



msletb

Bord Oideachais agus Oiliúna
Mhaigh Eo, Shligigh agus Liatroma
Mayo, Sligo and Leitrim
Education and Training Board

COVID-19 Response Plan V.2

St. Tiernan's College

Crossmolina

Co. Mayo

Coláiste Thiarnáin Naofa

24th February, 2021

Version 2

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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 Government of Ireland (GOI) **Work Safely Protocol**” and **GOI Resilience Recovery 2020-2021 Plan for Living with COVID-19.**” which has been developed by the Government of Ireland (GOI), the Health and Safety Authority (HSA), the Health Services Executive (HSE) and the Department of Health.

Employer	St Tiernan’s College MSLETB
Address	Crossmolina, Co. Mayo
Director/Senior Manager/Principal in the Workplace.	Mr Conor O’ Reilly
Lead Worker Representative(s)	Mr. Séamus Kelly
Teaching and Learning or Administration?	MSLETB
Number of employees	33
Number of Employees who Deal Directly with the Public	30
Phone:	096 31236
Email:	tiernanscollege@msletb.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.

When determining what actions to take, consider the current level in the [Plan for Living with Covid-19](#)¹ and conduct a Risk Assessment to ensure all risks are considered and include any specific measures or response for dealing with an outbreak of COVID-19.

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
24.02.2021	2		To amend and update first issue in response to new and changing guidelines.

¹ Available at <https://www.gov.ie/en/campaigns/resilience-recovery-2020-2021-plan-for-living-with-covid-19/>

2.0 COVID-19 Policy Statement

MSLETB 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.

MSLETB 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 appropriate in line with the public health guidance and direction of the Department of Education
- keep a log of contact / group work to help with contact tracing.
- provide induction training which must be attended/completed by all employees.
- develop and implement 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/ students/ learners to follow if they develop signs and symptoms of COVID-19 during work/ school/ learning time.
- 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: Tom Grady. Date: 01.07.'20

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 new cough - this can be any kind of cough, not just dry.
- shortness of breath or breathing difficulties.
- loss or change to your sense of smell or taste. This means you notice that you cannot smell or taste anything, or things smell or taste different to normal.

For the complete list of symptoms, please refer to the HSE Website
<https://www2.hse.ie/conditions/coronavirus/symptoms.html>

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

- If you have any common symptom of Covid-19 (coronavirus), or feel unwell self-isolate (stay in your room) and phone your family doctor straight away to see if you need a COVID-19 test.
- Other people in your household will need to restrict their movements (stay at home). Do not go to work/school/Centre of Education.
- Stay at home if you are identified as a close contact of someone confirmed as a positive case of Covid-19. Do not go to work/school/training, and restrict movement for fourteen days.

5.0 How COVID-19 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 from hours to days. (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.

Common household disinfectants will kill the virus on surfaces. Clean the surface first and then use a disinfectant.

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.

Current information suggest that infected people can transmit the virus both when they are symptomatic (showing symptoms) and asymptomatic (not showing symptoms).

This is why it is essential that anyone who is showing symptoms suggestive of COVID-19, or anyone who has been in close contact with a confirmed case, should self-isolate and be tested.

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.

Point of contact for all Covid related queries

- Michael Gaulier – Corporate Services

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.	Mr. Conor O' Reilly
Identification and training of worker representatives.	Mr. Conor O' Reilly
Planning and Preparing to Return to Work.	Mr. Conor O' Reilly Ms. Brenda O' Malley
Control Measures.	Mr. Conor O' Reilly Ms. Brenda O' Malley
COVID-19 Induction.	Mr. Conor O' Reilly Ms. Brenda O' Malley
Dealing with a Suspected Case of COVID-19.	Mr. Conor O' Reilly Ms. Brenda O' Malley
Cleaning and Disinfection.	Mr. PJ Jordan Mrs. Maureen Gallagher Mrs. Jenny O' Donnell Mrs. Ann Gallagher
Employee Information.	Mr. Conor O' Reilly Ms. Brenda O' Malley Mrs. Catherine O' Hora
Return-to-work forms	Mr. Conor O' Reilly Ms. Brenda O' Malley

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

St. Tiernan's College 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.

All MSLETB employees are required to comply with any testing required by Public Health Authorities and must also comply with the following COVID-19 preventative measures:

- Stay at home and isolate if you are identified as a close contact of a confirmed case of COVID-19
- Stay at home and isolate if you feel unwell or have any symptoms of COVID-19
- Contact your family doctor to arrange a test.

7.0 Lead Worker Representatives (LWR)

St. Tiernan's College has appointed lead worker representatives (LWR) to ensure that COVID-19 measures are monitored and 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 implemented and fully adhered to ensure the suppression, preventing the spread of COVID-19 in the workplace.

Management will ensure regular communication with their lead 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

St.Tiernan's College 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.

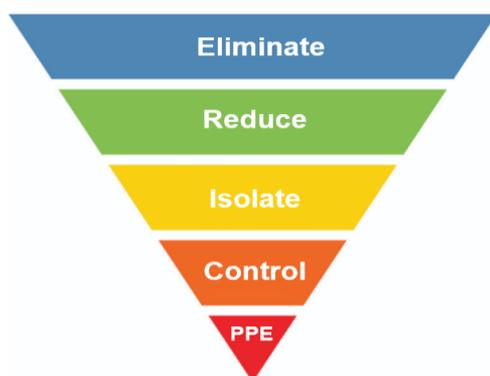
9.0 OH&S Documentation

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 employee's 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 see if they fall into a vulnerable or high risk category.

“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’ the risk).

10.0 Physical Distancing

Employees will be enabled to work from home were 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.

Windows should be open as fully as possible when classrooms/offices are not in use (e.g. during break-times or lunch-times (assuming not in use) and also at the end of each day) and partially open when classrooms/offices are in use.

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 hot 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 and wear a face mask.

St. Tiernan's College 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/Students/Learners must:

- ensure they are familiar with and follow hand hygiene guidance and advice.

- wash their hands for at least 20 seconds with soap and hot water or with an alcohol-based (60% alcohol) hand sanitiser regularly and:
 - after coughing and sneezing (Cover coughs and sneeze into an elbow or a tissue)
 - when arriving and leaving the workplace and other sites.
 - before and after eating.
 - before and after preparing food.
 - before and after wearing gloves.
 - before and after removing their face mask.
 - before leaving and after arriving 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, if visibly dirty wash with soap and hot water eg. after playing outside or engaging in certain sporting activities
 - after toilet use.
 - when entering and exiting a vehicle.
 - after touching potentially contaminated surfaces.(Such as door handles).
 - Avoid touching their eyes, nose, or mouth.
 - when entering and exiting vehicles
 - when entering and exiting buildings
- use their own pens.
- maintain 2 meters physical distance at all times/ 1 meter in classrooms between learner's desks.

Please note that alcohol-based sanitiser must not be stored or used near heat or naked flame.

Staff/Students/Learners 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 to limit the spread of COVID-19.

St. Tiernan's College will:

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

Employees/Students/Learners must:

- adopt good respiratory hygiene and cough etiquette.
- ensure they are familiar and follow respiratory hygiene guidance.
- follow good practice on the safe use, storage, disposal and cleaning of face masks.

12.0 Face Mask

Wearing a face mask is a requirement at all MSLETB Sites.

Schools must provide medical grade masks in the EN16483 category to all SNAs and teachers in special schools and special classes and those staff by necessity that need to be in close and continued proximity with pupils with intimate care needs including School Bus Escorts.

Face masks are required for all staff, and learners/students/trainees/visitors.

Face masks act as a barrier to help prevent respiratory droplets from travelling into the air and onto other people when the person wearing the face mask coughs, sneezes, speaks, or raises their voice.

Face masks are therefore intended to prevent transmission of the Covid-19 virus from the wearer (who may not know that they are infected) to those with whom they come into close contact.

Exemptions to this rule apply to those who can provide a medical certificate to certify that they fall into a category listed below. The medical certificate must be provided to the Principal / Manager by, or on behalf of, any person (staff or student/learner) who claims that they are covered by the four exemptions as follows:

1. any person with difficulty breathing who cannot wear a face mask
2. any person who is unable to remove the face mask without assistance
3. any person who has special needs and who may feel upset or very uncomfortable wearing the face mask, for example persons with intellectual or developmental disabilities, mental health conditions, sensory concerns or tactile sensitivity.
4. The use of a clear visor can also be considered when a staff member is interacting with students with hearing difficulties or learning difficulties.

In circumstances where a medical certificate is not provided, that person will be refused entry to the site.

Wearing a face mask does not negate the need to self-isolate if sick.

13.0 Cleaning

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

St. Tiernan's College 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.
- Vending Machines

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.

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. Common household disinfectants will kill the virus on surfaces.

St. Tiernan's College 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 St. Tiernan's College 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.

Please refer to Appendix I of the COVID-19 Response Plan (Cleaning after the presence of a suspected or confirmed case of COVID-19).

14.0 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.

15.0 Managing Third Parties: Contractors and Visitors

Contractors and visitors will receive an induction in relation to the control measures that have been adopted within St. Tiernan's College - 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 St. Tiernan's College must use the hand sanitiser provided and wear a face mask.

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 St. Tiernan's College

This information is required only for tracing purposes and will be destroyed when a contractor/visitor is no longer at risk. (i.e. 28 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.

16.0 Emergency Arrangements

St. Tiernan's College 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 during COVID-19.

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

17.0 Remote Working

All staff should continue to work from home to the greatest extent possible. Anyone who can work from home should continue to do so. If there is any reason staff cannot work remotely, they should coordinate this with their line manager.

The Resilience and Recovery 2020-2021: Plan for Living with COVID-19, sets out when only essential workers or other designated workers should go to work.

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

Employees should ensure that they are adequately set up to work remotely and to take regular breaks or change work activity.

For those employees that are using laptops at home 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/faq'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.

Ensure 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>

18.0 COVID-19 Case Management

A Pre-Return to Work/FET Pre-Return to Learning Form (Appendix F/Appendix G) must be completed at least 3 days in advance of the return to work/Centre after the site opens for the first time, reopens after closures or after an absence.

This form should seek confirmation that employees/learners, to the best of their knowledge, have no symptoms of COVID-19 and confirm that the employee/learner is not self-isolating, restricting their movements, cocooning, awaiting the results of a COVID-19 test, has not returned from travel abroad or been identified as a close contact.

Employees/Learners must:

- complete and return the pre-return to work/pre return to learning form three day before they return to work/learning.
- 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/learning.
- self-isolate at home and contact their GP promptly for further advice if they have any COVID-19 symptom, if identified as a close contact, and if answering yes to any questions on the form.
- stay out of work/learning until all symptoms have cleared following self-isolation and have a negative test result from their doctor.

Employees and Learners should follow the latest government guidelines in relation to return from a holiday abroad and follow the required quarantine period on return.

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

The key message is that people should not attend work/school/training, if they are displaying any signs or symptoms of Covid-19 or are feeling unwell.

A nominated member of management/senior management team will be will be responsible for ensuring that all aspects of the protocol to deal with suspected cases have been adhered to.

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

- Mr. Conor O' Reilly
- Ms. Brenda O' Malley

St Tiernan's College 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, visor (Only for exceptions and first aiders)
- 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 2meters 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 covered 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 person responsible will complete a report of the incident, (using COVID-19 Incident Report Form See Appendix J). Include an assessment of any necessary follow-up actions and ensure that these actions are carried out and notify the LWR.

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

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.

St. Tiernan's College 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.

20.0 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/student/learner in close face-to-face or touching contact.
- Any employee/student/learner 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 H 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.

See Appendix J Covid-19 Incident Report Form for all suspected cases of COVID-19 on site.

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 2 meters 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 Doctor/Medical Advisor and coordinating with their line manager/Principal.

- Pre-Return to Work Form is to be completed after Site opens for the first time/reopens after closures, or when returning from an absence.

21.0 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.

22.0 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.

Switching off air conditioning is not required to manage the risk of COVID-19.

St. Tiernan's College will ensure suitable control measures are in place to avoid the potential for Legionnaires' disease before they reopen.

23.0 Managing Mental Health and Wellbeing

MSLETB recognises that employees may encounter anxiety and 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 Service (EAS) programme 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 EAS is provided by Spectrum.Life under the logo of 'Wellbeing Together: Folláinne Le Chéile' they are an independent company.

You can contact the EAS through a designated 24/7 Freephone helpline on 1800 411 057 to access support covering a wide range of issues such as wellbeing, legal, financial, mediation, management support and so on, or text 'Hi' to 087 369 0010 to avail of EAS support on SMS & WhatsApp.

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

24.0 Business Travel

Business trips and face to face meetings should be reduced to the absolute minimum as far as is practicable. Online and other alternatives should be made available.

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.

Government Travel Guidelines; for those required to travel internationally, the new European Traffic Light System, DFA advice, and specific requirements must be taken into account.

25.0 Personal Protective Equipment (PPE)

St. Tiernan's College will provide PPE to employees in accordance with identified COVID-19 exposure risks and in line with public health advice.

- Employees should be trained in the proper use, cleaning, storing and disposal of PPE.
- PPE should never be shared.
- PPE needs to be consistently and properly worn when required. Additionally it must be regularly inspected, cleaned, maintained, and replaced as necessary.
- Face masks should be clean, dry, and not shared or handled by others.
- Face masks must not contain any slogans/logos/images that may cause upset or be deemed offensive.

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.

- Face Mask must be worn with the Face Visor by the first aider.
- First aiders will disinfect and clean their face visor after use.

Ensure there are pedal operated covered 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.

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

See below illustration 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.



26.0 Heating, Ventilation, and Air-Conditioning (HVAC)

Ventilation refers to the movement of outdoor air into a building, and the circulation of that air within the building or room, that will assist in minimising the spread of COVID-19.

This can be achieved through natural means (e.g. opening a window/door) or mechanical means (e.g. a central heating, ventilation and air conditioning).

- Natural ventilation through the introduction of fresh air into the building. e.g. opening doors and windows weather permitting and without causing discomfort.
- Cross-ventilation is a good option for window ventilation as it facilitates the quick exchange of room air for fresh air through widely opened windows opposite to each other where possible, weather permitting.
- Propping open internal doors may increase air movement and increase natural ventilation rate. (Note: fire doors should not be propped open unless fitted with approved automatic closers so that they function as fire doors in the event of an alarm or fire).
- Mechanical ventilation through the use of HVAC (Heating, Ventilation and Air Conditioning) systems. These provide comfortable environmental conditions (temperature and humidity) and clean air in indoor settings such as buildings and vehicles.
- All mechanical ventilation systems should be set at 100% fresh air.
- Switching off air conditioning is not required to manage the risk of COVID-19

However, as many air conditioning, heat pump units just heat, cool and recirculate the air, it is important to check ventilation systems to ensure that there is an adequate supply of fresh air (from a clean source) and that recirculation of untreated air is avoided.

Where buildings have Local Exhaust Ventilation, the make-up air should ideally come from outdoor air rather than from adjacent rooms.

The overall approach to ventilation to minimise the spread of COVID-19 should be to have windows open as fully possible when rooms are unoccupied and partially open when the room is in use. Windows do not need to be open as wide in windy/colder weather to achieve the same level of airflow into the room and will assist in managing comfort levels.

Check that boilers are operating at a temperature recommended by manufacturer to maximise available heat in the building. Heating should be operated for extended periods during cold weather to counteract, as best as possible, the impact of windows being open (partially when the room is in use and fully when it is unoccupied) in order to maintain an appropriate balance between good ventilation and comfort levels.

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?	Yes			Mr. Séamus Kelly
Have you been provided with information and training in relation to the role of Worker Representative?	Yes		Online training module has been completed.	Mr. Séamus Kelly
Are you keeping up to date with the latest COVID-19 advice from Government?	Yes		On a daily basis	Mr. Séamus Kelly
Are you aware of the signs and symptoms of COVID-19?	Yes		Return to work training and LWR training has been completed. Updates from the HSE are reviewed.	Mr. Séamus Kelly
Do you know how the virus is spread?	Yes		As above	Mr. Séamus Kelly
Do you know how to help prevent the spread of COVID-19?	Yes		As above	
Are you helping in keeping your fellow workers up to date with the latest COVID-19 advice from Government?	Yes		Emails to staff with updates from the HSE and DES when relevant. Survey of staff formally and informally.	Mr. Séamus Kelly
Have you completed the COVID-19 return-to-work form and given it to your employer?	Yes			
Are you aware of the control measures your employer has put in place to minimise the risk of you and others being exposed to	Yes		All staff have been sent a copy of the school's Covid response Plan. Information	

COVID-19?			shared at staff meetings.	
Did your employer consult with you when putting control measures in place?	Yes		A number of meetings prior to the school reopening in Sept and again March with Principal & Dep Principal. Regular consultation with the caretaker.	Mr. Séamus Kelly , Principal and Dep Principal.
Have you a means of regular communication with your employer or manager/principal?	Yes		I am in daily contact with management and we have both, formal and informal meetings on an ongoing basis.	Mr Séamus Kelly, Principal and Dep. Principal.
Are you co-operating with your employer to make sure these control measures are maintained?	Yes			As above.
Have you familiarised yourself with the cleaning requirements needed to help prevent cross contamination?	Yes			Mr Séamus Kelly.
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?	Yes		I walk around our place of work, every morning and every afternoon checking that control measures are in place.	Mr. Séamus Kelly.
Are you reporting immediately to your employer / manager/principal any problems, areas of non-compliance or defects that you see?	Yes			Mr. Séamus Kelly.

Are you keeping a record of any problems, areas of noncompliance or defects and what action was taken to remedy the issue?	Yes		Any problems will be brought to the attention of management.	Mr Séamus Kelly.
Are you familiar with what to do in the event of someone developing the symptoms of COVID-19 while at work?	Yes		All staff have been made aware of the measures and location of the isolation room(s).	Mr Séamus Kelly and senior management.
Are you co-operating with your employer in identifying an isolation area and a safe route to that area?	Yes			Mr Seamus Kelly.
Are you helping, as part of the response team, in the management of someone developing symptoms of COVID-19 while at work?	Yes		When suitable and if the Principal and Deputy Principal are unavailable.	Mr Séamus Kelly and senior management.
Once the affected person has left the workplace, are you helping in assessing what follow-up action is needed?	Yes			Mr Séamus Kelly and senior management.
Are you helping in maintaining the worker contact log?	No			Ms. Brenda O' Malley and Mrs. Catherine O' Hora(Secretary).
Have you been made aware of any changes to the emergency plans or first aid procedures for your workplace?	Yes		First aid responders have had refresher training courses within the last 12 months.	Mr Conor O' Reilly.

Are you making yourself available to fellow workers to listen to any COVID-19 control concerns or suggestions they may have?	Yes		I am in regular contact with all staff members both informally through face to face discussions and formally via emails and staff meetings.	Mr. Séamus Kelly.
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?	Yes		Yes, all issues raised by staff are brought to the attention of school management.	Mr. Séamus Kelly.
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?	Yes		Our school is very proactive in terms of the well-being of both and students alike.	
Are you aware of the availability of the Spectrum Life Wellbeing Together Programme?	Yes		I have recently been made aware of this resource.	School management.
Have you been provided by Management with the supports to which you are entitled in your role as Lead Worker Representative?	Yes			Mr. Conor O' Reilly.
If you are in a school, have you watched and do you understand the online Induction Training provided by the Department of Education before returning to workplace?	Yes			Mr Séamus Kelly.
If you are a teacher, have you been provided with the 2 hours per week of protected time off class contact hours, as provided for in the protocol?	Yes			Mr Conor O' Reilly.
If you are a school secretary or a caretaker have your duties been re-prioritised by school management to afford you sufficient time to carry out your duties as LWR within the scope	N/A			

of your normal contracted hours, as provide for in the protocol?				
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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
COVID-19	Y	Illness/Spread of virus	H	All employees of the school will complete a pre-return to work form. Employees have been instructed on the actions that need to be taken in the event of a suspected case/confirmed case which forms part of the COVID 19 response plan and employee induction.	Y		In almost all cases the person/ persons responsible for carrying out all actions is the Principal and Deputy Principal in consultation and with assistance from those with assigned roles i.e the caretaker, cleaners , aide , H&S rep and LWR.	Actions completed for first return to work phase Completed August 28 th They are regularly reviewed and were completed by March 1 st for phased return to School 2021
COVID-19	Y	Illness/Spread of virus	H	All learners of the school will complete a pre-return to school form if over 18, or parents/guardians will fill the form for those under 18 as part of the phased return to school on March 1 st 2021	Y			
COVID-19	Y	Spread of virus due to lack of physical distancing	H	Classrooms have been laid out in accordance with DES guidelines with 1m distance between learner's desks and 1-2m distance from the teacher's desk. Perspex screens have been installed	Y			

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
				<p>at the teacher's desks where required. Floor stickers to show where front legs should be as a guide, to maintain 1m distance.</p> <p>There are a number of self-contained offices within the school, however the secretary's office door has been adjusted to a half door with a lockable bottom half to restrict people entering that would pose a social distancing issue.</p> <p>Sanitising protocol in all rooms, students must sanitise desks and chair before sitting, when entering a new classroom.</p> <p>Teacher/ SNA to wipe teacher's desk & chair before leaving a room.</p> <p>The school operates a clean desk policy, no personal items, books etc. to be left on teacher's desks or students where relevant.</p> <p>No sharing of equipment is allowed unless in situations where it is unavoidable i.e. practical rooms. All cleaning and sanitising protocols to be adhered to.</p>				
COVID-19	Y	Spread of the virus/illness due to lack of physical distancing/ lack of sanitising.	H	<p>Year groups have been assigned base classrooms as recommended in the guidelines. Students have been assigned a base seat and must return to this seat when eating lunch.</p> <p>Students must eat at their assigned desk and be mindful of the time spent with masks off.</p> <p>When in elective subjects they will be moving to different rooms, all sanitising protocol to be adhered to when in any room.</p> <p>Practical room protocols re: sharing tools/ equipment are being adhered to. Please see DES guidelines.</p>				

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
		As above	H	Introduction of 2 break times and 2 lunchtimes. No basketball or soccer at those times, reviewed after Oct midterm and a rota for use of the courts created to ensure no mixing of year groups. Further review on March 1 st for phased return of students, currently no basketball or soccer allowed at lunchtimes.				
COVID-19	Y	Spread of the virus/illness due to insufficient cleaning protocol		Students and staff are inducted as to required sanitising protocol in the classroom, overflow area and common areas. Desks and chairs to be wiped with suitable wipes which are provided in every room. Everyone entering and leaving a room must use hand sanitiser provided.				
	Y	Spread of the virus/illness due to the lack of physical distancing	H	All staff rooms to be held remotely. All Parent & Teacher Meetings suspended.	Y			
	Y	Spread of the virus due to the lack of physical distancing	H	Signage re social distancing on the basketball court fence and facing wall. Hand sanitiser units outside. Update: with the phased return of learners we have asked learners to wear masks outside when unable to maintain a 2m distance. (from March 1 st 2021)	Y			
	Y	As above	H	Signage on the front door entrance and new extension entrance to inform the public that only staff and learners are allowed past the front door. Signage instructing everyone entering to follow all COVID-19 protocols re: ,mask wearing distancing and hand sanitising. However in the event that they need to enter the building , they have to report to the secretary's office and comply with filling the visitors log.	Y			

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
	Y		M	Buzzer at main entrances to allow for controlled entrance to the main building.	N	Currently under review including cost, construction issues and what it means for outside classroom namely the Art room.	Mr. Conor O' Reilly	
	Y		H	Signage and sanitising stations inside the main entrances and along the assembly and throughout the assembly and all hallways.	Y			
	Y		H	Floor markings in the form of stickers throughout the building to remind everyone of the importance of social distancing.	Y			
	Y		H	Hallways and stairs have been marked with arrows to create a one- way system throughout the building to assist with physical distancing although limited by narrowness of hallways in some parts of the building.	Y			
	Y		H	Signage on outer and inner doors where applicable to inform limits to numbers to allow for physical distancing, offices, toilets and staff room. As per guidelines all hand dryers have been disabled.	Y			
	Y		H	Hand sanitiser in all classrooms and common areas. Wipes available in all classrooms and common areas. Desk and chair sanitising protocol in all classrooms, offices and staffroom.	Y			
	Y	As above	H	Capacity in the lift is 2 , student and assigned SNA. Wipes in the lift to allow for sanitising before and after use. Masks worn at all times.				
	Y		H	No lockers assigned to students due to the risk of congregation and spread of the virus. After a review, first years have been assigned lockers	Y			

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
COVID-19	Y	Spread of the virus /illness due to lack of adequate ventilation	H	Windows and doors to be left open where possible for additional ventilation. Repairs to existing heaters and/or new heaters installed.	Y			
	Y	Spread of the virus /illness		Practical rooms adhering to capacity and 1m distance between learners. Woodwork room benches have dividers enabling 2 students to carry out practical work at a safe distance. Engineering room re configured to ensure safe working environment for learners , teachers and SNAs Art room re configured to follow guidelines as above. Home Ec room reconfigured to follow guidelines as above.	Y			
COVID-19	Y	Spread of the virus/ illness due to lack of adequate information	H	All employees will receive an induction on the control measures that have been implemented in relation to COVID-19. The risk assessment will be available to staff on staff SharePoint. A Lead Worker Representative (LWR) has been appointed within the school. The LWR is involved in communicating the health advice around COVID-19 in the workplace and all staff members are aware of who the LWR is. Management in conjunction with the LWR ensure all latest advice is applied and adhered to. COVID-19 Signage and posters throughout the school building and on school grounds. Staff have been instructed to bring and queries and /or concerns to school management and/ or the LWR.	Y			

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
COVID-19	Y	Employees individual risk factors/ medically vulnerable employees.	H	MSLETB have identified medical vulnerable employees in St.Tiernan's College. Medical vulnerable employees who can do their job from home are working from home. Any updates to the criteria that identifies a person as medically vulnerable has been supplied to staff members.				
COVID-19	Y	Spread of virus through high touch areas/ lack of cleaning.	H	The caretaker and all cleaners employed in St. Tiernan's College have had induction in relation to the return to work cleaning protocol and are to adhere to the cleaning measures as outlined in the guidelines.	Y			
				With reduced capacity in rooms , creating an overflow area is necessary. Desks laid out at 1m distance between learners and 1-2m distance from teacher's desk. Floor stickers to indicate where front legs of desks should be as a guide. Moveable dividers to provide privacy and to mark out room like space installed in the assembly hall. All sanitisation protocol to be adhered to. No mixing of year groups allowed. Fully supervised.	Y			
COVID-19	Y	Spread of the virus/ illness due to lack of physical distancing.	H	Shop closed due to lack of space for adequate queueing. Work space within the school shop does not allow for 2m distance between those working there. Sandwiches/ rolls / fruit/ drinks provided through the lunch club to be distributed in the rooms at lunch time making every effort to minimise person to person contact.	Y			

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
COVID-19	Y	Spread of the virus/illness due to inadequate or insufficient PPE.	H	Masks, gloves and aprons provided for staff if required. A supply of masks maintained for students if they require them.	Y			
COVID-19	Y	Spread of the virus/illness due to inadequate physical distancing	H	Number of entrances and exits increased. Instead of everyone using the main entrance, use of new extension door introduced. Exits through rooms 17, 18 and the emergency exit in new extension hallway to allow easier movement at certain breaks and end of day. Handrail for H&S installed at back of the school when exiting through rooms 17&18.	Y			
COVID-19	Y	As above	H	MSLETB have introduced a no handshake policy.	Y			

Appendix C- Visitor/Contractor Induction

You must not enter St. Tiernan's College if you have:

- Symptoms of a cough, fever, high temperature, sore throat, runny nose, breathlessness, loss or change to your sense of smell or taste, 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).
- Travelled internationally in the past 14 days.
- Been advised to self-isolate or cocoon by a medical professional in the past 14 days.

You must

1. Clean your hands at the hand sanitising station.
2. Complete the contact log at reception to enable contact 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.
Treat with care in accordance with GDPR.**

This form will be securely destroyed when enough time has elapsed to ensure there is zero risk to you (i.e. 28 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 COVID-19 the following must be considered when administrating first aid:

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

First Aiders will wear a face visor, gloves, and face mask.

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, and must be kept in accordance with GDPR guidelines.

The Pre-Return to work form must be completed at least 3 days in advance of the return to work.

This form provides 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, cocooning, awaiting the results of a COVID-19 test, or been identified as a Close Contact of a confirmed case of COVID-19.

NAME:

DATE:

Please circle “Yes/No”

1. Do you have symptoms of cough, fever, high temperature, difficulty breathing, sore throat, runny nose, breathlessness or flu like symptoms, loss or change to your sense of smell or taste – 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 or awaiting results of a COVID-19 test?

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, cocoon, or restrict your movements at this time?

Yes No

5. Have you travelled abroad in the past fourteen days?

Yes No

6. Are you awaiting the results of a COVID-19 test?

Yes No.

7. Do you or someone in your household fall into a high risk category which may need to be considered to allow your safe return to work.

Yes No.

If you have answered "Yes" to any of the above questions, please seek medical advice from your family doctor before returning to work

Signed: _____

Date: _____

Schools/centres/offices should request staff (verbally or in writing) to confirm that the details in the pre-return to work form, previously submitted, remain unchanged following subsequent periods of closure such as holidays periods.

Appendix G – FET Pre-Return to Learning Form

PRE-RETURN TO LEARNING QUESTIONNAIRE COVID-19

This questionnaire must be completed by learners **at least 3 days** in advance of returning to an MSLETB Further Education Institution.

If the answer is Yes to any of the below questions, you are advised to seek medical advice before returning to learning.

Name: _____

Name of ETB Institution: _____ Date: _____

	Questions	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?		
2.	Have you been diagnosed with confirmed or suspected COVID-19 infection or awaiting a test result in the last 14 days?		
3.	Have you been advised by the HSE that you are you a close contact of a person who is a confirmed or suspected case of COVID-19 in the past 14 days?		
4.	Have you travelled abroad in the past 14 days?		
5.	Have you been advised by a doctor to self-isolate at this time?		
6.	Have you been advised by a doctor to cocoon at this time?		
7.	Have you been advised by your doctor that you or a member of your household are in the very high-risk group? If yes, please liaise with your doctor and Principal/Manager before re return to work/learning.		

I confirm, to the best of my knowledge that I have no symptoms of COVID-19, am not self-isolating, awaiting results of a COVID-19 test or been advised to restrict my movements or travelled abroad. Please note: MSLETB is collecting this sensitive personal data for the purposes of maintaining safety within the workplace in light of the COVID-19 pandemic. The legal basis for collecting this data is based on vital public health interests and maintaining occupational health and will be held securely in line with our retention policy as set out in GDPR guidelines.

Signed: _____

Date: _____

Appendix H - 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) _____	<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	

***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 I - 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

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:

- Face Mask.
- Single-use plastic apron.
- Eye protection/face visor.
- 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 J - COVID-19 Incident Report Form.

COVID-19 INCIDENT REPORT FORM

Important note: this form should be completed by the Lead Worker Representative or Person Responsible (as identified in Section 6 of your Covid-19 Response Plan) 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 I of the Covid-19 Response Plan V.2 (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	<input type="checkbox"/>	Student/Learner	<input type="checkbox"/>	Apprentice	<input type="checkbox"/>
Contractor*	<input type="checkbox"/>	Visitor*	<input type="checkbox"/>	Other*	<input type="checkbox"/>

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

DETAILS OF LEAD WORKER REPRESENTATIVE/PERSON RESPONSIBLE

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 Form: Date:

Signature of Principal/Centre Manager: Date:

COVID-19 Privacy Notice

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

This form must be kept in accordance with GDPR guidelines.



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Bord Oideachais agus Oiliúna
Mhaigh Eo, Shligigh agus Liatroma
Mayo, Sligo and Leitrim
Education and Training Board

COVID-19 PRIVACY NOTICE

This Privacy Notice is an addendum to Mayo, Sligo and Leitrim Education and Training Board (MSLETB) main Privacy Notice and it explains how MSLETB (as Data Controller) may use your personal data, specifically in relation to the COVID-19 (coronavirus) pandemic.

We are MSLETB. Our address and contact details are: Mayo, Sligo and Leitrim ETB, Newtown, Castlebar, Co Mayo, F23 DV78. We provide second level education, second chance education; further education and training including apprenticeships; Youthwork, community-based education programmes; outdoor education; outreach programmes, specialist programmes, for example, through Music Generation, and other programmes/courses as maybe delivered/funded/sponsored in whole or part or in co-operation with other bodies/agencies etc. For further information, see section 1 of our Data Protection Policy available at www.msletb.ie <https://msletb.ie/about-us/corporate/access-to-information/data-protection/>

At this time, we seek to collect and process special category personal data in response to the recent outbreak of Coronavirus, which is in addition to the data that would ordinarily be collected from you by MSLETB. This additional personal data being collected includes whether you, as a data subject, have experienced, or are experiencing, Covid-19 symptoms, are in any of the high-risk categories which are most vulnerable to become infected and/or seriously ill, have been advised by a doctor to isolate or cocoon, or have been in close contact with someone who has diagnosis of suspected, or confirmed, Covid-19. It may also include additional information such as recent foreign travel, if this is required or advised by the Government and/or national or international health organisations. The purpose of collecting this data is to ensure the safety and well-being of our employees, learners and the general public and to comply with Government guidelines and legislation regarding employees returning to work etc. The information sought from you is limited to what is proportionate and necessary, taking into account the latest guidance issued by the Government and health professionals, in order to manage and contain the virus.

The General Data Protection Regulation requires specific legal conditions to be met to ensure that the processing of personal data is lawful. The conditions relevant to MSLETB processing of the data in question are:

- Article 6 (1) (c) – processing is necessary for compliance with a legal obligation to which the controller is subject.
- Article 6(1)(d) – processing is necessary in order to protect the vital interests of the data subject or another natural person.

Recital 46 adds that “some processing may serve both important grounds of public interest and the vital interests of the data subject as for instance when processing is necessary for humanitarian purposes, including for monitoring epidemics and their spread”.

- Article 6(1)(e) – is necessary for the performance of a task carried out in the public interest or in the exercise of official authority vested in the controller.

Additionally, the processing of special categories of personal data, which includes data concerning a person’s health, are prohibited unless specific further conditions can be met. These further conditions relevant to MSLETB’s processing of the data in question are:

- Article 9(2)(b) – processing is necessary for the purposes of carrying out the obligations and exercising specific rights of the controller or of the data subject in the field of employment and social security and social protection law in so far as it is authorised by Union or Member State law or a collective agreement pursuant to Member State law providing for appropriate safeguards for the fundamental rights and the interests of the data subject.
- Article 9(2)(i) – processing is necessary for reasons of public interest in the area of public health, such as protecting against serious cross-border threats to health or ensuring high standards of quality and safety of health care.

In this current pandemic, we may share your information with other public authorities and emergency services; when necessary in a proportionate and secure manner. Contact with you to obtain consent before sharing will not be required where consent is not the legal basis for processing such data, as set out above. Please be assured that protection of personal data remains a priority at this time. We will only share your personal information where the law allows, and we always aim to share the minimum data necessary to achieve the purpose required. The information will not be shared outside the EEA. Further, the information will only be used for the purposes mentioned in this Privacy Notice and MSLETB’s Data Protection Policy. Therefore, health information provided by you in relation to the outbreak of Covid-19/Coronavirus will not be used for any other purpose. Such health information will also only be retained for limited specific times. That is, we will only keep your information for as long as it is necessary, taking into account Government advice and the ongoing risk presented by Covid-19/Coronavirus. When the information is no longer needed for this purpose, it will be securely deleted.

We do not engage in automated decision making/profiling.

You have rights with respect to your personal data, which remain intact during the coronavirus pandemic. For further information, please see section 7 of our Data Protection Policy available at www.msletb.ie

<https://msletb.ie/about-us/corporate/access-to-information/data-protection/>

If you require further information about how we process your personal data, you can contact our Data Protection Officer by email at dataprotection@msletb.ie or by post to Data Protection Officer, Mayo, Sligo and Leitrim ETB, Newtown, Castlebar, Co Mayo, F23 DV78.