – COVID19 Signage

Town of Port McNeill



PLEASE DO NOT ENTER THE BUILDING IF YOU HAVE:

- COUGH, FEVER OR EXPERIENCING BREATHING DIFFICULTIES AND/OR
- TRAVELLED IN THE LAST 14 DAYS AND/OR
- BEEN IN CONTACT WITH SOMEONE FROM AN IMPACTED AREA OR HAS **BEEN EXPOSED**

FOLLOW THE DIRECTION OF THE LOCAL HEALTH AUTHORITY, **BC CENTRE FOR DISEASE CONTROL AND** WORLD HEALTH ORGANIZATION

Appendic I - Pandemic Phases Chart

