

面對新冠肺炎 建立職場防疫新常態

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公共衛生精神誓辭

在我踏入公共衛生領域的此刻，謹在此鄭重宣誓：

將尊重與關懷每一個生命，無關乎貧富貴賤，務必使其免於疾病侵擾，將善用所學，使人與環境共存共榮，將盡心竭力，為人類健康謀求未來。健康促進乃是我的首要責任，必將全心全意，力求醫病於未發之時，必將秉持良知，集眾人之力捍衛民眾的健康，無論受到多少病源之威脅，不僅溯流而上找出原因，並且矢志將其完善控管。

不管身在社會任何角落，我將恪守倫理，依循法紀，認真負責執行每一項事務，師長的教誨常存心中，絕不因循苟且，散漫怠惰，不管遭受何種外力脅迫，都不會違背良心，損及社會公平以及正義。

我將以身為公共衛生界的一份子為榮，並謹記此刻榮光，以我的人格、尊嚴與自由意願在此立誓。



支持公衛師法 守護你我的健康

台灣公共衛生學會

- 2020/1/21防武漢肺炎獨漏公衛師(自由時報)
- 2020/1/28因應開工，職場防疫對抗武漢肺炎(蘋果日報)
- 2020/2/6疫情發燒...盼速立公衛師法(聯合報)
- 2020/2/22新冠病毒公共衛生社區防疫教育課程(網路直播)
- 2020/2/27憂釀武漢肺炎群聚 3大醫學會盼大型活動停辦(中央社)
- 2020/3/11長期抗疫防社區破口 公衛師非常重要(康健雜誌)
- 2020/3/22盼公共衛生師法儘速通過(自由時報)
- 2020/4/2「社交距離預警指標」找感染熱區(蘋果日報)
- 2020/4/6防疫尖兵公衛師竟是醫界邊緣人？(遠見雜誌)
- 2020/4/12台灣可以也願意加入全球戰疫(蘋果日報)
- 2020/4/23政院版草案來了！拖了20年的公衛師法如何補足防疫國家隊戰力？(天下雜誌)
- 2020/5/3應考資格喬不定 公衛師法卡關？(蘋果日報)

陳保中、林亮瑜：因應開工，職場防疫對抗武漢肺炎

2020/1/28蘋果日報投書

- 春節假期邁入尾聲，這星期四（1/30）國內正式上班日即將來臨，近日新型冠狀病毒（2019-nCoV）引起的嚴重特殊傳染性肺炎（簡稱武漢肺炎）疫情持續升溫，迄今已有數千人確診感染，死亡破百，民眾人心惶惶，深怕當年SARS疫情重現；目前台灣計有7例境外移入之案例，疾管署已將新型冠狀病毒訂為第五類法定傳染病，並擬定多項防疫措施。疾管署面對疫情的迅速應變值得肯定，惟勞工在職場若面臨感染的風險，相關單位可以如何控制有效疫情並保障勞工權益，筆者們以下有兩項建議：
- **第一項建議，政府有義務於職場推動防疫措施，主動預防勞工受到感染。**根據主計處統計，台灣勞動人口達1153萬人，將近全國一半人口。勞工每日至少八小時以上處在職場工作，在傳染病大流行時，職場的防疫工作在國內疫情管控上扮演十足重要的角色。
- 國際勞工組織（ILO）於SARS過後提出工作場所應對傳染性疾病的指引，指出職場應根據勞工是否有機會接觸SARS病患進行風險評估，區分不同工作場所的傳染風險等級，並依據評估結果提出不同層級的環境清潔與防護。傳染病疫情爆發時，事業單位應針對傳染病特性擬定應對策略並備妥所需之防護用具，建議職安署應參考ILO之建議，輔導事業單位採取相對應之職場防疫措施，盡早擬定疫情爆發後的各項管控規劃。
- 此外，有媒體報導部份服務業者要求員工不得配戴口罩，此一規定違反ILO的防疫原則，職安署亦有責任告知各公司行號，職場防疫保護措施應為疫情管控時期的最優先考量。

陳保中、林亮瑜：因應開工，職場防疫對抗武漢肺炎

2020/1/28蘋果日報投書

- **第二項建議，放寬因前往武漢工作而罹病者的職業病認定。**目前台灣對於職業病的認定十分地嚴謹且過程繁複，雖然目前官方針對職業相關之SARS和禽流感感染皆有認定參考指引，但依照現行標準，僅醫護人員或特定行業勞工較有機會能得到職病補償。
- 台灣現有的冠狀病毒感染病例皆是境外移入，其暴露來源地點多為疫區武漢，倘若受雇勞工因工作需求前往武漢出差因而染病，其罹病暴露源十分明確，職安署應考慮針對此類罹患武漢肺炎之勞工，從寬認定其疾病為執行職務所致，以保障患病勞工因治療、隔離致薪資受損的權益，才能使勞工更願意配合職場的防疫措施。
- 進入21世紀後，全球已經接連爆發數次的傳染病大流行，此次武漢肺炎的嚴重疫情絕對不是最後一次。台灣需要更多的專業人才長期投入，建構一個完整公共衛生防護體系，方能抵抗接下來各種新興傳染病的嚴峻挑戰。在此呼籲相關立法與行政單位，應盡快通過「公共衛生師法」，設立公共衛生師制度，健全防疫體系之漏洞，才是永續國民健康的根本之計。



2020/4/28: World Day for Safety and Health at Work 2020 - Stop the pandemic: Safety and health at work can save lives

The ILO Centenary Declaration adopted in June 2019 declared that "safe and healthy working conditions are fundamental to decent work". This is even more significant today, as ensuring safety and health at work is indispensable **in the management of the pandemic** and **the ability to resume work**.

https://www.ilo.org/global/topics/safety-and-health-at-work/events-training/events-meetings/world-day-safety-health-at-work/WCMS_739669/lang--en/index.htm

3M Taiwan

嚴重特殊傳染性肺炎 (新冠肺炎 COVID-19) 防疫手冊



3M EHS & Medical

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Integrating **emergency preparedness** into OSH management systems

- The implementation of preventive and protective measures is carried out in an efficient and coherent manner;
 - Pertinent policies are established;
 - Commitments are made;
 - All the workplace elements to assess hazards and risks are considered; and
 - Management and workers are involved in the process at their level of responsibility.
- Ensure that the necessary information, internal communication and coordination are provided to protect all people in the event of an emergency at the worksite;
 - Provide information to, and communication with, the relevant competent authorities, the neighborhood and emergency response services;
 - Address first-aid and medical assistance, firefighting and evacuation of all people at the worksite; and
 - Provide relevant information and training to all members of the organization, at all levels, including regular exercises in emergency prevention, preparedness and response procedures.



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Prevention and Mitigation of COVID-19 at Work

ACTION CHECKLIST

Date: 09/04/2020

This checklist is a management tool to implement practical actions to mitigate the spread of COVID-19 pandemic at the workplace. The successful implementation of the tool is dependent on the cooperation between employers, supervisors and workers to make positive changes in the workplace to improve response to and preparedness for COVID-19. Employers should involve workplace safety and health committees or safety delegates in the process.

https://www.ilo.org/global/topics/safety-and-health-at-work/resources-library/publications/WCMS_741813/lang--en/index.htm

► I. POLICY, PLANNING AND ORGANIZING

1 Develop and post a statement of management's commitment and responsibilities to reduce the risk of exposure to the virus and transmission of COVID-19 at the workplace in consultation with worker representatives.

Do you propose Action?

NO YES PRIORITY

Remarks:

2 Develop a preparedness and response plan for COVID-19 prevention at workplace, considering all work areas and tasks performed by workers and potential sources of exposure.

Do you propose Action?

NO YES PRIORITY

Remarks:

According to the 2001 ILO Guidelines on occupational safety and health systems (§3.10.3.) arrangements for emergency prevention, preparedness and response should be made according to the size and nature of activity of the organization. They should be established in cooperation with external emergency services and other bodies where applicable and: ensure that the necessary information, internal communication and coordination are provided to protect all people in the event of an emergency at the worksite; provide information to, and communication with, the relevant competent authorities and the neighbourhood and emergency response services; address first-aid and medical assistance, firefighting and evacuation of all people at the worksite; and provide relevant information and training to all members of the organization, at all levels, including regular exercises in emergency prevention, preparedness and response procedures.

3 Regularly consult your occupational health services, local public health authority or other partners, which may have developed information materials to promote workplace prevention of risk of exposure to the virus and other technical advice.

Do you propose Action?

NO YES PRIORITY

Remarks:

03

► II. RISK ASSESSMENT, MANAGEMENT AND COMMUNICATION

12 Assess the risk of potential for interaction with workers, contractors, customers and visitors at the workplace and contamination of work environment, and implement measures (see section III).

Do you propose Action?

NO YES PRIORITY

Remarks:

13 Train management, workers and their representatives on the adopted measures to prevent risk of exposure to the virus and on how to act in case of COVID-19 infection. For high-risk workers, the training should include the correct use, maintenance and disposal of personal protective equipment (PPE).

Do you propose Action?

NO YES PRIORITY

Remarks:

14 Inform workers that each has a right to remove from a work situation that poses imminent and serious danger for life or health, in accordance with national law and laid out procedures and immediately inform their immediate supervisor of the situation.

Do you propose Action?

NO YES PRIORITY

Remarks:

15 Assist delivery workers, truck drivers and other transportation workers to minimize the direct contact with customers and ensure personal hygiene practices such as hand washing and use of hand sanitizers. Consider providing personal protective equipment if workers are in direct contact with clients.

Do you propose Action?

NO YES PRIORITY

Remarks:

16 Travel should be avoided if not essential. Assess risk of COVID-19 infection when business travels are planned (for all the phases of travel and job assignments).³

Do you propose Action?

NO YES PRIORITY

Remarks:

17 Maintain regular communication with workers and workers' representatives, including over the internet, or when not possible, over the phone.

Do you propose Action?

NO YES PRIORITY

Remarks:

18 Assist workers to manage any emerging psychosocial risks, new forms of work arrangements, and in the promotion and maintenance of healthy lifestyles including diet, rest and sleep, exercise and social contacts with friends and family.

Do you propose Action?

NO YES PRIORITY

Remarks:

► III. PREVENTION AND MITIGATION MEASURES

19 Organize work in a way to allow for physical distancing of at least 2 meters (6 feet) from other people or another distance as prescribed by the relevant competent authority.

Do you propose Action?

NO YES PRIORITY

Remarks:

05

► IV. ARRANGEMENTS FOR SUSPECTED AND CONFIRMED COVID-19 CASES

28 In line with the local authorities guidance, encourage your workers with suspected symptoms of COVID-19 not to come to the workplace and to follow the guidance of the local authorities.

Do you propose Action?

NO YES PRIORITY

Remarks:

29 Advise workers to call their healthcare provider or the local public health department when they have serious health condition including trouble breathing, giving them details of their recent travel and symptoms.

Do you propose Action?

NO YES PRIORITY

Remarks:

30 Arrange for isolation of any person who develops COVID-19 symptoms at the work site, while awaiting transfer to an appropriate health facility. Arrange for disinfection of the work site and health surveillance of persons who have close contact.

Do you propose Action?

NO YES PRIORITY

Remarks:

³For more information: <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/travel-advice>

ILO Prevention and Mitigation of COVID-19 at Work - Action Checklist

- **Physical distance**
 - Assessing the risk of interactions between workers, contractors, customers and visitors and implementing measures to mitigate these risks;
 - Organizing work in a way that allows for physical distancing between people;
 - When feasible using phone calls, emails or virtual meetings rather than face to face meetings; and
 - Introducing working shifts to avoid large concentrations of workers in the facilities at any one time.
- **Hygiene**
 - Providing disinfectant and regularly disinfecting common areas;
 - Promoting a culture of handwashing;
 - Promoting good respiratory hygiene at the workplace (e.g., covering your mouth and nose with your bent elbow or tissue when you cough or sneeze).
- **Cleaning**
 - Promoting a culture of regularly cleaning the surfaces of desks and workstations, doorknobs, telephones, keyboards and working objects with disinfectant and should regularly disinfect common areas such as rest rooms.

ILO Prevention and Mitigation of COVID-19 at Work - **Action Checklist**

- **Training and communication**

- Training management, workers and their representatives on the adopted measures to prevent risk of exposure to the virus and on how to act in case of COVID-19 infection;
- Training on the correct use, maintenance and disposal of PPE;
- Maintaining regular communication with workers to provide updates on the situation in the workplace, region or country;
- Informing workers about their right to remove themselves from a work situation that poses an imminent and serious danger for life or health, in accordance with laid out procedures and immediately inform their immediate supervisor of the situation.

- **Personal protective equipment (PPE)**

- When necessary, providing adequate PPE along with closed bins for hygienically disposing of such materials.

ILO Prevention and Mitigation of COVID-19 at Work - **Action Checklist**

- **Response**

- In line with the guidance of local authorities, encouraging workers with suspected symptoms of COVID-19 to not come to the workplace and expanding access to paid sick leave, sickness benefits, and parental/care leave and informing all workers;
- Arranging for isolation of any person who develops COVID-19 symptoms at the work site, while awaiting transfer to an appropriate health facility;
- Adequately disinfecting the work site;
- Providing health surveillance of persons who have been in close contact with the infected worker.

OSH measures should be implemented to prevent and reduce psychosocial risks

- Good communication and up-to-date information to enable workers to feel informed and to give them a sense of control;
- A venue for workers to express concerns and ask questions about the health risks to themselves and colleagues;
- Multidisciplinary sessions to identify concerns, including around the wellbeing of staff, and to work together on strategies to solve problems;
- Reviewing the organizational culture and sensitivity to others, as families of local staff may be affected by the outbreak;
- A checklist to assess and understand personal strengths, weaknesses and limitations, including recognizing signs of stress and burnout in themselves and in others;
- A buddy system to provide psychological support and monitor stress and burnout;

OSH measures should be implemented to prevent and reduce psychosocial risks

- Regulated rest periods for taking sufficient rest breaks during the work day;
- Opportunities to promote physical health, including exercise, and encouraging workers to maintain healthy eating habits;
- Psychological support for workers to share fears and worries confidentially;
- Role-modelling where managers are role models for staff under their supervision and conduct themselves in ways that show how to mitigate stress;
- Campaigns to reduce stigma, addressing the exclusion of health-care workers resulting from the public's potentially excessive fear of contagion or contamination, and encouraging the public to value the role of the men and women on the frontlines, so that workers feel proud of what they are doing; and
- Use of humor and participatory techniques which can promote dialogue, innovative solutions and positive changes in attitude.

面對新冠肺炎 建立職場防疫新常態

- 台灣抗疫有成，各國疫情逐漸趨緩，近期可能逐漸解封
- 面對下一波再起
 - 模擬研究：疫情可能持續兩年
 - 藥物介入措施：疫苗仍在試驗中，藥物治療效果有待更多證據，不可過度期待
 - 台灣禁止入境措施將隨著各國解封後放寬，人口流動與接觸增加，境外移入機率增加
 - 秋冬考驗，勢必須超前佈署面對下一波疫情
- 非藥物介入措施策略
 - 職場應持續採取相對應措施：環境/個人清潔預防、保持社交距離
 - 勞工安全健康保護：針對職場感染風險，客製化防疫策略
 - 高風險醫護人員保護：全球已超過2萬人以上感染
- 新興傳染病將成為常態
 - 各類傳染病皆可能爆發流行
 - 長期來看應建立新的產業/職場文化，融入防疫緊急應變的概念



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