



Keeping your employees safe from COVID-19

16th April, 1pm

LIVE WEBINAR



Agenda for today's webinar

- **Housekeeping**

- **In today's webinar you will discover the following:**

Topic 1. Your obligation as an employer in keeping your staff safe from COVID-19

Topic 2. How to prevent the spread of Covid-19 in your workplace


Topic 3. Understanding all about facemasks and how they can protect you

Topic 4. Why keeping your staff safe will increase their commitment to keep you in business?



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jta
Health, Safety & Noise Specialists

CITRIX

The slide features an illustration of a woman in a white lab coat standing behind a red reception desk. The desk has the 'jta' logo on it. The text is centered and right-aligned.

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Questions

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Presenters



Colin Wilson, Director KBA



Jeremy Trotman. Founder and Principal Occupational Hygienist, JTA



TOPIC 1

Your obligations as an employer in keeping your staff safe from COVID-19

Your obligation as an employer in keeping your staff safe from COVID-19



- There is an obligation as an employer to make sure your staff are safe
- That people understand the importance and expectations around social distancing
- If you want to get the best results out of employees whether they are working from your office, out on site or from home, you need to ensure that you and they are doing everything possible to stay safe
- It is important for you to regularly check-up up your staff making sure that you, and they are doing everything to prevent this spread of COVID-19



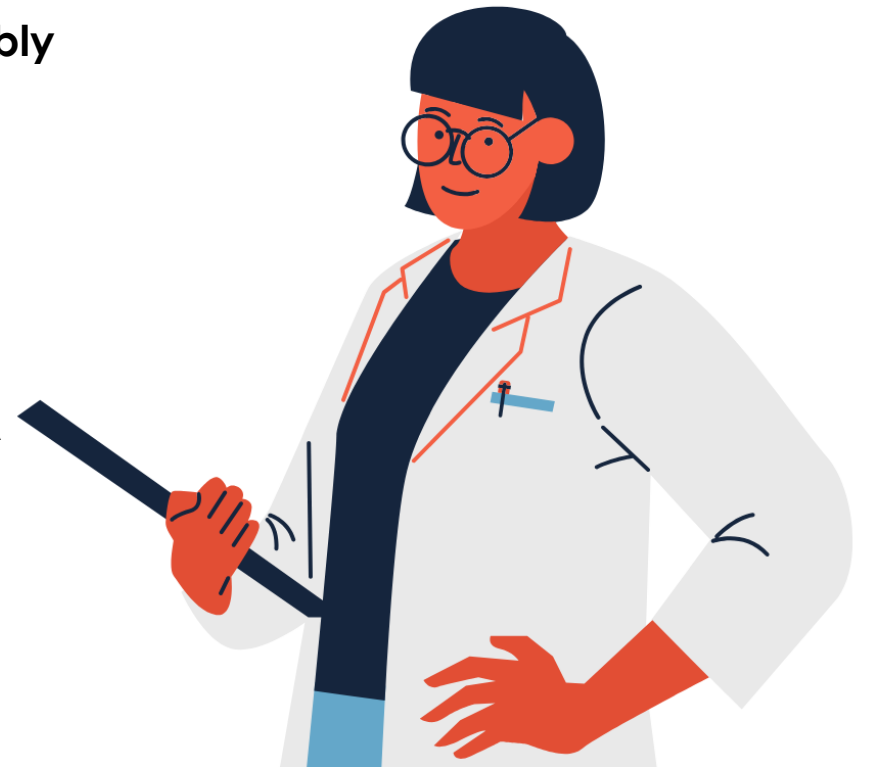
TOPIC 2

How to prevent the spread of Covid-19 in your workplace

Specific OHS/WHS Requirements - none

General Duty of Care to control OHS/WHS risks **as far as reasonably practicable** as per the **Control Hierarchy**:

1. Elimination – e.g. vaccination not available
2. Substitution – e.g. work from home where possible
3. Engineering – IC beds, negative air pressure wards with HEPA filtered air out
4. Administrative – self isolate, wash hands, etc. relies on procedure,
5. PPE – for this could be better than procedures



Reasonably Practicable Control algorithm includes:

- risk (i.e. likelihood and consequence),
- availability, suitability and cost of controls
- factors are not equally weighted,
- cost is not adjusted to individual circumstances).
- From experience employers/PCBUs don't always feel that the Authorities requirements are reasonable.

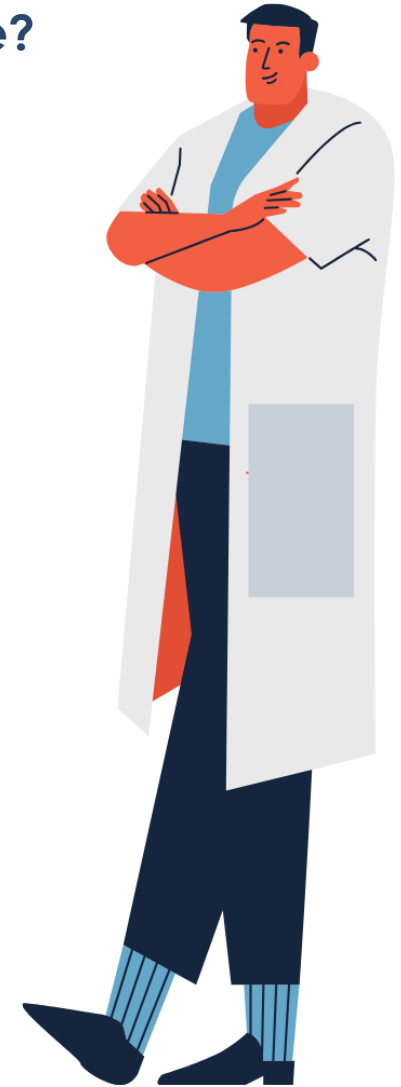


How to prevent the spread of COVID-19 in your workplace

- COVID-19 risk varies with age and we see the reasonably practicable algorithm working in the public health area with the Government advising or coercing over 70s to isolate to a greater extent and we are asked to leave the masks for higher risk personnel.
- It would be hard to enforce a requirement for employers to provide masks that are simply not available.
- For COVID-19 we have a mix of substitution, admin and PPE with work at home, enforcing as much as possible, self-isolation at work wash hands, clean contact surfaces, etc as much as possible.

What type of cleaners and cleaning methods should we use?

- Cleaning and disinfection required - surface debris may prevent disinfectant working effectively so the surface should be clean before disinfection.
- TGA advise that COVID-19 is an enveloped virus i.e. it has an outer membrane which is easily damaged. Disinfectants containing $\geq 70\%$ alcohol, quaternary ammonium compounds (such as benzalkonium chloride) or diluted household bleach (including products containing sodium hypochlorite) are OK provided the disinfectant is used in accordance with the label.



What type of cleaners and cleaning methods should we use?

A list of approved products in the US for disinfecting surfaces are set out under the US EPA List N: Products with Emerging Viral Pathogens AND Human Coronavirus claims for use against SARS-CoV-2. This list may be referred to when examining a product proposed for disinfection, however the US EPA is not the regulator for Australia.



TOPIC 3

Understanding all about facemasks and how they can protect you

Facemasks and how they can protect you :

Great sense in **The Official Policy** (as per the ABC Website) that:

- “face masks are not recommended for healthy individuals, but essential for health workers and sick people”. Dr Norman Swan: it may take 10,000 masks to prevent one COVID-19 infection outside a high risk environments/individuals where the same number could prevent hundreds of infections.
- For non-high risk environments (e.g. places other than hospitals and other similar areas), surfaces are by far the most likely transmitter and personal distancing and close attention to hygiene are key.



Facemasks and how they can protect you :

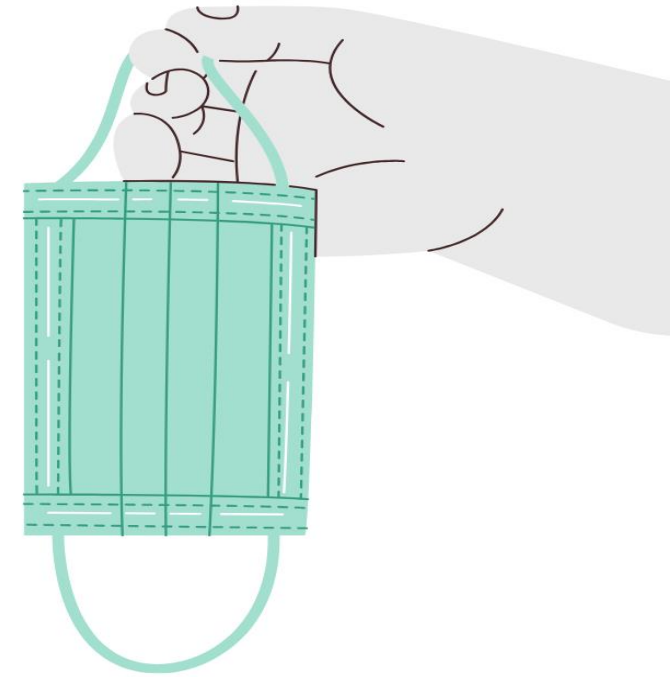
If you do feel the need to wear a mask, some facts, checked with Terry Gorman, Certified Occupational Hygienist for 3M Australia:

- Common masks for Coronavirus are P1, P2, and P3 disposable half face masks and surgical masks.
- The P rating applies to the filter performance in removing particulates.
- P2 and P3 masks are recommended for Coronavirus but P1 or N95 (same as P2) masks will probably be almost as effective.



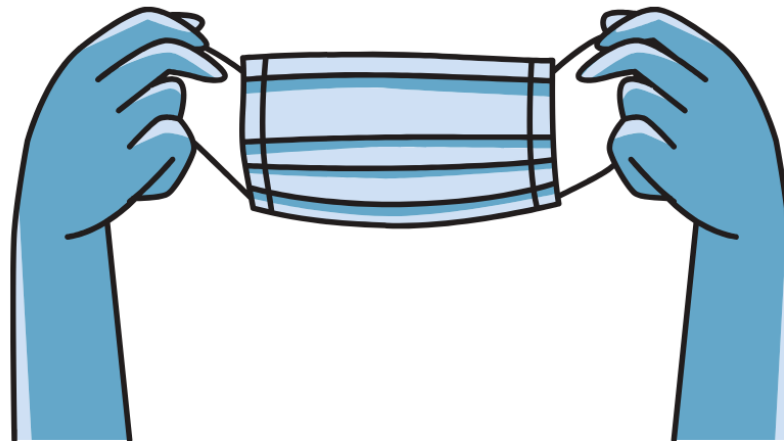
Facemasks and how they can protect you

- Masks need to remove the virus and fit the wearer. P1, P2 & P3 masks are designed to remove small particles. For Coronavirus, the mask needs to filter out airborne water droplets (100 μm to 1 μm or smaller) from sneezing and coughing of infected individuals.
- Surgical masks are designed for emissions in surgical environments not Coronavirus. They may help with larger water droplets.
- A correctly fitted P2 or P3 (and probably P1) mask will protect the wearer by filtering out most large and small water droplets carrying the virus.
- Correct fit is normally the weak link. Fit is compromised by facial hair, inadequate attention to fitting and the infinite variety of face shapes (not everyone can get a seal with every mask).



Facemasks and how they can protect you :

- Many masks have exhalation valves allowing free flow of exhaled breath, so obviously, these will not protect others from Coronavirus carried on water droplets emitted from an infected wearer. If you have symptoms these will not protect your family.
- P2 masks without exhalation valves will filter out the virus under normal breathing conditions. Coughing and sneezing and possibly heavy breathing during exercise produce accelerated airflows which will affect fit. So the elbow cough could, quite possibly, be more effective at containing these critical emissions.





Decontaminating PPE;

- Given the current shortage this is important but so far no definitive advice on disposable masks (or other disposable PPE for that matter).
- The face-piece of masks designed for re-use can be cleaned with mild detergent and water (as per the manufacturer's instructions) however the filter may not be easily be cleaned and must be treated as a potential source of the virus.

Decontaminating PPE;

- It may be possible to decontaminate masks normally meant for a single use or to store them in a breathable container (e.g. a paper bag) between uses to keep them clean but the mask must be treated as a potential source of the virus. Touching your mask is no doubt better than touching your face; but touching your mask (e.g. while removing it) then touching your face before washing your hands may be much the same risk.
- So **masks are no magic bullet** and for most of us, a disciplined approach to routine, boring old hand washing, surface wiping, elbow coughing, social distancing and no face touching may be more effective.

TOPIC 4

Why keeping your staff safe will increase their commitment to keep you in business?

Why keeping your staff safe will increase their commitment to keep you in business

- If your staff picked up and spread the COVID-19 virus (14 day shut down in isolation)
- Wellbeing - By checking in with them demonstrates that you care, and you want them to stay safe
- As per Jeremy's topics you are demonstrating leadership where you want your staff to be more cautious and take ownership to prevent the spread
- if have a healthy team that are committed, they will do everything possible to keep you in business!





Any Questions?



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Next Webinar

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Supporting your customers through these challenging times

Topics covered:

- 1. The value of supporting your customers by having good insight
- 2. The opportunities you can create by having foresight
- 3. The importance of re-educating your customers about your products and services
- 4. Being agile and thinking differently to attract new customer opportunities
- 5. Additional tips on how to lead your team through these challenging times

Hosted by Colin Wilson, Director of Key Business Advisors

Survive and Thrive
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PSA

Protect yourself and your family

Cover your cough and sneeze

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1 **COVER** your mouth and nose with a tissue when you cough or sneeze.
- 

2 Put your used tissue in the rubbish **BIN**.
- 

3 If you don't have a tissue, cough or sneeze into your upper sleeve or elbow, **NOT YOUR HANDS**.
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4 **WASH** your hands with soap and running water. Dry your hands thoroughly with a disposable paper towel.

Stay germ free and healthy

Stay Safe!

Thank you for attending today's webinar.



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Call JTA on 1300 856 282 for advice or go to www.jta.com.au