

COVID-19 DEPARTMENT SAFETY PLAN

DEPARTMENT: COWICHAN RIVER HATCHERY

ADDRESS: 2380 HATCHERY ROAD

DIRECTOR/MANAGER: DON ELLIOTT (JR)

DEPARTMENT CHAMPION: JR

DATE: JUNE, 04/2020



Step 1: Assess the risks at 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 Pandemic Team with assessing the workplace.

How:

- Amber Macadam came to Hatchery site and her and I did walk around.

We have identified areas where people gather, such as break rooms, kitchen area and meeting rooms.

List those areas in your department here:

- Coffee room, Team office space. There are 4 desks in team portion of office.

We have identified job tasks and processes where workers are close to one another or members of the public. This can occur in your workspace, in worker vehicles, or at other work locations (if your workers travel off site to do part of their jobs).

List what was identified here:

- Brood Stock capture, the crew is off site. The size of Brood crew is 12 members or more.

We have identified the tools, machinery and equipment that workers share while working.

List what was identified here:

- Tractor and ride on mower and various hand tools.

We have identified surfaces that people touch often, such as doorknobs, light switches, photocopier, printer, exit buttons, etc.

List what was identified here:

- Door knobs and handles, washrooms facilities, sink faucets and various tools.

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.
 - List relevant protocols for your department:
 - Who should come into the Workplace, Physical distancing and other preventative measures, Cleaning and Hygiene, Documentation and Training, Employment status, work sharing and temporary work, Work transportation. These are what was close from different industries.

- Frontline workers, supervisors, and the Pandemic Team
 - Who was involved with input, guidance, and information::
 - Don Elliott (Jr) Hatchery Manager.

- Orders, guidance, and notices issued by the provincial health officer and relevant to your industry
 - Check to confirm that you have reviewed and understand all notices shared and posted.

- Cowichan Tribes Pandemic Team – Check to confirm that you have consulted with the Pandemic Team.

The following section outlines the four levels of protection put in place to ensure safety for all workers.

First Level protection (elimination): Limit the number of people at the workplace to ensure physical distancing wherever possible.

- We have established and posted an occupancy limit for our premises.**
 - Detail here what changes have been made to accommodate the need to limit occupancy, ensure 5 square metres of unencumbered floor space per person (workers, clients, and members).
 - The steps taken onsite are 1 person per week, to avoid any chance of spreading the virus. We are following the protocol that everyone has the virus.

In order to reduce the number of people in the worksite, we have considered work-from-home arrangements, virtual meetings, rescheduling work tasks, limiting the number of visitors in the work place, etc,

Detail here what changes will be made in your department.

- I participate in virtual meetings, and a shift schedule has been implemented.

We have established and posted occupancy limits for common areas such as break rooms, meeting rooms, change rooms, washrooms and elevators.

Detail here what changes have been made.

- For now one person per shift.

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.

Detail here what changes have been made.

- Shift work

Second level protection (engineering): Barriers and partitions.

We have installed barriers where workers can't keep physically distant from co-workers, customers, or others.

List where barriers been installed.

- No barriers to date.

We have included barrier cleaning in our cleaning protocols.

List new cleaning protocols.

- Disinfect everything after it has been used.

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 operations of the vehicle).

List here what safety measures have been implemented for vehicles and identify how the barriers will not pose additional safety risks..

- Only drivers and when possible occupant of same residence ride in same vehicle.

Third level protections (administrative): Rules and guidelines



We have identified rules and guidelines for how workers should conduct themselves.

By checking this box you confirm that the rules and guidelines that have been communicated to your departments by the General Manager's office and the Human Resources office, has been communicated to all staff and staff have confirmed their understanding.



We have clearly communicated these rules and guidelines to workers through a combination of training and signage.

Detail here the communication with staff, and how you will continue to communicate any changes.

- By text and posted in clear view when entering building.

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



We have reviewed the information on selecting and using masks and instructions on how to use a mask.

Identify here who, if anyone in your department will be using masks.



We understand the limitations of masks to protect the wearer from respiratory droplets. We understand masks should only be considered when other control measures cannot be implemented.



We have trained workers in the proper use of masks.

Did the Pandemic health team representatives train staff who have been identified as potentially using masks while at work.

In discussions with health rep, it was mentioned that we are going to need special type of masks when we start doing Brood capture.
She said she will look into providing them.

Reduce the risk of surfaces transmission through effective cleaning and hygiene practices.

Provide information about your cleaning plan. Specify who is responsible for cleaning, the cleaning schedule, and what the cleaning protocols will include (e.g. which surfaces, tools, equipment, and machines). If this information is in another document, identify the document here.

- We have reviewed the information provided to our department from the Pandemic Response Team on clearing and disinfecting surfaces.

- Our workplace has enough handwashing facilities on site for all our workers. Handwashing locations are visible and easily accessed.

- We have communicated clearly good hygiene and practices at work.

- We have implemented cleaning protocols for all common areas and surfaces.
Detail here what cleaning protocols have been implemented in your department.
 - Coffee break room and washroom facilities.

- Workers who are cleaning have adequate training and materials.
Detail here what training the cleaning staff has completed.
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- We have removed unnecessary tools and equipment to simplify the cleaning process – e.g. coffee makers and shared utensils and plates.
List here changes made.
 - It is in the works, I'm going to do a shift so I can make sure it's done.

Step 3: Develop Policies

The following items have been communicated to staff by the Pandemic Response Team, the General Manager's office and the Human Resources office. Our workplace policies ensure that staff and others showing symptoms of COVID-19 are prohibited from the workplace

- Anyone who has symptoms of COVID-19 in the last 10 days
- Anyone directed by Public Health to self-isolate.
- Anyone who has arrived from outside of Canada or who has had contact with confirmed COVID-19 case must self-isolate for 14 days and monitor symptoms.
- Visitors are prohibited or limited in the workplace.
- Our department commits to complying with the Pandemic Response Teams policies regarding
 - Any additional first aid attendants training required
 - Working alone policy
 - Work from home policy
 - Protocols for taking care of any staff who may start to feel ill at work.
 - Protocols for taking care of any workspace areas that were occupied by staff who became ill at work.

Step 4: Develop communication plans and training

We have put in place systems to ensure everyone entering our department, including community and workers from other departments and organizations, knows how to keep themselves safe while in our department.

- We have participated in the Pandemic Response Teams safety training.
- All staff has been provided information regarding the policy for staying home when sick.
- We have posted signage at the workplace that have been provided by the Pandemic Response Team.
- Supervisors have been instructed on monitoring workers and the workplace to ensure policies and procedures are being followed.

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

Things may change as your department operates. If you identify a new area of concern or if it seems like something isn't working, take steps to update your department policies and procedures, in consultation with the Pandemic Response Team.

- We have a plan in place to monitor risks. We make changes to our policies and procedures as necessary.
 - Identify here who will be responsible for monitoring risk in your department. This person may be the department Champion who is most familiar with the office safety plan.
 - The Champion will make sure procedures are followed.
- Staff know who to go to with health and safety concerns
 - Identify here who will record and report health and safety concerns in your department.
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- When resolving safety issues we will involve the Pandemic Response Team, the General Manager's office and the Human Resources office.

Step 6: Assess and address risks from resuming operations

If the 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 department.

We confirm that we will consult and comply with the policies and procedures implemented within Cowichan Tribes for the following staff needs.

- training plan for new staff
- training plan for staff taking on new roles and responsibilities
- training plan around changes to our department, such as new equipment, process, or products
- reviewed the start-up requirements for vehicles, equipment, and machinery that have been out of use