About the Alliance

The Manufacturing Safety Alliance of BC is the nonprofit health and safety association for BC manufacturers and food processors.

More than 3,000 employers use our Alliance online and classroom training and confidential advisory services to build workplace health and safety programs and protect workers.



Certifying Partner for the Occupational Safety Standard of Excellence COR for BC Manufacturers





Reopening and Protecting Workers Mitigating Risk During COVID-19

Presented by Lisa McGuire, CEO Manufacturing Safety Alliance of BC

Overview

- 1. Overview and Roles
- 2. Adapting to the "New Normal" to Prevent COVID-19 Transmission
- 3. Beyond Compliance and the Essential Role of Leadership
- 4. Maintaining the Supply Chain: PPE and Beyond
- 5. Contingency Planning



Stakeholders and their Roles



Provincial Health Office



WorkSafeBC

Manufacturing Safety Alliance of BC

1 of 13 Health & Safety Associations



Safety Alliance of BC

Provincial Health Office



"Be Kind, Be Calm, Be Safe"



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Provincial Health Office

Provides direction (in consultation with BCCDC) for reopening, including requirements for the COVID-19 Safety Plan, issuing orders, inspection(s), opening/closing facilities, managing outbreaks



BC'S RESTART PLAN

WorkSafeBC

- Develops industry sector requirements as outlined by the PHO and resources for the COVID-19 Safety Plan in consultation with industry stakeholders
- Ensures compliance of safe operation plans and health & safety regulatory requirements as part of regular inspection activities

NOTE: Safety Plans do **not** have to be submitted to WorkSafeBC before business reopening.



13 BC Health & Safety Associations



























How Health & Safety Associations Help

Resources and Training



Health & Safety Advisors Help Navigate COVID-19 and other Risks



Rosa Diaz, CRSP



Steve Wilson



Sherry Snow, CRSP



Stephanie Lawrence



Sheldon McKee, CRSP Confined Space



Era Poddar, PhD Ergonomics



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604.795.9595 | safetyalliancebc.ca

Adapting to the "New Normal" Operating (or reopening) safely to prevent the spread of COVID-19



Your COVID-19 Safety Plan

- All operating businesses are required by WorkSafeBC to develop a written safe operation plan outlining how they are reducing the risk of exposure to COVID-19 and prepare to operate under these processes for "12-18 months"
- The safe operation plans must be presented to a WorkSafeBC or health officer if requested, posted on the company website (if they have one) and at the workplace visible to workers, public and contractors

* BC Government key steps to safely operating your business ...



Understand the **risks** associated with COVID-19 and transmission



What is COVID-19? (BC CDC)



Coronaviruses are a large family of viruses found mostly in animals. In humans, they can cause diseases ranging from the common cold to more severe diseases such as Severe Acute Respiratory Syndrome (SARS) and Middle East Respiratory Syndrome (MERS). The disease caused by the new coronavirus has been named COVID-19.

While many of the characteristics of COVID-19 are still unknown, mild to severe illness has been reported for confirmed cases.



How is COVID-19 Transmitted?

Droplet Transmission

- Mainly through larger liquid droplets when a person coughs or sneezes OR when they are talking in a very close proximity to another person.
- The virus in these droplets can then enter the body of another when a person breathes in the droplets or when these droplets touch the *eyes, nose or throat*
- Requires close contact (2m) and is the "Primary form of transmission"





Droplet Transmission

- Much more likely when in close contact and indoors versus outdoors
- Also transmitted through droplets in the environment when someone touches their face or eyes without cleaning their hands



Incubation and Transmission of COVID-19

- Median Incubation Period: time from infection to first appearance of symptoms
- Serial interval: time between successive cases of COVID-19
- "Serial interval of COVID-19 is 5-6 days"



Risk of Transmission from social interaction in the workplace

Contact

Intensity

A function of contact type

and duration

(brief to

prolonged)

Contact Density- type of contact (close/distant) and duration of contact (brief/prolonged)

Number of people in your workplace at same time



Approximate number of people in setting at same time



Reducing or *Controlling* risk from *high* or *medium* levels

- Physical distancing measures: reduce the density (intensity and number of contacts) of people in your workplace
- Applying the Hierarchy of Controls (Engineering, Administrative, PPE)



COVID-19 Safety Plan

Written Plan identifying the specific measures your organization will adopt and implement for 12-18 months until PHO lifts the public emergency requirement.





Developing Your COVID-19 Safety Plan



COVID-19 Safety Plan- 6 steps

- 1. Assess the risk at your workplace of where transmission could occur
- 2. Implement measures to reduce the risk:
 - Hygiene and Sanitation
 - Maintain Physical Distance
 - Where Physical Distancing cannot be maintained
- 3. Develop policies
- 4. Develop communication plans and training
- 5. Monitor your workplace and update your plans as needed
- 6. Assess Risks arising from resuming operations

worksafebc.com/en/about-us/covid-19-updates/covid-19-returning-safe-operation



A. Review Workplace Demographic:

Number(density) of people and composition

- Do all workers need to return or can some work from home
- Higher risk categories (60+ or immuno-compromised)
- Transportation
- Community Living



- B. Site Inspection: Walk-through for on-site workers
- Where and how people interaction occurs (*type and duration of contact*) for tasks or conditions
- Obtain feedback from workers on ways to control exposure



C. Identify where RISK of TRANSMISSION is introduced

and how to minimize from exposure due to (fluid transmission) coughing/sneezing or touching contaminated surfaces

• Consider asking these questions when performing a risk assessment...



- Where do people congregate or what spaces are shared, such as break rooms, boardrooms, and kitchens?
- What job tasks or processes require workers to come into close proximity with one another or members of the public?
- What materials are exchanged (e.g., money, credit cards, and paperwork)?
- What tools, machinery, and equipment do people come into contact with?
- What surfaces are touched often or shared (e.g., doorknobs, elevator buttons, light switches, equipment, tools, kitchen appliances, etc.)?



Step 2. Identify and Implement Measures to Control or Reduce Risk



Step 2: Identify and Implement Controls to Reduce Risk

Foundational Measures to Reduce Transmission

- Stay home if you are sick (program to ensure sick people do not enter the workplace)
- Retain **social distancing** protocols where possible (2 meters)
- Good hygiene and sanitation processes (kills virus)



Hierarchy of Controls to Reduce Transmission

Applying the Hierarchy of Controls for COVID-19



Engineering Controls

Interventions that are physical changes to the workplace to isolate workers from a hazard



Engineering Controls Physical barriers

Engineering Controls Physical barriers

Engineering Controls Adequate cleaning and handwashing stations



Engineering Controls

Barriers added to production lines to enforce 2-meter distancing


Ventilation Increase air supply and exhaust ventilation



To lower the risk of COVID-19 transmission inside a building, increase airflow and ventilate effectively

Checklist available from MSABC to include in your COVID-19 Safety Plan

Technology available to kill pathogens on surfaces

Administrative Controls

Changing the way people work to mitigate risk. May include training and education, policy changes, safe work procedures, and practicing good hygiene



Administrative Controls

Protocols/Policy, training and monitoring for washing hands, tools, equipment including common areas



Policies and Procedures

Clock in / out segregation with traffic flow

Lunchroom protocol: limited people / barriers



- PPE is considered one of the last lines of defense placing a barrier between the person and the hazard.
- In context of COVID 19, based on the site-specific risk assessment, PPE should be used where social distancing cannot be achieved or hygiene stations impractical as outlined in the risk assessment



PPE Controls



Face Shields



Respirators





Step 3. Develop Policies



Step 3. Develop Policies

A. Visitors or authorization of workplace access

- B. Pre-screening of workers and monitoring
- C. Illness arising at the workplace and notification processes
- D. Safety procedures for workers offsite or alone



Self-isolation Processes within Workplace Policy

- Anyone with Covid-19 symptoms (fever, chills, cough, sore throat, shortness of breath, painful swallowing) must self-isolate for 10 days
- PHO directive to self-isolate
- Arriving from outside of Canada must self-isolate for 14 days



Step 4. Communication Plans and Training



Communication Plans and Training

- Everyone entering the workplace must be trained on the policy and processes within the safe operation plan
- Post signage-including occupational limits, hygiene practices and restricted entry for symptomatic persons- around the workplace and entrance
- Adequate oversight to ensure compliance



Step 5. Monitor Workplace and Update Plan as Needed



Monitor Safe Operations Plan for Effectiveness

- COVID-19 is an evolving virus; measures and protocols may need to change
- Controls identified may not work as anticipated; include workers
- Consult Joint Health & Safety Committee/Representative in process and mechanism to address concerns



Step 6. Assess and Address Risks from Returning/Ongoing Operations



Workplaces that have Not been in Operation

Risks may arise from suspended operations

- New workers or duties: Training or Orientation
- **New ways of operating**: product, facility, or tools; risk assessment?
- New risks from starting up: ergonomic, hazards (cleaning systems)



Need Help? Take the FREE COVID-19 Safety Assessment

Ready to reopen safely?

Do you have the required safety controls in place to demonstrate you are ready to safely reopen, restart – or continue production?

Find out – and get free, confidential safety advice to protect your people and your business.

FREE COVID-19 SAFETY ASSESSMENT

safetyalliancebc.ca/covid-19-safety-assessment



M manufacturing Safety Alliance of BC

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WorkSafeBC Sector-Specific Resources

Industry safety (BC's Restart Plan, Phase 1):

<u>Agriculture</u>, <u>Construction</u>, <u>Forestry</u>, <u>Healthcare</u>, <u>Hospitality</u>, <u>Manufacturing</u> (*also*: <u>Meat processing</u>), <u>Municipalities</u>, <u>Retail</u>, <u>Small business</u>, <u>Transportation</u>

Returning to safe operation (BC's Restart Plan, Phase 2): New: Gyms and fitness centres. More: General guide to reducing risk; Arts and cultural facilities; Health professionals; In-person counselling; Education (K-12); Offices; Parks; Personal services; Real estate; Restaurants, cafes, and pubs; Retail; FAQs; What workers should expect

Resources: COVID-19 Safety Plan template and more resources



Beyond Compliance: Culture and the Essential Role of Leadership



Organizational Culture: Leadership is Critical

- Reflect where you are: culture, safety performance, perception from the shop floor
- Stay informed and knowledgeable or know where to access accurate information





Organizational Culture: Leadership is Critical

- Demonstrate commitment through actions and decisions. Administrative controls will be not be effective without it!
- Role in communications and involvement with Joint Health & Safety Committee/Representative





Organizational Culture: Communication

Establish regular, clear communication channels at all employee levels to provide updates and address existing and new areas of concerns that arise





Organizational Culture: Joint Health & Safety Committee

- An important way for workers and employers to work together to identify and find solutions to workplace health and safety issues
- Assists in building in a collaborative plan that is adopted by the workforce
- Strengthen good behaviors in the workplace from JHSC members





Organizational Culture: Mental Health

Workplace needs a mental health support strategy.

- Uncertainty and impact of change creates anxieties which is mentally challenging
- Include mental health support strategies to assist in alleviating anxieties and concerns at the first opportunity
- Addressing answers to questions that arise from workforce an important component to alleviating stress and anxiety



Organizational Culture: Mental Health

<u>COVID-19 Psychological First Aid Service: Information and Signup</u> (British Columbia Psychological Association) – Free virtual counselling provided by registered psychologists.

<u>COVID-19: Staying Well In Uncertain Times</u> (Canadian Mental Health Association – BC) – Tips and information on how to reduce and manage anxiety in the workplace due to the COVID-19 outbreak.

<u>Managing COVID-19 Stress, Anxiety and Depression</u> (Ministry of Mental Health and Addictions) - Tips and resources on things we can do as individuals and collectively to deal with stress and support one another during these challenging times.



Organizational Culture: Mental Health

<u>Mental Health and Psychosocial Considerations During COVID-19</u> <u>Outbreak</u> (World Health Organization) – Developed by the WHO's Department of Mental Health and Substance Use as messages targeting different groups to support for mental and psychosocial well-being during COVID-19 outbreak.

<u>Mental Health and COVID-10</u> (Conference Board of Canada) – Videos on different aspects of mental health, including coping with anxiety, job loss, and dealing with isolation.

<u>Taking Care of Your Mental Health</u> (COVID-19) (Public Health Agency of Canada) – Tips and resources for taking care of your mental health during the COVID-19 outbreak.



Maintaining the Supply Chain PPE and Beyond



IF required: type and potential substitutes of equal or greater effectiveness







Training protocols

including fit testing, maintenance, cleaning and replacement





Procurement and Supplies

- Secure a reputable supplier
- Identify quantities needed with sufficient lead time





Personal Protective Equipment Resources

- 1. MSABC PPE resources: <u>https://safetyalliancebc.ca/covid-19/resources/</u>
- 2. PPE Supply Program BC Food and Beverage /Agri Foods https://bcfoodbeverage.wixsite.com/cv19news/ppe
- 3. COVID-19: Strategies for Optimizing the Supply of **PPE** | CDC <u>https://www.cdc.gov/coronavirus/2019-ncov/hcp/ppe-strategy/</u> *CDC's optimization strategies for PPE offer options for use when PPE supplies are stressed, running low, or absent*
- 4. Using Personal Protective Equipment (**PPE**) | CDC <u>https://www.cdc.gov/coronavirus/2019-ncov/hcp/using-ppe.html</u> *Guidance for healthcare personnel*



Contingency Planning



Contingency Planning- Second Wave

'We've never had a pandemic in recorded history that has not had a second wave'

CBC Radio - Posted: May 21, 2020 4:00 AM ET | Last Updated: May 21



manufacturing Safety Alliance of BC

Contingency Planning: Second Wave

- Prepare your business for "operating well" under your COVID-19 Safety Plan
- Review plan and consider strengthening controls before the flu season
- Develop process for managing a facility COVID-19 outbreak



Contingency Planning: COVID-19 Outbreak

COVID-19 Webinar Answering your COVID-19 health questions: Reopening and protecting workers in the plant

CoastalHealt

M manufacturing



Webinar with Dr. Michael Schwandt- Vancouver Coastal Health https://www.youtube.com/watch?v=aDLdfk1MtPU





We are in this together

Working together to prevent COVID-19 transmission

- To protect ourselves, our workers, families and communities
- While maintaining and growing our economy
- We are here to help so please do not hesitate to contact us



Thank you!

OHS Support Line: 604.795.9595 manufacturing@safetyalliancebc.ca

Q+A



Jasmine Kalsi, MSc OEH Occupational Hygienist



M manufacturing Safety Alliance of BC