

COVID-19 WORKPLACE HEALTH AND SAFETY POLICY		
HUPACASATH LAWN AND MAINTENANCE WORKPLACE		
EFFECTIVE DATE: June 1, 2020	CREATED WITH LAWN CREW SUPERVISOR ON: June 19, 2020	PAGES: 8 Appendices 9 pages.

PURPOSE

The health and safety and well being of all workers and others is a priority for the Hupacasath First Nation. Given that COVID-19 is likely to remain a risk for some time, this plan sets out a comprehensive approach to ensuring the health and safety of all workers and others in Hupacasath workplaces in compliance with COVID-19 health and safety requirements.

Along with the with the Hupacasath COVID-19 Policy, this plan addresses workplace obligations and measures in place to prevent the spread of COVID-19.

WORKPLACE RISKS

A ‘risk’ is the chance of injury or occupational disease occurring. A Risk Assessment is the process of analyzing:

- The chance of the occupational disease occurring.
- Identifying who is at risk of exposure.
- The degree of risk due to work performed and the workplace location.

Signs and Symptoms

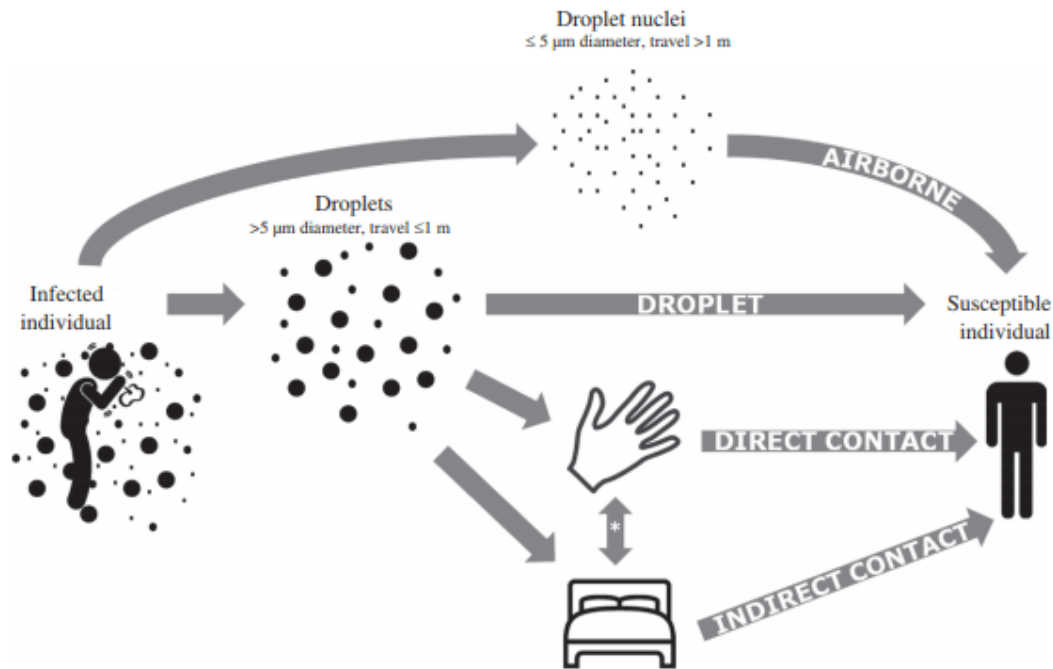
COVID-19 is a new strain of Coronavirus that is easily spread between humans.

The symptoms of COVID-19 are similar to other respiratory illnesses such as the flu and common cold and include:

- Cough
- Sneezing
- Fever
- Muscle aches
- Sore throat
- Difficulty breathing

Symptoms may appear 2-14 days after exposure. These symptoms are usually mild and begin gradually.

There are two primary ways of transmitting COVID-19, each of which need to be controlled. Routes of transmission are through contact and droplet transmission.



* Transmission routes involving a combination of hand & surface = indirect contact.

Transmission can be indirect or direct. Direct contact involves skin-to-skin contact. Indirect contact involves a worker touching a contaminated intermediate object such as a table, doorknob, telephone, or computer keyboard.

Droplet Transmission

Droplets may be generated when an infected person coughs or sneezes. Droplets can travel a short distance through the air and can be deposited on surfaces or in the eyes, nose, or mouth.

Airborne Transmission

Small droplets may travel more than 1 meter from sneezing or coughing.

Those infected may be most contagious when they are symptomatic. However, current data indicates that transmission is likely possible before people show symptoms (asymptomatic).

Risk Assessment Table

Low Risk

Workers who typically have no contact with people infected with pandemic influenza

Moderate Risk

Workers who may be exposed to infected people from time to time in relatively large, well ventilated workspaces

High Risk

Workers who may have contact with infected patients or with infected people in small, poorly ventilated workspaces

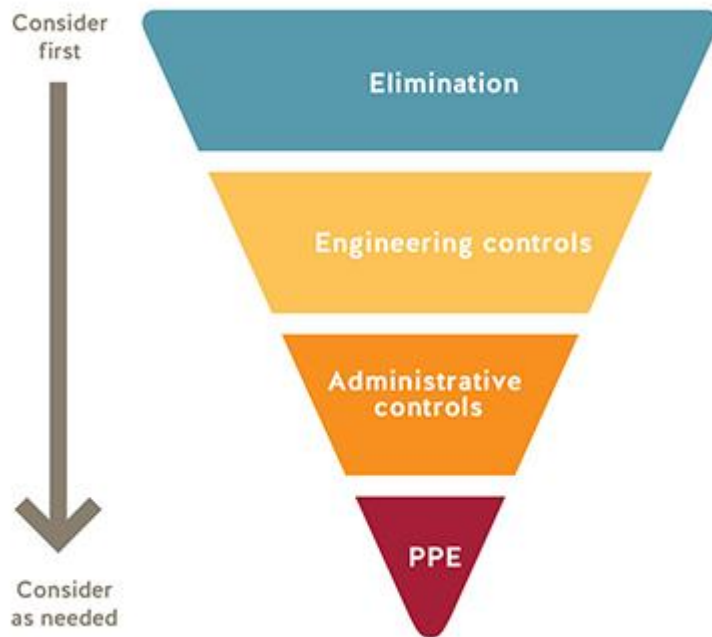
	<u>Low Risk</u>	<u>Moderate Risk</u>	<u>High Risk</u>
<i>Hand Hygiene</i>	Required- washing with soap and water	Required- washing with soap and water	Required- washing with soap and water
<i>Physical Distancing</i>	Required	Required	Required
<i>Social Etiquette</i>	Required	Required	Required
<i>Travel Restrictions</i>	Required	Required	Required
<i>Self-Monitor</i>	Required	Required	Required
<i>Cleaning Measures</i>	Required	Required	Required
<i>Pre-screen Clients</i>	Not required	Required	Required
<i>Disposable Gloves</i>	Not required	Not required	Required
<i>Masks</i>	Not required	Not required	Required

The degree of contact and risk varies depending on the nature of the work being performed and the workplace where it is being performed.

CONTROLLING WORKPLACE RISKS

The following represents a level of controls for preventing COVID-19 risks:

that offer the highest level of protection and add additional protocols as required.



First level of protection(elimination): limiting the number of people in the workplace where possible by establishing occupancy limits, rescheduling work tasks, implementing work-from-home arrangements, or other similar means. Rearrange workspaces to ensure that workers are at least 2 m (6 ft) from co-workers, customers, and members of the public.

Second level protection (engineering controls): If works or others can't always maintain physical distancing, install [barriers](#) to separate people. Examples include barriers such as plexiglass and shields, and where possible, use of alternative workplace business delivery methods such as telephone, video conference and Zoom.

Third level protection (administrative controls): Establish rules and guidelines, such as cleaning protocols, telling workers to not share tools, or implementing one-way doors or walkways.

Fourth level protection (PPE): If the first three levels of protection aren't enough to control the risk, consider the use of [non-medical masks](#). Be aware of the limitation of non-medical masks to protect the wearer from respiratory droplets. Ensure workers are [using masks appropriately](#).

ANALYSIS OF WORKPLACE RISKS AND CONTROLS FOR ADDRESSING RISKS

1. INTERACTIONS WITH OTHERS IN PERFORMING WORK

IDENTIFIED RISKS:

The risk of exposure to COVID-19 increases with interactions with people from outside the regular workforce i.e. the community as well as the public.

The following work areas have been identified as high-risk for exposure from others when providing lawn and maintenance services:

- Travel in worksite vehicles to and from worksites.
- Interacting with community members while performing home maintenance and repairs.
- Interactions with public when cutting lawns in public areas both on and off reserve such as at the Whaling Monument where people congregate.
- Interactions with the public when picking up equipment and supplies from retail stores and suppliers.

CONTROLS:

The following controls will be put in place to address the identified risks:

- Limiting the number of workers in work vehicles to a maximum of two at any given time.
- Ensuring that all workers safe distance when interacting with community members in homes and the public.
- Providing workers with masks to use when they are unable to safe distance from others.
- Providing workers with other PPE equipment such as gloves and disinfecting wipes.
- All workers will be responsible for self-screening, and if symptomatic, required to follow isolation and safe return to work protocols, as outlined in the diagram in the Workplace Safety Plan appendices.
- The worksite supervisor will be responsible for monitoring any symptoms of illness displayed by workers and others in worksites, including the possibility of temperature checks.

- All workers will be monitored by the worksite supervisor for compliance. and in the event of a breach may be subject to discipline, including being sent home without pay, or being asked to leave the workplace until compliant.

2. HIGH TOUCH WORKPLACE SURFACES

IDENTIFIED RISKS:

COVID-19 can spread through contact with contaminated surfaces. There is currently little hard data on the stability of COVID-19 on surfaces. Available data suggests that the stability of the virus on surfaces depends on several factors including relative temperature, humidity, and surface type.

Since COVID-19 spreads when contact is made with a contaminated surface, followed by touching one's eyes, nose or mouth, it is critical that high touch surfaces in the workplace be disinfected, and proper hygiene, including frequent washing of hands occurs.

The following surfaces have been identified as high touch areas in workplaces and therefore high-risk surfaces:

- Workplace vehicles, equipment, and tools.
- Surfaces in community houses.
- Surfaces in public parks maintained by the work crew.

CONTROLS:

The following controls have been put in place in to minimize the identified risks from high touch surfaces:

- Frequently cleaning/disinfecting work surfaces, including vehicles and work equipment such as the ride-on mower and work tools.
- Using personal protective equipment such as gloves when workers are unable to disinfect shared tools. See the Personal Protective Equipment (PPE) and COVID-19 health and safety attached in the Workplace Safety plan appendices.

- Making use of various outdoor taps and outdoor washing stations such as the one at the Hupacasath Administrative office to wash hands based on the recommended methods below.



3. COVID-19 TRAINING AND COMPLIANCE

IDENTIFIED RISKS:

Lack of awareness, or disregard for COVID-19 control measures in place increases potential risks for workplace outbreaks.

The following have been identified as methods to increase the awareness of works and others and ensure compliance:

- Ways to safely perform maintenance in community housing.
- Ways to safely perform maintenance in public parks.
- Use of PPE equipment.

CONTROLS:

The following controls will be put in place to increase awareness and compliance:

- The COVID-19 policy and Safety Plan will be reviewed with all workers and others who carry out lawn and maintenance work.
- The worksite supervisor will be trained in compliance measures.
- All workers and others will be trained in best practices for cleaning and sanitizing workplace.
- All workers and others will be encouraged to identify any risks in the work being performed and bring them to the attention of the worksite supervisor.
- The Hupacasath COVID-19 Policy and this Safety Plan will be posted on a clip board in work vehicles and on the Hupacasath website.
- The Hupacasath COVID-19 Policy and Workplace Safety Plan will be reviewed and updated for evolving developments and best practices.

APPENDCIES

1. Self-Screening Checklist (1p)
2. Personal Protective Equipment (PPE) (1p)
3. COVID-19 health and safety selecting and using masks (2p)
4. COVID-19 heath and safety cleaning and disinfecting (3p).
5. Decontamination Schedule (1p).
6. Employee Screening, Isolation and Returning to the Workplace Protocol (1p).