

Film and television industry health and safety during COVID-19

January 25, 2021 amendments:

- **Workplace training and awareness** (pg. 3) amendments:

Adequately qualified individuals should provide training on:

[...]

- screening questions

[...]

~~Visitors to these workplaces,~~ who should only be permitted in the workplace if necessary, should also be provided with sufficient and relevant information from this guidance as well as company policies and protocols.

[...]

In addition to the training described above, here are some tips to use when developing workplace best practices:

[...]

- Training should be provided to workers prior to the worker commencing work in the workplace.

[...]

- **Share information** (pg. 3-4) amendments:

It is important that all parties in a workplace understand their roles and responsibilities. Employers should make sure that health and safety policies are kept up to date and posted for all workers to see. Using industry resources, including this one, will improve on-site understanding.

[...]

- You should ~~consider~~ establish additional supports such as set medics, external cleaning crews, etc., to put safety protocols into action.
- ~~Consider requiring~~ Require sign-off (e.g. digital sign-off) that people have received and reviewed this guidance and any producer policies and protocols.
- ~~Consider~~ Provide workplace posters on relevant topics including information about COVID-19 and its symptoms, hygiene, personal protective equipment, food safety, physical distancing, etc.

[...]

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- Establish a system for communicating any changes to health screening.
- Establish methods/processes for facilitating dialogue with workers and responding to worker questions.

Where travel is required, each case should be considered to ensure that proper steps are taken to arrange for appropriate means of travel and accommodation that meet with current government regulations.

- **Policies and Protocols** (pg. 4-5) amendments:

The policies/protocols should be based on the considerations in this guidance that applies to your specific workplace(s). This includes identifying roles and responsibilities. Your policies and protocols should cover how the workplace will operate, including but not limited to:

- screening measures.
 - For example: daily health screening questionnaire and testing (as required).
- scheduling worktime (including time for workers to eat/drink in designated areas) to permit for proper adherence to protocols.

[...]

[...]

[...]

You should coordinate with third-parties involved with production, such as studios, locations, vendors, government agencies and post-production facilities, as appropriate, to ensure suitable measures have been put in place.

[...]

- **General advice to works** (pg. 5) addition:

At all times, abide by applicable laws, regulations and public health orders.

- **Developing screening policies and protocols** (pg. 6-7) amendments:

Here are some tips for implementing screening policies and protocols:

[...]

- A health questionnaire should be provided either ~~verbally (with responses recorded by a screener)~~ or electronically (e.g. administered through an app or website and accessed via personal devices) or verbally (with responses recorded by a screener) to all individuals the first time they enter the workplace each day. Electronic screening is preferred to allow screening to be completed away from the workplace. If in-person screening is utilized, appropriate steps should be in

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place to ensure physical distancing and mitigate individuals congregating at screening locations (See also: Record keeping).

- [...]
- ~~Production may consider arranging for diagnostic testing if it is reasonably available.~~ Workplace COVID-19 protocols should include plans to address whether, and the extent to which diagnostic testing of cast and appropriate crew will take place. Where it is appropriate based on significantly negative public health indicators (e.g. high weekly incidence rates) at the time and in the area that production is operating, production should implement regular diagnostic testing for appropriate individuals. Any diagnostic testing should adhere to guidance from applicable public health authorities.
- [...]
- **Screening locations** (pg. 8) addition:

If screening sites are outdoors, plans should be made to accommodate screening in the event of inclement weather, including ensuring adequate physical distancing and ventilation of any alternate sites.

- **Symptomatic individuals or those diagnosed with COVID-19** (pg. 9) amendments:

Protocols to address workplace parties and visitors who experience symptoms or have been exposed to COVID-19 (on site or outside of work hours) should be set-up. These protocols should address the following:

- [...]
- supplying ~~masks~~ additional PPE in areas designated for the isolation of symptomatic individuals
- [...]

Return to work for any individuals who have previously been diagnosed with COVID-19, or who experienced symptoms, should be coordinated with a designated production representative, the individual's health care providers, and the local public health unit, as applicable. Confirmation of a negative COVID-19 test and/or clearance from a healthcare provider and/or the local public health unit may be required for return to work, but these may not be the only requirements.

- **Controlling the risk of transmission** (pg. 10-11) amendments:

[...]

Rigorous screening controls are an essential administrative control and should be implemented to identify individuals who may be infected with COVID-19 and prevent

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them from bringing COVID-19 into the workplace. However, appropriate screening does not reduce the importance of implementing appropriate physical distancing, hygiene and environmental sanitation protocols.

[...]

The need for PPE (indoors and outdoors) should be determined based on a workplace-specific risk assessment including the type of work being done (e.g. operating camera, serving food, performing) and the combination of controls implemented at the site.

~~Where the work requires close contact between crew or between crew~~ All workplace parties should be familiar with current applicable government masking and PPE requirements. It is strongly recommended that masks approved by the producer (e.g. surgical or procedure masks) be worn at all times, subject only to limited exceptions (e.g. for performers, PPE should be when necessary while on camera or while eating/drinking in permitted areas) as permitted by government requirements. Additional PPE that is appropriate in the circumstances should also be available for all relevant workers in these interactions (See department specific guidance in this document). Where needed, (e.g. where a physical distance of at least 2 metres cannot be maintained), additional PPE will likely consist of a surgical or procedure mask and eye protection (face shield or goggles). Consideration should be given to addressing issues of face shields or goggles “fogging up” and ensuring that reasonable opportunities are provided for workers to access permitted areas for eating/drinking. Finally, parties should be familiar with any legislated PPE requirements for workers in hair and makeup the use of PPE is required. Personal protective equipment should be used where physical distancing of at least 2 metres cannot be maintained.

[...]

- **Visitors/Interacting with external individuals and public spaces** (pg. 12) amendments:

Only essential visitors should be allowed into the workplace.

Here are some tips regarding visitors controls for where it is necessary for a visitor to be in the workplace and interacting with external individuals/public spaces:

- Regular workplace screening procedures, which may include testing, should apply to visitors entering the workplace.

[...]

- **Physical distancing (two metres)** (pg. 12-13) amendments:

As advised by the Chief Medical Officer and public health officials, physical distancing is important to controlling the spread of COVID-19 (coronavirus).

Wherever possible remote work/work from home arrangements should be implemented.

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You should have a combination of engineering and administrative controls in place to ensure that physical distancing of at least 2 metres is observed between individuals, whenever possible. Such controls may include:

- ~~implementing remote work/work from home arrangements~~
[...]
- dividing workers (e.g. cast and crew) into pods, for example a pod for performers and crew who interact closely with performers and a pod(s) for crew who do not, based on the circumstances of the production, with processes as to how to access, and who will access, the different areas
[...]
- **Personal protective equipment (PPE)** (pg. 14) amendments:

All workplace parties should be familiar with any applicable government masking and PPE requirements. It is strongly recommended that masks approved by the producer (e.g. surgical or procedure masks) be worn at all times, subject only to limited exceptions (e.g. for performers when necessary while on camera or while eating/drinking in permitted areas) as permitted by government requirements.

When physical distancing of at least 2 metres cannot be reasonably maintained, additional appropriate safeguards should be instituted, which may include the use of additional/enhanced PPE (e.g. ~~masks~~, gloves, gowns, and goggles or face shields as / when appropriate).

[...]

- **Camera Guidance: Personal protective equipment (PPE)** (pg. 22-23) additions:

[...]

Where the work requires close contact between camera workers or between camera workers and cast, additional/enhanced PPE should be available for all workers in these interactions. Where needed, such PPE will likely consist of a surgical or procedure mask and eye protection (face shield or goggles). Consideration should be given to addressing issues of face shields or goggles “fogging up”.

[...]

- **Construction Guidance: Personal protective equipment (PPE)** (pg. 25) additions:

[...]

Where the work requires close contact between workers, additional/enhanced PPE should be available for all workers in these interactions. Where needed, such PPE will likely consist of a surgical or procedure mask and eye protection (face shield or goggles). Consideration should be given to addressing issues of face shields or goggles “fogging up”.

[...]

- **Food Guidance: Communal (shared) kitchens** (pg. 28) addition:

You should have specific policies or protocols in place with respect to any communal kitchen area(s) (e.g. office kitchens). Considerations for such policies or protocols may include:

[...]

- prohibiting congregating in these areas

[...]

- **Hair/Makeup/Wardrobe Guidance: General** (pg. 30) amendment:

The following are tips regarding hair/makeup and wardrobe:

[...]

- You should assess hair/makeup/wardrobe areas (e.g. trailers) to determine whether they provide ~~adequate~~ appropriate ventilation.

[...]

- **Locations/Studio Guidance: Selecting locations** (pg. 34-35) amendment:

Policies and protocols, as well as applicable current government regulations and guidance, related to COVID-19 should be considered when selecting locations. Such considerations may include:

[...]

- whether the location provides for ~~adequate~~ appropriate ventilation

[...]

- **Performers Guidance: Casting** (pg. 38) addition:

When available, individual production COVID-19 protocols should be made available prior to auditions.

- **Performer Guidance: Voice performance and music recording** (pg. 39) amendments:

The following are tips for addressing voice performance and music recording:

[...]

- If in-person sessions are required, you should ~~implement~~ have appropriate measures in place to maintain physical distance limit the risk of transmission of the virus, including the risk of airborne transmission. Such measures may include:
 - avoiding group recording sessions that require more than one person to be in the recording booth at a time to mitigate the spread of aerosols
 - ensuring appropriate ventilation
 - sanitizing all surfaces and equipment that the performer may come into contact with before and after each session, including the microphone, POP filters and script stand
 - using disposable covers for microphones [*moved*]
 - limiting the sharing of equipment as much as possible [*moved*]
 - allowing performers to use their own headphones or providing disposable earphone covers [*moved*]
- [...]
- You should schedule in-person sessions to avoid congestion and to allow the studio to air out and appropriate disinfection to occur in between sessions.
- ~~If in-person sessions are required, you should have appropriate measures in place to avoid transmission of the virus through touching of persons, objects or surfaces. Such measures may include:~~
 - ~~disinfecting all surfaces and equipment performers come into contact with before and after each session, including microphones, POP filters, script or music stands~~
 - ~~limiting the sharing of equipment as much as possible~~ [*moved*]
 - ~~using disposable covers for microphones~~ [*moved*]
- ~~allowing performers to use their own headphones or providing disposable earphone covers~~ [*moved*]

- **Performers Guidance: Maintaining physical distance on set** (pg. 40-41) amendments:

[...]

You should have appropriate measures in place in circumstances when 2 metres of physical distance cannot be maintained. Such measures may include:

- [...]
- putting a clear barrier between performers, ~~if possible~~ and regular sterilizing of such barriers
[...]
- limiting the repetition of physical touching and close contact as much as possible
- avoiding lip to lip contact (e.g. kissing) where possible and using an oral rinse, as recommended by a medical professional, before and after each take
- providing nude and partially nude performers with modesty garments and barriers
- where performers are required to engage in physical contact (e.g. kissing, hugging or close-range fighting), or shouting or singing in close proximity, regular testing for applicable individuals

- **Performer Guidance: Surfaces and objects on set** (pg. 41) amendments:

You should have protocols in place to limit the risk of transmission of the virus due to multiple individuals touching the same surface(s) or object(s). Such protocols may include:

- [...]
- disinfecting props ~~and surfaces~~ between takes, whenever possible
- covering and cleaning surfaces that may be touched by multiple cast and crew, including stand-ins and stunt performers

[...]

- **Technicians (General) Guidance: Personal protective equipment (PPE)** (pg. 47) amendments:

[...]

Where the work requires close contact between technicians or between technicians and cast, additional/enhanced PPE should be available for all workers in these interactions. Where needed, such PPE will likely consist of a surgical or procedure mask and eye protection (face shield or goggles). Consideration should be given to addressing issues of face shields or goggles “fogging up”.

[...]

- **Transportation Guidance: Multiple individuals in a vehicle** (pg. 49)
amendments:

[...]

You should develop protocols to limit the risk of potential exposure in situations where there are multiple individuals in a vehicle. These protocols may include:

[...]

- keeping the windows down in the vehicle, ~~weather permitting~~ whenever possible, to improve air circulation (see, for example, [Worker's Health and Safety Centre Airflow Ventilation](#))
- establishing and communicating a ~~maximum~~ limit on the number of passengers for each vehicle or vehicle type, which considers the particular circumstances in which the vehicle will be operated (e.g. whether the windows can be down, whether barriers are installed and the duration of travel)

[...]