

# REOPENING IRELAND

Getting ready to go back to  
work during and post Covid 19

# INTRODUCTION

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Reopening Ireland

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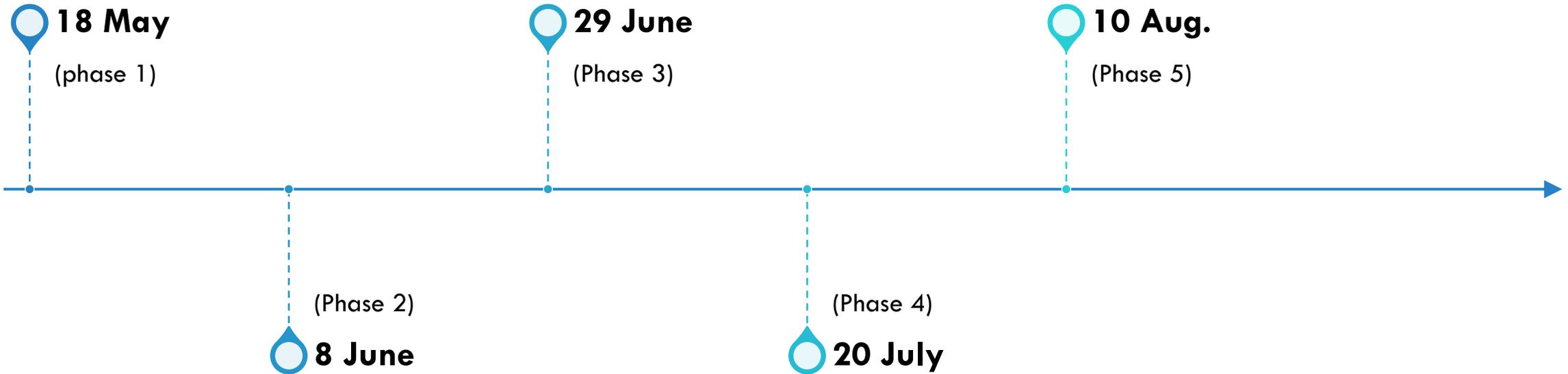
Roadmap

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Health and Safety Requirements  
and Considerations

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Financial Supports



FIVE PHASES THREE WEEKS APART

Progress of disease

Healthcare capacity/resilience

Testing and Contact Tracing

Shielding at-risk groups

Secondary Morbidity and Mortality

**CRITERIA TO  
KEEPING  
OPENING...**

# PHASE 1: 18<sup>TH</sup> MAY



Community and Health: 5km, avoid unnecessary journeys; small groups meet outdoors



Education and Childcare: Childcare for essential workers; school and colleges open for teachers



Economic Activity and Work: return of outdoor workers



Retail Services and Commercial Activity: retail that is mainly outdoors



Cultural & Social: outdoor public amenities – tennis, golf, outdoor sports – max 4 people



Transport and Travel: social distancing and hygiene, specific measure at ports and airports



Community and Health: 5km goes out to 20km; shopping for cocooners; home visits in small groups; easing funeral restrictions



Education and Childcare: Childcare for essential healthcare; opening schools and colleges for teachers



Economic Activity and Work: limited return to onsite working



Retail Services and Commercial Activity: Small retail outlets open, marts



Cultural & Social: Public libraries; team sport training only



Transport and Travel: numbers restricted and monitored

# PHASE 2: 8<sup>TH</sup> JUNE

# PHASE 3: 29<sup>TH</sup> JUNE



Community and Health: 5km to 20km



Education and Childcare: Phased opening of creches and pre-schools for children of essential workers



Economic Activity and Work: low interaction work returns



Retail Services and Commercial Activity: non essential retail outlets with street level access



Cultural & Social: open playgrounds, cafes and restaurants for on site food and beverages



Transport and Travel: restrictions in major urban centres



COMMUNITY AND HEALTH:  
TRAVEL BEYOND HOME,  
LARGER HOME VISITS; SMALL  
WEDDING, BAPTISMS



EDUCATION AND CHILDCARE:  
OPENING OF CRECHES,  
CHILDMINDERS AND  
PRESCHOOLS



ECONOMIC ACTIVITY AND  
WORK: RETURN TO WORK  
WHERE CAN'T WORK  
REMOTES, STAGGERED  
HOURS



RETAIL SERVICES AND  
COMMERCIAL ACTIVITY:  
EASING RESTRICTIONS OF  
HIGHER RISK: BARBERS AND  
HAIRDRESSERS

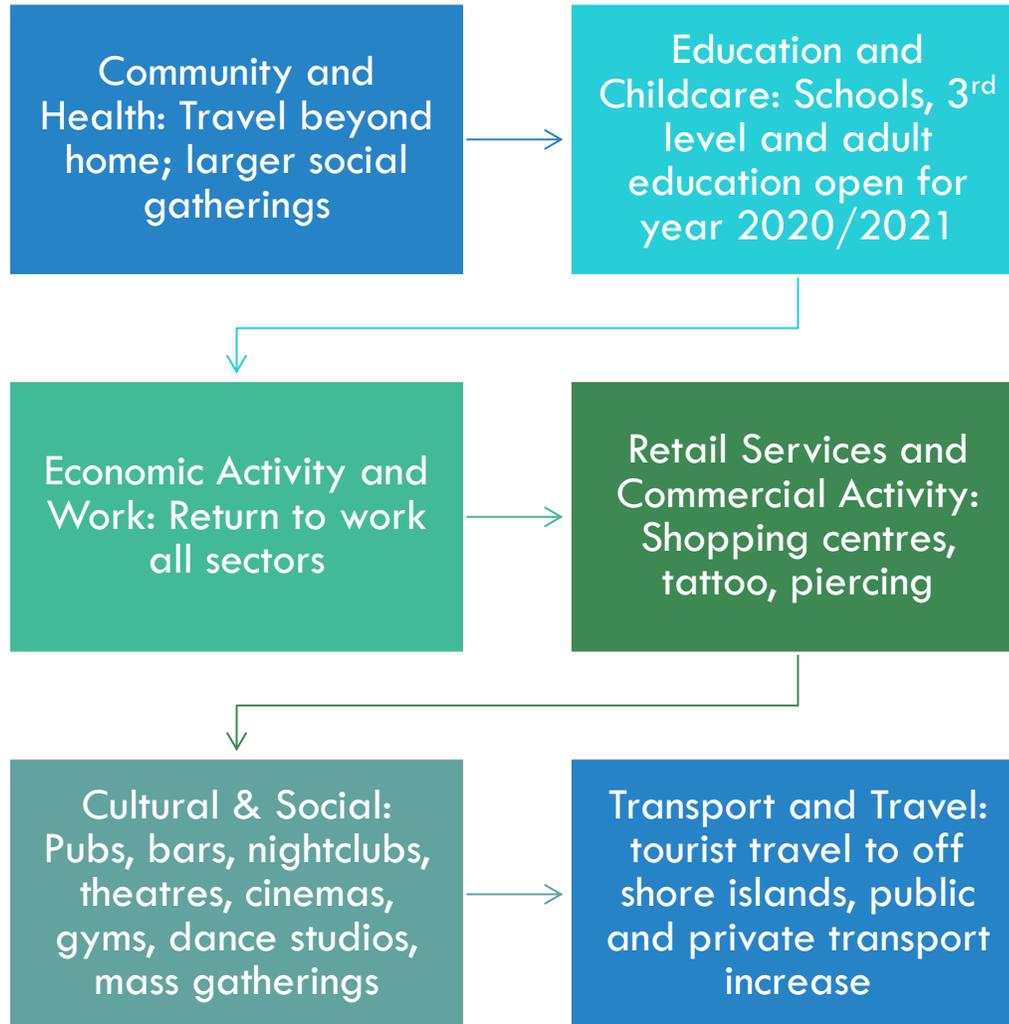


CULTURAL & SOCIAL:  
MUSEUMS, GALLERIES,  
PLACES OF WORSHIP,  
SWIMMING POOLS

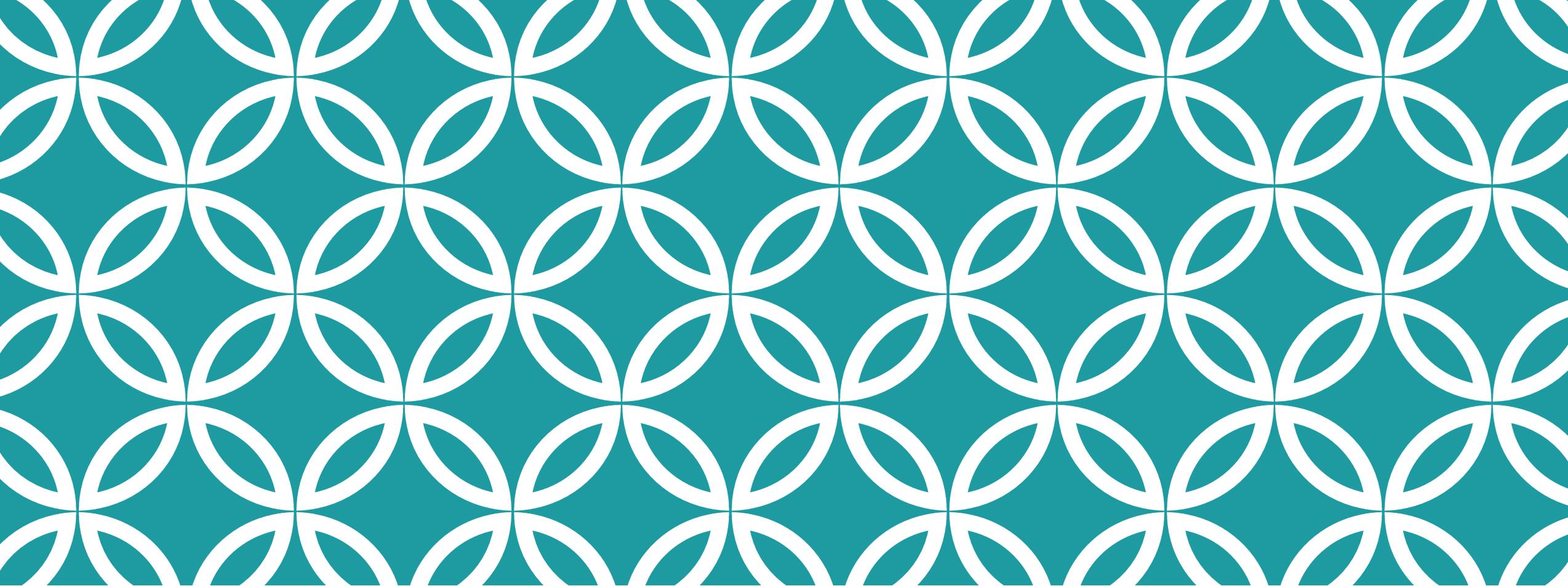


TRANSPORT AND TRAVEL:  
HOTELS ON LIMITED  
OCCUPANCY

# PHASE 4: 20<sup>TH</sup> JULY



# PHASE 5: 10<sup>TH</sup> AUGUST



# HEALTH AND SAFETY PREPARATION AND MONITORING

What you have to do  
beforehand and during the  
reopening

Published 9<sup>th</sup> May 2020

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graph TD; A[Published 9th May 2020] --> B[Drawn up by Health and Safety Authority, HSE and Department of Health]; B --> C[Gives power to the HSA to monitor compliance and close businesses]; C --> D[Will run promotions to encourage whistleblowing for non-compliance];
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Drawn up by Health and Safety Authority, HSE and Department of Health

Gives power to the HSA to monitor compliance and close businesses

Will run promotions to encourage whistleblowing for non-compliance

# NATIONAL RETURN TO WORK SAFETY PROTOCOL

# KEY STEPS BEFORE YOU DO ANYTHING ...

**Appoint a Covid 19 Safety Officer**

**Appoint a Covid 19 Suspected Case Manager**

**Have an isolation area designated in advance — closed door**

**Get ready ... ventilation, tissues, hand sanitizer, disinfectant, PPE, gloves, masks, clinical waste disposal, whistle/notification method for handwashing**

**Take temperatures ... gdpr on data being gathered and processed**

# DEVELOP/UPDATE COVID 19 RESPONSE PLAN

- update their occupational health and safety risk assessments and safety statement.

- address the level(s) of risk associated with various workplaces and work activities in the COVID-19 business plans and OSH risk assessments.

- take into account worker's individual risk factors (e.g. older workers, presence of underlying medical conditions, etc.).

# DEVELOP/UPDATE COVID 19 RESPONSE PLAN

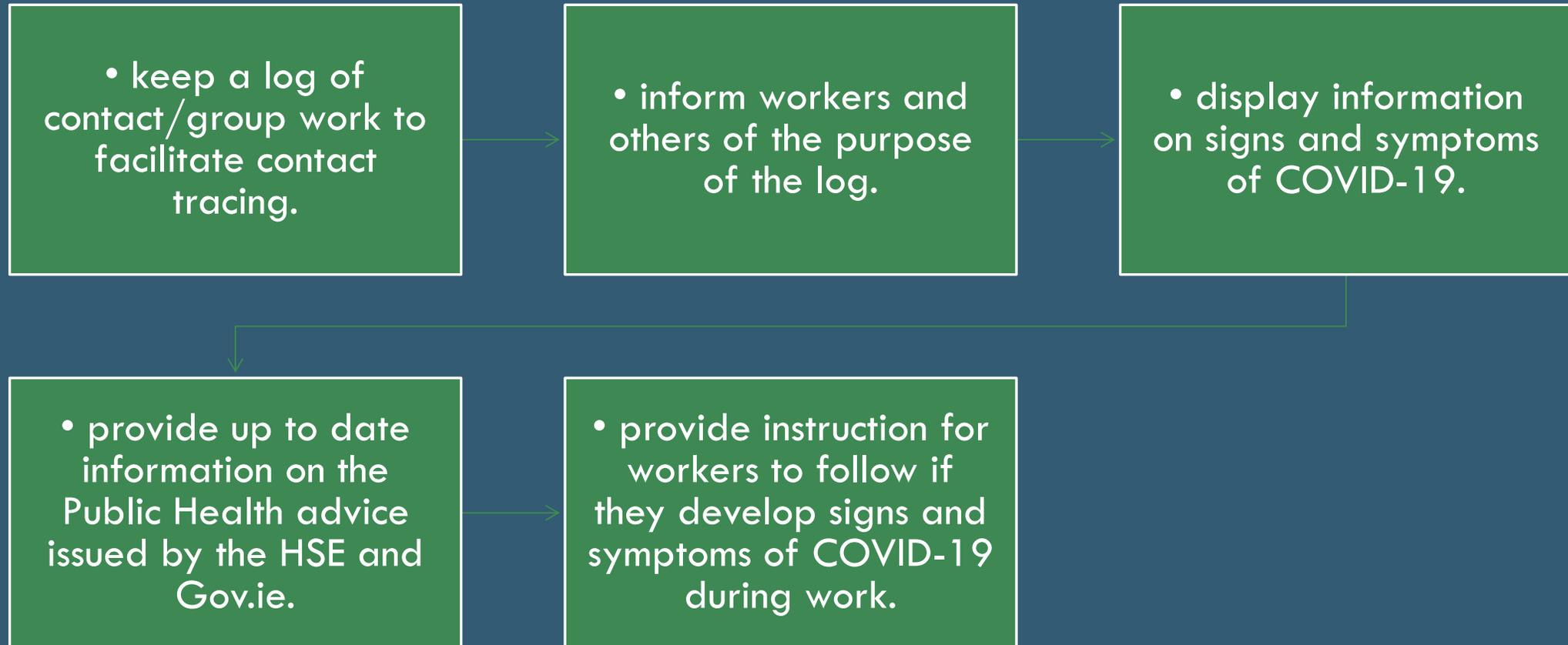
- include in the plan a response plan to deal with a suspected case of COVID-19.

- include the controls necessary to address the risks identified.

- include contingency measures to address increased rates of worker absenteeism, implementation of the measures necessary to reduce the spread of COVID-19, changing work patterns, etc.

- develop plans in consultation with workers and communicate once finalised.

# DEVELOP OR AMEND POLICIES AND PROCEDURES FOR PROMPT IDENTIFICATION AND ISOLATION OF WORKERS WHO MAY HAVE SYMPTOMS OF COVID-19: EMPLOYERS.....



# DEVELOP OR AMEND POLICIES AND PROCEDURES FOR PROMPT IDENTIFICATION AND ISOLATION OF WORKERS WHO MAY HAVE SYMPTOMS OF COVID-19 – WORKERS...

- 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 managers immediately if any symptoms develop during the shift.

- review and revise existing sick leave policies – amend, consult communicate
- ensure the occupational health service, if provided, is available to address any worker concerns and communicate the messages about good hand hygiene, respiratory etiquette and physical distancing.

**DEVELOP, CONSULT, COMMUNICATE AND  
IMPLEMENT WORKPLACE CHANGES OR  
POLICIES**

- The lead worker representative(s) appointed should be involved in communicating the health advice around COVID-19 in the workplace.
- agree through negotiation with workers/Trade Unions any temporary restructuring of work patterns that may be required to implement the COVID-19 prevention measures in the workplace. In so doing, any existing sectoral agreements must be taken into account.

**DEVELOP, CONSULT, COMMUNICATE AND  
IMPLEMENT WORKPLACE CHANGES OR  
POLICIES**

# IMPLEMENTING THE COVID-19 PREVENTION AND CONTROL MEASURES TO MINIMISE RISK TO WORKERS

- Establish and issue a pre-return to work form for workers to complete at least 3 days in advance of the return to work.
- This form should seek confirmation
  - that the worker has no symptoms of COVID-19 and
  - the worker is not self-isolating or awaiting the results of a COVID-19 test
- Questions on the form.... Next slide ...
- If a worker answers Yes to any of them, they are strongly advised to follow the medical advice they receive or seek medical advice before returning to work

# IMPLEMENTING THE COVID-19 PREVENTION AND CONTROL MEASURES TO MINIMISE RISK TO WORKERS

- o 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? Yes/No,
- o Have you been diagnosed with confirmed or suspected COVID-19 infection in the last 14 days? Yes/No,
- o 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,
- o Have you been advised by a doctor to self-isolate at this time? Yes/No,
- o Have you been advised by a doctor to cocoon at this time? Yes/No.

# IMPLEMENTING THE COVID-19 PREVENTION AND CONTROL MEASURES TO MINIMISE RISK TO WORKERS

- Provide an induction training for all workers to include:
  - the latest up to-date advice and guidance on public health;
  - what a worker should do if they develop symptoms of COVID-19;
  - details of how the workplace is organised to address the risk from COVID-19;
  - an outline of the COVID-19 response plan;
  - identification of points of contact from the employer and the workers;
  - and any other sector specific advice that is relevant.

# IMPLEMENTING THE COVID-19 PREVENTION AND CONTROL MEASURES TO MINIMISE RISK TO WORKERS

- arrange for the putting in place of the necessary controls identified in the risk assessment to prevent the spread of COVID-19 in the workplace.
- implement temperature testing in line with Public Health advice.

# EMPLOYEES MUST...

- ❖ complete and return the pre-return to work form before they return to work.
- ❖ 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.
- ❖ self-isolate at home and contact their GP promptly for further advice if they have any COVID-19 symptoms.
- ❖ stay out of work until all symptoms have cleared following self-isolation.
- ❖ participate in any induction training provided by the employer on their return to the workplace.
- ❖ complete any temperature testing as implemented by the employer and in line with Public Health advice.

# INFORMATION



HAND HYGIENE



RESPIRATORY  
HYGIENE



PHYSICAL  
DISTANCING

# HAND HYGIENE

Posters

Reminders

Hand sanitizer/wipes/washing facilities

Cleaning protocols and routines



# RESPIRATORY HYGIENE



Posters/reminders



Provide tissues and  
bins/disposal bags



Empty bins – cleaning  
schedule

# PHYSICAL DISTANCING



Statutory requirement of physical distancing – print the posters



No hand shaking policy



Organise teams for lunch/breaks



Conduct meetings online



Sign in and sign out



No gatherings – water cooler/coffee/toilets



Can't do 2 metre distancing – install physical barriers

# MENTAL HEALTH AND WELLBEING



Employers should put in place support for workers who may be suffering from anxiety or stress.

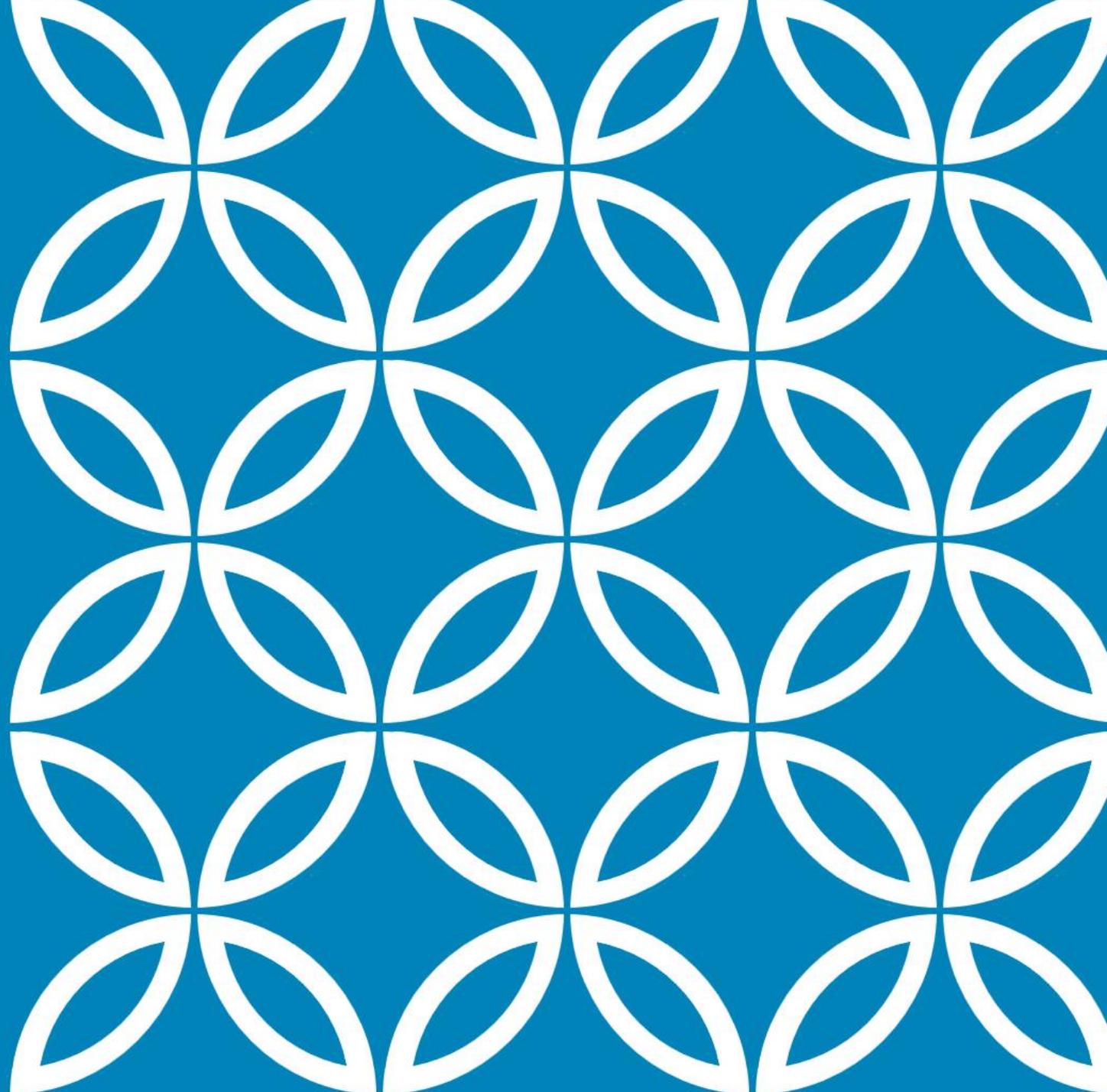


Workers, when they return to work, may have gone through traumatic events such as the serious illness or death of a relative or friend, or be experiencing financial difficulties or problems with their personal relationships.

# MENTAL HEALTH AND WELLBEING

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Workers who are returning to the workplace after a period of isolation are likely to have concerns about the risk of infection or changes to their job due to the implementation of measures to prevent the spread of COVID-19.



# HEALTH AND WELLNESS HANDOUT

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These are very testing times. We are all coping with increased fear and anxiety and managing these are a key element in keeping our immune system strong and our mental health in a good place. Take care of your body, sleep as much as possible, exercise, use some mindfulness, avoid alcohol and eat healthily during these times. You are welcome at all times to contact HR or your line manager if you are experiencing particular difficulties during this time.

I have set out below some useful telephone numbers that may be of assistance in these trying times:

The HSE website has updated factual information and advice regarding COVID-19 (coronavirus) [HSE.ie](https://www.hse.ie). If you develop a fever or any respiratory symptoms contact your GP or [HSE Live](https://www.hse.ie) on 1850 241 850.

Dublin City Council: 01 2228555 [covidsupport@dublincity.ie](mailto:covidsupport@dublincity.ie)

DunLaoghaire Rathdown County Council 01 2713199 [covidsupport@dlrcoco.ie](mailto:covidsupport@dlrcoco.ie)

Fingal County Council: 01 8905000 [covidsupport@fingal.ie](mailto:covidsupport@fingal.ie)

South Dublin County Council 1800240519 [covidsupport@sdblincoco.ie](mailto:covidsupport@sdblincoco.ie)

For advice and assistance for older family members:

Alone.ie have launched a helpline for older people who have concerns or are facing difficulties relating to the outbreak of COVID-19 (Coronavirus) in Ireland. The helpline will provide advice and reassurance, complementing the clinical advice and HSE helpline and support. Should you or an older person you know need advice or support you can reach them from 8am-8pm Monday-Friday on 0818 222 024.

Senior Line are there for older people, their families, and carers. If an older person you know is worried about something, pass on their number. Their advisors can offer helpful advice or a friendly chat, whatever is needed most. Senior Line is a confidential listening service for older people provided by trained older volunteers, that is open 365 days a year, from 10am to 10pm. Freephone 1800 80 45 91

Samaritans are providing emotional support to anyone in distress or struggling to cope, call freephone 116 123 (any time, day or night) or email [jo@samaritans.ie](mailto:jo@samaritans.ie)

Pieta House provides telephone and text-based support counselling for people who are suicidal or engaging in self-harm, call freephone 1800 247 247 (any time, day or night) or text HELP to 51444 (standard message rates apply)

Childline (ISPCC) is Ireland's 24-hour national listening service for young people up to the age of 18. Get in touch via freephone 1800 666 666 (any time, day or night), text 50101 (from 10am to 4pm every day) or chat online at [www.childline.ie](http://www.childline.ie) (from 10am to 4pm every day)

Call the LGBT Helpline on 1890 929 539, Monday to Thursday, 6:30 – 10pm, Fridays 4 – 10pm, and Saturday and Sunday, 4 to 6pm. Visit [lgbt.ie](http://lgbt.ie) to access their instant messaging support service from 6:30 – 10pm, 7 days a week. Outhouse will be taking calls on 01 8734999 from 12:00 to 3:00pm Monday to Friday to provide signposting and information. Text LGBTI+ to 086 1800 280 and chat in confidence, 24/7 with a trained crisis volunteer over text. Standard SMS rates may apply. Call the Gender Identity Family Support Line 01 907 3707

National Freephone Helpline 1800 341 900 is fully available 24 hours, 7 days a week. Online Chat service available Monday, Wednesday and Friday 7pm – 10pm. Text Service for Deaf and Hard of Hearing Women available daily on 087 959 7980

**Domestic Violence Supports: Women's Aid 24hr National Freephone Helpline 1800 341 900;**

**Men's Support: Male Advice Line on freephone 1800 816 588.**

# SUPPORTS FOR BUSINESS

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Updated on 30th April 2020



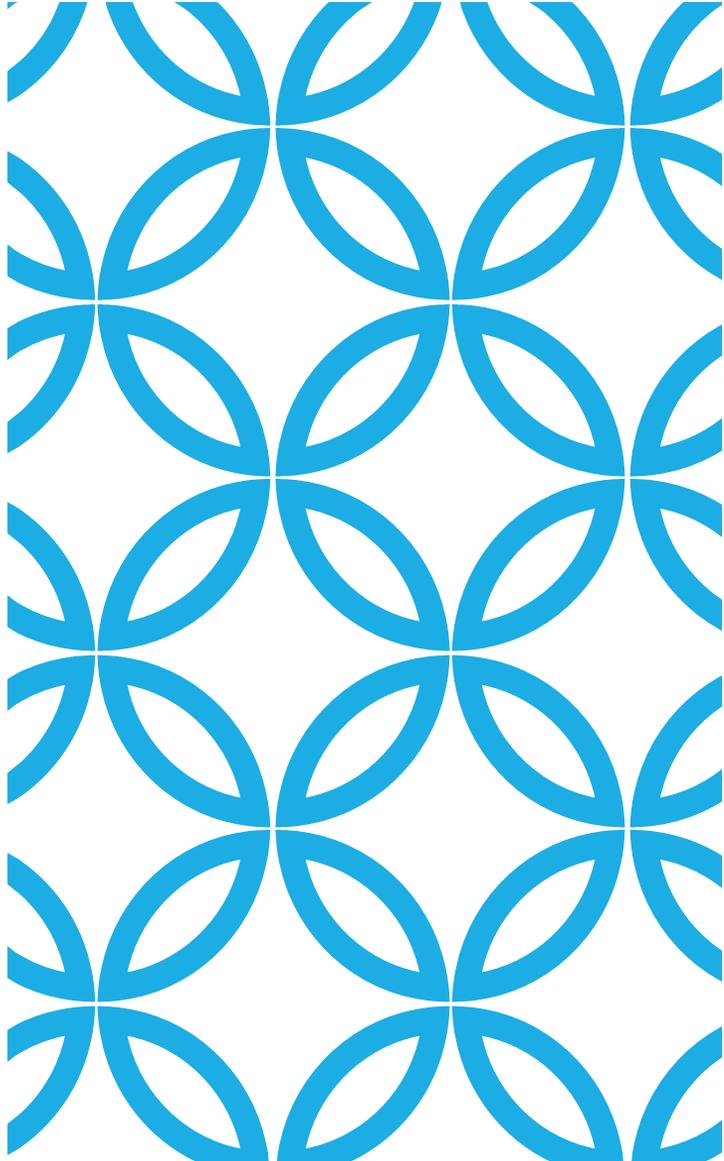
Coronavirus  
**COVID-19**  
National  
Programme

## Supports for Businesses Impacted by **COVID-19**

Prepared by the Department of Business, Enterprise and Innovation



Rialtas na hÉireann  
Government of Ireland



# SUPPORTS AND RESOURCES AVAILABLE

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NSAI – National Standards Authority of Ireland





# INFORMATION ON BUSINESS CONTINUITY VOUCHER FROM IDA, EI AND LEO

Sole traders and businesses,

employing up to 50 staff,

eligible to apply for a **Business Continuity Voucher to the value of €2,500**

towards third party consultancy costs to assist with developing short-term and long-term strategies to deal with the COVID-19 pandemic.

The purpose of the voucher is to provide contingency planning advice to assist enterprises to continue trading through the crisis.

- NSAI Workplace Protection and Improvement Guide: <https://www.nsaai.ie/covid-19workplaceprotection/>
- NSAI Retail Protection and Improvement Guide: <https://www.nsaai.ie/covid-19retailprotection/>
- Information on business continuity voucher from IDA, EI and LEOs: <https://dbei.gov.ie/en/News-And-Events/Department-News/2020/March/26032020.html>

SUPPORTS: |