



Planning for Pan-Flu Worker Safety and Health

OR-OSHA Consultative
Services

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Objectives

- * Understand planning strategies and elements
- * Have tools to use
- * Know employee risk categories
- * Assign risk to employee tasks
- * Limit / Lower employee exposure risk
- * Know guidance documents and regulations that apply

Scope

- * Applies to all Oregon employers – Private & Public - (State, County, Local) Government
- * Three basic employer types
 - First Receivers (Healthcare)
 - First Responders
 - Everyone else
- * Critical Infrastructure & Key Resources

Planning Strategies for all employers

- * Prepare plan for emergency/critical operations with a work force reduction of 30-40%
- * Work with suppliers / customers
- * **Develop policies and procedures to minimize employee exposure**
- * **Implement controls that reduce exposure**
- * **Provide employees with training, education, information and means to communicate**
- * **Develop management/union support**
- * **Develop a sick leave policy and assist employees in managing stressors**

Planning Elements

Alert, Standby, Activate

- * Review State Public Health – Advisory Action
- * Categorize employee task exposure risk related to potential Pan Flu at work
- * Define and list controls to minimize employee Pan Flu exposures
- * Develop means for communications
- * Define when and how to resume normal operations
- * List other contingencies for (power outage, shortages, etc)

Useful references & resources

OSHA Guidance on Preparing Workplaces for an Influenza Pandemic

http://www.osha.gov/Publications/influenza_pandemic.html

Preparing for Pandemic Flu; Oregon Worker Injury and Illness Prevention Program, Oregon Department of Human Services

<http://www.oregon.gov/DHS/ph/owiipp/docs/Preparingforpandemicflu.pdf>

Pandemicflu.gov

Pandemicflu.gov

- * Planning & Response
 - Workplace Planning
 - * Overview
 - * Business Checklists and letter
 - * Community Guidance
 - * Critical Infrastructure Guide
 - * Employer / Employee Guidance
 - * Related Links

Assessing Risk

Employee Exposure Risk Categories

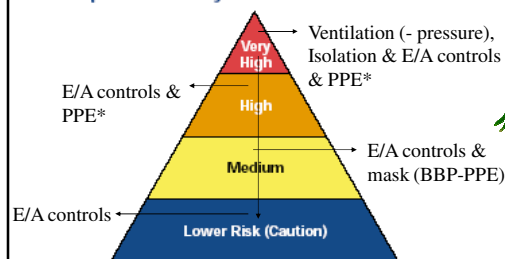
- * **Very High** - Healthcare employees, Labs, medical/clinical respiratory practices
- * **High** - Healthcare delivery, support staff, medical transport, autopsies
- * **Medium** - Schools, frequent contact, high population density, high volume retail
- * **Lower** - Minimal contact with public and coworkers

Risk Assessment

- * List employee pan-flu exposure tasks for each stage (Alert / Standby / Activate)
 - Very High → Medium / Lower
 - * Engineering controls
 - * Administrative controls
 - * PPE
- * Number exposed
- * Duration / Frequency of exposure
- * Rank risk probability (High to Lower)

Employee Exposure Risk Reduction Path

Occupational Risk Pyramid for Pandemic Influenza



* PPE – respirator (PAPR) or (APR), gloves, face/eye protection & gown/cover – specific to infection control practices.

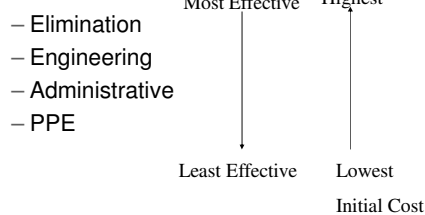
Controls

Minimize Exposures All Employers*

- * Hand Hygiene*
- * Cough Etiquette*
- * Social Distancing (6 feet or greater)*
- * Housekeeping*
- * Elimination / Process modification
- * Engineering control
- * Administrative control
- * Personal Protective Equipment
- * Quarantine (County/State Public Health Advisory/Requirement)

Controls

- * General Principle – Hierarchy of Control:



Engineering Controls

- * More soap/hand cleaner dispensers, tissues trash receptacles (self-opening/closing lids) and reminders
- * Clear plastic barriers (sneeze guard)
- * Drive through process – drop off
- * Negative Pressure Ventilation (air flow - clean to dirty filtered/exhaust)
- * Increased “fresh air” ventilation
- * Isolation room (w/wo ventilation)
- * Vaccine / antiviral medication
- * Others?

Administrative Controls

- * Policies to minimize contact between employees, clients or customers
 - Stay at home
 - * Flexible work arrangements
 - * Telecommute from home
 - * Reduction of worker / customer density
 - Discontinue travel to “hot spots”
 - Practice social-distancing (> 6 feet)
 - Home / outside delivery of goods – drop offs
 - Hand hygiene (no hand shakes)
 - Develop emergency communication plan
 - * Answer employee concerns
 - * Internet (if possible) phone bank / letter / network

Administrative Control

- * Critical Operational Procedures
 - Contains critical operational and safety information for training or cross training
 - Allows workers unfamiliar to tasks to carry out operations safely
 - Allows business to continue critical operations and control
 - Should be viewed as another business continuity planning element
 - Should be written for limited staffing under Pan Flu conditions

Administrative Controls continued

- * Up-to-date worker training, education and information
 - Pan Flu plan (alert, standby, activate)
 - Communication / Policies
 - Hand / Cough Etiquette
 - Social Distancing
 - Housekeeping
 - Engineering controls
 - PPE
 - Reporting
 - Medical monitoring
 - (Scheduling) Return to work determination
 - Stress management/assistance

Administrative Controls continued

- * Supervision – Management support
 - Implementing plan successfully
 - Meeting OROSHA code requirements and minimal CDC/PH recommendations
 - Training
 - Reporting / Medical monitoring / Scheduling records
 - Observing work practices (E/A/PPE)
 - Coaching safe practices
 - * Promote policies
 - * Evaluations
 - * Recommend improvements

Administrative Controls continued

- * Communication
 - Safety committee
 - * Trends – risk assessment
 - * Identify hazards
 - * Make control recommendations
 - Schedules
 - Advisories
 - Assistance
 - Illness Reporting Process
 - Network (inter/intranet use) - (other)

PPE

- * Very High & High Risk Exposure
 - Respirator PAPR/APR written program
 - Eye/face – mucous membrane protection
 - Skin protection (gloves)
 - Gown (maybe required)
- * Medium Risk Exposure
 - Mask (surgical or filtering face-piece)
 - BBP PPE
- * Lower Risk Exposure – PPE is not required

What to know to address Respiratory Protection

- * There is an OR-OSHA Respiratory Protection regulation for:
 - General Industry (Div. 2/I: 1910.134)
 - Construction (Div. 3/E: 1910.103)
 - Agriculture (Div. 4/I: 437-004-1041)
 - Forestry (Div.7/D: 437-007-0345)

Respiratory Protection con't

- * N-95 / PAPR
- * Properly fitted to the employee. Respirators must be selected, worn and fitted according to the respiratory protection program.
- * Conscientiously and properly worn by the employee
- * Regularly maintained and replaced, as necessary
- * Properly removed and disposed of to avoid contamination of self, others or the environment.

PPE Protection

- * Recommended protection by OSHA, CDC or other public health agencies to provide protection from the virus causing the pandemic;
- * Selected based upon the potential risk of exposure to the employee
- * OR-OSHA PPE code 1910.132
 - Hazard assessment and selection documentation
 - Employee training and documentation

