



CORONAVIRUS PROTOCOL

Everyone who is active in the agricultural and horticultural sectors

Working, travelling and living safely

Working, travelling and living safely is of the utmost importance to the agricultural and horticultural sectors – and now more than ever. As the present situation will continue for a longer period of time, Stigas has partnered up with LTO's Taskforce Arbeid, FNV Agrarisch Groen and CNV Vakmensen to develop a coronavirus protocol. This protocol will be updated whenever current events warrant such an update. The first one of such updates will be issued as soon as the government provides further clarification of the term 'joint household'. We'll also keep an eye out for any matters regarding working conditions and employee benefits, as these are matters for which we, as social partners, bear partial responsibility.

Clear guidelines – basis for custom solutions

This protocol provides employees and employers alike with clear guidelines, while also serving as the foundation for custom solutions for each agricultural sub-sector.

The guiding principles are as follows:

- All RIVM measures
- Keeping 1.5 metres of distance between individuals at all times
- Maximum protection of both employees and employers

Those sub-sectors within the agricultural and horticultural sectors that are part of the nation's food chain are viewed as part of those critical professions that are keeping society afloat during lock-down. As per the RIVM's instructions, employees in these sub-sectors should keep coming to work unless they themselves have flu-like symptoms and a fever (38.0° C and up).

Guiding principles for working safely

The RIVM's current rules are as follows:

- Do not go to work if you've been infected with coronavirus
- Do not go to work if you're running a fever
- Wait to go back to work until you've had NO symptoms for 24 hours

To determine what 'working safely' during the lock-down means, we're using the occupational hygiene strategy, which comes down to the following. First, we determine whether we can mitigate the risk at its source. This would constitute the best solution for everyone's safety. Less direct measures are resorted to only after it has been determined that targeting the source is impossible.

As such, the measures in this protocol have been divided into different levels.

- Higher-level measures are always preferred over lower-level measures.
- Always first attempt to implement higher-level measures. Only if this is absolutely impossible should you switch to a lower-level measure.
- Lower-level measures are only permitted to be used instead of higher-level ones if there is good reason to do so, according to the reasonability principle. This decision-making process must be completed separately for each subsector level.

(* The following trade unions are actively involved in LTO Nederland's Taskforce Arbeid: Anthos, Glastuinbouw Nederland, KAVB, LLTB, LTO Noord, NFO, Plantum, POV & ZLTO)

More information

[de Werkgeverslijn](#) | [CNV Vakmensen](#) | [FNV](#) | [Rijksoverheid](#) | [Stigas](#)

I – WORKING SAFELY

The main focus should always be to limit physical contact, i.e. keep 1.5 metres of distance.

If this is absolutely impossible, follow the guidelines below instead. These guidelines have been drawn up by Stigas based on an analysis of situations in which keeping 1.5 metres of distance is absolutely not a viable option, such as at sorting lines. In those cases, extra care should be taken with employees with an increased risk of becoming seriously ill when infected. If an employee doubts whether they are able to perform their job safely, they must always have the option of consulting an occupational physician.

Sectors: All sectors
Situation: All activities

Level 1: Working from home, if possible – this is the safest option of all.

Level 2: Collective measures – only permitted if working from home is absolutely impossible.

- Workstations: keep 1.5 metres of distance. For example, staggered produce picking (one row on, one row off), picking while maintaining more distance from one another, working at tables in a checkerboard pattern, fewer employees at each belt, only one person at a time up in the cherry picker. Please put up Stigas safety posters to inform your staff as best you can.
- Break rooms: Staggered entry and exit, place chairs in checkerboard pattern.
- Changing rooms: Staggered entry and exit, instead of everyone changing at the same time.

Level 3: Individual measures – only permitted if collective measures are absolutely impossible

- General personal hygiene measures: washing your hands, sneezing in the crook of your elbow.
- Put up plastic or perspex partitions – provide disinfectants and require that partitions be disinfected during every break.
- Put up partitions in carts.

Level 4: Personal protective equipment – only permitted if individual measures are absolutely impossible, such as when it is impossible to properly assist your colleagues from 1.5 metres away

- Wear breathing equipment: masks equipped with an FFP2 filter. To see how to properly put on and take off such masks, view this [instructional video](#).
- Several sectors have donated their supply of masks to help minimise the mask shortage in the healthcare industry. As such, some regions are currently lacking the right grade of masks. Management of mask distribution at a national level could prove helpful in this matter.

II – TRAVELLING SAFELY

The main focus here is to limit travel as much as possible. One option is to provide temporary housing on site. Make sure that people do not travel home together. Urge people to use their own mode of transportation or walk to work.

Stigas advises against joint travel by people from different households and/or to/from different sites/employers. This increases the chances of spreading the virus. If travelling alone is absolutely impossible, follow the guidelines in the table below. For more elaborate recommendations, please consult the Stigas website.

Sectors: All sectors
Situation: Travel by car

Level 1: No travel at all is the safest option of all.

Level 2: Collective measures – only permitted if travelling alone is absolutely impossible.

- General personal hygiene measures: washing your hands, sneezing in the crook of your elbow.
- A maximum of 2 people per vehicle, seated in a checkerboard pattern (i.e. the driver's seat (front left) and the back right).
- When getting in and out of the car, maintain 1.5 metres of distance.
- Take the utmost care in terms of hygiene: disinfect the steering wheel, gear stick, door handles etc. before and after every use of the car.

Sectors: All sectors
Situation: Travel by company van/bus

Level 1: 1 person per row, driver in the front left (i.e. driver's seat), then checkerboard seating in the rows behind the driver (i.e. 2nd row on the right, 3rd row on the left).

Level 2: Collective measure – only permitted if 1 person per row in checkerboard pattern is absolutely impossible.

- General personal hygiene measures: washing your hands, sneezing in the crook of your elbow.
- When getting in and out of the van, maintain 1.5 metres of distance.
- The back row should get on first, followed by the second to last, etc.
- Take the utmost care in terms of hygiene: disinfect the steering wheel, gear stick, door handles etc. before and after every use of the van.
- Employees should sit in the same seat every time.
- The same people should travel together every time – no mixing of different van's passengers.

Sectors: All sectors

Situation: Travel by bus

Level 1: 1 person per row in checkerboard pattern

Level 2: Collective measure – only permitted if 1 person per row in checkerboard pattern is absolutely impossible.

- General personal hygiene measures: washing your hands, sneezing in the crook of your elbow.
- When getting in and out of the bus, maintain 1.5 metres of distance.
- The back row should get on first, followed by the second to last, etc.
- Take the utmost care in terms of hygiene: disinfect the steering wheel, gear stick, door handles etc. before and after every use of the bus.
- Employees should sit in the same seat every time.

III – LIVING SAFELY

The main focus here is to limit travel as much as possible. One option is to provide temporary housing within walking distance of the site. Maintain 1.5 metres of distance, and set up the temporary housing in such a way as to enable employees to maintain 1.5 metres of distance at all times even before and after they finish their work for the day.

Sectors: All sectors

Situation: Daily crop assessment/care

Level 1: Living alone

Level 2: Collective measure – only permitted if level 1 is absolutely impossible.

- General personal hygiene measures: washing your hands, sneezing in the crook of your elbow.
- Set up housing in such a way as to enable employees to maintain 1.5 metres of distance at all times.
- Take additional care with all cleaning matters, and door handles and light switches in particular. These should be cleaned several times a day with a disinfecting wipe or agent.
- Report any infected persons (or suspected infections) to your local GGD department.

- Put up Stigas safety posters to inform your staff as best you can.

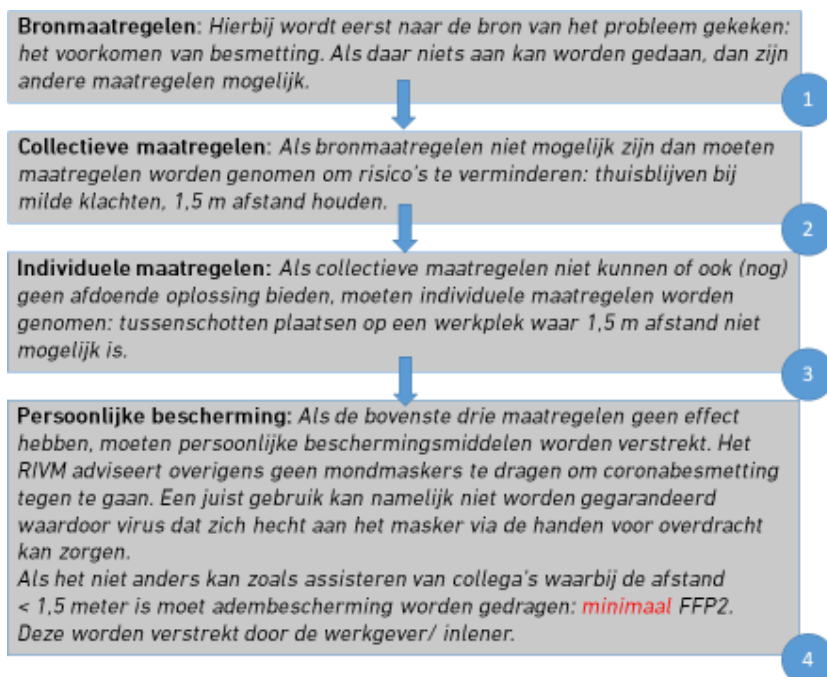
EMPLOYEE BENEFITS / (CALAMITY) LEAVE

General: employees who are sick or are required to stay home by government (RIVM) instruction are entitled to continued pay. Employees may also be entitled to (short-term) filial leave. If they get sick, the regular rules regarding sick leave apply, including the role played by and responsibilities borne by the occupational physician. If you have any questions or are unsure about anything, please contact the Werkgeverslijn or one of the trade unions: CNV Vakmensen, FNV Agrarisch Groen.

Deciding whether or not to come to work pursuant government instruction: the government's current instructions require employees to stay home if they are experiencing mild symptoms or are ill, as well as if someone who lives in the same household is running a fever. Employees with a critical profession are permitted to work when experiencing mild symptoms, even if a member of their household is running a fever, but must stay home if they are running a fever themselves. If you are unsure, contact your employer before coming to work.

A document has been drawn up containing frequently asked questions regarding employee benefits and (calamity) leave.

* Explanation of occupational hygiene strategy



1

Source measures: We first look at the source of the problem, i.e. preventing infection altogether. If there is no way to prevent it completely, other measures are taken.

2

Collective measures: If source measures are impossible, other measures must be taken to limit the risks as much as possible, such as staying home in the case of mild symptoms and keeping a 1.5-metre distance.

3

Individual measures: If collective measures are impossible or insufficient, individual measures must be taken, such as putting up partitions in situations where a distance of 1.5 metres is not feasible.

Personal protection: *If the top 3 tiers of measures are not an option, staff must be provided with personal protective equipment. The RIVM currently advises against the use of facemasks, because it is not possible to guarantee that these are used properly, which means that any spores of the virus that come in contact with the mask may be transmitted to your hands.*

*If there is no other way to aid co-workers while maintaining a 1.5-metre distance, breath protection must be worn with an FFP2 filter **at minimum**. This protective gear must be provided by the employer/hirer.*

Disclaimer

This protocol was developed with the utmost care, and yet, no guarantees can be made for its comprehensiveness or accuracy, due in part to local policy within the various safety risks. The parties responsible for drawing up this protocol cannot be held liable for the information contained therein or for any consequences of using the protocol. No rights may be derived from the information contained in this protocol.