

## **Protocol for the Prevention and Safety of Workers in the Health Care, Social Healthcare Services and Healthcare Associate in relation to the health emergency from "Covid-19".**

This Protocol constitutes an *addendum* to the Protocol "regulating measures for combating and containing the spread of SARS-CoV-2 virus in the workplace", signed on 14 March 2020 between the social partners, at the invitation of the President of the Council of Ministers and the ministers responsible.

The Italian National Health Service (SSN), universal and solidarity-based, is an irreplaceable resource of our country, which is essential in order to correspond concretely to the constitutional principle which defines health as a fundamental right of the individual and interest of the community (art.32). Every contribution to the NHS in terms of human and economic resources constitutes an investment from which the country benefits in ordinary times, and even more during health crises.

The epidemiological crisis from COVID-19 that is hitting our country dramatically, imposes the need to guarantee all staff working in health services and facilities, socio-sanitary and social welfare both public and private, and in territorial services (MMG, PLS, outpatient specialist, continuity of care), hereinafter cumulatively referred to as "health services", to operate in maximum security, ensuring that all measures are taken necessary for the protection of their health and to prevent the spread of contagion in the services themselves and inside the employees' families.

It is a priority objective to combine the continuation of health, social health and social activities health with safety conditions in the working environment and, in report to the protocol "regulating measures for the enforcement and containment of the spread of the SARS-CoV-2 virus in the workplace", signed on 14 March 2020 between the social partners, at the invitation of the President of the Council of Ministers and the Ministers responsible, we define the following for the specificity of health services.

As a result of the combined effect of the measures provided for in Article 1(2)(h) of the Decree Law no. 6 of 23 February 2020, converted into Law no. 13 of 4.3.2020, and Article 7 of the Decree Law.no. 14 of 9 March 2020, to date does not apply to health care workers and essential public service providers the measure of surveillance, which is also activated if they show "symptoms"respiratory or COVID-19 positive".

In view of the need to ensure homogeneously throughout the national territory in the health services organisational measures to ensure maximum protection of both health professionals and health professionals, patients, also according to the circular of the Ministry of Health of 29 February 2020 and the aforementioned Protocol between Social Parties at the invitation of the Government of 14 March 2020.

In order to deepen the technical issues referred to in this Protocol, the Parties agree to to establish a Committee with the participation of the signatories to this Protocol allowing monitoring and reporting of the most critical situations on the territory national measures, as well as the comparison of the measures to be taken, which will meet periodically as established by the members of the Committee

and/or whenever there are justified request.

The Parties, being aware of the complex situation that the health services and their operators are faced with and the need to reconcile all the above requirements, bearing in mind the WHO recommendations, which were recently reported as key elements for prevention, and the indications of the Ministry of Health and the Committee Tecnico Scientifico (CTS) established by order of the CDPC n. 630/2020 which will provide further indications to the Committee, hereby agree with the need to:

- to guarantee as a priority to all staff working in the services covered by this Protocol the standards of protection in a rigorous manner, according to scientific evidence and according to the most prudent principle of caution. The risk assessment of exposure to SARSCoV- 2 will be carried out by the employer in compliance with the provisions of Legislative Decree 81/2008, and in accordance with the provisions of circulars issued by the Ministry of Health;
- ensure the supply of Personal Protective Equipment (PPE) in the appropriate quantity and with compliance with the technical requirements necessary to protect the health of both professionals and operators and citizens, also ensuring appropriate training courses to the correct use of the same. The use of PPE, in compliance with the indication of organisms scientific technician, is mandatory in order to carry out the activities;
- to confront to assess every possible option to provide PPE offering a level of protection of workers even higher than that deemed appropriate by technical-scientific bodies;
- ensure that all exposed personnel working in the services covered by this Protocol, as a matter of priority, shall be tested to the laboratory tests swab necessary to highlight any positivity to SARS-CoV-2, also for the purposes of continued employment, providing for also possible periodic frequency repetition, according to criteria established by the CTS and the ministerial circulars
- define an homogenous procedure for the whole national territory establishing, under the operational profile and definition of responsibilities, the surveillance pathways to which the workers must be submitted, and in particular those who have come into contact with positive patients at COVID-19;
- define, with the help of the CTS, established pathways and safeguard measures for personnel suitable for the job but who have suffered from previous pathologies that expose him more to the risk of COVID-19 infection;
- ensure the necessary sanitization operations in the workplace, without compromising the necessary and indispensable functionality of the structures, using for this purpose, for the private facilities, if necessary, in case of suspension of activities or closure of the same, the social safety nets already provided for in Articles 19 to 22 of d. 1.17 March 2020, n. 18;
- - verify, in relation to the evolution of the epidemiological situation and of the increased availability of health personnel, and through the confrontation with the Committee provided for in the present Protocol, the provisions of art. 7 of

Decree Law no. 14 of 9 March 2020 in view of the restoration of normal conditions for health surveillance;

- to strive, each for his or her own role, to achieve the best possible conditions for the review the regulatory aspects that can ensure extension of contracts and stabilisation of medical and technical personnel involved in the Emergency-Urgency as well as the recruitment of new permanent staff, through an extraordinary recruitment plan and the extension of existing fixed-term contracts that are due to expire;
  - also commit themselves, each for their own role, so that the Regions, as far as they are concerned, revise the current recruitment plans ensuring optimal staffing levels both to respond to the emergency and in the ordinary way to ensure the health needs of the population;
  - issue a ministerial circular calling on the health authorities, in case of application of the quarantine measure in respect of its employees who are COVID-positive 19, to the timely notification of an accident at work, in the light of the provisions enacted by the INAIL Circular of 17/03/2020 in the manner and for the purposes provided for therein;
  - ensure, even at the end of the current emergency phase, the maintenance of the necessary attention to strict compliance with the rules and procedures related to prevention.
  - This established the Parties would like to see Regional Committees activated and preventive confrontation with union representatives in the workplace, so that any measure taken can be shared and made more effective by the contribution of experience of the people who work, particularly the Representative of Worekers Security.
- Rome, 24 March 2020

signed by Landini, Furlan, Barbagallo, Sorrentino; Librandi, Petriccioli