

WHICH MEASURES THE EMPLOYER MUST TAKE TO PROTECT THE HEALTH OF HIS/HER WORKERS AGAINST THE VIRUS?

Legal obligations



The employer is responsible for the health and safety of his/her workers. The law stipulates that he must take preventive measures and ensure that these measures are adapted to reflect changing circumstances. A health crisis constitutes a change in circumstances that must lead it to assume that the measures it usually implements are always appropriate or must be adapted to protect employees from the risks of contamination.

This is in the interest of employees but also of companies because the presence of employees in their positions will depend largely on their trust in the company's ability to respond to their concerns and protect them from specific risks related to the virus, particularly those in contact with customers.

Reassessing the risks



The employer must reassess the risks. It is not necessarily a cumbersome process.

Specifically, it must review the circumstances in which employees may be exposed to the virus and **implement the necessary measures to avoid or, failing that, to limit the risk as far as possible :**

- teleworking ;
- organization of work (rules of social distances);
- equipment (screens or distance from counters, etc.);
- information ;
- awareness-raising and work instructions.

Social dialogue



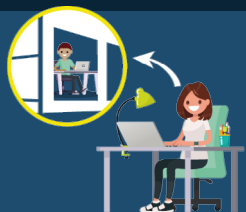
Dialogue within the company is key importance in crisis situations.

Employee representatives, especially **local representatives and works council**, are in good place to help identifying day-to-day risk situations and the real feasibility of the actions the employer plans to implement. They can anticipate practical issues and then participate in disseminating information to their colleagues.



Meetings should preferably be organized via **videoconferences.**

Widespread use of telework and addressing health-related vulnerabilities



As the epidemic reached out to stage 3, telework is becoming the norm for all jobs that allow it.

So called at- risk employees ([complete list](#) is updated on Health's ministry website) must be placed in home office or on leave by logging on [declare.ameli.fr](#).)

Measures to respect for workers on site



- The rules of distance (at least 1 meter) and simple and effective barrier gestures must be respected.
- The employer must ensure that the rules are effectively respected, that soaps, gels and tissues are supplied and that garbage bags are available.
- Meetings must be limited to the mandatory ones.
- Employee gathering in confined spaces should be limited.
- All non-essential trips must be cancelled or postponed.



Going to work requires proof for professional and imperative reasons from the employer

Measures to take in case of contamination or if contamination is suspected



The employer must take care to protect all workers, with or without symptoms (fever, respiratory signs, coughing or shortness of breath). How can this be done?

- **Send back the employee at home.**
- Call 15 if symptoms are severe.
- Inform employees who have been in close contact with the employee.
- **Clean immediately** the work areas of the employee concerned.



Rules for cleaning offices, floors and surfaces



- Maintenance staff equipment:

Disposable blouse and household gloves

To limit contact with contaminated surfaces, in addition to the usual cleaning of the premises, a more frequent cleaning of surfaces in contact with the hands is recommended (conviviality area, stair railings, door handles, lift knobs...). The usual cleaning products can be used.

- **Wet cleaning** and disinfection are to be preferred:

1. In the context of shared offices, household wipes or household products compatible with the surfaces being cleaned can be made available to users for cleaning keyboards, mice, telephones, terminals...Cleaning with a single-use wash strip impregnated with a detergent product
2. Rinse with mains water using another single-use wash strip
3. Allow time to dry
4. If a case of Covid-19 has occurred in the workplace, ventilate the room when possible. Wait preferably several hours before cleaning surfaces occupied by the sick worker (office, laptop, phone, door knobs). For doing so, use wipes impregnated with a usual detergent product with household gloves. Then wash the gloves with soap and water and wash your hands as soon as you take them off.

- Conventional disposal route for potentially contaminated wastes.



WARNING! One risk can hide another!

Other risks than Covid-19 exist in the company.

The usual rules of health and safety for the employees are required: protection against falls, against dangerous chemical agents, collective and individual equipment, etc. (picto of the safety signs posted in the companies)

These risks may even be increased due to : new hires, reassignments, work reorganizations, work overload ! Be cautious.

Considering specific work situations

• Public-facing employees

Reminder :



Examples of good practice in the delivery sector :

- Supplying delivery people with hydro-alcoholic gel to clean their hands between deliveries.
- Delivery with drop-off on the ground in the presence of the customer, without hand delivery.
- Replace the signature with a photo of the customer with his package



Examples of good practice in the retail sector :

- Of course, soap and/or hydro-alcoholic gel should be available in sufficient quantities to enable employees to clean their hands regularly.
- Open every second checkout and ask customers to go through an empty bay before picking up their purchases from the checkout where they have been scanned by the cashier.
- Install Plexiglas walls at the checkout stations to protect the cashiers when the distance measure cannot be kept with the customer



Considering specific work situations

- **Employees in the logistic sector :**

- Of course, soap and/or hydro-alcoholic gel should be available in sufficient quantities to enable employees to clean their hands regularly.
- Space the work stations to avoid promiscuity (possibly by marking the floor or installing physical barriers), organize the rotation of teams after cleaning the common areas.
- Carry out loading and unloading of lorries by a single person, making sure that mechanical aids are available.
- Split breaks to reduce crossover and promiscuity in break rooms;



These recommendations must take into account the presence of employees from outside companies.