



COVID-19 Response Plan



Coláiste Pobail Acla, Polranny, Achill, Co. Mayo.	Roll No.: 76150V Ph.: 09845139 Email: info@cpacla.ie Web: www.colaistepobailacla.ie
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1.0 Introduction and Amendment History

The Covid 19 Response Plan has been developed by Mayo, Sligo and Leitrim Education and Training Board (referred to as MSLETB throughout document) in line with “**Return to Work Safely Protocol**” which has been developed by the Health and Safety Authority (HSA), the Health Services Executive (HSE) and the Department of Health.

Employer	Mayo, Sligo and Leitrim ETB
Address	Coláiste Pobail Acla, Polranny, Achill, Co. Mayo
Director/Senior Manager/Principal in the Workplace.	Paul Fahy, Principal (Acting)
Lead Worker Representative(s)	Kate Callaghan
Teaching and Learning or Administration?	Teaching and Learning
Number of employees	37
Number of Employees who Deal Directly with the Public	35
Phone:	098-45139
Email:	info@cpacla.ie

The Plan will be updated should new or amended guidance be released by the Health and Safety Authority (HSA), the Health Services Executive (HSE) and the Department of Health.

The history of amendments is recorded below.

Date	Issue Number	Page Number	Reason
01.06 2020	1		First issue of the Covid 19 Response Plan



Coláiste Pobail Acla

2.0 COVID Policy Statement

Coláiste Pobail Acla is committed to providing a safe and healthy workplace for all our employees, students, visitors and contractors and have developed a COVID-19 Response Plan. All employees are responsible for the implementation of this plan and a combined effort will help contain the spread of the virus.

Coláiste Pobail Acla will:

- continue to monitor our COVID-19 response and amend this plan in consultation with our employees.
- provide up to date information to our employees on the latest public health advice issued.
- display information on the signs and symptoms of COVID-19 and correct hand-washing techniques.
- provide an adequate number of trained worker representative(s) who are easily identifiable and put in place a reporting system.
- inform all employees of essential hygiene and respiratory etiquette and physical distancing requirements.
- adapt the workplace to facilitate physical distancing.
- keep a log of contact / group work to help with contact tracing.
- Provide induction training which must be attended/completed by all employees.
- develop a procedure to be followed in the event of someone showing symptoms of COVID-19 while at work or in the workplace.
- provide instructions for employees to follow if they develop signs and symptoms of COVID-19 during work.
- intensify cleaning in line with government advice.

All managers/principals and employees will be consulted on an ongoing basis and feedback is encouraged on any concerns, issues or suggestions which can be done through the Worker Representative(s)

Signed: _____

Date: _____

Principal (Acting)

Signed: _____

Date: _____

Chief Executive

3.0 Legislation

Legislation has been introduced and amended to enable the government to implement controls and restrictions regarding COVID-19.

Legislation is under continual review as the pandemic develops but the main legislation established includes but is not limited to:

Health (Preservation and Protection and Other Emergency Measures in the Public Interest) Bill 2020
Emergency Measures in the Public Interest (COVID-19) Act 2020.

4.0 Symptoms of COVID 19

Infection with the virus that causes COVID-19 can cause illness, ranging from mild to severe, and, in some cases, can be fatal. It can take anything from 2 days up to 14 days for symptoms of coronavirus to appear. They can be similar to the symptoms of cold and flu.

- a fever (high temperature - 38 degrees Celsius or above).
- a cough - this can be any kind of cough, not just dry.
- shortness of breath or breathing difficulties.

For the complete list of symptoms, please refer to the HSE Website - <https://www.hse.ie>

Some people infected with the virus, so called asymptomatic cases, have experienced no symptoms at all.

5.0 How COVID Spreads

The virus that causes COVID-19 disease is spread from people in fluid and in droplets scattered from the nose or mouth of an infected person when the person with COVID-19 coughs, sneezes or speaks.

The fluid or droplets land on objects and surfaces around the infected person. Other people contaminate their hands by touching these objects or surfaces and then bring the virus into contact with their eyes, nose or mouth by touching them with their contaminated hands. COVID-19 can also spread if droplets from an infected person land directly on the mucous membranes of the eye, nose or mouth of a person standing close to them.

It is still not known how long the virus survives on surfaces in different conditions. The period of survival may vary under different conditions (e.g. type of surface, temperature, humidity of the environment).

Studies indicate that it can persist on surfaces for hours and up to several days in the absence of effective cleaning. Thorough and regular cleaning of frequently touched surfaces is essential. If disinfection is required it must be performed in addition to cleaning, never as a substitute for cleaning. While people are most likely to pass on the infection when they have symptoms, current information suggests that some infected people spread the virus to others prior to developing or displaying symptoms themselves.

6.0 Responsibilities

MSLETB have appointed the following personnel for overall implementation of the plan.

- Pat Howley – Director.
- Orla Reilly – Head of Corporate Services.
- Mary McDonald – Government and Compliance Officer.
- Kieran Joyce – Human Resources

The following table should be completed by the location manager/principal to allocate location specific responsibility which can be delegated.

Task	Person(s) Responsible
Person(s) responsible for overall implementation of the plan.	Paul Fahy, Principal (Acting)
Identification and training of worker representatives.	Paul Fahy, Principal (Acting)
Planning and Preparing to Return to Work.	Paul Fahy, Principal (Acting) Damien McGinty (Caretaker) Denise Cafferkey (Secretary) Susie Farrell, Deputy Principal (Acting)
Control Measures.	Paul Fahy, Principal (Acting)
COVID-19 Induction.	Paul Fahy, Principal (Acting) Kate Callaghan (LWR)
Dealing with a Suspected Case of COVID-19.	Kate Callaghan (LWR) Susie Farrell, Deputy Principal (Acting) Nic Ryan (HSCLO)
Cleaning and Disinfection.	Kate Callaghan (LWR) Damien McGinty

	Maureen Kilbane Donna McNeill
Employee Information.	Paul Fahy, Principal (Acting) Kate Callaghan (LWR)
Return-to-work forms	Paul Fahy, Principal (Acting)

The measures necessary to minimise the risk of spread of infection rely on everyone taking responsibility for their actions and behaviours.

Coláiste Pobail Acla will encourage an open and collaborative approach with employees where issues and work activities can be openly discussed and addressed.

These new requirements will require coaching, positive reinforcement and engagement of everyone.

Disciplinary process will be implemented where deemed necessary.

MSLETB have utilised the services of external health and safety consultant to assist with the development of the COVID 19 response plan and risk assessments.

7.0 Lead Worker Representatives

Coláiste Pobail Acla has appointed a lead worker representative (LWR) to ensure that COVID-19 measures are strictly adhered to.

A checklist will be completed (Appendix A) with each LWR.

The names of the lead worker representatives will be covered in the localised Covid 19 induction/displayed on noticeboards in canteen and reception areas.

LWR's will receive training and information on the role and the measures that have been put in place to help prevent the spread of the virus and to highlight concerns, report defects, submit ideas and identify improvements in the workplace.

Management and the LWR's will work together to ensure that all the actions in the COVID 19 Management Plan and risk assessment are fully adhered to ensure the suppression of COVID-19 in the workplace.

Management will ensure regular communication with their worker representative(s), about the measures being put in place to address the exposure to COVID-19 in the workplace.

LWR's are involved in communicating the latest public/government health advice around COVID-19 in the workplace.

8.0 Communication and Training

Coláiste Pobail Acla will ensure regular communication and engagement with their employees about the measures being put in place to address the occupational exposure to COVID-19 in the workplace.

All employees will complete a COVID 19 induction training and each location will deliver a localised induction for employees.

Employees will be kept up to date as new or amended guidance on COVID 19 is released.

Communication in relation to COVID 19 will also be in the form of posters displayed throughout the premises.

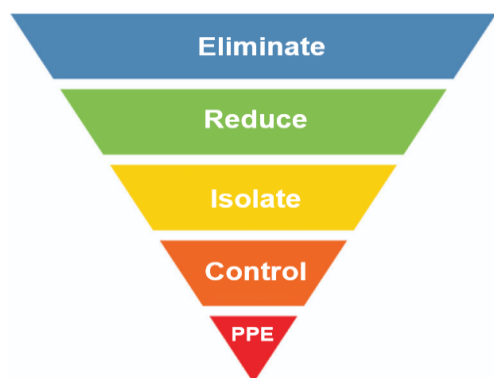
9.0 OH&S Documentation

MSLETB has updated their Safety Statement to include a section within the arrangements section to document control measures in relation to Covid 19.

A COVID 19 location risk assessment has also been developed to document the risk and control measures in relation to Covid 19 – see Appendix B.

The risk assessment will address the level of risk and how and to what sources of COVID-19 might employees be exposed, including students, visitors and contractors.

Hierarchy of Control (HoC) Measures



The risk assessment has been completed with consideration to the hierarchy of controls.

The risk assessment will also take into account employees individual risk factors and include the controls necessary to address the risks identified.

An email will be sent to all employees by the line manager/principal of the location to

“Important: if you are in a vulnerable or higher risk category you should let your line manager know as soon as possible. Further information on people at higher risk from Coronavirus can be accessed [here](#).”

This information be factored into the risk assessment for the location.

The HoC will assist with the selection of control measures for the planned activity. Some measures are preferable to others and the hierarchy formalises this idea by providing a structured list of common options in order of preference. Start at the top, considering each option in turn and decide whether it is "reasonably practicable". For all levels below 'Eliminate', once you have selected the measures aimed at reducing the risk, consideration must be given to whether the residual risk is acceptable. If not, further measures will be required. In practice, this will mean that if you cannot eliminate the risk of COVID-19 transmission, you will have to consider control measures from other levels of the hierarchy.

In most cases more than one measure will need to be implemented. This is because:

- There are a number of different sources and transmission paths of COVID-19 that need to be controlled.
- There is a residual risk as one individual measure alone will not be 100% effective at controlling the risks (unless we can fully 'Eliminate').

10.0 Physical Distancing

Employees will be enabled to work from home where possible to reduce the number of employees on the premises. Employees will be expected to be on site in limited numbers to perform business essential tasks as requested by Line Management.

Employees will be organised into teams/groups who consistently work and take breaks together.

All workstations within the premises will be separated in conformance with government & NPHET physical distancing guidelines.

Perspex screens will be installed where identified via the risk assessment.

Canteen facilities will form part of the location specific risk assessment to consider how physical distancing can be applied e.g. tables and chairs appropriately separated in line with physical distancing guidelines and staggering break and lunch times for employees and floor markings on canteen floor. In the event that canteen services resume self service facilities/areas will not be permitted and all food will be served.

There are Covid-19 physical distancing floor markings/signage and posters in place throughout the premises and employees will be reminded as part of the induction.

MSLETB have implemented a no handshake policy.

Note: The location risk assessment will document location specific controls that have been introduced in relation to physical distancing.

11.0 Personal Hygiene

Regular hand washing with soap and water is effective for the removal of COVID-19.

Hand sanitiser (which will be at least 60% ethanol or 70% isopropanol) will be available at every entry to the premises.

All employees/visitors/contractors must sanitise their hands when entering the premises

Coláiste Pobail Acla will complete regular checks to ensure that there is sufficient stock of hand sanitiser/paper towels/soap.

Hand washing facilities with soap and hot water are available in the toilets.

Paper towels for drying of hands are available and are placed in a bin which is removed on a regular basis using correct hygiene measures and air hand dryers will be disconnected.

Employees must:

- ensure they are familiar with and follow hand hygiene guidance and advice.
- wash their hands with soap and water or with an alcohol-based hand rub regularly and after coughing and sneezing,
- when arriving/leaving workplace
- before and after eating,
- before and after preparing food
- before and after wearing gloves
- before leaving home.
- if in contact with someone who is displaying any COVID-19 symptoms,
- before and after being on public transport (if using it),
- before having a cigarette or vaping,
- when hands are dirty,
- after toilet use.
- after touching potentially contaminated surfaces
- if in contact with someone displaying any COVID 19 symptoms.

Employees have been instructed not share objects that touch their mouth, for example, bottles or cups.

In addition to hand hygiene, good respiratory hygiene and etiquette is also necessary.

Coláiste Pobail Acla will:

- provide tissues as well as bins/bags for their disposal.
- empty bins at regular intervals.
- provide advice on good respiratory practice

Employees must:

- adopt good respiratory hygiene and cough etiquette.

-
- Ensure they are familiar and follow respiratory hygiene guidance.

12.0 Cleaning

If the location uses the services of a cleaning company to clean the premises, they will be instructed on any enhanced cleaning regimes.

Coláiste Pobail Acla will be subject to cleaning at least twice daily.

Examples of the high touch areas that are required to be cleaned twice daily cleaning:

- Taps and washing facilities
- Toilets - flush and seat
- Doors, door handles and push plates.
- Handrails
- Light switches
- Alarm (Security/Fire) Panels
- Kettles/Coffee Machines
- Toasters
- Microwaves
- Fridge handles
- Dishwasher handles
- Window handles

Cleaners have been instructed to ensure reusable cleaning equipment (mop heads/non-disposable clothes) are clean before re-use and buckets are emptied and cleaned before re-use.

Coláiste Pobail Acla will operate a clear desk policy and employees have been issued with cleaning materials and must keep clean their workspace at least twice daily.

Employees are asked to ensure they do not leave personal items (e.g. mobile phones/car keys/bags) on communal surfaces.

Doors within Coláiste Pobail Acla will be propped open where possible to avoid the need to touch handles. Fire doors should not be propped open and doors should be propped open with door stoppers.

The LWR's will ensure cleaning regimes are being implemented and report to management any issues.

All soft furnishings in common and public areas have been removed (e.g. cushions) along with any newspapers/magazines/leaflets or brochures.

13.0 Meetings

Meetings should be held virtually, if meetings have to take place with the premises this should be with as few employees as possible and for as short a time as possible.

Tables and chairs within meeting rooms should be moved to ensure that they comply with physical

distancing and hand sanitising should be provided at entrance to a meeting room.

There will be a sign placed on the door of the meeting room indicating the maximum capacity.

Note: meetings that last longer than two hours participants in such meetings would be classified as close contacts if one of the group then tested positive for Covid-19.

14.0 Managing Third Parties: Contractors and Visitors

Contractors and visitors will receive an induction in relation to the control measures that have been adopted within Coláiste Pobail Acla - see Appendix C.

The rules will be displayed at the entrance to the location and every contractor and visitor will be required to read the document before entering the building.

Anyone entering Coláiste Pobail Acla must use the hand sanitiser.

There is a log kept -See Appendix D of all contractors and visitors to enable contract tracing to be carried out in the event of a positive case of COVID-19 within Coláiste Pobail Acla.

This information is required only for tracing purposes and will be destroyed when a contractor/visitor is no longer at risk. (i.e. 14 days after the visit).

Contractors will be requested to provide risk assessments and method statements that cover the risk of COVID 19 associated with their activities.

15.0 Emergency Arrangements

Coláiste Pobail Acla will ensure they have a suitable number of first aiders and fire wardens (taking into consideration first aiders and fire wardens who are now working remotely).

In the event that first aid is required in the workplace it may not be possible to maintain physical distancing.

First aiders have been provided with updated guidance – see Appendix E when delivering first aid.

Management will have to consider reviewing emergency evacuation procedures and consider additional fire assembly points to ensure physical distancing can be applied.

16.0 Remote Working

Setting up workstations/areas correctly at home is just as important as in the office, and the same principles apply.

Employees will be asked do they have the right equipment and that it is set up correctly and to take regular

breaks or change work activity.

For those that are using laptops at home, employees have been encouraged to raise the laptop up rather than looking down at the screen.

For more detailed information on good positioning at the workstation the 'Position Yourself Well' guidance can be communicated to remote workers.

https://www.hsa.ie/eng/supports_for_business/fag's_in_relation_to_home-working_on_a_temporary_basis_covid-19/_position-yourself-well-dse-ruler.pdf

If ergonomic concerns are identified by an employee working from home, they can inform their line manager/principal.

There is regular communication in place with employees working from home.

Additional guidance for employees on best practice on ergonomics and home workstations can be found below.

<https://www.hse.ie/eng/staff/safetywellbeing/healthsafetyand%20wellbeing/safetystatementsandriskassessments.html>

17.0 Covid 19 Case Management

A Pre-Return to Work form – see Appendix F and must be completed at least 3 days in advance of the return to work.

This form should seek confirmation that employees, to the best of their knowledge, has no symptoms of COVID-19 and confirm that the employee is not self-isolating or awaiting the results of a COVID-19 test.

Employees must:

- complete and return the pre-return to work form before they return to work.
- inform their employer if there are any other circumstances relating to COVID-19, not included in the form, which may need to be disclosed to allow their safe return to work.
- self-isolate at home and contact their GP promptly for further advice if they have any COVID-19 symptoms.
- stay out of work until all symptoms have cleared following self-isolation.

Employees should follow the latest government guidelines in relation to return from a holiday abroad and

follow the required quarantine period on return.

18.0 Dealing with a Suspected Case of COVID-19 in the Workplace

The following person(s) are responsible to deal with a suspected case:

- Kate Callaghan
- Nic Ryan
- Susie Farrell

Coláiste Pobail Acla will allocate an isolation room(s) for personnel who become symptomatic.

Ideally the room should be somewhere that an employee can be isolated behind a closed door and have a window for ventilation have the following items:

- Tissues, hand sanitiser, disinfectant and/or wipes.
- PPE - gloves, masks.
- Waste bin.

When accompanying a suspected case outside or to an isolation room the responsible person will keep at least 2m away and will ensure that all other employees also remain at least 2m away.

The suspected case will be provided with a mask and this must be worn when exiting the premises.

The suspected case will immediately be directed to go home, call their doctor for advice and follow that advice.

The suspected case will be advised to avoid touching people, surfaces and objects and also advised to cover their mouth and nose with disposable tissues provided when they cough or sneeze and put the tissue in the waste bin provided.

If the suspected case is unable to make their own way home, the responsible person should arrange transport to their home or to hospital as advised by a medical practitioner and public transport of any kind should not be used.

The responsible person will complete a report of the incident, (using IPB Incident Report Form See Appendix I) including an assessment of any necessary follow-up actions and ensure that these actions are carried out.

The isolation room(s) and any of the other work areas involved in the case will be cleaned- see Appendix H.

The personnel responsible to deal with a suspected case will also provide assistance if contacted by the HSE.

The prompt identification and isolation of potentially infectious individuals is a crucial step in reducing the risk of transmission.

Coláiste Pobail Acla will display information on the signs and symptoms of COVID-19, share up to date information on public health advice issued and provide instruction for employees to follow if they develop signs and symptoms of COVID-19 during work.

Employees will:

- Make themselves aware of the signs and symptoms of COVID-19 and monitor their own wellbeing.
- Self-isolate at home and contact their GP promptly for further advice if they display any signs or symptoms.
- Report to manager/principal immediately if any symptoms develop during work.

19.0 Confirmed COVID-19 Case at Work

If a confirmed case is identified, the HSE will provide the responsible persons with advice.

This may include:

- Any employee in close face-to-face or touching contact.
- Any employee talking with or being coughed on for any length of time while the employee was symptomatic.
- Anyone who has cleaned up any bodily fluids.
- Close friendship groups or workgroups.
- Any employee living in the same household as a confirmed case.

Those who have had close contact will be asked to stay at home for 14 days from the last time they had contact with the confirmed case and follow the home isolation information guidance. See Appendix G self-declaration for special leave with pay form which will be retained as part of personnel records for the appropriate period of time.

If they develop new symptoms or their existing symptoms worsen within their 14-day observation period they should call their doctor for reassessment.

Staff who have not had close contact with the original confirmed case do not need to take any precautions and can continue to attend work.

Note: Close contact is defined by the HSE as spending more than 15 minutes in total in face-to-face contact within 2m of an infected person in 1 day.

Return to Work

In the event of an employee either being a suspected / confirmed case of COVID-19 or a known close contact of a confirmed or suspected case, this protocol must be followed to ensure they are fit to return to work by means of self-declaration.

An individual must only return to work if deemed fit to do so and upon approval from their medical advisor and having coordinated with their line manager/principal.

20.0 Reporting Requirements if an employee contracts COVID-19

There is no requirement for an employer to notify the Health and Safety Authority if a worker contracts COVID-19. Diseases are not reportable under the Safety, Health and Welfare at Work (Reporting of Accidents and Dangerous Occurrences) Regulations 2016 (S.I. No. 370 of 2016).

COVID-19 is reportable under the Infectious Diseases (Amendment) Regulations 2020 and would be reported by a medical practitioner.

21.0 Building Maintenance

Planned Preventative Maintenance (PPM) Schedule will be kept up to date (e.g. fire alarm service records).

Air conditioning is not generally considered as contributing significantly to the spread of COVID-19, therefore switching off air conditioning is not required to manage the risk of COVID-19.

Coláiste Pobail Acla will ensure suitable control measures are in place to avoid the potential for Legionnaires' disease before they reopen.

22.0 Managing Mental Health and Wellbeing

MSLETB recognises that employees may encounter stress in the course of their duties and will ensure, in so far as is reasonably practicable, that work-related stress factors are managed as any other occupational hazard.

Employees also have a responsibility to care for their own health and mental wellbeing so as not to contribute adversely to their stress levels and should seek assistance from their doctor if required.

If an employee feels that they are being exposed to pressure at work that leads to stress likely to adversely affect their physical / mental health and / or their capacity to undertake their duties, they should approach their line manager/principal or their local HR Department.

The manager/principal and affected employee should discuss the issues in an honest and open manner. The manager/principal will identify any reasonable actions they feel appropriate and inform the affected employee of their intended actions.

All approaches received by management from employees will be treated with fairness and sensitivity and dealt with in confidence.

To help support employees through difficult times, MSL ETB has an Employee Assistance Programme(EAP) which is a confidential employee support service designed to support employees resolve personal or work related concerns, through telephone support, specialist information and telephone or face to face counselling.

Currently the EAP is provided by Inspire Workplaces who are an independent company. You can contact the EAP through a designated 24/7 Freephone helpline on **1800 817 435 (for all staff other than teachers and SNA's) 1800 411 057 (for teachers and SNA's)** to access support covering a wide range of issues.

The EAP is completely confidential and voluntary, and we recommend anyone requiring support to use this worthwhile service.

Please note that the contract with the current provider of EAP will end on 26th July 2020 however any individual availing of Inspire Wellbeing's services will be allowed to complete their programme with them. MSL ETB HR Department will provide details of the new EAP provider once details are finalised.

Some additional resources that employees may find beneficial:-

Health Ireland Covid 19 resources which have been developed to respond to the current conditions:

<https://www.mentalhealthireland.ie/get-support/covid19/>

The Government's "*In This Together Campaign*" also provides information on minding one's mental health as well as tips on staying active and connected and the website/link will be communicated to employees:

<https://www.gov.ie/en/campaigns/together/?referrer=/together/>

Sophie Moran, Ibec has put together a light hearted article on 'working well from home' for the Wellness Roundup:

<https://ibecnetworks.newsweaver.com/lbeckkeepwell/1xyzj9hg2hi?lang=en&a=2&p=56755897&t=30094543>

There are also some home exercise videos from Wellness Roundup:

<https://ibecnetworks.newsweaver.com/lbeckkeepwell/4vcd26hap3r?lang=en&a=2&p=56755897&t=30094543>

23.0 Business Travel

Employees travelling to work should use their own cars and travel alone, avoiding car sharing.

Those living very close to work will be encouraged to walk or cycle.

Meetings should be held virtually avoiding the need to travel for business and travelling should only be a last resort if the meeting cannot be held virtually.

Public transport should be avoided with the preference being for employees to use their own cars if possible.

24.0 Personal Protective Equipment (PPE)

Coláiste Pobail Acla will provide PPE to employees in accordance with identified COVID-19 exposure risks and in line with public health advice and train employees in the proper use, cleaning, storing and disposal of PPE.

PPE should never be shared.

See below for the correct method for the disposal of gloves.

- Pinch and hold the outside of the glove near the wrist area.
- Peel downwards, away from the wrist, turning the glove inside out.
- Pull the glove away until it is removed from the hand and hold the inside-out glove with the gloved hand.
- With your un-gloved hand, slide your fingers under the wrist of the remaining glove, taking care not to touch the outside of the glove.
- Again, peel downwards, away from the wrist, turning the glove inside out.
- Continue to pull the glove down and over the inside-out glove being held in your gloved hand.
- This will ensure that both gloves are inside out, one glove enveloped inside the other,
- with no contaminant on the bare hands.



Where gloves are necessary, they will not be considered a substitute for hand hygiene and hands must be cleaned whenever gloves are removed.

Currently masks only need to be worn when dealing with a suspected case or when delivering first aid.

Face visors that have been issued to first aiders will be marked with their name and it must not be shared with another first aider.

First aiders will disinfect and clean their face visor after use.

There are bins provided in which employees can place used masks and gloves. These bins will be removed after each shift and replaced using proper hygiene controls.

Appendix A – Lead Worker Representative Checklist

Control	Yes	No	Action	Responsibility
Have you agreed with your principal/manager to act as a Worker Representative for your workplace or work area?				
Have you been provided with information and training in relation to the role of Worker Representative?				
Are you keeping up to date with the latest COVID-19 advice from Government?				
Are you aware of the signs and symptoms of COVID-19?				
Do you know how the virus is spread?				

Do you know how to help prevent the spread of COVID-19?				
Have you been brought through an induction before returning to your workplace?				
Are you helping in keeping your fellow workers up to date with the latest COVID-19 advice from Government?				
Have you completed the COVID-19 return-to-work form and given it to your employer?				
Are you aware of the control measures your employer has put in place to minimise the risk of you and others being exposed to COVID-19?				
Did your employer consult with you when putting control measures in place?				
Have you a means of regular communication with your employer or manager/principal?				
Are you co-operating with your employer to make sure these control measures are maintained?				
Have you familiarised yourself with the cleaning requirements needed to help prevent cross contamination?				
Have you been asked to walk around your workplace / work area daily and check that the control measures are in place and are being maintained?				

Are you reporting immediately to your employer / manager/principal any problems, areas of non-compliance or defects that you see?				
Are you keeping a record of any problems, areas of noncompliance or defects and what action was taken to remedy the issue?				
Are you familiar with what to do in the event of someone developing the symptoms of COVID-19 while at work?				
Are you co-operating with your employer in identifying an isolation area and a safe route to that area?				
Are you helping, as part of the response team, in the management of someone developing symptoms of COVID-19 while at work?				
Once the affected person has left the workplace, are you helping in assessing what follow-up action is needed?				
Are you helping in maintaining the worker contact log?				
Have you been made aware of any changes to the emergency plans or first aid procedures for your workplace?				

Are you making yourself available to fellow workers to listen to any COVID control concerns or suggestions they may have?				
Are you raising those control concerns or suggestions with your employer or manager/principal and feeding back the response to the worker who raised the issue?				
Do you know what supports are available if you are feeling anxious or stressed and will you pass this information on to your fellow workers?				

Appendix B – COVID 19 Location Risk Assessment

Hazards	Is the hazard present? Y/N	What is the risk?	Risk rating H = High M = Medium L = Low	Control measures	Is this control in place? Y/N	If no, what actions are required to implement the control?	Person responsible	Date action completed

Hazards	Is the hazard present? Y/N	What is the risk?	Risk rating H = High M = Medium L = Low	Control measures	Is this control in place? Y/N	If no, what actions are required to implement the control?	Person responsible	Date action completed

Appendix C– Visitor/Contractor Induction

You must not enter Coláiste Pobail Acla If you have:

- Symptoms of a cough, fever, high temperature, sore throat, runny nose, breathlessness, or flu like symptoms now or in the past 14 days.
- Been diagnosed with confirmed or suspected COVID-19 infection in the last 14 days.

-
- Been a close contact of a person who is a confirmed or suspected case of COVID-19 in the past 14 days (i.e. less than 2m for more than 15 minutes accumulative in 1 day).

You must

1. Clean your hands the at the hand sanitising station.
2. Complete the contact log at reception to enable contract tracing in the event of a positive case of COVID-19. (The information will be managed in line with MSLETB Data Protection and Record Retention Policy) and if you can use your own pen.
3. Ensure physical distancing at all times whilst on the premises and follow all signage, floor markings and instruction given to you by a member of staff. Failure to do so will result in you being removed from the premises
4. Avoid the need to touch objects and surfaces so far as is practical during your time within the premises. Use of your own tools and avoid using any tools/equipment owned by MSLETB.
5. Stay in the immediate area of your essential work; do not enter offices, workshops, classrooms or any other area.

Note:

1. MSLETB have implemented a no handshake policy please observe.
2. Please observe good respiratory hygiene and etiquette whilst on the premises - catch coughs and sneezes in tissues and place in a bin.
3. If you become symptomatic whilst on the premises please speak to a member of staff ensuring physical distancing who will implement the procedure for dealing with a suspected case of COVID-19 on Site.

Appendix D– Visitor/Contractor Contact Log

Visitor/Contractor Contact Log

MSLETB are implementing all necessary procedures and adhering to all regulations and guidance around Covid-19 to ensure that we provide a safe environment for our employees and for those who need to visit our premises.

Tracing

Should an outbreak of Covid-19 occur on our premises after your visit it is important that we have contact details for tracing purposes.

This information will be used only for this purpose and no other.

This form will be securely destroyed when enough time has elapsed to ensure there is zero risk to you (i.e. 14 days after the visit).

Details

Name (print)

Company (if Applicable) (print)

Date

Contact telephone number (mobile preferred)

Email address (secondary method of contact if required)

Appendix E– First Aid Guidance during COVID 19

In the event that first aid is required in the workplace it may not be possible to maintain a distance of 2 metres.

All first aiders will be provided with the following PPE:

- Face masks (surgical or FFP2)
- Face Visor/Eye Protection
- Protective gloves

Face visors/eye protection issued should be marked with your name and it must not be shared with another first aider and always disinfect and clean the face visor/eye protection after use.

Due to the COVID19 the following must be considered when administering first aid:

First Aiders should wash their hands thoroughly before putting on PPE and dealing with the injured party (IP).

First Aiders should wear face visor, gloves and face mask and if possible, have the IP place a face mask over their nose and mouth, if they have not done so already, and limit contact by staying back at least 2m until that person has done so.

While wearing PPE, clean and disinfect items which have touched the IP and after cleaning, dispose of PPE and wash hands.

Due to the current coronavirus pandemic, there are several important changes to CPR that are advised.

If you find someone unconscious follow these simple steps:

- Step 1: Call for help
- Step 2: Shake and shout for help. Do not put your face close to theirs
- Step 3: Call 112.
- Step 4: Call for the First Aid Responder; the First Aid Box and the Defibrillator (AED) (if one available) to be brought to you.
- CPR steps
- Wash and sanitize hands.
- Keep hands away from face.
- Put on face mask, then
- Put on eye protection.
- Put on gloves.
- Place a Face Mask, face covering or cloth over nose & mouth of person being treated.
- Perform check compression CPR only, until Ambulance staff with BVM (Bag Valve Mask) arrive.
- Do not place hands into mouth or airway of person being treated.
- If a defibrillator is available and required; normal hygiene protocols should be followed.
- Keep going until ambulance staff arrives and takes over, or the person being treated starts to show signs of regaining consciousness, such as coughing, opening their eyes, speaking, or breathing normally.
- If the person being treated, regains consciousness, they should be placed into the Recovery position.

Following Treatment:

- Avoid touching face.
- Remove disposable examination gloves.
- Wash and sanitize hands.
- Remove eye protection.
- Disposable gloves and masks should be disposed as clinical waste (double bagged & tied).
- Reusable Eye protection should be cleaned & disinfected thoroughly with surface contact disinfectant before re-use or storage.
- Wash and sanitize hands.

-
- Replenish first aid stock as appropriate.

Important:

If, under exceptional circumstances, a First Aid Responder has given mouth-to-mouth ventilation; they should contact their GP for advice.

Appendix F– Pre-Return to Work Form

This Pre-Return to Work form has been introduced and the manager/principal is responsible for managing (issuing, reviewing, archiving) the forms.

The Pre-Return to work form must be completed at least 3 days in advance of the return to work. This form is to provide confirmation that the employee, to the best of their knowledge, has no symptoms of COVID-19 and confirm that the worker is not self-isolating or awaiting the results of a COVID-19 test.

NAME:

DATE:

Please circle “Yes/No”

1. Do you have symptoms of cough, fever, high temperature, sore throat, runny nose, breathlessness or flu like symptoms now or in the past 14 days?

Yes

No

2. Have you been diagnosed with confirmed or suspected COVID-19 infection in the last 14 days?

Yes

No

3. Are you a close contact of a person who is a confirmed or suspected case of COVID-19 in the past 14 days (i.e. less than 2m for more than 15 minutes accumulative in 1 day)?

Yes

No.

4. Have you been advised by a doctor to self-isolate at this time?

Yes

No.

5. Have you been advised by a doctor to cocoon at this time?

Yes/No

If you have answered “Yes” to any of the above questions, please seek medical advice before returning to work

Appendix G Self Declaration for Special Leave with Pay

Employee Details

Name	
Grade	
Department	
Section	

Dates of Special Leave with Pay for COVID – 19 related self-isolation/self-quarantine

Number of days advised to self-isolate/self-quarantine	
Commencing on dd/mm/yyyy	
Returning to work on dd/mm/yyyy	

Advised to self-isolate/self-quarantine (X)

GP	<input type="checkbox"/>	HSE	<input type="checkbox"/>
Hospital	<input type="checkbox"/>	Other (please specify) <hr/>	<input type="checkbox"/>

Advice received via (X)

Telephone	<input type="checkbox"/>	Letter/email/text (please attach copy to this form)	<input type="checkbox"/>
In person	<input type="checkbox"/>	Other (please specify) _____	<input type="checkbox"/>

Details of advice to self-isolate/self-quarantine

Name of adviser (e.g. name of GP, HSE worker)	
Date and time advice given	
Details provided to the adviser by you (e.g. places and dates of exposure)	

Declaration

I have read and understand the provisions of Special Leave with Pay as set out in Part IX of Circular 02/1976	Yes	<input type="checkbox"/>
I understand that in the event of non-compliance with the provisions of special leave with pay (including the requirement to provide bona-fide* confirmation of self-isolation/diagnosis/self-quarantine of COVID-19) existing procedures including disciplinary measures can be invoked.	Yes	<input type="checkbox"/>
I understand that any overpayment of salary which may arise from non-compliance with the provisions of special leave with pay will be repaid	Yes	<input type="checkbox"/>
I have attached relevant documentation (where applicable)	Yes	<input type="checkbox"/>

Employee Signature	
Date	

Line Manager/Principal Signature	
Date	

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***Bona fide in relation to a representation or communication means in good faith and well founded in fact. The employer reserves the right to request further confirmation.**

Data Protection

The data requested in this form will be used to process your application for Special Leave with Pay (COVID – 19 related) and will be retained as part of your personnel record for the securely retained for the minimum time necessary, depending on the duration of the current emergency, related restrictions and government guidelines. If you have any questions or concerns in relation to your privacy rights, you can contact the Data Protection Officer at MSLETB at dataprotection@msletb.ie ' Also worth noting that the COVID-19 Privacy Notice must be attached to these forms. The employer will treat all information and personal data you give according to the law.

Appendix H - Cleaning after the presence of a suspected or confirmed case of COVID-19.

In the event a suspected or confirmed case of COVID-19 has been in a specific area of the premises (e.g. public waiting area, first aid room, as well as an area used for self-isolation);

The room should be first well ventilated with fresh air for a minimum of 1 hour, and thereafter carefully cleaned with a neutral detergent, followed by decontamination of surfaces using a disinfectant effective against viruses.

After ventilation, the area should be carefully cleaned with a neutral detergent, followed by decontamination of surfaces using a disinfectant effective against viruses. The following products can be used.

- Neutral detergent AND
- Virucidal disinfectant OR
- 0.05% sodium hypochlorite OR
- 70% ethanol

Cleaning of toilets, bathroom sinks and sanitary facilities need to be carefully performed, avoiding splashes.

All textiles (e.g. chair coverings, clothing etc.) should be washed using a hot-water cycle (90°C) with regular laundry detergent. If a hot-water cycle cannot be used due to the characteristics of the material, bleach or other laundry products for decontamination of textiles need to be added to the wash cycle.

The use of single-use disposable cleaning equipment (e.g. disposable towels) is recommended. If disposable cleaning equipment is not available, the cleaning material (cloth, sponge etc.) should be placed in a disinfectant solution effective against viruses, or 0.1% sodium hypochlorite. If neither solution is available, the material should be discarded and not reused.

Staff engaged in cleaning in areas after a suspected or confirmed COVID-19 person was present should wear personal protective equipment (PPE) as follows:

-
- Mask
 - Single-use plastic apron
 - Eye protection
 - Gloves.

Staff should ensure that PPE is suitable (in good order, correct fit etc.) and is used in accordance with the instructions and training provided.

For the cleaning of an area used for self-isolation, the same procedures apply.

Hand hygiene should be performed each time after removing PPE.

Waste material produced during the cleaning should be placed in a separate bag, which can be disposed in the unsorted garbage.

Appendix I - COVID-19 Incident Report Form.

Important note: this form should be completed by the Lead Worker Representative and returned to the Principal / Centre Manager / Head of Department. The Director of OSD should also be put on notice of a suspected or confirmed case of Covid-19.

Please refer to Appendix H of the Covid-19 Response Plan (Cleaning after the presence of a suspected or confirmed case of Covid-19). Please make sure that the information you give is as clear and complete as possible. Please complete in BLOCK CAPITALS, or complete and save online in a secure folder with restricted access. Please treat this form in the strictest confidence. You must not release the name of any persons who present as a suspected case of Covid-19 to anyone other than the Principal / Centre Manager / Head of Department.

CENTRE DETAILS

School/Centre:

Telephone Number:

INCIDENT DETAILS

School/Centre/Office
Address:

Date:

Description of Incident

This should include the nature in which the person was identified as suspected case of Covid-19, when the incident occurred and whether the Supervisor was present.

Give a full description of:

- How the person was identified as a suspected case (i.e. whether they were referred by another member of staff or self-presented)
- Symptoms that the person presented with
- Nature of work or course that person is involved in (e.g. Teacher/Administrator/Student/Learner/Course etc.)
- Whether the person has attended other MSLETB premises in the course of their duties/studies
- How you dealt with the situation (e.g. PPE provided, isolated, etc.)
- How the person left the premises (e.g. collected by spouse, parent, ambulance etc.)

PERSON DETAILS

Name:

Work Address:

Telephone No.:

Job Title/Course:

Please tick as appropriate:

Staff ☐

Student/Learner ☐

Apprentice ☐

Contractor* ☐

Visitor* ☐

Other* ☐

*If Contractor/Visitor/Other please provide Name and Contact details:

DETAILS OF LEAD WORKER REPRESENTATIVE

Name:

Work Address:

Job Title:

DECLARATION

I/We hereby declare that the statements on this form and the information provided in addition are true and complete, to the best of my/our knowledge and belief:

Signature of Person Completing the Form:

Date:

Signature of Principal/Centre Manager:

Date:

Please return completed form securely to: Principal/Centre Manager/Head of Department

Declaration

This policy was adopted by the Board of Management of Coláiste Pobail Acla on:

Signed: _____

Mr. Pat Kilbane

Chairperson of the Board of Management

Date: _____

Signed: _____

Mr. Paul Fahy

Board Secretary & School Principal (Acting)

Date: _____