

COVID-19

POSITIVE RESPONSE PLAN GUIDELINE

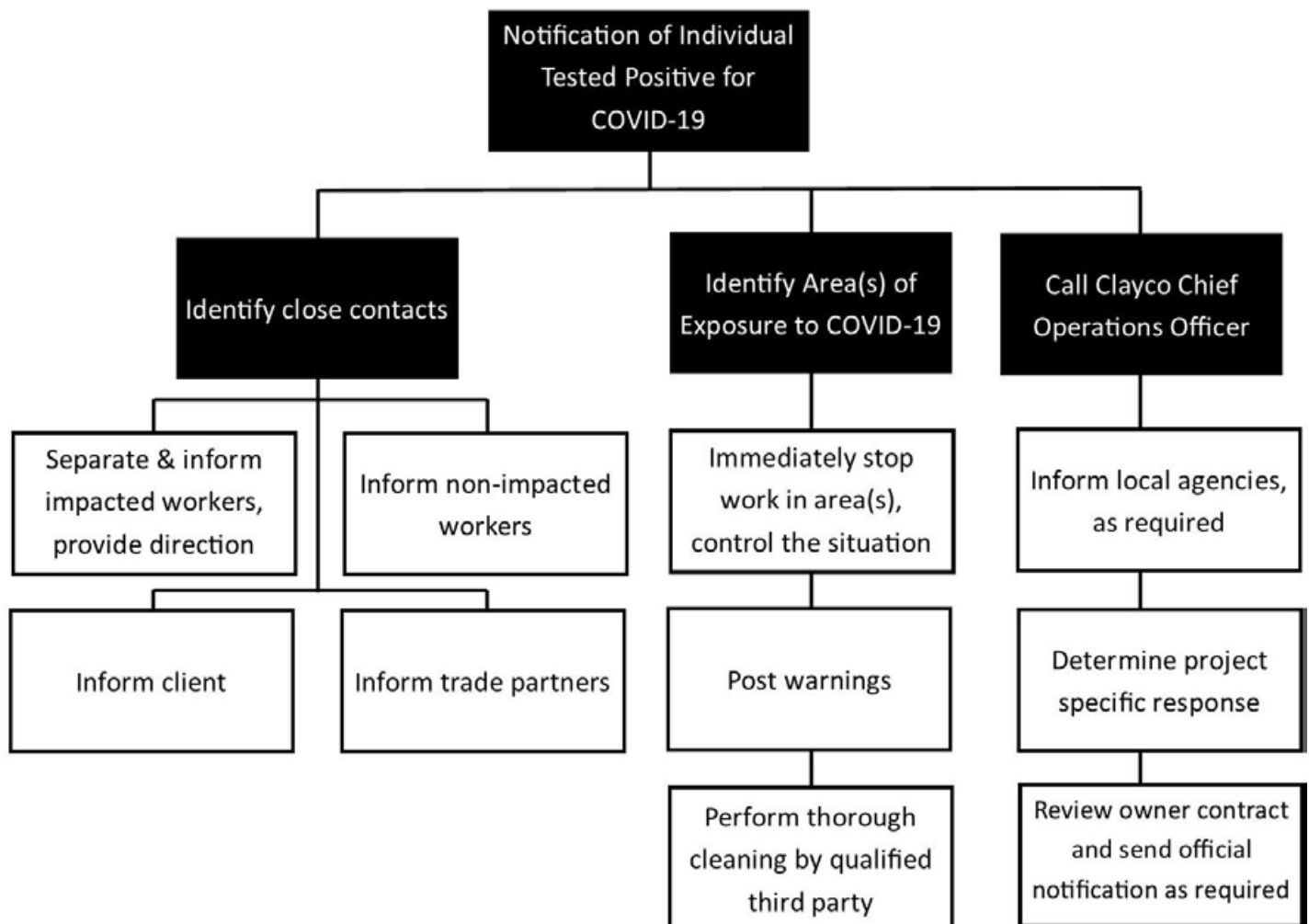
PURPOSE

This document establishes a guideline for contractors in the event of an individual positive test for COVID-19 and was present on a project site or at a contractor office

Companies within the construction sector recognizes the potential of exposure to Coronavirus (COVID-19) on projects and offices and the impact it could have on people and the company.

The purpose of the document is to protect people and reduce the spread of the virus, whilst sustaining business operations and provide access to internal and external expertise ensuring compliance with contractual and regulatory obligations. This document should also be read in conjunction with Occupational Health and Safety Act No.85 of 1993 and the Disaster Management Act of 2002, Sec 27(2), Regulation 318 of 18 March 2020, Covid 19 Response and Amendments Act implementations or considerations, Department of Employment and Labour, COVID-19 Direction on Health and Safety in the Workplace

Handling Cases of COVID-19



Section 1 - Protect People and Reduce the Spread of COVID-19

A. Communicate with individual with or suspected of COVID-19

1. Supply employee with an FFP1 surgical mask.
2. Confirm individual is receiving care they need.
3. Confirm areas and people the individual had contact with and during what time.
4. Determine if the individual knows when they might have been exposed.
5. Confirm that individual should not report to work and should self-quarantine to avoid contact with other people as much as possible to keep from spreading illness.
6. For company employees who test positive, communicate all available resources and benefits available to them in addition to in what manner this time off will be considered according to the company leave policy.
7. For subcontractor employees, they should check with their employer to determine leave benefits.
8. Confirm with an individual that they should not return to work until a doctor confirms that it is safe to do so.

If an individual receives notification of a positive diagnosis of COVID-19 while at the project or office, please isolate them in a separate room and provide them a mask to wear.

B. Identify Close Contacts

Identify persons in close contact with exposed worker.

Close contact is defined as:

1. Being within approximately 2 meters of a COVID-19 case for a prolonged period of time; close contact can occur while caring for, living with, visiting, or sharing a health care waiting area or room with a COVID-19 case or –
2. Having direct contact with infectious secretions of a COVID-19 case.

C. Separate & Inform Workers with Close Contact, Provide Direction

The company will inform those who were in close contact, both verbally and in writing of the situation.

1. Keep the identity of the individual with COVID-19 confidential.
2. The NICD recommends that these individuals limit public activities.
3. People (The Contractor and subcontractor employees) should self-quarantine and work from home until they are symptom free for 14 days from the day they had contact.

D. Self-quarantine

Refer to NCID guidelines to determine who should self-quarantine. People in self-quarantine should not go to work, school, or any public places where they could have close contact with others.

E. Inform, Department of Health, Department of Employment and Labour, People, Client, and Sub-contractor's

Refer to the company communication plan to report positive incidents.

1. Maintain identity of individual with COVID-19 as confidential.
2. The company will inform everyone working at the project or office location of the situation.
3. Share facts of the situation, including the company response, and the ongoing steps to protect people.
4. Inform Department of Health
5. Inform Department of Employment and Labour
6. Share information with the SAFCEC at sherg@safcec.org.za.

Section 2 - Sustain Business Operations

A. Immediately Stop Work in Area / Control the Situation

The COVID-19 appointed manager is responsible to stop all work directly associated with the area in question. The area should be controlled in such a manner to eliminate the potential for both worker and public exposure.

A determination will be made by the COVID-19 appointed manager as to whether a project/office will be required to stand down for a period of time.

B. Reduce the Spread of the Virus

Refer to Disaster Management Act of 2002, Sec 27(2), Regulation 318 of 18 March 2020, Covid 19 Response and Amendments Act implementations or considerations, Department of Employment and Labour, COVID-19 Direction on Health and Safety in the Workplace.

Section 3 - Access to Internal and External Expertise

A. Engage Company Resources

1. The project COVID-19 appointed manager shall immediately notify the company executive including the Health and Safety department.
2. Ensure communications and information technology capacity is able to support employees working remotely due to either self-quarantine or diagnosis.

B. Continuity of Operations

1. Provide support to ensure that core functions, people and skills are identified and that strategies are in place to ensure continuity of operations.
2. The project COVID-19 appointed manager with Operations and Health and Safety department in order to prepare the project site or office to safely function with a potential for increased absenteeism and a reduced workforce.

Section 4 - Compliance with Regulatory Obligations

- A. The company to monitor and comply with all legislation, recommendations, requirements and guidelines from the respective government agencies with authority and expertise in the area of COVID-19.