

Little Jumbo has enacted protocols for all guests and staff to reduce the risk of spread of the COVID-19 transmission.

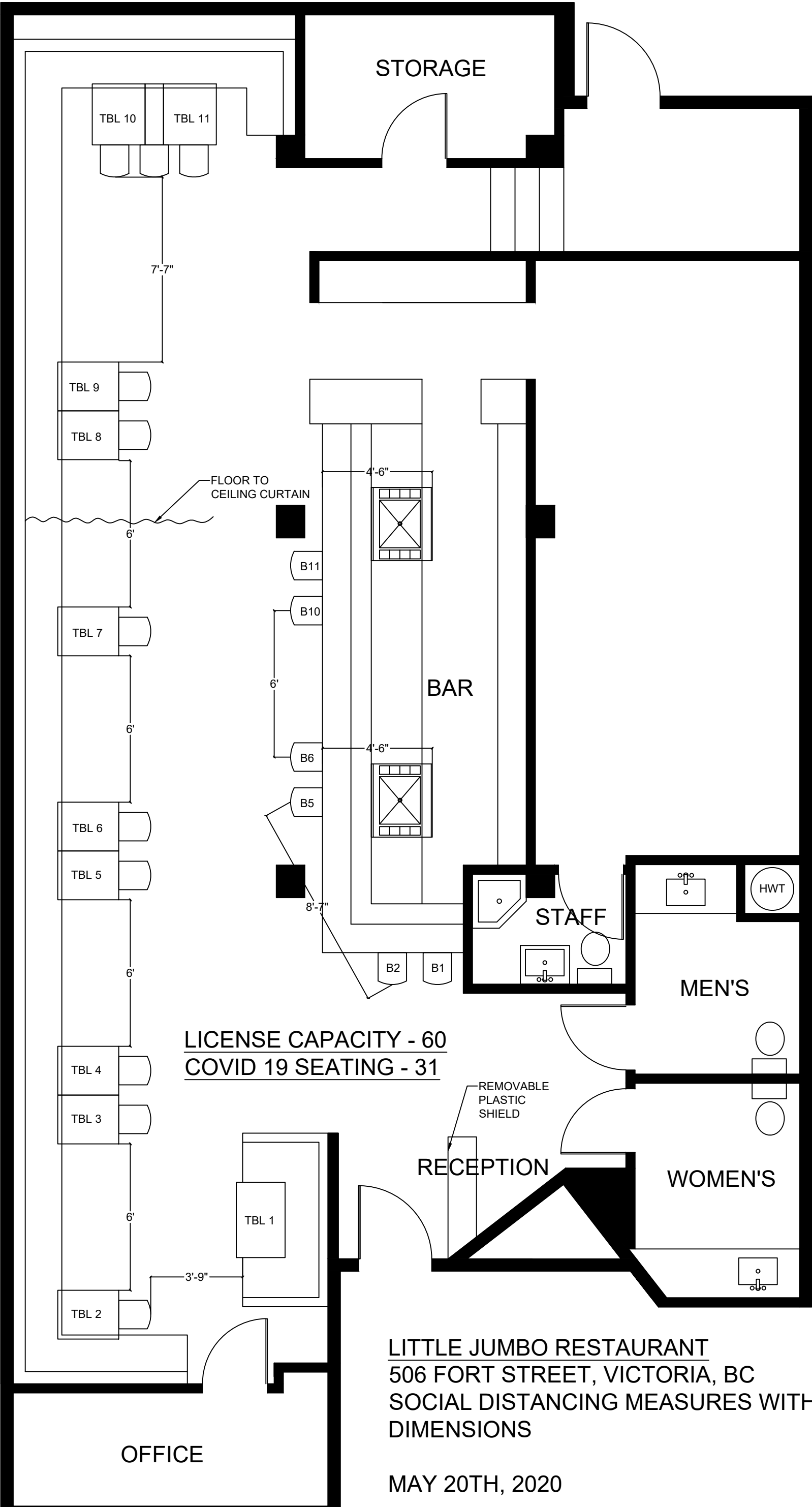
We have shared key elements in this document including:

- Details on revised and reduced seating that specify distancing.
- Comprehensive checklists, procedures, and protocols.
- A copy of Staff Health Acknowledgement.

Be aware that we take our primary guidance from BC Chief Medical Officer. In addition, we acknowledge the formidable work done by both the BC Restaurant & Food Services Association and the Canadian Restaurant Association in helping guide our sector through re-opening.

Please feel free to contact issues@littlejumbo.ca if you would like further detail.

Bruce Gillespie
Owner



LICENSE CAPACITY - 60
COVID 19 SEATING - 31

LITTLE JUMBO RESTAURANT
506 FORT STREET, VICTORIA, BC
SOCIAL DISTANCING MEASURES WITH
DIMENSIONS

MAY 20TH, 2020

Employers resuming operations following work interruptions related to COVID-19 must develop a COVID-19 Safety Plan. To develop your plan, follow the six-step process described at **COVID-19 and returning to safe operation**.

This planning tool will guide you through the six-step process. Each step has checklists with items you need to address before resuming operations. You may use this document, or another document that meets your needs, to document your COVID-19 Safety Plan.

WorkSafeBC will not be reviewing or approving the plans of individual employers, but in accordance with the order of the **Provincial Health Officer**, this plan must be posted at the worksite.

Step 1: Assess the risks at your workplace

The virus that causes COVID-19 spreads in several ways. It can spread in droplets when a person coughs or sneezes. It can also spread if you touch a contaminated surface and then touch your face.

The risk of person-to-person transmission increases the closer you come to other people, the more time you spend near them, and the more people you come near.

The risk of surface transmission increases when many people contact the same surface and when those contacts happen over short periods of time.

Involve workers when assessing your workplace

Identify areas where there may be risks, either through close physical proximity or through contaminated surfaces. The closer together workers are and the longer they are close to each other, the greater the risk.

- ☒ We have involved frontline workers, supervisors, and the joint health and safety committee (or worker health and safety representative, if applicable).
- ☒ We have identified areas where people gather, such as break rooms, production lines, and meeting rooms.
- ☒ We have identified job tasks and processes where workers are close to one another or members of the public. This can occur in your workplace, in worker vehicles, or at other work locations (if your workers travel offsite as part of their jobs).
- ☒ We have identified the tools, machinery, and equipment that workers share while working.
- ☒ We have identified surfaces that people touch often, such as doorknobs, elevator buttons, and light switches.

Step 2: Implement protocols to reduce the risks

Select and implement protocols to minimize the risks of transmission. Look to the following for information, input, and guidance:

- ☒ Review **industry-specific protocols** on [worksafebc.com](https://www.worksafebc.com) to determine whether any are relevant to your industry. Guidance for additional sectors will be posted as they become available. If protocols are developed specific to your sector, implement these to the extent that they are applicable to the risks at your workplace. You may need to identify and implement additional protocols if the posted protocols don't address all the risks to your workers.
- ☒ Frontline workers, supervisors, and the joint health and safety committee (or worker representative).
- ☒ **Orders, guidance, and notices** issued by the provincial health officer and relevant to your industry.
- ☒ Your health and safety association or other professional and industry associations.

Reduce the risk of person-to-person transmission

To reduce the risk of the virus spreading through droplets in the air, implement protocols to protect against your identified risks. Different protocols offer different levels of protection. Wherever possible, use the protocol that offers the highest level of protection. Consider second, third, or fourth levels if the first level isn't practicable. You might need to use more than one level of protection to deal with a risk — for example, physical distancing and masks.

First level protection (elimination): Use policies and procedures to limit the number of people in your workplace at any one time. Implement protocols to keep workers at least 2 metres (6 feet) from co-workers, customers, and others.

Second level protection (engineering controls): If you can't always maintain physical distancing, install barriers such as plexiglass to separate people.

Third level protection (administrative controls): Establish rules and guidelines, such as cleaning protocols, telling workers to not share tools, or implementing one-way doors or walkways.

Fourth level protection (PPE): If the first three levels of protection aren't enough to control the risks, have workers and customers use personal protective equipment (PPE) such as masks. PPE should not be used as the only control measure. It should only be used in combination with other measures.

COVID-19 Safety Plan

First level protection (elimination): Limit the number of people at the workplace and ensure physical distance whenever possible

- ☒ We have established and posted an occupancy limit for our premises. Public Health has advised that the prohibition on gatherings of greater than 50 people refers to "one-time or episodic events" (weddings, public gatherings), and is therefore not intended to apply to workplaces. However, limiting the number of people in a workplace is an important way to ensure physical distancing is maintained. [Public Health has developed **guidance for the retail food and grocery store sector** that requires at least 5 square metres of unencumbered floor space per person (workers and customers). This allows for variation depending on the size of the facility, and may be a sensible approach for determining maximum capacity for employers from other sectors that do not have specific guidance on capacity from Public Health.]
- ☒ In order to reduce the number of people at the worksite, we have considered work-from-home arrangements, virtual meetings, rescheduling work tasks, and limiting the number of customers and visitors in the workplace.
- ☐ We have **established and posted occupancy limits** for common areas such as break rooms, meeting rooms, change rooms, washrooms, and elevators.
- ☒ We have implemented measures to keep workers and others at least 2 metres apart, wherever possible. Options include revising work schedules and reorganizing work tasks.

Measures in place

We have enacted a number of measures for maintaining physical distance in our workplace, including:

- Working offsite or remotely where possible using remote access to files and documents, video conferencing, etc.
- Changes to work schedules create less overlap in staff on site
- Introduced significant changes to how tasks are done: cleaning protocols, timers for handwashing, and distancing.
- We are running with reduced staff to create greater distancing.
- We have moved the host role out of the restaurant to street side.
- Entry of suppliers is restricted with protocols to limit contact with staff, sign-in and temperatures check are in place.
- Unauthorized visitors are prohibited.
- The number of customers is reduced, their time on premises is limited.

Second level protection (engineering): Barriers and partitions

- ☒ We have installed barriers where workers can't keep physically distant from co-workers, customers, or others.
- ☒ We have included barrier cleaning in our cleaning protocols.
- ☒ We have installed the barriers so they don't introduce other risks to workers (e.g., barriers installed inside a vehicle don't affect the safe operation of the vehicle).

Measures in place

- We have installed 3 plexiglass barriers and a floor to ceiling barrier in the dining area.
- Our host staff member is now located outdoors.
- Table tops or clear of all items until guests are seated.

Third level protection (administrative): Rules and guidelines

- ☒ We have identified rules and guidelines for how workers should conduct themselves.
- ☒ We have clearly communicated these rules and guidelines to workers through a combination of training and signage.

Measures in place

- All staff have their temperatures taken as they arrive on site. This is recorded and requires supervisor sign-off.
- All staff have had specific training on Covid -19 risks and our restaurant standards and protocols.
- We have rules and protocols for distancing, handwashing, and restricting employee time on site.
- Staff are provided PPE.
- We operate with our front door open. With the high volume draw of our hoodvents, the air in the room is continually replaced with fresh air.
- We have adopted single-use menus to protect guests and staff.
- Equipment cleaning protocols and specified timing are in place for both kitchen and dining room.
- We have invested in no touch terminals and if any keypad is used, it is immediately cleaned/sanitized.
- We do not accept payments by cash.
- We have reduced part-time employment and this restricts the absolute number of employees to a smaller core group.

Fourth level protection: Using masks (optional measure in addition to other control measures)

- ☒ We have reviewed the information on **selecting and using masks** and **instructions on how to use a mask**.
- ☒ We understand the limitations of masks and other PPE. We understand that PPE should only be used in combination with other control measures.
- ☒ We have trained workers to use PPE properly, following manufacturers' instructions for use and disposal.

Measures in place

- Bussing of tables requires gloves and face mask.
- Dishwashers wear gloves and utilize a full face-shield
- All staff have access to facemasks, full face-shields and gloves.

COVID-19 Safety Plan

Reduce the risk of surface transmission through effective cleaning and hygiene practices

- ☒ We have reviewed the information on **cleaning and disinfecting** surfaces.
- ☒ Our workplace has enough handwashing facilities on site for all our workers. Handwashing locations are visible and easily accessed.
- ☒ We have policies that specify when workers must wash their hands and we have communicated good hygiene practices to workers. Frequent handwashing and good hygiene practices are essential to reduce the spread of the virus. [**Handwashing** and **Cover coughs and sneezes** posters are available at worksafebc.com.]
- ☒ We have implemented cleaning protocols for all common areas and surfaces — e.g., washrooms, tools, equipment, vehicle interiors, shared tables, desks, light switches, and door handles. This includes the frequency that these items must be cleaned (number of times per day) as well as the timing (before and after shift, after lunch, after use).
- ☒ Workers who are cleaning have adequate training and materials.
- ☒ We have removed unnecessary tools and equipment to simplify the cleaning process – e.g., coffee makers and shared utensils and plates

Cleaning protocols

Provide information about your cleaning plan. Specify who is responsible for cleaning, the cleaning schedule, and what the cleaning protocols will include (e.g., which surfaces, tools, equipment, and machines). If this information is in another document, identify that document here.

- Each kitchen staff member has responsibility for cleaning tools, working surfaces and their workstation throughout their shift.
- Spray sanitizers are available in the kitchen and in the front of house.
- Hosts and servers have responsibility of cleaning table and chair surfaces after any party departs. As well there is timed cleaning of surfaces, door handles and washrooms every 20 minutes.

Step 3: Develop policies

Develop the necessary policies to manage your workplace, including policies around who can be at the workplace, how to address illness that arises at the workplace, and how workers can be kept safe in adjusted working conditions.

Our workplace policies ensure that workers and others showing symptoms of COVID-19 are prohibited from the workplace.

- ☒ Anyone who has had symptoms of COVID-19 in the last 10 days. Symptoms include fever, chills, new or worsening cough, shortness of breath, sore throat, and new muscle aches or headache.
- ☒ Anyone directed by Public Health to self-isolate.
- ☒ Anyone who has arrived from outside of Canada or who has had contact with a confirmed COVID-19 case must **self-isolate for 14 days and monitor** for symptoms.
- ☒ Visitors are prohibited or limited in the workplace.
- ☐ First aid attendants have been provided **OFAA protocols** for use during the COVID-19 pandemic.
- ☐ We have a **working alone policy** in place (if needed).
- ☐ We have a **work from home policy** in place (if needed).
- ☒ Ensure workers have the training and strategies required to address the risk of violence that may arise as customers and members of the public adapt to restrictions or modifications to the workplace. Ensure an appropriate **violence prevention program** is in place.

Our policy addresses workers who may start to feel ill at work. It includes the following:

- ☒ Sick workers should report to first aid, even with mild symptoms.
- ☒ Sick workers should be asked to wash or sanitize their hands, provided with a mask, and isolated. Ask the worker to go straight home. [Consult the **BC COVID-19 Self-Assessment Tool**, or call 811 for further guidance related to testing and self-isolation.]
- ☒ If the worker is severely ill (e.g., difficulty breathing, chest pain), call 911.
- ☒ Clean and disinfect any surfaces that the ill worker has come into contact with.

Step 4: Develop communication plans and training

You must ensure that everyone entering the workplace, including workers from other employers, knows how to keep themselves safe while at your workplace.

- ☒ We have a training plan to ensure everyone is trained in workplace policies and procedures.
- ☒ All workers have received the policies for staying home when sick.
- ☒ We have posted signage at the workplace, including occupancy limits and effective hygiene practices. [A customizable **occupancy limit poster** and **handwashing signage** are available on worksafebc.com.]
- ☒ We have posted signage at the main entrance indicating who is restricted from entering the premises, including **visitors** and **workers** with symptoms.
- ☒ Supervisors have been trained on monitoring workers and the workplace to ensure policies and procedures are being followed.

COVID-19 Safety Plan

Step 5: Monitor your workplace and update your plans as necessary

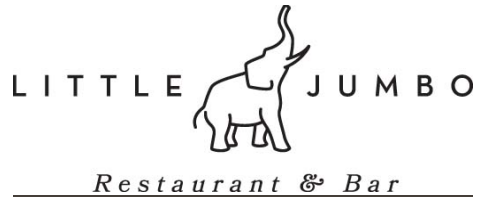
Things may change as your business operates. If you identify a new area of concern, or if it seems like something isn't working, take steps to update your policies and procedures. Involve workers in this process.

- ☒ We have a plan in place to monitor risks. We make changes to our policies and procedures as necessary.
- ☒ Workers know who to go to with health and safety concerns.
- ☒ When resolving safety issues, we will involve joint health and safety committees or worker health and safety representatives (or, in smaller workplaces, other workers).

Step 6: Assess and address risks from resuming operations

If your workplace has not been operating for a period of time during the COVID-19 pandemic, you may need to manage risks arising from restarting your business.

- ☒ We have a training plan for new staff.
- ☒ We have a training plan for staff taking on new roles or responsibilities.
- ☒ We have a training plan around changes to our business, such as new equipment, processes, or products.
- ☒ We have reviewed the start-up requirements for vehicles, equipment, and machinery that have been out of use.
- ☒ We have identified a safe process for clearing systems and lines of product that have been out of use.



Little Jumbo Staff Health Acknowledgement

The Provincial Health Officer and the BC CDC have issued guidance around self-isolation during the COVID-19 pandemic. The following are 3 requirements.

I, _____ acknowledge that I will stay home from work if:

- I am displaying any symptoms of COVID-19 including fever, chills, cough, shortness of breath, sore throat, or painful swallowing. I acknowledge that if I am showing any of these symptoms that I must self-isolate at home for a minimum of 10 days¹
- I am under the direction of the provincial health officer to self-isolate
- I have arrived from outside of Canada, or have contacted a confirmed COVID-19 case

I will also ensure that I sign off on my temperature with a supervisor at the beginning of each of my shifts.

Date _____ Employee Signature _____

Witness Name _____ Witness Signature _____

¹ <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/self-isolation>