

CORONAVIRUS (COVID-19):

# INFECTION CONTROL GUIDE FOR THE PRODUCTION OF FRUITS, BERRIES, VEGETABLES AND POTATOES

VERSION 3.0



## Contents

<b>1</b>	<b>This guide provides advice and information about infection control</b>	<b>3</b>
1.1	The employer is responsible for compliance with the regulations	5
1.1.1	The employer must risk assess the working environment and infection	5
1.1.2	Employees must receive information and training	5
<b>2</b>	<b>How can infection be prevented?</b>	<b>7</b>
2.1	Who may or may not go to work	7
2.1.1	People who may go to work	7
2.1.2	People who must quarantine even if they are not infected with Covid-19 (travel and close contact)	7
2.1.3	People who are ill should not be at work (home quarantine/isolation)	10
2.2	Good hygiene	13
2.2.1	Good hand and cough hygiene reduces infection	13
2.2.2	Good cleanliness	14
2.3	Reduced contact between people in vegetable production	15
2.3.1	Division into work teams to limit infection	15
2.3.2	Requirements for accommodation for workers	15
2.3.3	The employer must have isolation housing and sickrooms	16
2.3.4	Spending time in common areas (dining room, changing rooms, toilets etc.)	17
2.3.5	Transport to and from the workplace/internally at the workplace	18
2.4	Safe food - requirements for vegetable producers	18
2.5	Additional infection control measures for workers in risk groups	19
<b>3</b>	<b>Checklist for good infection control in vegetable production</b>	<b>21</b>
<b>4</b>	<b>Collection of links in the guide to relevant information</b>	<b>25</b>

# 1 This guide provides advice and information about infection control

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In order to prevent the spread of the coronavirus (SARS-CoV-2), which causes the disease Covid-19, there are extra stringent requirements for infection control among employees and in the general population.

In the guide, the authorities provide advice and information on good infection control for Norwegian producers of fruits, berries, vegetables and potatoes, in order to help

- your workers stay healthy
- you maintain food production
- the food you produce to be safe.

**These are the three main measures to slow the infection of the disease Covid-19:**

- sick people should not be physically present at work
- good hygiene
- reduced contact between people.

Anyone who is in any way involved in Norwegian vegetable production will find relevant material in the guide. The guide is not legally binding. If you have any doubts about the advice, it is the health authorities' infection control rules that apply.

The guide has been produced by the Norwegian Food Safety Authority, the Norwegian Labour Inspection Authority, the Matmerk Foundation and the County Governor of Vestland (with professional input from the county governors in the rest of the country), on behalf of the Ministry of Agriculture and Food. It is based on a template for guides published by the Norwegian Institute of Public Health (FHI) on 28 April 2020, and the guide was submitted for a brief hearing with the FHI and the Norwegian Agrarian Association's (Bondelaget) working group for vegetable production.

The guide is valid from the date of publication, 14 May 2020.

If you have specific questions about

- infection control – contact the municipal health service
- accommodation or working environment – contact the Labour Inspection Authority
- food safety – contact the Norwegian Food Safety Authority.

## Updates

Version 2.0, 5 June 2020:

- Updating of quarantine requirements in case of close contact with someone infected with Covid-19 after regulatory changes (section 2.1.2).
- Clarification of the quarantine requirement for persons living with someone infected with Covid-19 (Table 1).
- Clarification of exemptions from quarantine obligations after a Covid-19 illness (footnote to Table 1).
- Recommendations for pick-your-own and retail stalls (section 2.4.1).

Version 3.0, Norwegian version updated 2 July, 2020, English version updated 8 July, 2020

- Update of general information about travel quarantines and a link to the Directorate of Health's website on travel quarantines (section 2.1.2)
- Added information about the possibility of testing instead of the travel quarantine and clarifying who can handle ready-to-eat products (sections 2.1.2 and 2.4.).
- Checklist (point 3) is updated on the above points.

## 1.1 The employer is responsible for compliance with the regulations

### 1.1.1 The employer must risk assess the working environment and infection

As an employer, you are responsible for infection control and for ensuring that operations are carried out in accordance with applicable laws and regulations. You must therefore risk assess the working environment, including risk assessment of infection. Based on the risk assessment, you must draw up an action plan and take measures to prevent the spread of infection in your business. The Corporate Health Service or the Norwegian Agricultural Advisory Service (NLR) may provide advice on risk assessment and action plans.

Infection control plans must be adapted to local conditions according to the advice provided in this guide. The pandemic may be long-lasting, and it will be necessary to maintain various functions in society while also taking account of protection against infection. Different phases of the pandemic and different modes of spread of infection in the country may require adapted measures.

Examples of risk factors associated with the coronavirus:

- Employer's plan for:
  - information, training and facilitation for employees
  - local cleaning, including a plan for how extra cleaning shall be carried out in the event of an identified infection
  - use and cleaning of personal protective equipment
- Which employees are defined as having critical community functions (see [section 2.1.2](#) on exemptions to travel quarantine).
- How large the work teams should be (see [section 2.3.1](#)).
- Close contact with colleagues (cf. current instructions from the health authorities).
- Employees in risk groups (see [section 2.5](#)).
- Lack of training for the employees.
- Lack of access to hand washing with soap or alcohol-based hand disinfectants.
- How many of the workers may become sick, and what may be done so that operations can continue with a limited number of staff.
- The risk that sick employees will still go to work because their absence will result in loss of income.
- Establishment of isolation housing for people with probable or confirmed Covid-19. In larger housing units, consider the need for separate accommodation for those with a respiratory illness and unresolved Covid-19 status.
- Large accommodation units and infection control (see [section 2.3.2](#) about accommodation).
- Use of premises and placement of employees.
- Risk of infection at pick-your-own and retail stalls.

#### Links to relevant information:

The Norwegian Labour Inspection Authority: [Coronavirus – Measures in the workplace](#)

### 1.1.2 Employees must receive information and training

Employees are required to follow the infection control measures, such as hand hygiene and social distancing. As an employer, you must ensure that your employees receive the necessary information and training. If you have foreign employees, the training must be provided in a language that your employees understand. Use interpreters if necessary. Remote interpretation is possible. You must document that the training has been implemented.

You should hang up notices with information about how infection may be prevented at all hand basins, in dining rooms, changing rooms and other common rooms, in accommodation and the like. If you have foreign workers, the notices should be in multiple languages.

#### *Training regarding face masks and gloves*

Coronavirus is mainly transmitted through droplets and contact infection. In case of droplet infection, the virus is spread to the greatest extent by coughing and sneezing, and less by normal talking. Social distancing is required to avoid droplet infection. To avoid contact infection, good hand hygiene is required and refraining from touching common objects.

**Face mask:** Healthy people do not need to use a face mask, but the recommendations may change if there is a strong increase in infection in all or part of the population. People who fall ill may wear non-medical face masks when they leave the workplace and go home.

**Gloves:** Transfer of infection by hand with gloves occurs in the same way as for hands without gloves. Therefore, routine use of disposable gloves is not recommended as protection against infection with Covid-19. For further description of disposable gloves, see [section 2.2.1](#).

#### **Links to relevant information:**

The Norwegian Institute of Public Health: [Hand hygiene, cough hygiene, etc.](#)

The Norwegian Institute of Public Health: [Information about coronavirus in different languages](#)

The Norwegian Institute of Public Health: [Information about the virus, disease and outbreak](#)

Norwegian Directorate of Health: [Information materials and posters about Covid-19](#)

Regulations: [Covid-19 regulations](#)

## 2 How can infection be prevented?

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Many measures are being taken in all parts of society that together limit the spread of infection. It is important to use measures that are adapted to different situations.

**These are the three most important measures to slow the spread of the Covid-19 disease:**

- Sick people should not be physically present at work.
- Good hygiene.
- Reduced contact between people.

The most important infection control measure is that sick people stay at home. Cough hygiene and social distancing are essential to limit droplet infection, while hand hygiene, and especially avoiding touching your face with unwashed hands, is important to avoid contact infection. Increased physical distance between people reduces the possibility of infection, even before symptoms of the disease occur.

Even if measures have been taken, cases of Covid-19 and other infections may still occur. The spread of infection will be limited if the measures in this guide are implemented.

**You must familiarize yourself into local infection control regulations.**

The municipal chief physician/infectious disease doctor has broad powers under the Communicable Diseases Control Act to introduce measures that limit the risk of infection locally. They may also close businesses if they find it necessary ([§4\(1\) of the Communicable Diseases Control Act](#)). It is therefore necessary to familiarize yourself with the scope of the local infection control provisions.

### 2.1 Who may or may not go to work

#### 2.1.1 People who may go to work

In general, the following applies:

- People who do not have symptoms of disease may go to work.
- People who are not in home quarantine or isolation may go to work.
  - After having a respiratory infection, employees may work when they have been symptom-free for 24 hours.
  - After having Covid-19, separate advice from the health service and the Norwegian Institute of Public Health applies regarding when isolation may be ended.

**Links to relevant information:**

The Norwegian Institute of Public Health: [Ending of isolation in case of Covid-19](#)

#### 2.1.2 People who must quarantine even if they are not infected with Covid-19 (travel and close contact)

The health authorities have issued instructions regarding which people must quarantine, even if they are not sick with Covid-19 (unknown infection status). Refer to Table 1 for an overview of which quarantine provisions apply.

### *Close contact with Covid-19-sick (home quarantine)*

Close contact means contact with other persons with less than 2 metres' distance for more than 15 minutes, or direct physical contact, cf. [§3 of the Covid-19 regulations](#). Employees who have had close contact with a person who is confirmed to be infected with coronavirus, later than 48 hours before they experienced the first symptoms of infection, should stay in quarantine for 10 days after contact if they live in the same household. Work teams (see [section 2.3.1](#)) that are accommodated together are considered to be the same household. Other employees who have been in close contact with the Covid-19 infected person during the same period should contact the health service for testing.

### *Travel quarantine*

Persons arriving in Norway (as seasonal workers for harvest assistance) will in many cases be required to remain in travel quarantine for 10 days. This depends on which country the persons arrive from. From 15 July, the travel quarantine provisions will be revised and people from countries with a satisfactory infection situation will no longer be imposed a travel quarantine. The National Institute of Public Health will compile an overview of which countries that are exempted from the quarantine provisions and this list will be updated and revised regularly. The quarantine period runs from the day the person arrives in Norway. The travel quarantine is carried out where employees are accommodated (see more about accommodation in [section 2.3.2](#)).

### **Permission to work during the travel quarantine period**

Healthy seasonal workers without Covid-19 symptoms may perform work on a farm during the travel quarantine period. The assumption is that the work involves low risk of infection, that they may comply with the current distance requirements (see [section 2.3](#)) and that they comply with general infection control advice. The tasks and processes that may be carried out are part of the risk assessment that the employer must make. If seasonal workers develop respiratory symptoms or other symptoms of Covid-19, they are considered to be suspected of being infected and shall be isolated (see [section 2.1.3](#)).

Persons in travel quarantine have unknown infection status and should not work with harvesting where the worker comes into direct contact with ready-to-eat vegetable products. Read more about this in [section 2.4](#).

### **Testing for coronavirus can shorten the travel quarantine period**

From 22 June, the Covid-19 regulation provides for the possibility that persons arriving in Norway from Schengen and the EEA to work can be tested for corona to shorten the quarantine period. Two tests are required after arrival in Norway with a minimum of 48 hours between the tests. The second test can be taken no earlier than the fifth day after arrival. Until the first negative test is confirmed, the person is still in quarantine. After negative result on the first test, the person can handle ready-to-eat products with a short turnover time. However, they must still take the second test. Until a negative result on the second test is confirmed, the travel quarantine will still apply during leisure hours. Read more about this in [section 2.4](#).

### **Exemption from the travel quarantine obligation due to critical community function**

Seasonal workers who are essential to maintaining the security of supply of food in Norway may receive exemptions from quarantine obligations when they arrive in Norway. As an employer, you shall decide which people have a critical social function, and you need to specifically assess each case. Not all seasonal workers have a critical community function. The travel quarantine will still apply during leisure hours.

### Example of personnel who may be exempt from the quarantine obligation

A farm packing facility for fruit and vegetables is essential for storing and distributing vegetable products. Key personnel at such a business may be covered by the exemption rule, for example if



they have expertise in relation to a sorting machine at this packing facility and may not be replaced by random and available labour. Key personnel who receive exemptions from travel quarantine must comply with the current distancing requirements.

**Links to relevant information:**

Norwegian Directorate of Health: [Corona – decisions and recommendations. Chapter 4](#)

Government: [List of critical community functions](#)

Government: [Circular about the exemptions in the quarantine regulations](#)

Regulations: [Covid-19 regulations](#)

If a business is in doubt about the assessment of what is necessary in order to maintain proper operation of critical community functions or in order to meet the basic needs of the population, the business should request an assessment from the ministry in question.

Table 1: People who must quarantine, even if they are not ill with vCovid-19

Status	Quarantine	Exemptions from quarantine	Comment
Persons arriving in Norway from abroad	Yes: <b>Travel quarantine</b> (home quarantine in the accommodation) for 10 days	Yes, refer to the travel quarantine section	- Applies to people without symptoms.  - Pay special attention to respiratory symptoms.
Persons who have been in close contact or live with the person with a respiratory infection	No	Not applicable	
People living with Covid-19 infected people	Yes: <b>Home quarantine</b> in the accommodation until the sick person is no longer in isolation and at least eight days after quarantine started*	No	- A person in close contact with a person up to 48 hours before the confirmed infected person exhibited the first symptoms, must not go to work.  - Other work teams may continue to work, provided that they are not in close contact (refer to the information about work teams in <a href="#">section 2.3.1</a> )
People who have been in close contact with a Covid-19 infected person without living with the person concerned	Yes: <b>Home quarantine</b> for 10 days*	No	- Only the person who has been in contact shall be quarantined, and not necessarily the entire work team who are accommodated together (see <a href="#">section 2.3.1</a> )  - A person in close contact with a person up to 48 hours before the confirmed infected person exhibited the first symptoms, must not go to work.

\* There is an exception from the quarantine obligation for six months for persons who have undergone infection with coronavirus and can document this using an approved laboratory method.

### 2.1.3 People who are ill should not be at work (home quarantine/isolation)

People with symptoms of Covid-19 (especially coughing and sneezing) are most infectious, and infectiousness is greatest when the symptoms occur. Symptoms may be mild and difficult to distinguish from other respiratory infections. The most frequently reported symptoms of Covid-19 are initially a sore throat, a cold and mild cough, as well as nausea, headache and muscle pains. Abdominal pain and diarrhoea may also occur.

About 8 out of 10 adults have only mild symptoms. In some people with Covid-19, symptoms may develop further in a few days or a week to a cough, fever and shortness of breath, and a very small number may experience severe symptoms and require hospital treatment. It is therefore important

that **people even with mild respiratory symptoms do not physically go to work or be present in other contexts where they meet others.** Persons with proven or probable Covid-19 must go into isolation in isolation housing/home isolation.

**Link to relevant information:**

The Norwegian Institute of Public Health: [If you suspect that you are sick with the coronavirus](#)

*Table 2: Sick people who should not be at work.*

Infection status	Quarantine / isolation	Exemptions from quarantine	Comment
People with a respiratory infection, but not Covid-19	Yes: <b>Home quarantine</b> (in the accommodation, see risk assessment) throughout the period of illness, plus one day after the last day with symptoms	No	<ul style="list-style-type: none"> <li>- Must not go to work, even in case of mild symptoms.</li> <li>- Contact their nearest manager immediately by telephone and report their illness</li> <li>- <b>Keep your distance from other people in the accommodation unit.</b></li> <li>- Must not stay in shared premises, production facilities or in shared accommodation rooms.</li> <li>- The municipal health service must be contacted to clarify the infection status and any testing for Covid-19.</li> <li>- Intensify the cleaning.</li> </ul>
People with proven or probable Covid-19	Yes: <b>Isolation</b> (in isolation housing, with social distancing to others who are not in isolation) throughout the period of illness, plus three days after you are fully healthy and at least eight days after you became ill**	No	<ul style="list-style-type: none"> <li>- Must not go to work, even in case of mild symptoms.</li> <li>- Contact their nearest manager immediately by telephone and report their illness.</li> <li>- Must be isolated from others and, as far as possible, have no close contact with persons in the same household (i.e. work teams).</li> <li>- Must not stay in shared premises, production facilities or in shared accommodation rooms.</li> <li>- The municipal health service must be contacted to clarify the infection status.</li> <li>- Intensify the cleaning.</li> </ul>

*\*\* In case of probable or confirmed Covid-19, separate recommendations on isolation apply to the sick person and quarantine for close contacts.*

### **What must be done by employees who experience respiratory symptoms while at work?:**

- Keep your distance from others and go home, but in case of probable Covid-19, go to the isolation residence in the accommodation as soon as possible.
- Contact your employer and inform them about your symptoms (ref. [§5\(1\) of the Communicable Diseases Control Act](#)).
- Wait outside where there are no others present or in a separate room (see [section 2.3.3](#) about sickrooms) if you need to be collected by others.
- Do not take public transport. If the sick person needs to be transported home, then infection prevention must be taken care of as well as possible. All locations in the vehicle that are touched by people with probable Covid-19 must be cleaned with alcohol-based disinfectant. Sick people should cover their mouth and nose with a medical face mask if they cannot keep a 2-metre distance to others in order to reduce the spread of infection.
- In cooperation with the employer, contact local healthcare professionals for assistance in assessing the situation (symptoms, testing for Covid-19 and potentially infected close contacts). The employer shall make sure to map where the employee has been in order to ensure cleaning and infection tracking.
- Use areas set aside for quarantine (if there are separate areas for people with respiratory infections) or isolation (for people with probable or confirmed Covid-19) if they cannot travel home.

The living conditions at the production site/farm shall result in satisfactory isolation in case of Covid-19 and ensure effective and appropriate infection control. Workers with confirmed or probable Covid-19 must move to an isolation dwelling with their own toilet/bathroom, and avoid spending time in common living areas with others, see Tables 1 and 2. Close contacts must pay extra attention to respiratory symptoms.

Isolation shall be carried out in accordance with the health authorities' instructions. Farming may basically continue as long as those who are infected or have symptoms are isolated. However, the employer should consider introducing additional cleaning procedures and/or changes in routines when spending time in common dining rooms, changing rooms etc. In the event of major outbreaks, the risk assessment must be re-reviewed, and measures intensified.

### **The municipal health service is responsible for:**

- assisting in assessing whether respiratory infections may be Covid-19.
- testing and notify the employer if an employee is confirmed to have Covid-19.
- defining close contacts to the sick person and perform infection tracing.
- ensuring effective and proper infection control if the living conditions at the production site/farm do not provide satisfactory isolation. The municipality ensures that the person in isolation can stay in a place directed by the municipality.
- possible treatment.
- deciding on further action.

Employees who are accommodated together (see [section 2.3.2](#)) may be compared with family members in a household and are considered close contacts. The municipal health service is

responsible for following up Covid-19 cases and deciding on the necessary measures. The municipal health service defines who is a close contact to the sick person and should therefore be quarantined (infection tracing), and whether it is necessary to inform others. If further measures are needed, it is the task of the municipal health service to assess and, if necessary, issue an order for this.

Contact the municipal health service to clarify whether it is possible to test sick people.

**Link to relevant information:**

The Norwegian Institute of Public Health: [Distance, quarantine and isolation](#)

## 2.2 Good hygiene

### 2.2.1 Good hand and cough hygiene reduces infection

Good hand and cough hygiene reduces infection in all respiratory infections, including Covid-19 infection. These measures reduce infection through objects and hands, as well as by coughing. Hygiene measures should be carried out frequently by everyone, regardless of knowledge of their own and others' infection status.

#### *Hand-washing*

- [Hand-washing](#) with lukewarm water and liquid soap is an effective way to prevent infection. Dirt, bacteria and viruses detach from the skin during washing and are rinsed away with the water.
- Wash your hands frequently and thoroughly. The actual washing process should take at least 20 seconds. Watch: <https://www.youtube.com/watch?v=vsFQfZit0KU>
- Dry your hands with disposable paper towels.
- This must be performed as a minimum on arrival, between different tasks (for example, if you change places or equipment), after toilet visits, before and after kitchen work and eating, as well as before and after smoking/taking snuff.

Each washbasin must have the following:

- soap dispenser (use liquid soap, not soap pieces)
- paper towels (use disposable paper towels, not fabric towels)
- waste bin.

If disposable gloves are used, they must be clean and intact, and the gloves should be changed regularly. Gloves are not a substitute for good hand hygiene because they may easily be worn incorrectly and give a false sense of security. A hand cream dispenser with pump is recommended to prevent dryness and cracks in the skin.

#### *Alternatives to hand washing*

- The virus is sensitive to alcohol, and alcohol-based disinfection (hand-spirit of at least 60%) is an option where hand washing options are not available.
- [Hand disinfection](#) shall be placed where there are no hand washing facilities (e.g. in changing rooms, at entrances and in production areas).
- Alcohol-based disinfection is ineffective in case of visibly dirty or wet hands, and hand washing should be carried out instead.

### Other

- Shaking hands, hugging and unnecessary physical contact must be avoided if possible.
- Avoid touching your face.
- Cough into the hook of your elbow or into paper tissue, which should then be discarded. Wash your hands afterwards.

### 2.2.2 Good cleanliness

Local cleaning plans must be reviewed with a focus on to organisation, responsibility and resource requirements, and whether it is necessary to make adjustments, both for external cleaning companies and internal cleaning procedures.

Employees should be given their own equipment, e.g. a knife for use during harvesting. If that is not possible, shared equipment must be cleaned frequently in the same way as other contact surfaces.

#### **Exposed areas must have enhanced cleaning**

Contact surfaces often touched, must have enhanced cleaning. As an employer, you need to consider which areas of your farm need to be prioritised with more frequent cleaning.

- Toilet seats and faucets on washbasins must be wiped regularly, depending on how frequently they are used. Other parts of toilets and washbasins must be cleaned at least daily during daily use. Disposable paper towels and soap must be available, and garbage must be emptied regularly.
- Door handles, handrails, light switches, chairs, other table surfaces and other objects that are touched often shall be cleaned frequently and at least daily during daily use.
- Equipment used by several people (e.g. production equipment and other utensils, code locks, door openers, handles/steering wheel/gear lever on tractor/truck, protective equipment for pesticides, touch screens, keyboards, etc.) shall be cleaned after use. Machines and tools with a "cabin", such as tractors and excavators, should as far as possible be operated by only one person. Alternatively, it must be cleaned and thoroughly ventilated when changing the machine operator.
- Cleaning in dining rooms and kitchens: Dining tables shall be washed with water and soap after use. Place the used crockery directly into the machine. Wash at a minimum of 60°C. Remember to clean handles on cabinets, knobs on the stove and other contact surfaces that are touched often.
- Washer/dryer: Place laundry directly into the machine and wash at a minimum of 60°C. Remember to clean door handles and knobs on the machines.
- Additional measures must be taken in case of large accommodation units, see [section 2.3.2](#) on accommodation.

#### **Links to relevant information:**

The Norwegian Institute of Public Health: [Cleaning and disinfection for Covid-19](#)

## 2.3 Reduced contact between people in vegetable production

Contact-reducing measures to prevent the spread of infection are important in all situations and must be maintained at all meeting places where employees are in contact. Experience shows that it is easy to forget about these measures in more informal situations, such as during breaks or during transport to and from work. Contact-reducing measures must be adapted to the individual workplace. At a minimum, there should be at least 1 metre distance between people, both indoors and outdoors. However, it is recommended to maintain a minimum distance of 2 metres in order to reduce the risk of infection. If changes are made to the health authorities' regulations, these new changes will apply.

### Links to relevant information:

The Norwegian Institute of Public Health: [Distance, quarantine and isolation](#)

Norwegian Directorate of Health: [Group size and distance](#)

### 2.3.1 Division into work teams to limit infection

Workers should be divided into work teams of a maximum of five people in order to limit any infection. This means that only employees in the individual work team will be affected by any home quarantine or isolation, instead of all of the employees on the farm. For larger enterprises, where work teams of five persons is inappropriate, risk assessment must be carried out for local adaptations. If the division into smaller groups is to act as a preventative measure, it is important that similar divisions are made regarding the use of dining rooms, which toilets/showers may be used by which work teams and equivalent measures for other common areas (see [section 2.3.4](#)).

The work team should be accommodated together (see [section 2.3.2](#)), remain unchanged throughout the working period and practice social distancing from other work teams. If they are accommodated together, they are regarded as a cohabitation group (close contact). Employees who are not accommodated by the employer should form their own work teams. Keep an overview of which workers have entered into which work team. It is recommended that the division into work teams is implemented during both the period of travel quarantine and during the working season. This will reduce the risk of a large number of sick workers if someone on the farm becomes infected with Covid-19.

If it is necessary to have closer contact than instructed by the health authorities, additional protective measures may be used, such as plexiglass partitions. The plexiglass must cover at least 20 cm outside the face and chest height in all directions. Different working hours/starting times may also be considered as risk-reducing measures to avoid close contact with others. If the contact is closer than 1 metre, this may still result in the employee being defined as a close contact to the person with confirmed Covid-19.

We recommend that workers only work on one farm. If it is necessary to work on multiple farms during the same period, it is even more important to comply with hygiene and distancing requirements in order to avoid any spread of infection.

### 2.3.2 Requirements for accommodation for workers

The basic requirements for accommodation for workers still apply. Workers should be given single room, but an exemption has been granted for seasonal work in agriculture, where up to four workers may be accommodated in the same bedroom. This applies when the duration of the accommodation is up to 10 weeks.

For infection control reasons, as few workers as possible should be accommodated in each unit (an accommodation unit is defined as an apartment/part of a building containing a bedroom + bathroom/toilet and kitchen), up to a maximum of five people, which corresponds to the number in a work team. Work teams should be accommodated together to avoid any spread of the virus between different work teams. The composition of the team should remain unchanged throughout the working period. If a work team shares common areas and kitchen/bathrooms with other work teams, routines must be established that ensure proper cleaning between each time the areas are used (see example below). Cleaning of public areas for the work team must be taken into account cf. [section 2.2.2](#). Persons arriving in Norway at the same time and going into travel quarantine should be accommodated together. They should not share accommodation or be in the same work team (see [section 2.3.1](#)) as workers who have already completed all or part of the quarantine period.

Larger units with many work teams require more planning and additional risk assessment. The risk of infection increases with the size of the accommodation and the density of employees. If several work teams share accommodation, infection of one person will result in quarantine for several work teams at the same time. Maintaining separate work teams per unit is therefore necessary for infection control reasons.

In exceptional cases, if many work teams have to share kitchens/bathrooms at the same time:

- Eating times shall be spread over a longer interval in order to spread the density.
- Employees shall come and go as work team group(s). Each work team shall sit together in the dining area, with a minimum of two metres to the next work team group.
- Doors and windows shall be open for ventilation, both during use as far as possible and after use.
- Cleaning shall be increased. Each employee shall receive training in how to wash, with which products and regarding what needs to be washed, and each employee or work team shall wash after themselves before leaving the area. Then the next work team group(s) will arrive to clean surfaces, handles and utensils. Regular cleaning shall also be carried out (see [section 2.2.2](#)).

When using a kitchen, it is especially important to keep remember the cleaning of handles on cabinets, knobs on the stove and other contact surfaces that are often touched. Place the used crockery directly into the machine. Wash at a minimum of 60°C. Similarly, it is important to frequently wash contact surfaces in the toilets/shower.

It should be considered whether the number of people responsible for purchasing food should be restricted.

**Links to relevant information:**

The Norwegian Labour Inspection Authority: [Accommodation of workers](#)

### **2.3.3 The employer must have isolation housing and sickrooms**

#### *Isolation housing*

The employer must have access to suitable premises for infected people to be isolated, cf. §11 of the Covid-19 regulations. If necessary, normal accommodation can be reassigned to isolation housing if many workers become infected. There should be separate isolation housing in order to avoid the spread of infection from employees with Covid-19 to employees with "common" respiratory infection or employees who have been placed in home quarantine due to close contact. Isolation housing may be available for several employers if this is considered prudent after a risk assessment. The municipality decides whether the conditions for isolation housing have been met, or whether the



municipality should make isolation housing available. This is described in more detail in chapter 2.3 of the [circular I-5/2020 from the Ministry of Health and Care Services](#). Refer to the information on cleaning and disinfection for Covid-19 in [section 2.2.2](#).

#### *Sickroom*

In workplaces where it may be difficult for the employee to travel directly home if they become ill during the working day, it is also important to have sickrooms available. Assess the need to establish a separate room in a building or barracks, ready for one or more workers who experience symptoms during the working day and therefore need to be isolated. The number of sickrooms must be seen in connection with the number of employees. If the employer cannot provide a proper sickroom, this must be reported to the municipality and it must be clarified with the municipal doctor what should happen with sick persons.

In connection with sickrooms, there must be the possibility of hand washing so that this may be done immediately when entering, and just before leaving the room. Remember to provide enough soap in the soap dispenser, paper towels and a waste bin.

The sickroom must be thoroughly cleaned after the sick person returns home. Report to the manager when the sick person goes home. If the room cannot be cleaned immediately after departure, the room must be kept locked until it is cleaned. Refer to the information about cleaning in [section 2.2.2](#).

#### **2.3.4 Spending time in common areas (dining room, changing rooms, toilets etc.)**

Cramped common areas should not be used. People may pass each other and be in the same area for short periods (up to 15 minutes) without significant risk of infection.

It may be appropriate to set out chairs in such a way that sufficient distance is ensured, possibly marking chairs that are not to be used, so that the number of people using common rooms at the same time is restricted.

#### *Dining room/break room*

The health authorities' rules on the distance between people must be observed in the dining room/break room (see [section 2.3.2](#)). Dining rooms shall be operated according to normal kitchen hygiene routines. Good routines for hand hygiene are also important.

#### *Changing rooms and toilets*

The health authorities' guides for distancing also apply to changing rooms. It may therefore be necessary to specify a maximum number of workers who should use a changing room at the same time. Labelling on floors may contribute to safe distancing in areas where congestion may occur in a changing room or on the way in or out of the premises. In order for the division into work teams to act as an infection-reducing measure, common showers for multiple work teams should be avoided where possible. Similarly, different toilets in fields should be assigned to different work teams in order to avoid infection between the different work teams. It is important to have particularly good cleaning in public areas if these are used by several work teams (see [section 2.2.2](#)).

It is important to wash your hands immediately when entering, and just before you leave the common areas. There must be sufficient soap in soap dispensers, paper towels and waste bins.

#### *Entryway/infection sluice entrance*

It must be ensured that people standing in line at the entryway/infection sluice entrance keep their distance. Markings on floors may contribute to safe distancing in areas where congestion may occur.

At entryways that requiring touching, the possibility of changing to a non-contact version should be considered. Alternative methods for opening the entryway/infection sluice (foot, knee or elbow) should be used if manual opening is required.

**Links to relevant information:**

The Norwegian Labour Inspection Authority: [Workplace changing room requirements](#)

The Norwegian Labour Inspection Authority: [Requirements for showers in the workplace](#)

The Norwegian Food Safety Authority: [Can corona infection be spread through professional cooking?](#)

### **2.3.5 Transport to and from the workplace/internally at the workplace**

Workers should use their own transport as far as possible. When using public transport, there must be plenty of space between each passenger, and it is recommended that different work teams be transported separately.

Workers should avoid using public transport. If public transport is required, transport during rush hour should be avoided. Assessments should be made on the basis of infection risk in the municipality/county.

## **2.4 Safe food - requirements for vegetable producers**

There are no known cases of infection from Norwegian-produced or imported food. According to the Norwegian Institute of Public Health, it is not known how long the virus survives on surfaces, but research suggests that it can survive from a few hours to several days. This will vary depending on the type of surface, temperature, sunlight and humidity.

### *People handling food products should be healthy*

For all food production, the usual hygiene rules apply for foodstuffs. The food hygiene regulations aim to ensure safe food. A basic requirement is that people who handle food products should be healthy. Employees in primary production or in other types of food production who have symptoms of influenza, throat infection, stomach upset or inflamed wounds on their hands should not handle foodstuffs or cook for others.

People arriving in Norway have unknown contagion status, and according to the Covid-19 regulations, they are subject to travel quarantine as they may be a carrier of the coronavirus. The employer must risk assess which workers who should participate in the various tasks.

### *For people in travel quarantine*

The Directorate of Health considers that workers in travel quarantine may perform certain tasks on the farm during the quarantine period. However, the Norwegian Institute of Public Health points out that people in travel quarantine should not handle ready-to-eat products with a short turnover time (such as berries and salad). Handling such products must stop two to three days before the harvest starts. Work during the quarantine period is limited to tasks in production stages without direct contact with ready-to-eat foods, such as planting, thinning and weeding.

Manufacturers or wholesalers have the option, for products where it is feasible, to increase the turnover time so that products do not arrive at consumers until max. 2-3 days after harvesting. This applies only during the period when the employee is in travel quarantine, afterwards the turnover time will return to normal.

### *People who have tested negative for coronavirus and can shorten the travel quarantine period*

The travel quarantine period can be shortened by conducting two tests for coronavirus after arrival in Norway (see [section 2.1.2](#)). Until the first negative test is confirmed, the person is still in quarantine. If the result of the first test is negative, FHI has assessed that the person can handle fresh food, ie also ready-to-eat products with a short turnover time. However, they must still take the second test even if the first test is negative.

### *For persons with an exemption from the travel quarantine due to critical community function*

Persons deemed to be key personnel (cf. [section 2.1.2](#)) may contribute throughout the production cycle, including the harvest. Good hand hygiene is important. Hand washing or the use of alcohol-based hand disinfectant shall be performed regularly cf. [section 2.2.1](#) on hand hygiene.

### *Measures if the employee becomes ill during the harvest period*

If an employee who has harvested ready-to-eat products becomes ill during the harvest period, the previously mentioned measures such as isolation of a sick person, enhanced cleaning and reduced contact must be implemented. A possible withdrawal of the products must be considered in each case, but since infection via food is unlikely in many cases, this will not be necessary.

#### **Link to relevant information:**

The Norwegian Food Safety Authority: [May farmers perform spring farming, plant vegetables and perform other tasks throughout the growing season, even if they are quarantined?](#)

### *Pick-your-own and retail stalls*

In the case of pick-your-own on the farm, this must be carried out in accordance with the instructions from the health authorities. Good distance between visitors and good hand hygiene reduce the risk of infection with coronavirus. It is recommended that you introduce hand wash and/or hand disinfection (see [section 2.2.1](#)) for all visitors going into the field. Cleaning of exposed areas, such as payment terminals and washing/toilet facilities must be enhanced. The number of possible touch points for visitors should be minimized, e.g. by only employees handling weighing equipment and avoiding self-service in connection with e.g. coffee serving.

Like other food businesses, retail stalls for vegetables must take account of the infection-limiting measures established by national and municipal health authorities. This may concern measures relating to interactions with customers, cleaning of payment terminals etc. All businesses must, as usual, also follow the general hygiene advice that applies at all times when selling food. The health authorities encourage businesses to facilitate social distancing by their customers and to use markings or other suitable queuing systems. As an additional precaution, customers should only touch the goods they are going to buy.

The usual requirements for registering the business with the Norwegian Food Safety Authority apply. Any permits from the municipal doctor must be arranged with each municipality.

## **2.5 Additional infection control measures for workers in risk groups**

Companies with workers in risk groups should consider additional infection control measures and arrangements. As an employer, you have an important responsibility to protect employees who may be particularly vulnerable if exposed to infection. This could apply to those who are pregnant, chronically ill or elderly, for example. The risk assessment should follow the Norwegian Institute of

Public Health's recommendations for these groups. Remember that it may also be a challenge for employees living with people with increased risk of infection.

**Link to relevant and up-to-date information:**

The Norwegian Institute of Public Health: [Risk groups](#)

### 3 Checklist for good infection control in vegetable production

	Measure	
	<b>Employer's overall responsibilities</b>	
Risk assessment (1.1.1)	Conduct a risk assessment of the working environment, including: <ul style="list-style-type: none"> <li>• Which employees are defined to have a critical community function</li> <li>• Infection control (distance, hygiene, cleaning)</li> <li>• How operations may be maintained if a large proportion of the employees become ill</li> <li>• Who should be contacted if there is a suspected infection</li> </ul>	
Training (1.1.2)	Training must take place in a language that employees understand and must be documented: <ul style="list-style-type: none"> <li>• Health, working environment and safety (HSE)</li> <li>• Hygiene and washing routines</li> <li>• Reporting of illness</li> <li>• Distance between employees</li> <li>• Notices about infection control in multiple languages</li> </ul>	
Cleaning (2.2.2)	The cleaning plan must be reviewed and risk assessed: <ul style="list-style-type: none"> <li>• Areas that must receive enhanced cleaning</li> <li>• Cleaning of shared equipment and areas</li> <li>• Additional cleaning in case of confirmed infection</li> </ul>	
<b>Sick people should not be at work</b>		
Sick people (2.1.3)	Sick people shall stay at home, even in case of mild symptoms.	
Sickness during the working day (2.1.3)	The workplace should be vacated if an employee becomes ill.	
People in home quarantine (2.1.3)	People who have had close contact with a person who is ill with Covid-19 should not go to work.	
People in travel quarantine (2.1.2)	<ul style="list-style-type: none"> <li>• The 10-day travel quarantine may apply depending on the country of departure before arriving in Norway.</li> <li>• Seasonal workers and people with critical social function are allowed to work during the quarantine period under certain conditions.</li> <li>• Testing can reduce the travel quarantine period: persons can handle fresh food / ready-to-eat products when the first test is confirmed negative. Test number two must still be taken.</li> </ul>	
Sickroom (2.3.3)	Establish a room in a building/barracks that is available if an employee becomes ill at work and must be isolated. <ul style="list-style-type: none"> <li>• The number of sickrooms shall correspond to the number of employees in one work team.</li> <li>• Report to the municipality and/or municipal medical doctor if the proper number of sickrooms cannot be provided.</li> </ul>	

	<b>Good hygiene</b>	
Hand hygiene (2.2.1)	<p>Hand-washing must be performed as a minimum:</p> <ul style="list-style-type: none"> <li>• On arrival/before starting work</li> <li>• When touching objects frequently used by others (e.g. door handles, shared utensils/tools, etc.)</li> <li>• Between different tasks (for example, if you move or change equipment)</li> <li>• After toilet visits</li> <li>• Before and after kitchen work/eating breaks</li> <li>• Before and after smoking/using snuff</li> </ul> <p>Each washbasin must have the following:</p> <ul style="list-style-type: none"> <li>• Soap dispenser (use liquid soap, not soap pieces)</li> <li>• Paper towels (use disposable paper towels, not fabric towels)</li> <li>• Waste bin</li> </ul> <p>Alcohol-based hand disinfection is an alternative to hand washing.</p>	
Cough hygiene (2.2.1)	Cough and sneeze into a paper handkerchief or the hook of your elbow. Wash your hands afterwards.	
Posters (1.1.2)	Posters about infection control should be hung up in key locations.	
Cleaning of public areas (toilets, changing rooms, living areas) (2.2.2)	<p>Enhanced cleaning in exposed areas:</p> <ul style="list-style-type: none"> <li>• Toilets and washbasins</li> <li>• Kitchen and dining room</li> <li>• Door handles, shared equipment and other contact surfaces.</li> </ul>	
Cleaning of vehicles/machinery (e.g. tractors, lorries) (2.2.2)	<ul style="list-style-type: none"> <li>• Machines and tools with a "cabin" (tractor, excavator), should be handled by only one person. Alternatively, it must be cleaned and thoroughly ventilated when changing the machine operator.</li> <li>• Contact surfaces such as the steering wheel, gear lever, door handles and other contact points must be cleaned frequently and at least daily during daily use.</li> </ul>	
Cleaning of equipment/tools (2.2.2)	Equipment used by several people (e.g. production equipment and knives) shall be cleaned after use, or at least daily during daily use.	
Additional precautions for infection regarding products when harvesting, handling and packing (2.4)	<p>Ready-to-eat products with a short turnover time (such as berries and salad):</p> <ul style="list-style-type: none"> <li>• Only healthy people should handle foodstuffs.</li> <li>• People in travel quarantine should not handle the plants for the last 2-3 days before harvesting or participate in the harvest for as long as quarantine lasts.</li> <li>• Increased turnover time may be an option.</li> </ul> <p>Good hand hygiene is important (cf. section 2.2.1). Gloves are no substitute for good hand-washing.</p>	

	<b>Reduced contact between people</b>	
Contact with other workers/division into work teams (2.3)	<ul style="list-style-type: none"> <li>• <b>Work teams shall be established with a maximum of five people</b>, which shall be accommodated together.</li> <li>• The work teams shall be maintained with the least possible changes throughout the working period.</li> <li>• Comply with the health authorities' rules for social distancing, including during leisure hours.</li> <li>• Avoid close contact. If close contact is necessary, consider providing additional protective measures such as masks, gloves, partitions, visors, etc.</li> <li>• Maintain a dated overview of which workers are included in which work teams.</li> </ul>	
Accommodation (2.3.2)	<ul style="list-style-type: none"> <li>• Accommodate as few people as possible <b>per unit and no more than corresponds to a work team.</b></li> <li>• Bedrooms should be separate, or <b>a maximum of 4 people per bedroom.</b></li> <li>• Common rooms shall be restricted to groups from the same work team.</li> <li>• The toilets, shower, kitchen and living room should preferably be shared by the work team that is accommodated together. Keep a distance from other work teams.</li> <li>• Notices about hand and cough hygiene shall be displayed in the unit.</li> <li>• Hand-washing information shall be displayed immediately where people enter and exit the unit.</li> <li>• Cleaning must be performed in accordance with section 2.2.2.</li> <li>• Ventilation with open windows and doors shall be performed frequently.</li> </ul>	
Dining room (2.3.4)	<ul style="list-style-type: none"> <li>• The number of workers eating at the same time shall be restricted. Spread dining out over a longer time period or in several rooms.</li> <li>• A work team shall eat together and keep a distance from other work teams cf. the health authorities' instructions. Mark chairs that are not to be used to ensure adequate distancing.</li> <li>• Wash contact surfaces between each group eating (see cleaning section 2.2.2)</li> <li>• Dishwashers should be runs at 60 degrees or more.</li> <li>• Notices about hand and cough hygiene shall be displayed in the unit.</li> </ul>	
Changing rooms and toilets (2.3.4)	<ul style="list-style-type: none"> <li>• Changing rooms must only be used by a maximum number of workers at a time, while also practising social distancing. Distance marking on the floor in case of danger of congestion.</li> <li>• Information about hand-washing immediately when entering, and just before you go out.</li> <li>• Notices about hand and cough hygiene shall be displayed in the unit.</li> <li>• Maintenance of supplies of soap and paper towels and emptying of waste bins</li> <li>• Toilet and shower: enhanced cleaning after use (see section 2.2.2).</li> <li>• Washing machine: Put laundry directly into the machine. Wash at a minimum of 60°C. Remember good cleaning of the control panel (see section 2.2.2).</li> </ul>	

Entryway/ sluice entrance (2.3.4)	<ul style="list-style-type: none"> <li>• Queue in entryway/slucice entrance: maintain distance, preferably with distance marking on the floor</li> <li>• Use alternative methods for opening the entryway/slucice entrance (foot, knee or elbow) if manual opening is required.</li> </ul>	
Transport to and from the workplace/internally at the workplace (2.3.1)	<ul style="list-style-type: none"> <li>• Separate transport shall be used as far as possible</li> <li>• Shared transport may need to be arranged with plenty of space between each passenger</li> <li>• Public transport shall be avoided as far as possible. If necessary, avoid rush hour</li> </ul>	



## 4 Collection of links in the guide to relevant information

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### Labour Inspection Authority

Coronavirus – Measures in the workplace

<https://www.arbeidstilsynet.no/tema/biologiske-faktorer/coronavirus-tiltak-i-arbeidslivet-mot-smitte/>

Accommodation of workers

<https://www.arbeidstilsynet.no/tema/innkvartering-av-arbeidstakere/>

Requirements for workplace changing rooms

<https://www.arbeidstilsynet.no/tema/byggesak/veiledning-til-dokumentasjonskrav-ved-soknad-om-arbeidstilsynets-samtykke/krav-til-garderobepa-arbeidsplassen/>

Requirements for showers in the workplace

<https://www.arbeidstilsynet.no/tema/byggesak/veiledning-til-dokumentasjonskrav-ved-soknad-om-arbeidstilsynets-samtykke/krav-til-dusj-pa-arbeidsplassen/>

### The Norwegian Institute of Public Health

Distance, quarantine and isolation

<https://www.fhi.no/nettpub/coronavirus/fakta/avstand-karantene-og-isolering/?term=&h=1#mer-om-karantene>

If you suspect that you are sick with the coronavirus

[https://www.fhi.no/nettpub/coronavirus/fakta/hvis\\_du\\_mistenker\\_at\\_du\\_er\\_syk\\_med\\_covid-19/](https://www.fhi.no/nettpub/coronavirus/fakta/hvis_du_mistenker_at_du_er_syk_med_covid-19/)

Hand disinfection

[https://www.fhi.no/globalassets/dokumenterfiler/tema/handhygiene/handdesinfeksjon-123\\_a3\\_tt.pdf](https://www.fhi.no/globalassets/dokumenterfiler/tema/handhygiene/handdesinfeksjon-123_a3_tt.pdf)

Hand hygiene, cough hygiene, etc..

<https://www.fhi.no/nettpub/coronavirus/fakta/renhold-og-hygiene/?term=&h=1>

Hand-washing

<https://www.fhi.no/globalassets/dokumenterfiler/trykksaker/handhygiene/handhygiene--handvask-plakat-bokmal-pdf.pdf>

Information about coronavirus in different languages

<https://www.fhi.no/nettpub/coronavirus/>

Information about the virus, disease and outbreak

<https://www.fhi.no/sv/smittsomme-sykdommer/corona/>

Ending of isolation in case of Covid-19

<https://www.fhi.no/nettpub/coronavirus/helsepersonell/opphevelse-av-isolasjon/>

Cleaning and disinfection for Covid 19

<https://www.fhi.no/nettpub/coronavirus/rad-og-informasjon-til-andre-sektorer-og-yrkesgrupper/rengjoring-og-desinfeksjon-ved-covid-19-til-sektorer-utenfor-helsetjenesten/?term=&h=1>

Risk groups

<https://www.fhi.no/nettpub/coronavirus/fakta/risikogrupper/?term=&h=1>

How to wash your hands

<https://www.youtube.com/watch?v=vsFQfZit0KU>

## Norwegian Directorate of Health

Travel quarantine

<https://www.helsedirektoratet.no/veiledere/koronavirus/testing-isolasjon-smittesporing-og-karantene#personer-som-ankommer-norge-fra-utlandet-ilegges-karantene-i-10-dogn-med-unntak-for-land-og-omrader-i-norden-med-lav-smittespredning>

Group size and distance

<https://www.helsedirektoratet.no/veiledere/koronavirus/gruppestorrelse-og-avstand#avstand-mellom-personer-og-samling-i-grupper>

Posters and information material

<https://www.helsedirektoratet.no/tema/beredskap-og-krisehandtering/koronavirus/plakater-og-informasjonsmaterieell>

## Legal data

Regulations on infection control etc. for the coronavirus outbreak (Covid-19 regulations)

<https://lovdata.no/dokument/SF/forskrift/2020-03-27-470?q=covid-19-forskriften>

Act relating to control of communicable diseases (Communicable Diseases Control Act)

[https://lovdata.no/dokument/NL/lov/1994-08-05-55?q=Lov om vern mot smittsomme](https://lovdata.no/dokument/NL/lov/1994-08-05-55?q=Lov%20om%20vern%20mot%20smittsomme)

## The Norwegian Food Safety Authority

May farmers perform spring farming, plant vegetables and perform other tasks throughout the growing season, even if they are quarantined?

[https://www.mattilsynet.no/Utbrudd av coronavirus/kan bonder gjøre vaaronn plante gronnsaker og utfore andre oppgaver gjennom vekstsesongen selv om de er i karantene.38442](https://www.mattilsynet.no/Utbrudd%20av%20koronavirus/kan%20bonder%20gjore%20vaaronn%20plante%20gronnsaker%20og%20utfore%20andre%20oppgaver%20gjennom%20vekstsesongen%20selv%20om%20de%20er%20i%20karantene.38442)

Can corona infection be spread through professional cooking?

[https://www.mattilsynet.no/Utbrudd av coronavirus/Mat og drikkevann/kan man spre koronas mitte ved profesjonell matlaging.38073](https://www.mattilsynet.no/Utbrudd%20av%20koronavirus/Mat%20og%20drikkevann/kan%20man%20spre%20koronas%20mitte%20ved%20profesjonell%20matlaging.38073)

## Government

List of critical community functions

<https://www.regjeringen.no/no/tema/samfunnssikkerhet-og-beredskap/innsikt/liste-over-kritiske-samfunnsfunksjoner/id2695609/>

Circular on the Regulations on quarantine etc. upon arrival in Norway

<https://www.regjeringen.no/no/aktuelt/rundskriv-om-unntakene-fra-karanteneplikten-etter-ankomstforskriften/id2694719/>

