



Instructions

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COVID-19; Employer instructions for health-secure entry, quarantine and for the preparation of a health security plan for seasonal workers in primary production

1. ENTRY

- before entry:
 - the employer should inform workers in advance that they may not travel to Finland from the country of origin if they develop one or more of the [following symptoms meeting the criteria of coronavirus infection before they start their trip](#):
 - fever
 - cough
 - sore throat or hoarseness
 - head cold or nasal congestion
 - shortness of breath
 - loss of smell or taste
 - headache
 - muscle aches
 - lack of energy or fatigue
 - nausea or vomiting
 - diarrhoea
 - if a worker develops the above symptoms, the worker must postpone their trip and seek coronavirus testing in the country of origin. The trip can take place only when the prescribed isolation due to possible coronavirus infection has ended, or the worker has been asymptomatic for at least 2 days and at least 10 days have passed since the onset of symptoms.
- transfer from the border to the site of accommodation:
 - if the worker comes to Finland via the land border in their own car, they should be instructed to drive to the farm and accommodation via the most direct route, avoiding unnecessary deviations and stops along the way
 - if the employer arranges transport from the border to the farm:
 - public transport must not be used in this situation. The means of transport can be, for example, a car or minibus with no one in the vehicle aside from the driver and the worker or workers.

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- workers coming to the same accommodation can be transported by the same means of transport
- where possible, passengers should be placed in the vehicle as far apart as possible
- the vehicle should have clean face masks available (disposable surgical nose–mouth protectors are recommended) and hand sanitiser. Everyone in the vehicle must wear a face mask. The hands should be disinfected before entering the vehicle, and the face mask should not be removed from the face unnecessarily during the trip. If it is essential to remove the mask (for example, while drinking) during the trip, the hands must always be disinfected before touching the face mask, the used face mask must be placed in a sealable garbage bag, and the hands must be disinfected before a new face mask is put on. ([Symptoms and treatment – coronavirus](#))

2. 14-DAY QUARANTINE AFTER ENTRY TO THE COUNTRY

- **workers must be quarantined for 14 days before they are allowed to start work on the farm.** **The alternative to a 14-day quarantine is two negative coronavirus test results:** the first test is taken at the border immediately after arrival in Finland, the second no earlier than 72 hours after the first test. If the result of both tests is negative, the quarantine can be ended at this phase and the worker is allowed to start work on the farm. However, workers should be instructed to exercise caution in contact for a further 7 days after the latter test result is ready. Tests for people entering the country taken at the borders and at public health centres are free of charge. Tests taken at private medical clinics are subject to a fee.
- quarantine following entry to the country is voluntary. It is not an official quarantine prescribed by the municipal doctor in charge of infectious diseases, for which a daily allowance due to infectious disease can be paid. As a rule, seasonal workers in primary production come to Finland from countries with a high incidence of COVID-19, and the risk that upon entering the country they have a coronavirus infection that could infect other workers and people outside the farm is considerable. For this reason, it is important for employers to ensure that all primary production workers on the farm observe the voluntary quarantine.
- voluntary quarantine:
 - the person avoids contact with all other persons in connection with work, accommodation, meals and leisure
 - if a person has entered Finland together with other persons placed in the same quarantine facility, they may be accommodated in shared premises, thus forming a joint quarantine unit
 - if new workers from abroad replace them later, the new arrivals will form their own 14-day quarantine group
 - quarantine groups must not encounter each other or other persons outside the quarantine group, whether in the accommodation, on social premises, in the dining area, etc.
 - a person in voluntary quarantine must not go shopping or run other errands outside the accommodation and the workplace, shopping is done on the person's behalf and the goods are delivered to the place of quarantine securely so that there is no contact with people outside the scope of quarantine

- the necessary doctor's visits, etc. are handled as securely as possible, avoiding additional contacts and public transport. Both people in quarantine and those near them should wear a face mask in these situations.
- good hand hygiene and coughing hygiene must always be observed

3. PREPARATION OF A HEALTH SECURITY PLAN

An enterprise that employs seasonal workers from abroad must draw up a health security plan that includes the following elements.

- the workplace must have a health contact person appointed by the employer, who the workers can contact whenever they have questions or problems related to health security (for example, symptoms associated with a coronavirus infection);
- the health contact person must:
 - inform the municipal doctor responsible for infectious diseases at the workplace about the arrival to the municipality of seasonal workers from abroad, and go through the measures with the doctor in cases where a worker is suspected of having a coronavirus infection. At the same time, the list of seasonal workers (name, personal details and date of arrival) is given to the doctor responsible for infectious diseases, and the seasonal workers' second coronavirus test can be agreed before they can start work. It is a good idea to find out the contact information of the doctor responsible for infectious diseases in good time before seasonal workers arrive. This information can be obtained from the local municipality health centre or from Töitä Suomesta Oy.
 - ensure that the workers have access to face masks and hand sanitiser (alcohol content at least 60 %), that hand washing facilities are in working order (cleanliness, soap, disposable hand towels, rubbish bins preferably with lids), and that there are enough rubbish bins with lids to be used for disposable face masks. These bins are then emptied regularly
 - be available to workers at all times so that the health contact person can be contacted if workers develop any symptoms or have questions regarding health issues. The name and telephone number of the health contact person must be entered in the health security instructions given to workers.
 - place a symptomatic worker into accommodation separate from others so that they have separate sanitary facilities and eat in their own room apart from others
 - if necessary, set aside time for a symptomatic worker to give a coronavirus test sample and ensure that the symptomatic worker can get to the coronavirus test securely and following isolation
 - monitor the condition of the symptomatic worker and, if necessary, refer them for assessment to a healthcare professional securely and following isolation
 - assist the municipal infectious disease unit in carrying out the isolation of a worker who may be positive for the coronavirus and in identifying, reaching out to and implementing the prescribed quarantine;
 - ensure that the health records of all workers (for example, the results of coronavirus tests) are kept available only to individuals who have access to them in order to ensure health security. Workers' health data must not be shared or passed on to any outsiders.

- workers are given the instructions on hand hygiene and coughing hygiene, and on the avoidance of contact ('Health security instructions for seasonal workers in primary production')
- workers are given instructions in the event of symptoms fitting coronavirus infection (see above):
 - staying in or transfer to the accommodation
 - avoid contacts
 - wear a face mask if contact with other people cannot be avoided
 - contact the health contact person
- implementation of the entry-phase quarantine (either 14 days or until negative results from two coronavirus tests) and monitoring of the implementation
- even after the entry-phase quarantine, care must be taken to ensure that good hand hygiene and coughing hygiene are observed at the workplace, and that regional recommendations and restrictions are also observed. [The COVID-19 epidemic: regional situation, recommendations and restrictions](#). Links to local recommendations and restrictions for each region are shown on the same page.
- it is good for seasonal workers to be accommodated throughout their work period in the smallest possible units, preferably in single rooms. In this way, even in the event of possible subsequent coronavirus infections, the emergence of large chains of infection can be prevented and the viability of the farm can be secured as well as possible.
- common areas must be cleaned regularly in accordance with the [cleaning guidelines of the Finnish Institute of Occupational Health](#). The same guidelines also advise on cleaning the common areas in use by a person with coronavirus infection.

4. INFECTIOUS DISEASE ALLOWANCE

- The Social Insurance Institution of Finland can pay the infectious disease allowance when a worker has been ordered to be absent from work, to be in isolation (a person with a diagnosed infectious disease) or in quarantine (a person who has been exposed to an infectious disease) in order to prevent the spread of an infectious disease.
- requirements for payment:
 - the worker has been instructed by the municipal doctor responsible for infectious diseases to be absent from work, in isolation or in quarantine;
 - the worker is insured in Finland or is a citizen of an EU or EEA country
- [more information on the infectious disease allowance](#)
- [more information on isolation and quarantine](#)