

PPE – Assessing Risk, Calming Fears & Protecting your Workforce

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Today's Presenters





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KEY STRATEGY AREAS FOR AN INFECTIOUS DISEASE AND BUSINESS CONTINUITY PLAN

- Risk Assessment
- Reducing risk of em exposure
- > Strategies related to each aspect of the Plan
- Employee involvement
- Community connections
- Prevention

Resources

Reviewing and updating plans

Today- we will focus on risk assessment and Who can help with this type

<u>of planning?</u>

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https://gamer the business side of planning

Georgia Tech OSHA Consultation Program:

www.oshainfo.gatech.edu for the health and safety side of planning

ASSESSING RISK FOR PPE



- PPE is a last resort measure
- Can you engineer out the issues?
 - Ventilation, teleworking
- Can you employ social distance?
- Can partitions be created?
- What employees are required to work in close distances?
- What PPE is required for regular job tasks; non-COVID related?





When all other controls are exhausted, PPE is used as a last measure:

- OSHA Standard 1910.132
- Document PPE assessment/JHA analysis
- Train and Document Employee PPE Training
- Certify PPE assessment

PPE GUIDANCE PER OSHA



- Selected based upon the hazard to the worker.
- Properly fitted and periodically refitted, as applicable (e.g., respirators).
- Consistently and properly worn when required.
- Regularly inspected, maintained, and replaced, as necessary.
- Properly removed, cleaned, and stored or disposed of, as applicable, to avoid contamination of self, others, or the environment.

PPE HAZARD ASSESSMENT



Appendix A-2

Hazard Assessment for PPE

ALL PPE Hazard Assessments should be amended as part of your Infection Control Disease Prevention and Business Continuity Plans

Training MUST be conducted on the proper use of PPE:

When PPE is necessary;

What PPE is necessary;

How to properly put on, take off, adjust, and wear the PPE;

The limitations of the PPE; and

The proper care, maintenance, useful life and disposal of PPE

Employees should be involved in the PPE hazard assessment process

Department/Job Title or Task	Location
Evaluator	Date

Hazards: 1. Cut, 2. Abrasion, 3 Thermal, 4, Falls, 5, Falling Object, 6. Noise, 7. Flying Particles, 8.
Bump, 9. Slip, 10., Splash, 11. Electrical, 13. UV light, 14. Chemical/Dust 12. Other
Body Parts: 1. Head, 2. Face, 3. Eyes, 4. Ears, 5. Respiratory System, 6. Trunk, 7. Arms, 8. Hands, 9.
Fingers, 10. Leg, 12. Feet, 13. Toes, 14 Other
PPE: 1. Hard Hat A. Type 1 or 2, B. Class C, C. Class, D. Class G,
2. Eye Protection-A. Goggles B. Safety Glasses, C. Faceshield, D. Tinted Glasses, E. Welding Helmet
3. Hearing Protection- A. Muffs, B. Ear Plugs, C. Combination of Muffs and Plugs, D. Other
4. Hands- A. Cut/Puncture Resistant gloves, B. Leather C. Rubber gloves D. Chemical Resistant
5. Body-A. FR or AR Clothing, B. Apron, C. Tyvek Suit, D. Chemical Resistant Whole Body E. Thermal
6. Respiratory-A. Filtering, B. Half Face, C. Full Face, D. Air Supplied
7. Arms/Legs-A. Chaps, B. Protective Sleeves-Rubber, Cut Resistant Chemical Resistant
8. Shoes- A. Electrical (EH), B. Safety (metal or composite), C. Chemical Resistant, D. Meta-tarsal Note: Be specific about the PPE, if not listed fill in the space with the necessary equipment

Task/Activities	Hazards	Body Parts Affected	Required PPE
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INSTRUCTIONS FOR COMPLETING A HAZARD ASSESSMENT FOR PPE

- 1. Identify the job titles for all persons within your department.
- 2. Make copies of the Personal Protective Equipment Hazard Analysis form so that each job is represented on a separate form.
- 3. Enter the name of your department.
- 4. Enter the job title to be analyzed.
- 5. Enter the location or area of the facility that the job holder performs the activities or tasks. Examples of this might be "office," "maintenance shop," "warehouse," etc.
- 6. Enter your name after "Analysis done by".

INSTRUCTIONS FOR COMPLETING A HAZARD ASSESSMENT FOR PPE



- 7. Enter the date of the analysis.
- 8. List the activities or tasks that the job holder is required to perform.
- 9. Use the Hazard Key (Block) to identify ALL potential hazards associated with each task. Enter the hazard numbers in the area corresponding to the activity or task. Use a separate line for each hazard.
- 10. Use the Body Part Key (Block) to identify the part of the body that would be exposed to each hazard. If more than one body part has hazard exposure, list all parts. Enter the body part letters in the area corresponding to the hazard.
- 11. Use the PPE Required key (Block) to identify the personal protective equipment required for each hazard listed. Be as specific as possible as to the type of PPE to be used for adequate protection. If the PPE is not listed in the block, write the specific PPE in the column.

PPE EXAMPLES DURING COVID



- Gloves
- Aprons
- Goggles, Glasses
- Face Shields
- Face masks
- Respirators

 Important to assess for hazards created by using PPE; medical conditions







- Most are disposable use; latex and nitrile
- Gloves meant for protection against abrasion, cuts, etc. are often multi use
- Hands should be washed after removal of gloves

Hazards

- Touching body and surfaces with contaminated gloves
- Possible tears, perforations
- Residual contamination under gloves



FACE COVERING, MASKS, RESPIRATORS



- Face Covering, cloth masks, surgical masks do not offer the same level of inhalation protection as NIOSH certified respirators
- Main aspect is prevention of exhalation
- CDC has recommended that public wear face covering in situations where social distancing cannot be easily achieved
- Recommendations for cloth face coverings
 - Cotton or cotton blend (e.g., cotton/polyester blend)
 - Must cover the nose and mouth
 - Must be snug to the face (either stretch or have adjustable straps/fasteners)
 - Must be able to accommodate various sized faces or come in different sizes
 - 3+ ply preferred (2-ply if 3-ply can not be procured)

FACE COVERING, MASKS, RESPIRATORS



Reasonable accommodations for employees:

- Must ensure that employers are medically capable of wearing a face covering or any kind of mask
- Modified masks for interpreters: ASL

Requirements for mandatory use:

- Comply with state and local mandates
- If PPE is required, employers must provide PPE to employees. Employees should not need to provide their own PPE. However, if they already have cloth face pieces that can be used.



- If disposable surgical or similar masks are provided, teammates may use them until they become damaged. This style may require more frequent changing due to breath vapor making it wet, breaking down the material.
- If reusable cloth facial coverings are provided, then teammates may use them repeatedly; however, they are to be asked to take them home for laundering (unless the location has retained a laundering service to clean, disinfect & return the masks).
- Teammates must be responsible for keeping their face covering with them, ensuring that it isn't placed on surfaces where it could become contaminated with the virus, contaminated with an industrial dust/chemical, or damaged.



- Teammates must avoid touching the face covering, except when applying to the face (donning) or removing (doffing).
- Hand washing is encouraged immediately before and following the removal of the face covering and, if practical, immediately following the handling (e.g., placement and adjusting) of it otherwise.
- When not in use, facial coverings must be properly stored via hanging in a teammate's locker, placed in a paper (not plastic) bag to be stored in a locker, taken home, or some other arrangement made for safe storage.
- N95 masks should not be cleaned with soap and water, nor have disinfectant applied, as these activities can affect the ability of the mask's materials to trap the virus within the filter.

Relative Particle Size (10,000x)	Typical Size	Most important way particles move in air	Take home message	orgia
(Edge of particle)	100 micrometers (0.004")	Coughing and Sneezing. These particles can typically travel about 2 m before they settle to the ground by gravity within several seconds.	Keep your distance from people who are coughing or sneezing. Cough and sneeze into your elbow. Homemade masks are most efficient at these sizes, but these particles fall to the ground quickly anyway.	IECH
	10 micrometers (0.0004")	Gravity. These particles can only travel short distances, even from a sneeze, and settle to the ground in as little as 10 minutes.	Maintain social distancing from people to limit exposure to these particles. Homemade masks may help reduce transmission of these particles.	
•	0.3 micrometer (0.00001")	These particles are very difficult to move without flowing air. These particles can remain in the air for hours, depending on ventilation.	Homemade masks are unlikely to reduce transmission of or exposure to these particles.	
(Barely visible)	0.05 micrometers (0.000002") and smaller	The smallest particles diffuse to surfaces rapidly and are easily removed through many materials.	These particles are too small to carry COVID-19.	-

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RESPIRATORS

- N95, N99, N100
- R95, R99, R100
- P95, P99, P100
- Half mask and full mask elastomeric
- Powered Air Purifying Respirators
- Exhalation valves allow the wearer to potentially exhale COVID-19 virus





OSHA RESPIRATORY GUIDANCE

- OSHA standard 1910.134
- Respiratory Protection Program
- Medical Evaluations
- Fit Testing*
- Training and documentation
- Storage/Use
- Enforcement guidelines: Extended use/reuse, annual fit testing, other countries respirators,
- https://www.osha.gov/SLTC/covid-19/standards.html#enforcement_discretion



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PER CDC, Signs that a respirator may be counterfeit:

- No markings at all on the filtering facepiece respirator
- No approval (TC) number on filtering facepiece respirator or headband
- No NIOSH markings
- NIOSH spelled incorrectly
- Presence of decorative fabric or other decorative add-ons (e.g., sequins)
- Claims for the of approval for children (NIOSH does not approve any type of respiratory protection for children)
- Filtering facepiece respirator has ear loops instead of headbands

NIOSH APPROVED RESPIRATOR





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DONNING AND DOFFING PPE

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- Don (put on) PPE in clean, uncontaminated area
 - Perform hand hygiene before donning PPE
 - Assess that all PPE is on correctly and tight fitting where necessary
 - Perform user seal checks if donning a tight fitting respirator
- Doffing (take off) PPE in designated areas
 - When removing facial covering take care to remove only by the straps without coming into contact with the actual cover. Remove bottom strap first.
 - When removing goggles/faceshields do not front of the goggles/shields
 - Dispose of all disposable PPE, (gloves, face coverings, gowns, shields)
 - Place reusable and washable PPE in designated containers
 - Do not leave the facility wearing contaminated PPE
 - Shower before changing into clean uncontaminated clothes if possible





- Dispose of all PPE that is one time use (gloves, N95 Masks, surgical masks)
 - OSHA Interim Guidance for extended use of respirators
 - Aprons, linens, scrubs, cloth masks can be washed after every use
 - Regular detergent is acceptable
 - Bleach may be used but not necessary
 - Machine dry if possible vs hang dry
 - High heat may help to inactivate virus
 - Disinfect all touched surfaces of laundry
 - Washer hands, detergent containers



REMEMBER- These are medical grade disinfectants and need to be included in your HAZARD Communication Program

Develop disinfection protocols before employees return to the facility

- EPA registered disinfectants
- <u>https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2</u>

Some solutions need to be made daily

- Diluted household bleach
 - 1/3 cup of bleach, 1 gallon of water
- If an employee is sick; shut down the area and conduct a full disinfection of the area
- <u>https://www.epa.gov/coronavirus/guidance-cleaning-and-disinfecting-public-spaces-workplaces-businesses-schools-and-homes</u>

EMPLOYEE RE-TRAINING



Employees must be trained on new policies, practices, and procedures in a manner and language that they can understand

Training topics:

- Sanitation practices and chemical risks
- Required PPE and how to use
- Respirator Training if applicable
- Infection prevention
- General hygiene/handwashing
- How to report an illness or suspected illness



COMMUNICATION – CLEAR IS KIND



- STEP 1: Designate a communications coordinator
- STEP 2: Designate a spokesperson
- STEP 3: Identify communication needs
 - A. Identify target audiences
 - B. Identify communications goals
 - C. Determine key messages
 - D. Determine targeted messages per audience
 - E. Identify materials needed
- STEP 4: Create a communications plan
 - A. Determine information dissemination channels
 - B. Identify media and communications resources
 - C. Prepare first announcement
 - D. Establish update procedures
 - E. Prepare talking points
- STEP 5: Monitor information flow and public response

World Health Organization Coping with stress during the 2019-nCoV outbreak

It is normal to feel sad, stressed, confused, scared or angry during a crisis. Talking to people you trust can help. Contact your

If you must stay at home, maintain a healthy lifestyle including proper diet, sleep, exercise and social contacts with loved ones at home and by email and phone with other family and friends.

friends and family.





Don't use smoking, alcohol or other drugs to deal with your emotions.

If you feel overwhelmed, talk to a health worker or counsellor. Have a plan, where to go to and how to seek help for physical and mental health needs if required.

Get the facts. Gather information that will help you accurately determine your risk so that you can take reasonable precautions. Find a credible source you can trust such as WHO website or, a local or state public health agency.





Limit worry and agitation by lessening the time you and your family spend watching or listening to media coverage that you perceive as upsetting.

Draw on skills you have used in the past that have helped you to manage previous life's adversities and use those skills to help you manage your emotions during the challenging time of this outbreak.

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1) Empathy

Listen more than you talk, at least at the beginning of your interactions with workers.

Pay close attention to what your workers are saying and demonstrate your attention through body language, eye contact, and your tone of voice.

2) Curiosity

People often want (and need) to tell their stories.

Show that you're interested in learning more about a worker and what they are going through.

3) Respect

Approach each person as an individual and avoid making assumptions based on stereotypes.

Listen closely and invite workers to express their opinions.



CULTURAL COMPETENCY AND COVID-19

Guildelines for cross-cultural interactions



Use the **Three Tenets of Cross-Cultural Communication** to cultivate strong relationships in order to counteract fears and encourage safe behaviors during the pandemic.

EMPATHY

Empathy is not a feeling, it's an action. Show patients you care about what they're going through. Do this by listening, using attentive body language, and using reflective language.



CURIOSITY

now patients that you're interested and alert to the nallenges posed by the pandemic. Ask direct questions yout how it is impacting their lives and their loved ones



RESPECT

Misinformation abounds during times of heightened fear. Avoid judging patients who follow treatment and prevention advice that is not medically-based or scientifically sound.



Find more resources at qualityinteractions.com

OSHA ENFORCEMENT



- OSHA inspections are still on going at the current time
- Inspections, responds to complaints, compliance assistance
- Consultation Programs operations
- General Duty Clause 5(a)(1)
- April 16, 2020 Enforcement Discretion Memo
 - https://www.osha.gov/memos/2020-04-16/discretionenforcement-when-considering-employers-good-faithefforts-during
- https://www.osha.gov/SLTC/covid-19/

WHERE HAS YOUR SUPPLY CHAIN BEEN INTERRUPTED?



Masks

Gloves

Respirators

□ Faceshields

Hand sanitizer

Disinfection/ Sanitation Chemicals?



HAVE QUESTIONS? NEED MORE HELP?

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We are available for individual conference/web-based conference calls

Georgia Tech OSHA Consultation Program- free-compliance assistance

www.oshainfo.gatech.edu

Georgia Tech MEP program:

https://gamep.org/





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Do you need Help Developing or Improving your COVID-19 Preparedness and Response Plan?

- video conference to provide feedback & answer questions
- Recorded Webinar Training
- Plan Templates
- Links to CDC, OSHA and other resources





To Request Services:

https://oshainfo.gatech.edu/virtual-assistance-consultation-form



Up Coming Webinars

Connecting Georgia Suppliers and Buyers of Critical Items to fight COVID-19 Thursday, May 21 @ 3:15pm-4:15pm

https://gamep.org/coronavirus/

