

Health and Safety Training – Covid-19



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Health and Safety Training – Covid-19 Induction

Employers must ensure all employees receive Covid-19 Induction training prior to returning to work. They must receive the necessary training in preventing the spread of the virus.

The virtual course deals with:

- What Covid-19 is
- Signs and Symptoms of Covid-19
- Spread of Covid-19
- Reporting suspected Covid-19
- Isolation
- Hand hygiene protocols and etiquette
- Physical distancing
- Mental and health well-being

The virtual course is about 1 hour duration.

Health and Safety Training – Covid-19 First Aid

The Governments Protocol Return to Work stipulates several mandatory aspects of returning to work. Equally, the Safety, Health and Welfare at Work Act 2005 has always stipulated that employers have control measures in place for addressing emergencies.

Section 11 of the Safety, Health and Welfare at Work Act 2005 requires employers to have plans and procedures for emergencies and people trained to implement those plans.

“...11.- (1) Without prejudice to the generality of section 8, every employer shall, in preparing and revising as necessary adequate plans and procedures to be followed and measures to be taken in the case of an emergency or serious and imminent danger—

(a) provide the necessary measures to be taken appropriate to the place of work for first aid, fire-fighting and the evacuation of employees and any other individual present in the place of work, taking account of the nature of the work being carried on and the size of the place of work...”

Many workplaces will have existing trained First Aid Responders (FAR's) in place and those FAR's now require updated training relevant to their roles in the context of COVID -19.

Section 7B in the Return to Work Safety Protocol COVID-19 states:

“...In the event that first aid is required in the workplace it may not be possible to maintain a distance of 2 meters. Workers with a specific role in acting as first responders should be provided with updated training on infection prevention and control principles including performance of hand hygiene and appropriate use of personal protective equipment when delivering first aid...”

Adare Human Resources Management provides a designated course to enhance FAR's with the knowledge and skills to deal with first aid emergencies in the current and future 'normal' environment.

The virtual course is of 1 hours' duration.

Health and Safety Training – Covid-19 Lead Worker

Employers must appoint at least one Lead Worker representative charged with ensuring that COVID-19 measures are strictly adhered to in the place of work. The person(s) undertaking the role must receive the necessary training and have a structured framework to follow within the Organisation to be effective in preventing the spread of the virus. The Lead Worker role is to work collaboratively with the employer to assist in the implementation of measures and monitor adherence to the measures to prevent the spread of COVID-19.

The Lead Worker representative will, together with employer's COVID-19 response management team, support the implementation of the measures identified in the mandatory Covid-19 Response Plan. The Lead Worker must be clearly identifiable in the workplace, by means of a specific coloured vest, and having received the relevant and necessary training, will be involved in communicating the health advice about COVID-19 in the workplace.

Adare Human Resources Management provides a designated course to ensure the appointed Lead Worker has the knowledge and skills regarding their role. The virtual course is of 2.5 hours' duration and covers such things as:

- What is Coronavirus
- Control Measures
- Covid-19 Response Documentation
- Employee/Employer Collaboration
- Lead Worker Representative role
 - o Customer Facing Roles
 - o Hand Hygiene,
 - o Respiratory Hygiene
 - o Return to Work Process
 - o Travel to /from Work
 - o Prevention of Cross Contamination
 - o Physical Distancing
 - o First Aid Responder Guidance
 - o Mental Health and Wellbeing
 - o Heating, Ventilation Air Conditioning (HVAC), Legionella controls.
 - o Management of Deliveries
 - o COVID-19 Suspect / Confirmed Cases
 - o Cleaning Spaces following Suspected / Confirmed Cases

Our Dublin Office address is:

Adare Human Resource Management
2nd Floor, 43-51 Temple Grove House
Temple Road
Blackrock
Co. Dublin
A94 R8Y9

Our Shannon Office address is:

Adare Human Resource Management
4240 Atlantic Avenue
Westpark Business Campus
Shannon
Co. Clare
V14 HC78

Contact Us: info@adarehrm.ie / (01) 561 3594 / (061) 363 805

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