



Industrial Camps and Communicable Diseases Guidelines

Guidance for Workers, Contractors, and Employers in the Agricultural, Forestry, and Natural Resource Sectors on Implementing the Provincial Health Officer *Industrial Camps Order*

July 8, 2022



Contents

Introduction	3
Section 1: What you need to know about communicable diseases	4
1. What are communicable diseases?	4
2. How can employers, operators and workers prevent the spread of communicable diseases?	4
3. Notifying the health authority of an increase in or outbreak of a communicable disease	5
Section 2: Steps for employers, operators, and workers	7
1. Requirements under the <i>Industrial Camps Order</i>	7
2. Understanding what is an industrial camp	8
3. Conducting a communicable disease industrial camp risk assessment	8
4. Worker education	10
5. Workers with communicable diseases	10
6. Important information regarding Indigenous communities	12
7. Increased hygiene and cleaning practices for employers, workers, and contractors	12
8. Guidance on communicable diseases and worker accommodation	12
Section 3: Managing workers who are ill with a communicable disease	14
1. Worker isolation	14
2. Monitoring close contacts of communicable disease cases	15
3. Confidentiality	16
Section 4: How can employers help workers access vaccination services?	16
Appendix A. Precautions for on-site medical clinics	18
Appendix B. Outbreak management plan	20
Appendix C. Cleaning protocols	20
Appendix D. Hand-washing stations	22



Introduction

Workplaces and businesses that implement advice provided by public health officials contribute significantly to preventing the spread of communicable diseases, like COVID-19, amongst employers, workers, contractors, clients and communities.

To protect workers, contractors and employers working in the agricultural, forestry and natural resource sectors during the COVID-19 pandemic, the British Columbia (B.C.) Provincial Health Officer (PHO) has issued orders for industrial camps. This document provides guidance on implementing the *Industrial Camps Order* (the Order) issued on July 8, 2022.

The PHO orders are available at: <https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-issues>.

Purpose

This guidance supports employers (e.g., employers, camp operators, and contractors) and workers in implementing the *Industrial Camps Order*. The Order and guidance apply in situations where employers are providing accommodation to one or more workers.

The advice in this document complements the guidance prepared by the BC Centre for Disease Control (BCCDC) and WorkSafeBC. The [BCCDC](#) is the best source for communicable disease health information and [WorkSafeBC](#) is the best source for information about communicable disease planning and resources for workplaces.

This guidance cannot address all the circumstances that may put a worker, contractor or client at risk of contracting a communicable disease. Employers must conduct a workplace risk assessment for communicable diseases (see [Section 2: 3. Conduct a communicable disease workplace risk assessment](#)) that is specific to the business and industrial camp environment.

A note about terminology: This document generally uses the term “employer”, but also recognizes that the Industrial Camp Regulation uses the term operator. The industrial camp operator may be the employer or there may also be an operator of an industrial camp in which employees of many employers are housed. The PHO Order is directed at employers because employers of workers are responsible for worker health, and they need to work with industrial camp operators, if the employer is not operating the camp, to best meet the needs of employees with respect to communicable disease issues.

Section 1: What you need to know about communicable diseases

1. What are communicable diseases?

The *Public Health Act* defines a communicable disease as an illness caused by an infectious agent or its toxic products. An infectious agent is an organism that could give rise to an illness and that may be transmitted in any manner and at any distance. For transmission of a communicable disease to a person, the infectious agent requires a host (e.g., environment, food, animal, bird, insect or person) to provide a favourable environment for survival, a person to receive the infectious agent, and a route of transmission into the body (e.g., air, respiratory droplets, fecal-oral route, or bodily fluids through open wounds, ingestion or mucous membranes). The infectious properties of an agent are dependent on numerous factors, including the virulence of the agent, the route(s) of transmission, the ability of the agent to be directly transmitted between people, and the ability of the agent to survive outside of the host.

Incidence of infectious disease is determined by many factors working together. For instance, sanitation and hygiene, safe food and water, immunization, harm reduction strategies associated with substance use, healthy community environments, anti-microbial therapy and infection control all contribute to reducing the spread of disease.

The PHO Order specifies that the communicable diseases of interest are respiratory or gastrointestinal illnesses, or another illness identified by the medical health officer. This is because these kinds of diseases can be highly transmissible and rapidly spread in congregate housing conditions, such as industrial camps.

Symptoms of a respiratory disease such as COVID-19 include new or worsening fever or chills, sore throat, runny nose, sneezing, difficulty breathing, headache, body aches, joint pain, muscle pain, loss of sense of smell or taste, loss of appetite, fatigue or tiredness.

Symptoms of a gastrointestinal disease such as a norovirus infection include new or worsening nausea, abdominal cramps and discomfort, vomiting, diarrhea, fever, loss of appetite, muscle aches, headache.

Communicable disease prevention and control co-ordinators, who are appointed by employers, must inform a health officer if there is an increase in or outbreak of communicable disease. In such an event the employers must work with the medical health officer (MHO) to determine what measures may be necessary in order to address the situation.

2. How can employers, operators and workers prevent the spread of communicable diseases?

An industrial camp is a place where communicable diseases have opportunity to spread quickly given the nature of the living environment. For example, the people living in camps often come from various geographic regions with the potential to bring a variety of infectious agents, there may be varying levels of hygiene practices, and people are living in close quarters potentially sharing sanitation and bathing facilities, bedrooms and eating spaces. Also, the nature of the work (e.g., shift work) and/or the baseline health status of individuals may increase vulnerability in some people to illness caused by certain infectious agents. Infection prevention and exposure control measures help reduce the spread of communicable diseases. These measures include:

- Implementing the guidance and orders of the PHO.
- Developing and implementing a communicable disease prevention (CDP) plan as required by the Order.
- Practicing good hygiene and cleaning, including frequent, rigorous handwashing.

Additional resources

- WorksafeBC [Communicable disease prevention](#).
- Northern Health [Communicable Disease Control Plan - Best Management Guide for Industrial Camps](#).
- BCCDC [information on communicable diseases](#).
- BCCDC [information on vaccine preventable diseases](#).
- BCCDC [information on COVID-19](#).
- Public Health Agency of Canada [Canadian Immunization Guide](#).
- BCCDC information on [vaccine safety](#) and [getting a vaccine](#)
- For non-medical information about communicable diseases, including COVID-19, call 1-888-COVID19 (1-888-268-4319), 7:30 a.m.- 8:30 p.m., seven days a week.
- Public Health Agency of Canada [information about COVID-19](#).
- HealthLinkBC information on [COVID-19](#).

3. Notifying the health authority of an increase in or outbreak of a communicable disease

Employers and camp operators are responsible for notifying the MHO if there is an increase in or outbreak of a communicable disease, like COVID-19.

Under the *Public Health Act*, [Industrial Camps Regulation](#) section 23 “An operator must notify a medical health officer within 24 hours after it comes to the attention of the operator that there is an outbreak or occurrence of illness, above the incident level that is normally expected, at an industrial camp.”

In the event of an apparent increase in communicable disease, or what may appear to be an outbreak of a communicable disease, employers must notify the MHO. It will be the judgement of the MHO to determine whether to declare that an outbreak situation exists, and when it is over. There is no specific number of illnesses that should trigger notification as that is dependent on the disease of concern. Camp operators should err on the side of over-reporting concerns about an increase in sick employees to enable health officials to evaluate a situation early.

Under the Order, employers are required to appoint a communicable disease prevention and control co-ordinator for a camp to oversee the implementation of the CDP plan. In the case of an increase in communicable diseases or an outbreak, employers are expected to provide support to the communicable disease prevention and control co-ordinator by assigning senior leadership to the investigation team initiated by regional health authorities and they must:

- work with the MHO to determine what measures may be necessary to reduce the risk of transmission of a communicable disease;
- put in place any measures recommended by the MHO;
- report as required to the MHO (or physician acting on behalf of the MHO) on:
 - the measures being taken to control the spread of the communicable disease among workers;

- the condition of any worker exposed to or with a confirmed, or suspected, case of a communicable disease;
 - the result of the tests of a worker for communicable disease;
 - any other information, including personal information, relevant to the prevention and control of the transmission of communicable disease among workers and in surrounding communities, as requested by the MHO or physician.
- treat personal information collected from a worker for the purposes of the Order as confidential and store it securely and only use and disclose it for the purposes of the Order; and
 - destroy personal information collected from a worker for the purposes of the Order after disclosing the information to the MHO or physician or within 30 days, whichever is earlier.

To reach your local MHO, contact:

Fraser Health

Phone: (604) 870-7903
 Email: HPLand@fraserhealth.ca
 Outside business hours:
 MHO on-call 604-527-4893

Interior Health

Phone: (250) 851-7305
 Email: workcamps@interiorhealth.ca
 Outside business hours:
 MHO on-call 1-866-457-5648

Island Health

Phone: (250) 519-3401
 Fax: (250) 519-3402
 Email: gateway_office@viha.ca
 Outside business hours:
 MHO on-call 1-800-204-6166

Northern Health

Communicable Disease Hub
 Phone (during business hours): 1-855-565-299
 Outside business hours:
 MHO on-call 250-565-2000

Vancouver Coastal Health

Phone: (604) 675-3800 Manager on call
 Fax: (604) 736-8651
 Email: EHVC@vch.ca
 Outside business hours:
 MHO on-call 604-527-4893

Section 2: Steps for employers, operators, and workers

1. Requirements under the *Industrial Camps Order*

Requirements for industrial camps under the PHO *Industrial Camps Order* include:

- Employers must complete and implement a CDP plan, which includes an outbreak management plan (see Appendix B), to prevent and control the risk of transmission of communicable disease among workers at a camp (see [Section 2: 3. Conducting a communicable disease work camp risk assessment](#)).
- Employers must appoint a person as a communicable disease prevention and control co-ordinator for a camp, and provide the co-ordinator with the training, resources and support necessary to enable the co-ordinator to implement the communicable disease plan (see [Section 2: 3. Conducting a communicable disease work camp risk assessment](#)).
- Employers must treat any personal information collected from a worker in the event of a communicable disease, case cluster or outbreak among workers as confidential (see [Section 1: 3. Notifying the health authority of an increase in or outbreak of communicable disease](#)).
- Employers must ensure that workers with symptoms of a communicable disease have the communication tools and supports necessary to consult with a health professional or a public health official in confidence in a private setting
- Employers must facilitate workers access to vaccination services for communicable diseases (see [Section 4: How can employers help workers access vaccination services?](#)).
- Employers must have a plan for ready access to, the medical, nursing and allied professional support necessary to support the management by public health clusters and outbreaks of communicable diseases among workers (see [Section 2: 3. Conducting a communicable disease work camp risk assessment](#)).
- Employers must arrange for testing of a worker with symptoms of communicable diseases when testing is recommended by the MHO or another health professional (see [Section 2: 5. Workers with communicable disease](#)).
- Employers must have procedures, including an identified place, for the isolation of a worker exposed to, or with a confirmed or suspected case of a communicable disease (see [Section 3: Managing workers who are ill with a communicable disease](#)). In the case of clusters or outbreaks of communicable diseases, employers must have a plan for isolation of many workers simultaneously.
- Employers must ensure that a worker in isolation either in a camp or away from a camp has the supplies, support and services the worker needs to isolate (see [Section 3: Managing workers who are ill with a communicable disease](#)).
- In the event of increase in cases or outbreak of a communicable disease in workers, the employer must report information as required to the MHO, or physician acting on the behalf of the MHO (see [Section 1: 3. Notifying the health authority of an increase in or outbreak of communicable disease](#)).
- Workers must provide information, including personal information, requested by an employer in the course of fulfilling the responsibilities of the employer under Part A of the Order, or as requested by a communicable disease prevention and control co-ordinator in the course of fulfilling the responsibilities of the co-ordinator under Part B of the Order.

2. Understanding what is an industrial camp

Industrial camps are the accommodations that are provided in connection to projects such as logging, forestry activities (e.g., tree planting, spacing), sawmills, mining, oil or gas operations, railway construction projects, canneries, aquaculture and agricultural activities. While the term “camp” is used, the type of accommodations will vary considerably according to project, location and local housing opportunities. Any accommodation that the employer owns, operates or maintains, or has established that is available to employees with or without charge, as living quarters is considered to be an industrial camp, as defined by the *Public Health Act* [Industrial Camps Regulation](#).

The definition of industrial camps includes permanent or temporary accommodation. Workers employed in industrial projects may stay in:

- motels and hotels (whether for a short or long-term stay);
- accommodation that includes workers from other work sites or projects; or
- accommodation where the employer has contracted with a third party who owns and operates accommodation for use of workers.

While industrial camps may be accommodation for the residents living there, the camps will also be workplaces for workers employed at the camps, such as security, administrative, housekeeping, kitchen and janitorial staff. In some cases, these staff might reside at the camp due to the nature of the project or its remote location. In other cases, the staff may be local workers (e.g., who ordinarily reside in a nearby community and do not require employer-associated housing).

3. Conducting a communicable disease industrial camp risk assessment

The Order requires employers of work camps to develop and implement a CDP plan and appoint a co-ordinator(s) to be responsible for oversight of the implementation of the plan. It is important that the co-ordinator contributes to and understands the plan and the actions that must be taken for its implementation.

Communicable disease prevention focuses on basic risk reduction principles to reduce the risk of transmission of COVID-19 and other communicable diseases. The fundamental components of communicable disease prevention include:

- Ongoing measures — maintain at all times:
 - Implementing policies to support workers who have symptoms of a communicable disease (for example, fever and/or chills, recent onset of coughing, diarrhea), including measures to prevent their arrival at camp when sick, or measures to support their isolation at the camp when sick.
 - Promoting hand hygiene by providing hand hygiene facilities with appropriate supplies and reminding workers through policies and signage to [wash their hands regularly](#) and to use [appropriate hygiene practices](#)
 - Maintaining a clean environment through routine cleaning processes
 - Ensuring building [ventilation](#) is properly maintained and functioning as designed
 - Supporting workers in receiving vaccinations for vaccine-preventable conditions to the extent that employers are able
- Additional measures — implemented as advised by public health:

- Employers must also be prepared to implement additional prevention measures as required by an MHO or the PHO to deal with communicable diseases in their camp or region, should those be necessary.

Communicable disease prevention involves understanding the level of risk in your camp, application of the fundamentals and implementing appropriate measures, communicating policies and protocols to all workers, and updating measures and safeguards as required.

WorkSafeBC's [Communicable disease prevention: A guide for employers](#), while targeted at worksites/workplaces, is a good resource to consider when developing the plan for an industrial camp.

Employers are required to provide the CDP plan to a health officer on request, or during the course of an inspection, and must amend the plan if directed to do so by a health officer.

Although the COVID-19 virus is now being managed primarily through vaccination, like all communicable diseases, it is still circulating. Similarly, the level of risk of certain communicable diseases, including COVID-19, may elevate from time to time or on a seasonal basis. This may occur at a local or regional level or within a camp. In these cases, employers will be advised by MHOs or the PHO of the measures they need to take to manage the risk.

Employers are required to monitor and remain current regarding communicable disease-related information from their regional public health officials and the PHO related to their area and industry, and to follow that guidance and direction should additional measures be necessary in their camp.

Unless otherwise provided on-site, employers must also have a plan for ready access to, the medical, nursing and allied professional support to help with public health management of communicable disease among workers. This planning can be done in consultation with the regional health authority. Employers must also arrange for the testing of workers with symptoms of communicable diseases when testing is recommended by an MHO or another health professional. Employers with on-site medical clinics should refer to [Appendix A](#) which outlines precautions employers can take to prevent the spread of communicable diseases in those settings.

Training for communicable disease prevention and control co-ordinators:

Employers are responsible for ensuring that communicable disease prevention and control co-ordinators are provided with training, resources and support necessary to implement the site's plan. This training should be based on the resources specific to the federal and provincial requirements. These include resources developed by the Ministry of Health, Health Canada, the PHO, BCCDC and WorkSafeBC (including this document). Employers should not develop new guidance for communicable disease prevention and control based on information from other jurisdictions.

Additional resources

- WorkSafeBC [sample exposure control plan for biological agents for occupational first aid attendants](#).
- WorkSafeBC [COVID-19 and communicable disease](#).
- WorkSafeBC guidance on the [use of masks to prevent the spread of communicable disease](#).
- WorkSafeBC guidance on [handwashing to prevent the spread of communicable disease](#).
- WorkSafeBC guidance on [covering coughs and sneezes to prevent the spread of communicable disease](#).
- WorkSafeBC guidance on [ventilation and air circulation to prevent the spread of communicable disease](#).

- BCCDC guidance on the prevention and control of [COVID-19](#) for the general public.

4. Worker education

On the first day of work and on a regular basis after that, it is advised that all workers participate in a communicable disease prevention training and education session provided by the employer. It is up to the employer to determine the frequency of worker education sessions; however, workers must be regularly educated based on the changing public health landscape. This includes when workers return to the worksite for the beginning of a new work season or after an extended break from work. It is advised that training and education also be provided to all contractors, service providers, visitors, or other parties that enter the worksite(s).

It is recommended that training includes information on safety measures and procedures, proper hygiene practices and monitoring for and reporting illness.

Training and education should be available in both English and the language(s) best suited for the workers at the site. Training can be offered by video or in-person and may include additional written materials.

Post signs and posters to instruct workers, and reinforce training, on how they can protect themselves and others at the camp(s). Posters and printed reminders should be displayed in visible places (e.g., washroom entrances) in the language best suited for the workers. Display posters that illustrate how to:

- cover your mouth and nose with the crease of your elbow or a disposable tissue or when you sneeze or cough, and dispose of used tissues immediately; and
- wash your hands with soap or alcohol-based hand rub and avoid touching your face, eyes, nose or mouth with unwashed hands.

Additional resources

- Communicable disease and COVID-19 resources translated into various languages are available from the [BCCDC](#).

5. Workers with communicable diseases

Employers are responsible for developing a CDP plan to:

- prevent and control the risk of transmission of communicable disease among workers at a camp
- prevent and control the risk of transmission of communicable disease between the camp, the workplace and surrounding communities; and
- if advised by a health professional or health officer, isolate a worker who is or may be infected with a communicable disease (see [Section 3: 1. Worker self-isolation](#)).

Employers must ensure:

- workers with symptoms of a communicable disease have an opportunity to consult a health professional and a public health official

- workers know that they must provide information, including personal information, requested by an employer while fulfilling the responsibilities of the employer to support public health actions
- workers know how to seek help and steps to take if they are ill or unwell to support reporting of symptoms and timely access to any required assistance
- workers and contractors are advised to report symptoms to the co-ordinator and should follow current BCCDC guidance on assessment, testing, and isolation. The illness policy must be up-to-date and well communicated to all employees
- guidance to workers is provided in accessible languages and formats for the workers in attendance.
- the co-ordinator will educate workers on how to self-assess their symptoms and what to do if they have symptoms
- they arrange for the testing of a worker with symptoms of a communicable disease when testing is recommended by an MHO or other health professional
- there are mechanisms that support workers' abilities to communicate with Public Health in a private setting in order to enable Public Health to collect relevant information for communicable disease management when necessary

Co-ordinators must ensure that processes are in place to:

- assist the worker in seeking health care, if necessary if a worker exhibits symptoms of a communicable disease
- inform a health officer if concerned about an increase in illnesses among workers
- monitor the compliance of workers with the Order
- inform the health officer of any failure on the part of the employer to implement the CDP plan. This is to ensure that all gaps are identified and there is rapid communication on the additional supports needed to address the situation. This is an important safeguard in the rare case that the employer is notified about an issue and fails to act.

Workers must:

- inform themselves of their employer's communicable disease plan.
- follow communicable disease prevention and control practices, including diligent hand hygiene, at all times.
- if they exhibit symptoms of a communicable disease, inform the co-ordinator and follow current recommendations from the BCCDC, including self-isolation if applicable
- provide information, including personal information, requested by an employer or co-ordinator in the course of fulfilling their responsibilities under the Order
- comply with any measures which are put in place by their employer on the recommendation of the MHO in order to reduce the risk of the transmission of communicable disease

Additional resources

- Information from BCCDC on [continuing business and operations during the pandemic](#).
- British Columbia's online [COVID-19 Self Assessment Tool](#). Workers can use this tool to help determine if they need further assessment for testing by a health-care provider or at a local collection centre. They can complete this assessment themselves, on behalf of someone else, or have the co-ordinator support them in completing it.

6. Important information regarding Indigenous communities

First Nations, Métis, and Inuit populations may face heightened health risks due to social and economic inequities contributing to a higher burden of disease, food insecurity, lack of clean water and other determinants of health. These circumstances have left many Indigenous communities disproportionately affected by the COVID-19 pandemic. As Indigenous leaders have been working diligently to protect the health of their communities and Elders during COVID-19, it is imperative that all workers respect any precautions being taken to avoid carrying this virus and other communicable diseases into First Nations communities. It is the responsibility of employers to ensure workers are aware of and adhering to established protocols or agreements with local First Nations.

For more information, please contact the [First Nations Health Authority](#).

7. Increased hygiene and cleaning practices for employers, workers, and contractors

Limiting the transmission of communicable disease requires all employers and workers to practice increased hygiene and cleaning. It is recommended that workers also be educated on measures to prevent infection and transmission (see [Section 2.4: Worker education](#) and [Appendix C: Cleaning protocols](#)).

Guidance for handwashing

Employers must provide a suitable number of handwashing stations (see [Appendix D: Hand-washing stations](#)) for the size of the work site and post signage that identifies their location or provide hand sanitizer with a minimum 60% alcohol. Antibacterial soap is not required for communicable disease prevention.

- Provide handwashing stations with soap and water to workers in the field, as well as immediately outside or inside all buildings that workers are working in or eating food.
- Handwashing stations may be either permanent or portable if there is a lack of pressurized water. It is recommended that wash stations are checked, cleaned and restocked with supplies three times a shift.
- Visibly soiled hands should always be washed with soap and water.
- Soap and water hand-washing stations can be supplemented with waterless hand sanitizers with a minimum 60% alcohol where appropriate. For example, where supplies are available, each worker can be provided with hand sanitizer for personal use that is replaced prior to each shift.
- As much as possible, encourage handwashing periodically throughout the day, especially before and after break times, after using the washroom and when workstations are changed, or tools are switched.
- It is recommended that handwashing instructions and reminders be posted in both English and the language(s) appropriate for the workers at all handwashing stations.

8. Guidance on communicable diseases and worker accommodation

This section provides guidance regarding employer-provided accommodation for workers. Potential accommodation scenarios include tents, motels/hotels, and private accommodation.

Employers are required to design, modify, or organize facilities, infrastructure, and services for workers in such a way as to enable the workers to comply with their obligations under the Order and the CDP plan.

Living spaces / accommodations

The following guidance is subject to further direction from a health officer:

- If accommodations are tents, camps should be in locations with adequate drainage.
- Accommodation standards that must be followed are found in the [B.C. Industrial Camps Regulation](#)
- Provide additional shower and toilet facilities to ensure the availability of dedicated facilities for workers in isolation without reducing the minimal number of facilities available to other workers.
- These facilities can be rented as mobile units, trailers containing shower and washroom facilities, or mobile toilets, and are not required to be permanent facilities.
- See [Appendix C: Cleaning protocols](#) for additional information on cleaning living spaces and accommodations.
- For workers not in isolation, employers must provide the minimum number of shower facilities and toilets onsite when overnight camping is provided, as stated in Schedule 2 of the [B.C. Industrial Camps Regulation](#) (see table below).

Industrial Camp Regulation, Schedule 2

Column 1	Column 2	Column 3	Column 4
No. of persons for whom accommodation is available	Minimum no. of toilets or privy seats	Minimum no. of showers	Minimum no. of wash basins
1-7	1	1	1
8-15	2	1	3
16-30	3	2	6
31-45	4	3	9
46-60	5	4	12
61-75	6	5	15
76-100	7	6	20
Each additional 6 persons over 100			One additional
Each additional 20 persons over 100	One additional	One additional	

Food service

- For food services provided within camps, preparation practices and procedures should align with the [B.C. Guidelines for Industrial Camps Regulation](#).
- It is recommended that everyone wash their hands immediately prior to entering any dining or food preparation area.
- It is recommended that hand sanitizer dispensers be provided in any place where people handle food, including beverages, dishware and utensils.
- All small food items and snacks should be individually wrapped whenever possible or made available with systems to prevent common touching of either food items or utensils.
- Workers should not share food or unwashed plates, cups or utensils.

- All eating utensils and dishes shall be cleaned by designated kitchen or cleaning staff, according to the four step process outlined in the [B.C. Guidelines for Industrial Camps Regulation](#), that includes pre-rinsing, washing, soaking in a bleach solution and air-drying.
- Only permit kitchen workers and supervisory staff to enter food preparation or storage areas.
- Deliver meals to the outside of rooms of any workers who are in isolation.

Section 3: Managing workers who are ill with a communicable disease

1. Worker isolation

If advised by a health professional or MHO that a worker must be isolated, or if undertaking self-isolation:

- The employer must arrange for the worker to be isolated in the worker's accommodations or in isolation facilities approved by the MHO. Staff should also follow [self-isolation guidance](#) if relevant.
- If employers are unable to isolate worker(s) at the camp or on-site accommodations, employers must identify a place (such as a motel or hotel) for the isolation of workers who should be isolated, as recommended by a health professional or the MHO.
- Workers must be informed about where they can access medical support for a communicable disease (e.g., call 8-1-1, health-care providers or a virtual clinic if available by the employer).
- Employers must support workers who are isolating in the camp or other appropriate accommodation.
- Employers must ensure that a worker remains in isolation until the worker is advised otherwise by a health professional or public health. See the Isolation Requirements section below for a list of supports the employer must provide for workers in self-isolation.
- If there is a disagreement between an employer and a worker about the need to isolate, either party can notify the MHO to seek a resolution.

Isolation requirements

Employers must have procedures, including an identified appropriate place with no shared spaces, for the isolation of workers who are advised to do so by the MHO.

- For workers with COVID-19, isolation should continue for a period determined by the [BC COVID-19 self-assessment tool](#) or in consultation with a MHO.
- For workers with another communicable disease, the period of self-isolation should be determined in consultation with a MHO.

Accommodations and isolation practices for workers must* include:

- a room or a tent with a separate entrance;
- a separate shower/toilet dedicated to that worker, which must be cleaned following the end of the isolation period;

- three prepared meals/day of nutritious and ethnically appropriate food provided or delivered to the individual in isolation, or meal supplies;
- a supply of medication required by the individual in isolation;
- potable water, toiletries, cleaning supplies, laundry services, means of communication (landline or cell phone and WIFI), internet facilities where feasible, and any other support or services which the worker does not have to enable them to remain in isolation;
- workers must be checked a minimum of twice daily to determine if medical assistance is required, as symptoms may worsen during this time and rapid medical response may be required; and
- efforts to support a worker’s mental health and wellness, while in isolation (see Additional resources at the end of this section).

*Employers must confirm with the local MHO that the isolation practices put in place to reduce the risk of transmission of communicable diseases are appropriate.

Garbage management for ill workers

- Designate one person or small team to handle waste from all self-isolation tents and rooms.
- All waste can go into regular garbage cans; line the container with a plastic bag.
- Take care not to touch the inside of the container, and wash hands well after emptying the waste.
- See [Appendix C: Cleaning protocols](#) for information on collection and removal of garbage at worksites.

Additional resources

- BCCDC guidance on [self-isolation](#).
- HealthLinkBC information on mental health supports available to people in self-isolation is at [Mental Health \(COVID\) | HealthLink BC](#).

2. Monitoring close contacts of communicable disease cases

Workers, staff or contractors who are contacts of a confirmed case of a communicable disease need to self-monitor for symptoms and must follow directions of the MHO or other health professional for isolation if symptoms develop. They must be advised to call 8-1-1 or their medical provider to determine any necessary next steps.

Under the [Industrial Camps Regulation](#) section 23 “An operator must notify a medical health officer within 24 hours after it comes to the attention of the operator that there is an outbreak or occurrence of illness, above the incident level that is normally expected, at an industrial camp.”.

Employers must ensure that close contacts of cases of communicable diseases follow instructions of the MHO.

Additional information:

- BCCDC information on [who must self-isolate](#).

- Government of Canada [quarantine exemptions](#) for people eligible to enter Canada, who also meet specific conditions for fully vaccinated travellers.

3. Confidentiality

It is important that all communicable disease interventions are non-stigmatizing and respect confidentiality. This includes maintaining privacy for those seeking health care or who may be part of isolation, contact tracing or outbreak investigation.

Under the Order, employers must treat personal information collected from a worker for the purposes of the Order as confidential and store it securely. Employers can only use and disclose the information for the purposes of the Order. Employers must destroy this personal information after disclosing it to an MHO or physician or within 30 days after collecting it.

When collecting, using and disclosing the personal information of individuals in B.C., employers should be aware of their legal obligations under the Industrial Camp Order and other relevant provincial information and privacy legislation.

Section 4: How can employers help workers access vaccination services?

Immunization, also known as vaccination, protects both individuals and the larger population by preventing the spread of infections. Achieving and maintaining a high level of immunization coverage in a population is important in helping to provide the best protection against vaccine-preventable diseases, like influenza or COVID-19.

The *Industrial Camps Order* requires employers to help workers get access to vaccination services. Employers can support workers to get vaccinated by:

- Offering vaccinations as recommended in the [BCCDC BC Communicable Disease Control Manual](#), without cost to workers who are at risk of occupational exposure.
- Informing workers that:
 - Publicly funded (free) vaccines are available through health units (also called public health units, community health centres, and primary care homes), doctors' offices, and pharmacies (for those 5 years of age and older). Services vary across B.C. Use the [Health Unit Finder](#) to find the nearest health unit.
 - Influenza (flu) vaccines are available during the influenza season through public health clinics, pharmacies, doctors' offices, and travel clinics. Use the [Influenza \(Flu\) Clinic Finder](#) to find the nearest clinic.
 - Travel and other vaccines for purchase are available through travel clinics and most pharmacies. The Public Health Agency of Canada maintains a [list of travel clinics](#) in B.C. and Canada.
 - It is important they get their vaccine information from [credible sources](#).

Additional resources

- Find evidence-based immunization information and tools for B.C. residents at [ImmunizeBC](#).
 - HealthlinkBC information on [immunization](#).
-

Appendix A. Precautions for on-site medical clinics

Transmission risks from communicable disease in the medical office can be managed through common, effective infection prevention and control measures.

On-site medical clinics can access information on recommended clinic infection control precautions, testing guidelines, and advice on clinical care of people with suspected or confirmed communicable disease from BCCDC's [Communicable Disease Control Manual](#).

It is important that any targeted communicable disease interventions are non-stigmatizing and respect confidentiality. This includes maintaining privacy for those seeking health care or who may be part of self-isolation, contact tracing or outbreak investigation.

1. On-site management of company policy requirements

Employers should excuse staff for sick leave without requiring a doctor's note if their employees are ill with symptoms of a communicable disease or are required to self-isolate. If a medical consult with a doctor is necessary, virtual options should be explored and supported by the employer. This helps to not only to reduce pressures on the health-care system, but also minimizes the risk of spreading infection within the community.

2. Other considerations and recommendations

Reception area

- Display posters at patient/client entrances with instructions for anyone with respiratory symptoms to identify themselves immediately to staff.
 - [COVID-19 Posters for Medical Clinics](#)
- Display posters at patient entrances with instructions:
 - [for people to wear a face mask before entering;](#)
 - [on how to wear a face mask; and](#)
 - use a [hand-washing or hand-sanitizer station](#).
- If possible, place patients exhibiting respiratory symptoms in a private room with a closed door and put up contact and droplet precautions signs as necessary.
- Have alcohol-based hand rubs (minimum of 60 % alcohol) and/or handwashing stations available as appropriate at the clinic entrance, the reception counter, around the waiting area, as well as near exam room doors.
- Increase frequency of cleaning of high-touch areas (at least twice daily).

Waiting room

- Waiting room chairs should be made of smooth, easily cleanable materials.
- If possible, air circulation should be increased by opening windows and doors, or using mechanical ventilation.
- Increase frequency of cleaning of high-touch areas.

Exam rooms

- To support regular, effective cleaning of the space, remove extra items and clutter from exam rooms. Store required medical gear and items in closed cabinets.
- Wipe down all surfaces and equipment between patients with an appropriate disinfectant.
- Air circulation should be increased if feasible.

Triage and timing of visits

- Patients calling about respiratory illnesses should be advised to present to the clinic at a set time, preferably a time when others are not in the waiting area.
- Where possible, patients who are self-isolating due to risk of respiratory illness should be asked to call ahead to tell the clinic they are coming in.

Health care workers (HCWs) who enter the patient/exam room or bed space or when within two metres of a patient must wear appropriate eye protection. For direct care with patients with suspected respiratory illness HCWs and staff must follow droplet and contact precautions, in addition to routine practices. This includes:

- wearing a medical mask, eye protection (e.g., goggles or face shield), gloves and gown;
- using an N95 respirator or equivalent and eye protection (e.g., goggles or face shield), gloves and a gown for aerosol-generating medical procedures (AGMP) performed on patients with suspected or confirmed COVID-19; and
- using droplet and contact precautions when performing nasopharyngeal and throat swabs.

Access to additional personal protective equipment (PPE), such as respirators, should be provided in circumstances where a HCW determines there is elevated risk of respiratory illness transmission through patient interaction.

For more information, visit the [BCCDC Community-Based Health Care webpage](#).

Appendix B. Outbreak management plan

Early detection of respiratory or gastrointestinal illness and laboratory testing of symptomatic employees will facilitate the immediate implementation of effective control measures. In addition, the early detection and immediate implementation of control measures are two of the most important factors in limiting the size and duration of an outbreak.

In the event of an increase in illnesses or suspected outbreak of a communicable disease in an industrial camp, as required by the Industrial Camps Regulation, immediately report and discuss the suspected outbreak with the regional health authority MHO (or delegate).

As part of a communicable disease plan an outbreak management plan must be developed to support early detection and immediate implementation of the control measures. The plan must have the following written components:

- Monitoring system to rapidly identify ill employees.
- Early notification by the co-ordinator to the regional health authority and MHO of a potential outbreak.
- Based on advice from a health professional or MHO, early isolation and management of employees with suspect and confirmed communicable diseases.
- Roles and responsibilities of those involved in an outbreak management.
- Procedures on how medical staff will manage ill employees.
- Develop and implement enhanced infection prevention control measures for managing ill employees on site.
- Develop testing procedures including early collection of viral samples and confirm location of local testing site.
 - Review the latest BCCDC COVID-19 testing guidance for specimen collection including recommended number of samples.
- Adequate medical equipment and supplies and use.
- Procedures that reduce transmission to medical staff (e.g., grouping ill employees).
- Staff training regularly updated to align with current direction from BCCDC.
- Communication strategy that includes signage, messaging to employees, coordination with medical staff and the local health authority.
- Debrief process with clinic staff and update of outbreak procedures where required.

Additional resources:

- BCCDC information on [environmental cleaning and disinfectants for health-care providers' offices](#).

Appendix C. Cleaning protocols

Proper cleaning and disinfection are essential to prevent the spread of communicable diseases. Cleaning with products containing soap or detergent reduces germs on surfaces by removing contaminants and may also weaken or damage virus particles, which decreases risk of infection from contact with surfaces. When people without confirmed or suspected communicable diseases are known to have been in a space, cleaning once a day is usually enough to sufficiently remove virus that may be on surfaces. Disinfecting kills any remaining germs on surfaces, which further reduces any risk of spreading infection.

You may want to clean more frequently or to disinfect (in addition to cleaning) in common areas if certain conditions apply that can increase the risk of infection from touching surfaces, such as:

- high transmission of COVID-19 and other communicable diseases in your community, and
- infrequent hand hygiene.

The following sections outline cleaning protocols for common areas in camp accommodations.

Accommodations – common areas

- Co-ordinators are responsible for overseeing the implementation of health and safety requirements for communicable diseases.
- Cleaning protocols should be created and posted throughout all facilities.
- Clean high-touch surfaces at least once a day or as often as determined is necessary. Examples of high-touch surfaces include: counters, tables, doorknobs, light switches, handles, stair rails, elevator buttons, desks, keyboards, phones, toilets, faucets, and sinks.
- If there has been a sick person or someone who tested positive for a communicable disease in your accommodation within the last 24 hours, you should clean AND disinfect the space.
- Use a disinfectant product that has a Drug Identification Number (DIN) on its label. Follow the directions on the label to ensure safe and effective use of the product.
- If the disinfectant product label does not specify that it can be used for both cleaning and disinfection, clean visibly dirty surfaces with soap or detergent before disinfection.
- For information about environmental cleaning and disinfectants for clinic settings and related information see <http://www.bccdc.ca/health-professionals/clinical-resources/covid-19-care/infection-control> .
- Keep floors and walls visibly clean and free of spills, dust and debris.
- Empty and clean garbage cans in public areas regularly.
- Remove items that cannot be easily cleaned and disinfected.
- Post signs to encourage hand hygiene among all staff and guests.

Additional resources:

- [BCCDC COVID-19 Physical Distancing](#)
- [BCCDC Hand Washing](#)

Waste management

Collection and removal of garbage is crucial to reducing the risk of disease transmission. This includes:

- Creating a waste removal schedule.
- Using sturdy, leak resistant garbage bags.
- Providing disposable gloves to anyone handling garbage.
- Ensuring anyone handling waste removes gloves and performs hand hygiene immediately after handling and disposing of waste.
- Placing punctured or contaminated garbage bags into a second bag.

