

# COVID-19 Safety Plan for: Pacific Safety Center Ltd

This planning tool will guide you through a six-step process to develop a COVID-19 Safety Plan. You may use this document, or another document that meets your needs, to document your COVID-19 Safety Plan.

Employers are not required to submit plans to WorkSafeBC for approval but may be required by order of the [provincial health officer](#) to post their COVID-19 Safety Plans at the worksite and on the website if there is one.

## Step 1: Assess the risks at your workplace

### Involve workers when assessing your workplace

Identify areas where there may be risks, either through close physical proximity or through contaminated surfaces. The closer together workers are and the longer they are close to each other, the greater the risk.

- We have involved frontline workers, supervisors, and the joint health and safety committee (or worker health and safety representative, if applicable).
- We have identified areas where people gather, such as break rooms, production lines, and meeting rooms.
- We have identified job tasks and processes where workers are close to one another or members of the public. This can occur in your workplace, in worker vehicles, or at other work locations (if your workers travel offsite as part of their jobs).
- We have identified the tools, machinery, and equipment that workers share while working.
- We have identified surfaces that people touch often, such as doorknobs, elevator buttons, and light switches.

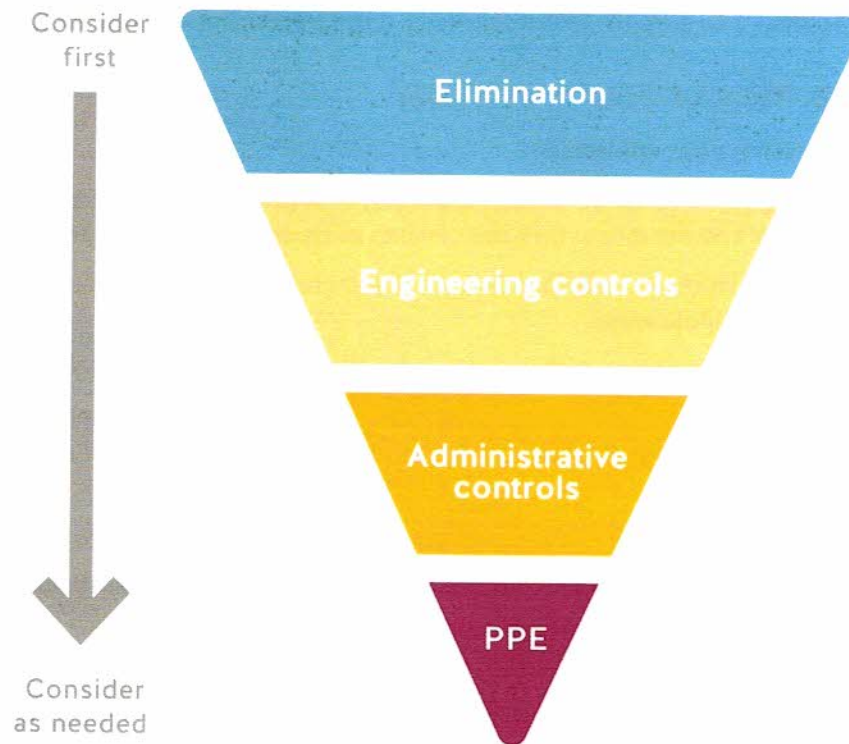
## Step 2: Implement protocols to reduce the risks

Select and implement protocols to minimize the risks of transmission. Look to the following for information, input, and guidance:

- Review [industry-specific protocols](#) on [worksafebc.com](#) to determine whether any are relevant to your industry. Guidance for additional sectors will be posted as they become available. If protocols are developed specific to your sector, implement these to the extent that they are applicable to the risks at your workplace. You may need to identify and implement additional protocols if the posted protocols don't address all the risks to your workers.
- Frontline workers, supervisors, and the joint health and safety committee (or worker representative).
- [Orders, guidance, and notices](#) issued by the provincial health officer and relevant to your industry.
- Your health and safety association or other professional and industry associations.

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Different protocols offer different levels of protection. Wherever possible, use the protocol that offers the highest level of protection. Consider controls from additional levels if the first level isn't practicable or does not completely control the risk. You will likely need to incorporate controls from various levels to address the risk at your workplace.



First level protection (**elimination**) — Limit the number of people in your workplace where possible by implementing work-from-home arrangements, establishing occupancy limits, rescheduling work tasks, or other means. Rearrange work spaces 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 you can't always maintain physical distancing, install **barriers** such as plexiglass to separate people.

Third level protection (**administrative controls**) — Establish rules and guidelines, such as posted **occupancy limits** for shared spaces, designated delivery areas, cleaning practices, and one-way doors and walkways to keep people physically separated.

Fourth level protection (**PPE**) — Masks are an important tool in the prevention of COVID-19 transmission. Implement mask policies appropriate to your workplace and ensure that they are in alignment with orders or guidance from the **provincial health officer**. Ensure that masks are **selected and used appropriately**. Signage is available on **using masks correctly**.

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**First level protection (elimination): Limit the number of people at the workplace and ensure physical distance whenever possible**

- We have established and posted an occupancy limit for our premises. Limiting the number of people in a workplace is an important way to ensure physical distancing is maintained. Some sectors may have requirements for occupancy limits prescribed by the [provincial health officer](#). For other employers, an occupancy limit that provides at least 5 square metres of unencumbered floor space per person (workers and patrons) may provide a sensible approach for determining maximum occupancy.
- In order to reduce the number of people at the worksite, we have considered work-from-home arrangements, virtual meetings, rescheduling work tasks, and limiting the number of customers and visitors in the workplace.
- We have [established and posted occupancy limits](#) for common areas such as break rooms, meeting rooms, change rooms, washrooms, and elevators.
- We have implemented measures to keep workers and others at least 2 metres apart, wherever possible. Options include revising work schedules and reorganizing work tasks.

## Measures in place

we have established and posted occupancy limits for our office and training room areas. (the checkbox above was not "fillable" on the form so we are listed this measure here)

In addition

Pacific Safety Center Ltd. will ensure the physical distancing of 2 meters (6 feet) at all times for both our clients and employees inside our business as well as any lines entering our place of business.

The following physical distancing measures are in place at this location:

- Clients and staff must not be permitted to congregate in groups;
- Clients and staff will avoid common greetings, such as handshakes;
- Designated staff should monitor adherence to physical distancing requirements on premises;
- Clients may partake in their activity while maintaining physical distancing requirements;
- The workplace has been altered to ensure physical distancing requirements (I.e. training tables distributed and positioned to allow 2-meter rule)
- Lexan shields are available for use, if desired, between students in the same row
- The air in the training room is filtered through HEPA air filtering devices.

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## Second level protection (engineering): Barriers and partitions

- We have installed **barriers** where workers can't keep physically distant from co-workers, customers, or others.
- We have included barrier cleaning in our cleaning protocols.
- We have installed the barriers so they don't introduce other risks to workers (e.g., barriers installed inside a vehicle don't affect the safe operation of the vehicle).
- For buildings with heating, ventilation, and air conditioning (HVAC) systems: We have reviewed available information on **ventilation and air circulation** and have ensured, to the extent that we are able, that these systems are properly maintained and functioning as designed.

### Measures in place

- Lexan shields are available for use, if desired by staff or students, between students in the same row
- The air in the training room is filtered through HEPA air filtering devices.

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## Third level protection (administrative): Rules and guidelines

- We have identified rules and guidelines for how workers should conduct themselves.
- We have clearly communicated these rules and guidelines to workers through a combination of training and signage.

### Measures in place

While at work to help stop the spread of germs:

- Avoid touching your eyes, nose or mouth
- Cover your mouth and nose with a tissue when you cough or sneeze and throw the used tissue in the trash;
- If you do not have a tissue, cough or sneeze into your elbow, not in your hands and then wash your hands immediately afterwards;
- When coming into work and leaving work, please wash/sanitize your hands for 20 seconds
- Respect the 2-meter physical distancing measures with all your colleagues and clients;
- Handshakes, hugs and direct contact are not permitted;
- All office area work and high touch surfaces shall be disinfected at least once per day during regular work days. This includes: Door handles (outside front door and inside office front door), Credit card machine, Keyboards, Chairs, Printers, Refrigerator, microwave and coffee area, Stair well banister, Upstairs washroom including door handles, taps, soap and paper towel dispenser, toilet seat and handle etc. Other areas as may be appropriate from time to time
- When training is being conducted, the Training Room and Training Room Classroom will be disinfected at lunch break and at the end of the training day, including:
  - o Door handles (outside front door and inside building training room doors (2). Training room bathroom door, Training room bathroom including door handles, taps, soap and paper towel dispenser, toilet seat and handle etc. At end of day: training room tables and chairs, magic markers, projector and any other support equipment.
- For any open enrollment training courses held at the Pacific Safety Center Offices, we will have available: Disposable mask, and Hand sanitizer, for use as needed.
- Avoid contact with people who are sick

Should you feel unwell (I.e. coughing, sneezing, fever, shortness of breath, runny nose, etc.), think you have come into contact with someone with COVID-19, or have someone from your household return from travelling abroad stay home for at least 3 days or until your symptoms resolve.

- If you have symptoms or think that you might have COVID-19, please use the Screening Questionnaire for COVID-19.
- Please notify management at 604 233-1842
- We require that you do not present yourself at work with COVID-19 symptoms and self-isolate for 5 consecutive days

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## Fourth level protection: Using masks (optional measure in addition to other control measures)

- We have a policy on the use of masks that is appropriate to the workplace, and that is in alignment with orders and guidance from the [provincial health officer](#).
- Masks are [selected and used appropriately](#). [Signage](#) is available for workers on using masks correctly.
- We have provided workers information on the proper use of masks.

### Measures in place

Effective November 1, 2020, as per the BC Public Health Orders, masks will be mandatory for all students\* in all common training spaces at the Pacific Safety Center Ltd whenever training is being conducted. Students can provide their own masks or use 1 of our complimentary disposable non-medical masks.

They must use their mask in any of our common hallways, bathrooms, staircases, front entry areas or other similar common spaces or anytime when not seated at their table/desk in the training room.

In the interest of being heard, the instructor is not required to wear a mask while instructing, but he/she is required to maintain a 2 metre distance while instructing, or, if unable to maintain 2 metres, must wear a mask.

\*Exemptions may be granted to those students with a medical note from their physician.

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## Implement effective cleaning and hygiene practices

- Our workplace has enough handwashing facilities on site for all our workers. Handwashing locations are visible and easily accessed.
- We have policies that specify when workers must wash their hands and we have communicated good hygiene practices to workers. Frequent handwashing and good hygiene practices are essential to reduce the spread of the virus. [[Handwashing](#) and [Cover coughs and sneezes](#) posters are available at [worksafebc.com](https://www.worksafebc.com).]
- We are maintaining a clean environment in the workplace through routine cleaning practices.
- Workers who are cleaning have adequate training and materials.

### Cleaning protocols

The Pacific Safety Center Ltd staff are responsible for cleaning and disinfecting the offices and training room utilizing the following products and procedures.

-Clorox Disinfecting Wipes

-Compliments and/or Lysol and/or Microban Brand Disinfecting Spray

All office area work and high touch surfaces shall be disinfected at least once per day during regular work days. This includes

- o Door handles (outside front door and inside office front door)
- o Credit card machine
- o Keyboards
- o Chairs (including under the front of the chairs)
- o Printers
- o Refrigerator, microwave and coffee area
- o Stair well banister
- o Upstairs washroom including door handles, taps, soap and paper towel dispenser, toilet seat and handle etc.
- o Other areas as may be appropriate from time to time and as needed.

When training is being conducted, the Training Room will be disinfected at lunch break and at the end of the training day, including:

- o Door handles (outside front door and inside building training room doors (2)).
- o Training room bathroom door
- o Training room bathroom including door handles, taps, soap and paper towel dispenser, toilet seat and handle etc.

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## Step 3: Develop policies

Develop the necessary policies to manage your workplace, including policies around who can be at the workplace, how to address illness that arises at the workplace, and how workers can be kept safe in adjusted working conditions.

Our workplace policies ensure that workers and others showing symptoms of COVID-19 are prohibited from the workplace.

- We have policies in place to support workers in receiving COVID-19 vaccinations to the extent that we are able.
- Employers may implement vaccination policies at their workplace. Employers with vaccination policies have clearly communicated this policy to workers. More information is available at [worksafebc.com/en/covid-19/vaccination-and-the-workplace](https://worksafebc.com/en/covid-19/vaccination-and-the-workplace).
- Some employers may have [rapid COVID-19 point-of-care screening programs](#) or have access to [rapid antigen tests](#). Any such programs are conducted in accordance with BCCDC guidance and clearly communicated to workers as appropriate.
- All individuals, including those with [symptoms of COVID-19](#), those who have been in contact with a COVID-19 positive individual, or those who have travelled outside of Canada, must follow the [guidance of public health](#).
- Visitors are prohibited or limited in the workplace.
- First aid attendants have been provided [OFAA protocols](#) for use during the COVID-19 pandemic.
- We have a [working alone policy](#) in place (if needed).
- We have a [work from home policy](#) in place (if needed).
- Ensure workers have the training and strategies required to address the risk of violence that may arise as customers and members of the public adapt to restrictions or modifications to the workplace. Ensure an appropriate [violence prevention program](#) is in place.

Our policy addresses workers who may start to feel ill at work. It includes the following:

- Sick workers should report to first aid, even with mild symptoms.
- Sick workers should be asked to wash or sanitize their hands, provided with a mask, and isolated. Ask the worker to go straight home. [Consult the [BC COVID-19 Self-Assessment Tool](#), or call 811 for further guidance related to testing and self-isolation.]
- If the worker is severely ill (e.g., difficulty breathing, chest pain), call 911.
- Clean and disinfect any surfaces that the ill worker has come into contact with.

## Step 4: Develop communication plans and training

You must ensure that everyone entering the workplace, including workers from other employers, knows how to keep themselves safe while at your workplace.

- We have a training plan to ensure everyone is trained in workplace policies and procedures.
- All workers have received the policies for staying home when sick.
- We have posted signage at the workplace, including occupancy limits and effective hygiene practices. [A customizable [occupancy limit poster](#) and [handwashing signage](#) are available on [worksafebc.com](https://worksafebc.com).]
- We have posted signage at the main entrance indicating that visitors and workers with symptoms are restricted from entering.
- Supervisors have been trained on monitoring workers and the workplace to ensure policies and procedures are being followed.

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## Step 5: Monitor your workplace and update your plans as necessary

Things may change as your business operates. If you identify a new area of concern, or if it seems like something isn't working, take steps to update your policies and procedures. Involve workers in this process.

- We have a plan in place to monitor risks. We make changes to our policies and procedures as necessary.
- Workers know who to go to with health and safety concerns.
- When resolving safety issues, we will involve joint health and safety committees or worker health and safety representatives (or, in smaller workplaces, other workers).

## Step 6: Assess and address risks from resuming operations

If your workplace has not been operating for a period of time during the COVID-19 pandemic, you may need to manage risks arising from restarting your business.

- We have a training plan for new staff.
- We have a training plan for staff taking on new roles or responsibilities.
- We have a training plan around changes to our business, such as new equipment, processes, or products.
- We have reviewed the start-up requirements for vehicles, equipment, and machinery that have been out of use.
- We have identified a safe process for clearing systems and lines of product that have been out of use.

### **Be advised that personal information must not be included in the COVID-19 Safety Plan**

Personal information is any recorded information that uniquely identifies a person, such as name, address, telephone number, age, sex, race, religion, sexual orientation, disability, fingerprints, or blood type. It includes information about a person's health care, educational, financial, criminal, or employment history. Visit <https://www.oipc.bc.ca/about/legislation/> for more information.