

COVID- 19: GENERAL MEASURES TO BE IMPLEMENTED BY COMPANIES IN THE CONSTRUCTION INDUSTRY

Please bear in mind the following general practical guides to achieving a successful implementation of the health and safety at work measures that must be adopted and adapted during the exceptional situation of COVID-19.

Implementation of the protocol

Companies should proceed with the implementation of the “Plan for the Execution of Sanitary Protocol for Projects” (PAPSO for its acronym in Spanish) which should be duly articulated with the Company’s Health and Safety Management System and its proper implementation should be also verified among Contractors.

To complement the above, it is suggested to implement additional protocols designed by the Health and Safety at Work team, including models for workspaces sectorization within the projects, to guarantee that all the measures indicated by the National Government are duly implemented, once the compulsory confinement order ceases.

Handling of personnel

It is important to implement and use the different alternatives given by the Colombian Labor legislation to structure work shifts and/or flexible working hours without incurring administrative or individual risks upon such implementation.

Besides, companies should generate remote training spaces with the employees that will be back to the projects (when possible), to socialize the measures that will be adapted once the projects are reactivated.

Likewise, the restart of productive activities should be accompanied by job training activities to the employees, where it is suggested to proceed in a differentiated way considering the different group of employees that you may have, determining a specific approach for each group depending on the role and responsibilities of the employees.

Administrative matters to be considered

The provision of supplies and elements that should be given to the employees for the execution of their duties should be managed with proper anticipation. If it is not possible to obtain some of those supplies or elements, it is important to have duly established in the protocols the correspondent substitutes that comply with the same required level of protection.

For the easiest implementation of the measures, it is advisable to draft and implement standard templates that allow companies to fulfill their legal obligations, without affecting the work teams with multiple documents.

It is worth to involve the ARL in the evaluation of the different measures that could be implemented to monitor permanently the health conditions of the employees, both in the workplace and outside of it.

Final considerations

The implementation of a plan to handle nearby communities to the projects should be also done. This plan should be clear and easy to understand, to inform as to the restart of activities and the measures that the company has implemented to guarantee the health conditions of its employees, to avoid potential problems with such communities that affect the execution of the works and/or derive in claims to the local authorities.

The success of the measures to be adopted will be given by the companies own capacity to verify and supervise the compliance of the implemented protocols, because if not strictly complied, that would jeopardize the sustainability of the compulsory confinement order opening and the execution of the projects.

CONTACT: _____



Carolina Camacho
carolina.camacho@phrlegal.com



Andrés Paz
andres.paz@phrlegal.com