Responses: Temperature Screening

A manufacturing company is looking to implement temperature screening of all employees. They would like to know if any other companies have developed a protocol/procedure for this. Please forward any best practices, protocols/procedures, and/or recommendations you may have. Any assistance is greatly appreciated.

The following responses are from Ontario Members:

I would not recommend temperature screening for COVID-19.

There is no scientific evidence or Public Health recommendation for temperature reading as a detection method for COVID-19.

I am concerned that making these devices available to people will create panic, and additional work refusals of people not wanting to work with other people who tested high.

A high temperature can be caused by a number of factors, not just fever or corona. Furthermore, a fever is not always present with an infection. The CDC reports that it takes 2 to 10 days before people who are infected become sick and develop a fever.

Definitions of Symptoms for Reportable Illnesses

The 42 Code of Federal Regulations parts 70/71 Final Rule defines an ill person as someone who:

1. Has a fever (has a measured temperature of 100.4 °F [38 °C]† or greater, or feels warm to the touch, or gives a history of feeling feverish) accompanied by one or more of the following:
   o skin rash
   o difficulty breathing
   o persistent cough
   o decreased consciousness or confusion of recent onset
   o new unexplained bruising or bleeding (without previous injury)
   o persistent diarrhea
   o persistent vomiting (other than air sickness)
   o headache with stiff neck, or
   o appears obviously unwell

OR

2. Has a fever that has persisted for more than 48 hours OR
3. Has symptoms or other indications of communicable disease, as the CDC may announce through posting of a notice in the Federal Register.

To assist flight crews in identifying people with potential cases of a reportable illness, CDC provides the following explanations and examples of signs and symptoms that might indicate contagious diseases:

Fever

- CDC considers a person to have a fever when he or she has a measured temperature of 100.4 °F (38 °C) or greater, or feels warm to the touch, or gives a history of feeling feverish. Note: Even though measured temperature is the preferred and most accurate method to determine fever, it is not always possible to take a person's temperature. In certain situations, other methods of detecting a possible fever should be considered:
The presence of fever suggests an infectious cause, but fever is not always present with an infection.

We have implemented health screening for all employees with specific controlled entrance points for production staff and office staff (reporting to work – most work from home)

- Included in the health screening are questions as outlined by the Government Online Assessment
- Temperature (digital non-contact) is taken. Any temperature recorded >37.8°C the employee is immediately sent home
- Any health screening questions answered YES are redirected to the assigned manager for the day to provide instructions as stated on the Online Assessment
- All employees sent home based on temperature screening and health questions are later contacted by their manager further assessment over the phone and provide instructions based on Government Online Assessment

Note: All health screening is completed/performed by first aid personnel using assigned PPE (lab coats, facemask, face shield, gloves). No sharing is permitted.

This is from a law firm:

**Can an employer take an employee’s temperature to determine whether they might be infected? What about other medical testing?**

As the prevalence of COVID-19 continues to escalate, a number of employers’ Canadian employers have instituted temperature checks in the workplace.

Depending on the nature of the employer’s business (food supply and preparation, healthcare, working in close quarters, etc.) it may be reasonable for employers to take more aggressive health testing measures in the workplace, including temperature checks. Such a measure is consistent with workplace occupational health & safety obligations to take every precaution reasonable in the circumstances for protection of workers.

Employers must recognize that (a) temperature screening may not capture asymptomatic carriers of the COVID-19 virus and (b) depending on how the testing is being conducted, surface testing may not capture people with a fever.

Employers should be aware that there may be human rights, occupational health and safety and privacy considerations should they wish to take the temperature of employees or members of the public entering a premise.

Are not taking temps as our lawyers advised against it but have made thermometers available if employees wish to self-test and are requesting the employees report any symptoms to HR for screening and further assessment on daily basis

Also directing all employees to utilize the Canada App to self-assess each day.

Temperature screening is coming up more frequently.

Here is an example of what was implemented at one of our customer sites:

All employees/visitors/contractors are accessing the site through one main entrance.
A non-contact thermometer is being used and 1 rep from each H&S and HR will be performing the checks at every shift. If someone is 38 c or over, they are isolated for 10 minutes and rechecked. If normal at recheck, they hold them for another 30 minutes and check again. If clear allowed in. If 2 checks over 38 c they will be sent home.

Below is a more detailed explanation of the process.

As the outbreak of COVID-19 continues to escalate, we must implement measures to address the situation as it develops. We have therefore decided to implement temperature screening of all individuals entering our sites. The purpose of this process is to proactively work towards identifying potential COVID 19 cases in order to ensure the health and safety of all employees, visitors, and contractors, and to help reduce the spread of COVID 19.

ON-SITE TEMPERATURE SCREENING

All employees/visitors/contractors will be required to have their temperature checked in order to be permitted access to our sites. Temperature checks will take place prior to entering and upon leaving the facility.

HOW WILL TEMPERATURES BE TAKEN?

A no touch forehead thermometer will be used to read the temperature of each individual.

HOW WILL YOU DETERMINE IF SOMEONE HAS A HIGH TEMPERATURE?

Three temperature checks will be done before confirming that an individual has a temperature reading >38°C. Once a first temperature check confirms a positive temperature, the employee/visitor/contractor shall be discreetly escorted to and maintained in a designated isolation room. On a randomized basis, negative tested individuals will also be escorted to a designated isolation room for a second temperature check to be taken.

A second temperature check will be taken a minimum of 10 minutes after the results of the first test. If the results of the second temperature check are within normal range (reading between 36°C to 37°C), a third temperature check will be taken a minimum of 30 minutes after the results of the second test in order to have a conclusive outcome.

If the results of the third temperature check are negative (i.e. 2/3 tests show temperature within normal range), the employee/ visitor/contractor will be cleared (unless there is a legitimate basis to determine otherwise).

WHAT HAPPENS IF YOU ARE CONFIRMED TO HAVE A FEVER?

If high fever is confirmed (i.e. at least 2 positive temperature tests with readings >38°C), the employee/visitor/contractor will be safely escorted outside the facility and referred to contact local health authorities. Affected Employees will be required to self-quarantine for at least 1 week, or until such time as the employee has been directed by health authorities. Our HR Business Partner will ensure a strict follow up, by a daily phone contact with any employee with confirmed high fever in order to rule out if COVID-19 has been diagnosed, and the result will be communicated to the Local Coronavirus Monitoring Committee (LCMC).

We are currently considering this measure in our workplace however we are looking at having the process administered by a third party (with their own equipment) so as to prevent bias and any complications that could result from a staff member performing the screening/using our own equipment.
Below is our procedure for temperature screening here at CWI.
Our company policy deems a fever at 38C.

1.0 PURPOSE
Protecting our people and operations is the driving force behind our health and safety programs and practice. Central Wire Industries achieves excellent safety performance through strong commitment and accountability for safety by our managers and employees.
Under the *Ontario Occupational Health and Safety Act*, Central Wire is committed to taking all steps reasonable under the circumstances to promote health and safety of employees. This includes the provision of a safe and healthy place of work and the provision of any protective measures that may be reasonably required to address the potential spread of infectious disease.

2.0 SCOPE
This applies to all CWI Canadian Facilities.

3.0 PROCEDURES

3.1 BRAUN NO TOUCH + FOREHEAD THERMOMETER
Taking an individual’s temperature.
1. Remove protective cap
2. Press power button (Bottom 4th button)
3. Set age range (2nd button)
4. Position between eyebrows and up to 2.5cm away from forehead. The yellow light will show you where you are aiming
5. Press the blue temperature button
6. At beep, read temperature.

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<thead>
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<th>NORMAL</th>
<th>FEVER</th>
<th>HIGH FEVER</th>
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<td>&gt;36 Months-adult</td>
<td>&gt;35.4 to 37.7</td>
<td>&gt;37.7 to 39.4</td>
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3.2 MOBI DUAL SCAN PRIME THERMOMETER

1. Press the “HEAD” button to turn the thermometer “ON”.
2. To measure temperature via forehead, ensure forehead probe cover is attached
3. Position between eyebrows and up to 1.5-2cm away from forehead
4. Press & release the “HEAD” button, you will hear a short beep, the temperature reading has been complete.
5. At beep, read temperature.

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3.3 TEMPERATURE TAKING TIPS

1. Let the thermometer and individual being measured acclimate to the temperature of the room in which the measurement will be taken.
   - Thermometer needs to acclimate to the room temperature for 10 minutes before taking measurement
   - The individual being measured should be indoors for 30 minutes before taking a measurement. External temperature can impact skin temperature.
2. Ensure that the individual’s forehead is prepared for measurement
   - Wipe away any sweat with a dry cloth
   - Sweat can cool skin resulting in a false reading
   - Ensure that the forehead is clean. If you clean forehead wait 10 minutes before taking measurement
• Hair can insulate the forehead and make it slightly warmer. Make sure to move hair away from the forehead and wait 10 minutes before taking measurement.

3. Positioning is key when taking a “no touch” measurement
   • Hold parallel to forehead. Keep individual’s head still.
   • Hold thermometer steady. DO NOT swipe.


3.4 PPE
Anyone taking a worker’s temperature has the option to wear proper protective equipment, this includes but not limited to:

i. Surgical Gloves
ii. N95 Mask
iii. Eye protection

3.5 MAINTENANCE OF THERMOMETER
Each thermometer is assigned to one individual supervisor. That individual is responsible for the cleaning & care of the thermometer. The thermometer should be wiped down at the end of every shift. If the individual feels that it needs to be wiped down more often, they may do so at their own discretion.
In addition, the thermometer will be kept in a sealed plastic zip lock bag when not in use. Should that zip lock bag become dirty, destroyed or unusable, the H&S Coordinator or HR Manager will provide the individual with a new zip lock.

4.0 ROLES AND RESPONSIBILITIES
Each supervisor will be responsible to take the temperature of workers. Documenting a checkmark if temperature is NORMAL, or X if FEVER/HIGH FEVER on 17.1 Temperature Control Spreadsheet Form. If the worker has a fever, the supervisor will document the temperature on the spreadsheet. The spreadsheet will be sent to the HR Manager, General Manager and the H&S Coordinator every Friday evening for the week.

If a worker temperature is above 38C, senior management MUST be notified immediately. The worker will be sent home. If a worker is sent home, the supervisor will provide them with the 17.1.2 Communication Memo. The supervisor is responsible for the cleaning and care of the thermometer.

5.0 COMMUNICATIONS
In situations where there is a perceived outbreak of an infectious disease within the broader community, the Human Resources Manager, in conjunction with the Health & Safety Coordinator, will play a central role in terms of coordinating and communicating an appropriate Company response to affected groups. The HR Manager will closely monitor the status of any developing health care emergencies, relying on expert advice and information provided by such agencies as Health Canada and the Ontario Ministry of Health (MOH), as well as public health organizations particular to the affected jurisdiction.

In conjunction with information provided by international and local public health agencies, the HR Manager, with the assistance of the H&S Coordinator will seek any additional medical advice as may be considered appropriate and necessary in the circumstances for the purposes of implementing a reasonable and measured approach designed to address any infectious disease outbreak affecting the health and safety of Central Wire employees.

Where necessary the HR Manager and H&S Coordinator will play a lead role in developing and coordinating employee communication and education related materials and will distribute these materials as necessary to staff.

Given the anxiety often associated with infectious disease outbreaks, supervisors and managers are cautioned against unilaterally issuing employee communications that have not been reviewed in advance by the HR Manager, H&S
Coordinator and the General Manager, so as to ensure that Central Wire’s delivered information is medically accurate, consistent and does not unnecessarily alarm employees.

6.0 TRAINING
All supervisors will receive training with the assistance of the HR Manager and the H&S Coordinator.

All staff will receive this procedure to review.

7.0 EVALUATION
This procedure will be evaluated on a case by case basis.

8.0 FORMS
17.1 Temperature Control Spreadsheet
17.1.2 Communication Memo

9.0 REFERENCE MATERIALS

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We have implemented temperature screening.
We are a 24/7 environment and have a health professional on site for 6 of 12 hours of each shift.
We rented a 2-room mobile unit with 2 doors (enter and exit)

All employees and contractors must go through this health screening prior to coming into the building. During the screening they:

1. Answer a Questionnaire regarding:
   a. Travel history
   b. Close contact with Covid-19 patient
   c. Symptoms

2. Temperature screening:
   • In order to provide a private and secure environment, a mobile unit will be provided for use.
   • 1 employee will enter the trailer at a time, while employees wait, at a distance of 6 ft apart
   • Health professional will ask employee a questionnaire
   • Health professional will take temperature in a discreet and unobtrusive manner using an Ear thermometer
   • If temperature exceeds 38 (100.4) degrees, rest for 5-10 minutes, and temperature will be retested.
   • If temperature continues to exceed 38 (100.4) degrees, employee will be sent home with an information package to:
     1. Contact Public Health / Telehealth or your family doctor to get advice about monitoring/isolating and recommended time off and next steps
     2. Contact HR to discuss next steps regarding absence, and disability management.

Thank-you for sharing your experience and expertise!
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