

## **Instructions:**

### **Farm Infection Prevention & Control (IPC) Plan Template**

The IPC Plan Template is a basic plan for controlling transmission of COVID-19 and other infections between humans and between humans and animals on an animal farm.

This template plan is a customizable document that serves as an exposure prevention and control plan for all infectious disease that might be present on a given farm, including Covid-19. Any procedures that you have implemented for Covid-19 exposure assessment and control can be incorporated into this plan along with procedures for preventing and controlling other possible zoonotic diseases, such as those that are reviewed in Module 2. The template is designed to be completed by using the template instructions, which walks you through all of the steps required to develop your customized plan

The template is based on the Model Infection Control Plan for Veterinary Practices 2015: National Association of State Public Health Veterinarians (NASPHV), the CAL/OSHA Aerosol Transmissible Disease-Zoonotic Standard, 9 CCR 5199.1, and the CDC COVID checklist for agriculture (<https://www.cdc.gov/coronavirus/2019-ncov/community/pdf/Agricultural-Employer-checklist.pdf>).

The template plan should be customized to a farm in keeping with local, state, and federal regulations and it should be adapted to align with a farm biosecurity plan and your overall employee health and safety plan. Wherever you see red text in brackets, you should replace this with information specific to your farm's plan.

A zoonotic pathogen is an infectious agent that is transmissible between animals and humans and is capable of causing disease. This IPC plan covers zoonotic pathogens that are transmissible by contact (both direct and indirect), droplet, airborne, vehicle (water or food), and vector-borne (ticks, mosquitos, and fleas) routes.

## **Policy**

The purpose of the IPC Plan is to prevent the transmission of zoonotic diseases on the farm and it should begin with a policy statement about the company's commitment to the health and safety of employees and animals and to the prevention of transmission of infectious disease. You may choose to use the language in the template and fill in your company name, or you may want to customize this statement to align with your farm's mission and vision.

### **1. One Health "Team" for Farm IPC Program**

An effective IPC program on an animal farm requires input from persons with diverse areas of expertise. Since the goal of the IPC program is "healthy people, animals, and environment", a One Health type of team representing human, animal, and environmental health disciplines is advisable.

At a minimum, the farm should designate an IPC Plan Administrator, who will be responsible for the implementation, maintenance, and continuous improvement of the IPC Plan. The Plan Administrator should be someone who is familiar with farm operations, the hazards of zoonotic diseases, and the control methods laid out in the plan. For a large operation, this person might be a dedicated health and safety professional. For smaller farms, it might be the farm owner or manager.

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The other members of the One Health Team should include farm employees as well as experts from outside the farm who have a role in your plan, such as your occupational medicine/employee health provider and your veterinarian. Team members should all provide input on the development of your plan and they should be notified of any changes to the plan.

You may also draw on other resources from your community for help developing your plan. The tables in the template include some suggestions, but these tables should be customized to your farm and the resources that you have available.

## 2. Hazard Assessment

The next section of the template is a place to document your hazard assessment, which consists of a series of job hazard analyses. A job hazard analysis examines a specific job or task on the farm and focuses on the relationship between the worker, the task, the tools, and the work environment.

Start by engaging employees about their work, reviewing incidents, and identifying job activities that have an increased potential of worker exposure to zoonotic pathogens and other biological hazards, such as handling animals in enclosed areas, moving, cleaning, spreading manure, working near dead animals, assisting with animal birthing procedures, and working in areas where there are potentially infectious aerosols and other agents. You will also want to analyze tasks that put employees in close contact with each other to consider the risk of human to human transmission of zoonotic diseases such as Covid-19. The form below can be used to document each job hazard analysis, or you may have your own method of documentation.

*Reference: OSHA Hazard Control Measures <https://www.osha.gov/Publications/osh3071.html#App3>*

<b>Job Title:</b>	<b>Job Location on the farm:</b>	<b>Auditor:</b>	<b>Date: 1/3/2020</b>
<b>Task:</b>	<b>Task Description:</b>		
<b>Hazard Type: Biological/Pathogen</b>	<b>Hazard Description:</b>		

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<b>Consequence:</b>	<b>Hazard Controls:</b>
<b>Rationale or Comment:</b>	

Once you have analyzed all of the high risk jobs and/or tasks on your farm, you can list them in tabular form to complete your hazard assessment. A sample table for documenting your hazard assessment is given in Appendix A of the template. You may use this or choose to create your own customized table. Either way, the hazards you identify and their associated controls should be laid out clearly in your plan.

### 3. Exposure Control Measures

Information obtained in the hazard assessment is only of value if control measures recommended in the analysis are incorporated into the IPC plan and daily work activities. This section of the template is where you should lay out explicit procedures for exposure control on your farm. The template includes some common controls for typical farm tasks and situations. You may feel free to use these if they are applicable, but you should also add any other relevant controls that you decided to implement on your farm when you completed your hazard assessment.

#### a. Hierarchy of Controls:

When selecting controls to implement, it is important to understand that some controls are more effective than others at reducing disease exposure risk. Health and safety professionals typically prioritize the controls in order of effectiveness following a structure called the hierarchy of controls.

1. **Elimination or substitution** of the hazard is the most effective means of controlling exposure to hazards. The components of the farm biosecurity plan aimed at preventing the introduction of infectious diseases onto the farm are an example of elimination. Once a pathogen is present on the farm, culling would be an example of elimination.
2. **Engineering controls** are the most effective means of controlling hazards that cannot be eliminated. These are controls that minimize the hazard at the source without requiring additional action by the employees to protect themselves. Examples of engineering controls include isolating infectious animals from other animals and employees, using needles with safety devices for injections, ventilating indoor spaces, and using barriers that prevent the movement of aerosols in the air. A perfect example of source control for Covid-19 or other aerosol transmitted diseases is the use of masks, which prevent asymptomatic, infected individuals from spreading the virus.

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3. **Administrative controls** involve the implementation of policies and procedures that reduce exposures that have not been completely removed by engineering controls. Examples include hand hygiene requirements, safe procedures for giving injections, minimizing the number of employees who care for sick animals, posting signs with information about hazards, and training employees to follow safe procedures.
4. **Personal Protective Equipment (PPE)** is the least effective means for controlling exposures and is used as the last line of defense against hazards that cannot be adequately controlled with any of the other more effective means. PPE for infectious agents includes gloves, protective clothing, eye and face protection, and respirators.

If respirator use is required on your farm, you must also implement a respiratory protection program in compliance with the [OSHA Respiratory Protection Standard 1910.134](#).

#### 4. Occupational Medicine/Employee Health

Occupational medical services for worker well-being include vaccinations, disease surveillance, event investigation, and follow-up (response) for pathogen exposure incidents. Examples of services relevant to COVID include return to work evaluations and management of sick workers, and at some point vaccination.

There are a number of options for obtaining occupational medicine services for your employees. You may choose to contract with a board certified occupational medicine provider, who will be familiar with occupational illnesses and workplace exposures. However, such a provider might not be available in your area, in which case, there may be a clinic that specializes in workplace injuries and illnesses, or a general practitioner who is willing to provide these services for your farm.

It is important to understand that medical services that are provided under your plan must be provided at no cost to employees and that the medical information gathered as part of your employees' occupational medical exams is private health information that should not be shared with farm management unless there is a need to record an occupational illness.

The template provides examples of components that are recommended as part of your employee health program. Again, you should customize it to your situation.

#### 5. Recordkeeping

It is always a good idea to keep records associated with your health and safety programs, and it is required by OSHA for some types of information, such as medical records and training records. The template includes language for keeping records according to the OSHA regulations, but this should also be customized with details of who will be responsible for the records and where they will be kept.

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