

Guidelines for Return to Sport as part of the COVID-19 transition in Malta

**Version 2.0
03/06/2020**



Introduction

The guidelines on the return to sport in Malta as part of the COVID-19 transition are intended for the sporting associations and athletes who fall under the supervision of SportMalta. They are based on international guidelines and scientific literature, and are in accordance with the guidance issued by the Public Health Authorities. They are intended to make sport as safe as possible while allowing athletes from a wide number of sports to return to training.

As COVID-19 restrictions are gradually relaxed, athletes, staff and other persons concerned must work together to adapt and promote safe sports practices consistent with advice from public health authorities and to ensure that venues are ready for the social distancing and correct hygiene measures that are critical to the success of the transition. Athletes and staff must prevent the transmission of COVID-19 while training, consistent with updated advice from the public health authorities. The health and safety of the athletes and staff involved is paramount, and the following guidelines are centred on ensuring that this is in no way compromised. The guidelines themselves are subject to change based on the evolving local scenario and are in no way intended to supersede the general guidelines issued by Public Health.

Athletes, staff and others must prepare for the possibility that there will be cases of COVID-19 at the sports venue and be ready to respond immediately, appropriately, effectively and efficiently, and consistent with specific recommendations from public health authorities.

Understanding how COVID-19 spreads & the effects of and on exercise

Current research suggests that the SARSCoV-2 virus (the virus that causes COVID-19) is transmitted from person to person:

- Through respiratory droplets produced when an infected person coughs, sneezes or talks loudly.
- Between people who are in close contact with one another (within about 2 metres).

There is also a possibility that a person can get COVID-19 by touching a surface or object that has the COVID-19 virus on it and then touching their own mouth, nose, and eyes.

Most persons infected with COVID-19 experience mild symptoms and recover. However, some people develop more serious complications and may require hospital care. Risk of serious illness increases with age, for people with weakened immune systems and people with conditions such as diabetes, heart and lung disease.

The risk of person-to-person transmission is increased the closer one comes to other people, the amount of time spent near them, and the number of people one comes near. Physical distancing measures help mitigate this risk.

The pattern of breathing during strenuous exercise changes such that there is an increase in both the volumes of air that is breathed in and out, and of the number of breaths taken per unit time. As the rate of breathing increases, the potential of spraying out infected droplets from someone who unknowingly has COVID-19 is higher than under normal circumstances, and the greater the distance such droplets can travel, thus the spread might be even more.

Research also suggests that due to strenuous exercise, as one breathes deeper, athletes exposed to virus particles would be more likely to inhale such particles and direct them to the lower areas of the lung.

General Principles

Mandatory Conditions for Sports Activities

These following obligatory conditions are issued under the Public Health Act Chapter 465 of the Laws of Malta and require strict adherence. Failure to adhere to these conditions will result in enforcement procedures as provided by these Act.

Public Health Principles

The COVID-19 situation in Malta appears to be under control, allowing for the relaxing of a number of community-wide social distancing measures, however it is important to keep in mind that the threat of becoming infected with the coronavirus virus responsible for causing COVID-19 has not been removed. The risk of person-to-person transmission from exposure is cumulative, the longer and the closer the exposure, the higher the risk. Social distancing and good hygiene are the best ways of infection prevention and control in such instances and remain the guiding public health principles.

Social Distancing and hygiene

Limiting face-to-face contact with others is the best way to reduce the spread of COVID-19. Social distancing is one of the best tools to avoid exposure. This means keeping space between oneself and other people outside of the home. This document outlines general hygiene principles which athletes should adhere to, as well as the proper use of a facemask. It also summarises what to do in the case of symptoms or suspected cases of COVID-19.

Entry to Venues

A general guidance for venues explains that entry will only be allowed for authorised persons who have ideally pre-booked either via telephone or online. A log of bookings with name, telephone number and time of arrival should be kept for a minimum of 4 weeks. Temperature checks on all persons will be carried out at the entry to venues, and entry will be refused to any individual either displaying or complaining of symptoms, not wearing a facemask, or having a temperature of over 37.2°C. Appropriate hand sanitizer (minimum 70% alcohol) needs to be provided at entry and exit points

Venue management

Social distancing measures are to be strictly adhered to inside the venues and venues will be responsible for ensuring frequent disinfection of surfaces and the appointment of a person responsible for ensuring public health measures are followed. No spectators will be allowed to enter the venue.

Venues that have outdoor restaurants/snack-bars who have a restaurant license will be able to open in accordance with the guidelines issued by Public Health and the Malta Tourism Authority for catering establishments. However no other common areas, such as clubhouses and indoor games, will be allowed to operate.

The use of changing rooms and shower facilities is not recommended and should be discouraged. Athletes should therefore shower at home as much as possible.

General Principles

Athletes

General guidance for athletes is given in terms of social distancing, personal hygiene and behaviour. This is a reminder of their responsibility in terms of the current Public Health directives. A healthy diet is also highlighted as a key area.

General guidance is given on returning to sport in a way which minimises the risk of injury when returning to training and attention is drawn to the fact that any athletes returning to sport after a period of home exercise, will need to start training at a lower intensity than their maximum, in accordance with the guidance issued by their coaching staff and physical trainers.

Medical Staff

Medical staff providing care at any facilities operated by SportMalta and other sport facilities, are reminded of the risks associated with COVID-19 and are directed to the latest guidelines issued by the European Resuscitation Council. This is deemed essential reading for anyone providing first aid or other medical care at sporting venues.

Use of Masks

General face protection using a mask or visor is encouraged when around other people while not practicing sport. A face mask should cover mouth AND nose and be worn close to the face. The mask should not be touched or moved with the hand from outside. If the mask is damp or contaminated with secretions, it must be changed immediately, disposing of the used mask immediately, followed by hand disinfection. If a reusable mask is worn, it should be washed at 60°C afterwards and disposed of after a number of recommended washes.

Masks should NOT be used when practicing strenuous or vigorous exercise. Masks or visors are only recommended to be worn if a sport which does not involve vigorous exercise is practiced in the vicinity of other people.

Return to Sport - What Sports are Permitted?

In principle and when feasible, measures should be lifted in a controlled, slow, and step-wise manner. In view of this, and provided that the COVID-19 situation in Malta remains under control, these guidelines, issued in liaison with Public Health, allow for such step-wise and gradual opening up of sporting activities. This started with only outdoor, non-contact sport training, moving on to indoor non-contact sport training, eventually allowing for contact sport training, as well as allowing for the resumption of competition, with no spectators. One must keep in mind that transitioning may be bi-directional, with measures being stepped up should this be necessary.

Envisaged timeline for the return to sport competition

22/05/2020 Outdoor, non-contact sport, non-competitive training (drills only, no games)

05/06/2020 Indoor and outdoor non-contact sport training

Resumption of Competition of specific non-contact sports (indoor & outdoor)

(teams/groups up to 4 persons)

01/07/2020 Training with contact (competitive training) – contact sports

15/07/2020 Resumption of Competition – contact sports

- Spectators at this stage are not allowed for training and competitions

General Guidelines for Venues

1. All persons (athletes and staff using any SportMalta and other sports facilities) should be informed of compliance with the basic hygiene measures (hand disinfection, coughing and sneezing etiquette, social distancing, face masks etc.) in accordance with Public Health direction, and the relevant hygiene officer.
2. Inform athletes and staff with access to the venue/facilities about the definition of "infection symptoms" and what to do in case of occurrence
3. Designated entry attendant regulates access to the venue for players and compulsory staff.
4. Entry attendant measures body temperature (thermal screening) and reserves the right to ask about Health status.
5. Keep hand disinfectant (minimum 70% alcohol) available at each entry and exit point as well as in front of or in each room and on training grounds if possible.
6. Regular surface disinfection is imperative.
7. Leave doors/gates/windows as open as possible and avoid touching the door handles.
8. Markings for queuing 2m apart at entrance wherever necessary.
9. If required, food should be prepared beforehand and brought to the venue ready to eat. Do not hire external catering. If restaurant/snack bar with a restaurant license is available, it may operate in accordance with the guidelines issued by Public Health and the Malta Tourism Authority for outdoor catering establishments.
10. Exclusive use of individual drink bottles, absolutely no shared bottles or cups allowed.
11. Use of the is not recommended and should be discouraged (Showering may be a possible conductor of viruses / aerosol generator)
12. Limit the use of common rooms (e.g. changing rooms and showers) and toilet facilities as much as possible. Use of changing rooms and shower facilities is not recommended and should be discouraged. Absolutely no hair dryers are allowed.
13. In toilet facilities provide paper towels – no air flow dryers or revolving cloth towels.
14. Changing rooms, locker rooms and toilets to be disinfected every hour.
15. Medical staff to work with mask or visor, hand disinfection and disposable gloves and are responsible for hygiene in the medical premises- for use in emergency only.
16. Persons who have contact with several athletes should pay particular attention to hygiene and protective measures.
17. Overall, care should be taken to ensure that only those persons from the coaching staff or venue staff who are essential enter any venues. Persons who are not essential for the direct course of the sport can be contacted via telephone and video calls.
18. Personnel requirements
 - Association and/or venue hygiene officer
 - Increase in cleaning personnel
 - Entry attendant /accreditation system/regulation service
 - Stadium infrastructure requirements
 - Separate doping control rooms (if necessary)
 - Isolation room (in event of active or suspected case)
19. Material requirements
 - Hand disinfectants and appropriate dispensers
 - Materials for surface cleaning and disinfection
 - Facemasks or visors
 - Personal bottles for drinks
20. The individual arrival of athletes in their own car should be strongly recommended, if possible with not more than two persons per car.
21. Facemasks should be worn (obligatory) up until the point at which practicing sport commences.
22. Arrival to venues should be staggered if possible.
23. Congregation in common areas is to be prohibited and social distancing practiced at all times.
24. Likewise there will be no handshakes, no team photographs or other unnecessary contact.
25. Adhere to hygiene principles issued by Public Health in terms of life outside sports. This includes amongst other things, minimizing receiving visitors at home, regular disinfection of surfaces and shopping etc, and most importantly, prudence when participating in social activities.
26. IMPORTANT: Exemplary individual behaviour with regard to hygiene and isolation measures both inside and outside the venue is a must, this includes an absolute ban on spitting or clearing of phlegm during the sport itself.

Conditions for Outdoor & Indoor, Non-Contact Sport

Where possible, use of outdoor spaces are preferable over indoor spaces for the practice of sports.

Conditions for All Sports:

- No more than a *maximum* of 8 persons training together as part of a group at any time, with or without a coach (8 athletes + 1 coach)
- Spatial separation of athletes should be kept to a minimum of 3m for all sports except for a few exceptions where the minimum distance is 2m.
- Athletes are to stick to training in groups of the same 8 individuals throughout all their training sessions, and not switch groups for any reason.
- Coaches should keep a distance of 3m as well as wearing a facemask/visor.
- The maximum capacity of persons that any sports facility/venue can hold at any one time is 1 person per 6 square metres of usable training space, and must not exceed 75 persons in total at any one time, while also respecting the square metre rule.
- No sharing of personal or intimate equipment is allowed.
- Water dispensers are not allowed.
- Spectators at this stage are not allowed for training and competitions
- For sports that could involve a mass start, such as road running, cycling and open water swimming, athletes and officials must abide by maximum 75 individuals at the event, (as long as the square metre rule is respected) and must involve a staggered start in waves not exceeding 8 persons who must still observe social distancing. Officials must wear masks or visors. Two or more races can be held at the same venue on the same day so long as the start times ensure that there will be no aggregation of more than 75 individuals at any given moment.

Specific Requirements for Individual non-Contact Outdoor sports:

Athletics :

- Distance of at least 3m to be maintained, where possible
- Avoiding running in other athletes' slipstreams is strongly recommended
- Drink stations should be avoided if possible
- Disinfection necessary for high jump & pole and all apparatus in track and field events, and relay baton
- *Competition allowed including relays*

Archery

- No sharing of equipment
- 1 person per lane, minimum of 2m spacing between lanes
- Facemask or visor should be worn if possible
- *Competition allowed*

Billiards and Pool

- No sharing of equipment
- Distance of at least 3m to be maintained, where possible
- Regular wiping of equipment between play
- Tables must be minimum of 3metres apart
- Facemask or visor should be worn if possible
- Cannot be played in social clubs
- *Competition allowed*

Bowls and Bocci

- No sharing of equipment
- Distance of at least 3m to be maintained, where possible
- Regular wiping of bowls between play
- Facemask or visor should be worn if possible
- *Competition allowed*

BMX

- Distance of at least 3m to be maintained, where possible
- Avoiding riding in other athletes' slipstreams is strongly recommended
- *Competition allowed*

Conditions for Outdoor, Non-Contact Sport

Specific Requirements for Individual non-Contact Outdoor sports:

Canoe

- Up to 2 persons per canoe (as long as team members remain the same)
- Minimum 3m distance between canoes where possible
- *Competition allowed*

Car Racing

- 2 persons per car (as long as team members remain the same)
- No sharing of personal equipment such as helmets
- Helmet should be worn if possible
- Support team must observe social distancing of 2m, maximum of 8 persons per group allowed.
- *Competition allowed*

Climbing

- Social distancing of 3m to be maintained where possible
- Groups of up to 8 climbers
- No sharing of personal equipment
- Regular disinfection of equipment

Cycling

- Bicycles should not be shared.
- Minimum 3m distance to be kept where possible and avoidance of cycling in another athlete's slipstream.
- *Competition allowed*

Darts

- No sharing of equipment
- Distance of at least 3m to be maintained, where possible
- Regular wiping of equipment between play
- Boards must be minimum of 3metres apart
- Facemask or visor should be worn if possible
- Cannot be played in social clubs
- *Competition allowed*

Dressage

- Individual saddles to be used
- Minimum distance of 3m to be kept, where possible & avoid riding in another rider's slipstream
- Facemask or visor should be used if possible
- *Competition allowed*

Fishing

- Minimum distance of 3m to be kept between individuals, where possible
- Facemask or visor should be worn if possible
- *Competition allowed*

Golf

- Minimum distance of 3m to be kept between individuals, where possible
- sharing of balls or other equipment is allowed
- *Competition allowed*

Horse Racing

- Sulkies and other equipment such as helmets, goggles, whips and body protectors shall not be shared between drivers.
- 3mts distance shall be kept where possible & avoid riding in slipstream if possible.
- Keep open and safe distance from any horse side by side
- Facemask or visor is encouraged by all drivers and handlers at the paddock area and during competition
- *Competition allowed*

Model Aircrafts

- 3m distance to be kept
- Use of facemask or visor is encouraged
- *Competition allowed*

Conditions for Outdoor, Non-Contact Sport

Specific Requirements for Individual non-Contact Outdoor sports:

Sailing (at sea)

- Dinghy sailing – double handed sailing allowed.
- No sharing of personal equipment. Boat to be thoroughly disinfected before/after use.
- Maximum crew on keel boats: 4 persons on <30 feet; 6 persons on 30-40 feet; 8 persons on >40 feet
- 2m distancing applies to sailors on a boat, as long as crew don't change
- Facemasks are encouraged if level of exercise not strenuous
- *Competition allowed*

Scuba Diving

- No sharing of personal/intimate equipment or breathing apparatus.
- Thorough disinfection of equipment prior to and after use is imperative
- Groups of no more than 8 divers are to be allowed
- Social distancing (2m) still applies while on boats, meaning vessel must be large enough to accommodate this

Shooting

- No sharing of personal equipment. Equipment is to be thoroughly disinfected prior to and after use,
- Use of facemask or visor is encouraged when possible
- 2m social distancing where possible
- *Competition allowed*

Skate Boarding

- Maintain social distancing of 3m to be kept
- Avoid skating in another individuals slipstream
- Groups of no more than 8 skaters are to be allowed

Surfing (at sea)

- Minimum distance of 3m to be kept where possible
- Avoid surfing in another individuals slipstream

Swimming (in chlorinated water or at sea)

- Maximum number of swimmers per lane: Outdoors - 4 for 25m pool, 5 for 33m pool, 8 for 50m pool; Indoors – 4 for 25m pool
- Swimmers must start from opposite ends every alternate lane.
- Maintain general rule of 8 athletes + coach
- Chlorinated water is to be kept above 0.5mg/l Free Chlorine
- Starting times staggered to avoid congregation of athletes at end of pool
- Pools to abide by Obligatory Conditions and Guidelines issued for outdoor & indoor pools. Maximum capacity must be inline with these conditions as well as the area conditions set out for sports, and must never exceed 75 per pool.
- *Competition allowed*

Tennis

- Singles or doubles - if possible done in the same pairs rather than allowing alternating partners
- Social distancing of 3m is still applicable where possible
- Balls may be marked with an X or a O indicating which individual is allowed to handle them
- *Competition allowed*

Triathlon

- Staggered starting limited to 8 per wave. Bikes to be placed minimum of 2m apart in transition area.
- Minimum distance of 3m between athletes to be observed where possible
- Avoid other athletes' slipstreams
- Drink stations should be avoided if possible (athletes to bring their own bottles)
- No sharing of equipment
- *Competition allowed*

Conditions for Outdoor, Non-Contact Sport

Rowing

- Maximum of 4 people per boat (as long as team members remain the same)
- Social distancing of 3m applies, where possible
- *Competition allowed members*

Synchronised Swimming (in chlorinated pool)

- As per swimming guidelines above
- No group routines or contact allowed, individual routines only while maintaining 3m social distancing.
- *Resumption of competition 15/07*

Conditions for Indoor, Non-Contact Sport

Specific Requirements for individual non-contact indoor sports:

Badminton

- No sharing of racquets.
- Shuttlecock should be marked with an X or and O and each set only be touched by one player
- Doubles can be played as long as team members remain the same
- *Competition allowed*

Combat sports

- No sharing of personal equipment
- Any apparatus/mats to be disinfected after use by each individual,
- Apparatus must be thoroughly disinfected between use and if possible to be used outdoors.
- Individual training only, strictly non-contact practicing moves in absence of opponent
- Minimum distancing of 3m applies
- *Resumption of contact training 01/07; competition 15/07*

Dance sport

- Individual only – practice of moves in absence without touching other dancers
- Groups of up to 8 dancers
- Social distancing of 3m applies
- *Resumption of contact training 01/07; competition 15/07*

Fencing

- Social distancing of 3m applies, where possible
- Any equipment should be thoroughly disinfected prior to and after use, no sharing of personal equipment
- *Competition allowed*

Gymnastics

- Social distancing of 3m applies, where possible
- Any equipment should be thoroughly disinfected prior to and after use, no sharing of personal equipment
- *Competition allowed*

Conditions for Indoor, Non-Contact Sport

Specific Requirements for individual non-contact indoor sports:

Fitness Classes

- Fitness classes to abide by Obligatory Conditions and Guidelines issued for gymnasiums and fitness centres. Maximum capacity must be inline with these conditions as well as these sports conditions, must respect the square metre rule and must never exceed 75 persons. Fitness rooms which can hold more than 8 persons according to the square metre rule, may only be used by groups of more than 8 persons if there are floor markings delineating areas of 64 square metres, each to be used by a group of up to 8 persons. These groups of persons cannot mix among themselves and should enter and exit the premises in separate groups. Use of changing rooms and showers in such instances are not allowed.
- Social distancing of 3m applies – strictly non-contact.
- Any equipment and mats should be thoroughly disinfected prior to and after use, no sharing of personal equipment.
- Bodyweight exercises should be encouraged
- Recommended that participants should bring their own mats and equipment where possible

Kendo

- Social distancing of 3m applies, where possible
- Any equipment should be thoroughly disinfected prior to and after use, no sharing of personal equipment
- *Competition allowed*

Squash

- No sharing of racquets.
- Balls to be disinfected every 15 minutes and in between sets
- Doubles can be played as long as team members remain the same
- *Competition allowed*

Table Football

- Equipment to be disinfected prior to and after use
- Balls to be disinfected every 15 minutes
- Facemasks or visors should be worn
- *Competition allowed*

Table Tennis

- Equipment to be disinfected prior to and after use, no sharing.
- Balls to be disinfected in between games and at least every 15 minutes
- Doubles can be played as long as team members remain the same
- Boards must be minimum of 3metres apart
- *Competition allowed*

Ten pin Bowling

- Equipment to be disinfected prior to and after use, no sharing.
- Team play as long as team members remain the same
- Social distancing of 2m where possible
- Facemasks or visors to be worn
- *Competition allowed*

Weightlifting/powerlifting

- Social distancing of 3m applies, where possible
- Any equipment should be thoroughly disinfected prior to and after use, no sharing of personal equipment
- *Competition allowed*

- Board games still recommended to be played virtually if possible

Conditions for Outdoor, Non-Contact Team Sport

Specific Requirements for Team Sports to be practiced outdoors individually and with no contact. Strictly training and drills, no games, maintaining 3m distancing between athletes at all times:

Expected to resume training allowing contact (competitive training including games) as of 01/07

Expected to resume Competition 15/07

Baseball

- Ball to be disinfected prior to use and every 15min
- Consider disinfecting ball and bat before every pitch
- Alternatively use pitching machine for practice
- Individual practice is encouraged where possible

Cricket

- Absolutely no shining of the ball
- Ball to be disinfected prior to use and every 15min
- Ideally ball is disinfected before every pitch
- Alternatively use bowling machine for practice
- Individual practice is encouraged where possible
- No sharing of equipment

Canoe Polo

- Distance of 3m to be observed
- No sharing of equipment
- Chlorinated pool water is to be kept above 0.5mg/l Free Chlorine
- Ball to be disinfected prior to use and every 15min

Horse Polo

- Distance of 3m to be observed
- Ball to be disinfected prior to use and every 15min

Volleyball (including beach volley)

- Ball to be disinfected before use and every 15min
- Consider disinfecting ball between each play
- Social distancing of 3m applies, where possible
- Excluding beach volley, can be played up to 1x1 with a net or 2x2 without a net (as long as team members remain the same)
- *Beach volley competition allowed*

Basketball

- Ball to be disinfected prior to use and every 15min
- Ideally disinfected between plays
- Strictly non-contact *until 01/07*

Football

- Ball to be disinfected prior to use and every 15min
- Ideally disinfected between plays
- Strictly non-contact *until 01/07*

Handball

- Ball to be disinfected prior to use and every 15min
- Ideally disinfected between plays
- Strictly non-contact *until 01/07*

Conditions for Outdoor, Non-Contact Sport

Specific Requirements for Team Sports to be practiced outdoors individually and with no contact. Strictly training and drills, no games, maintaining 3m distancing between athletes at all times:

Hockey

- Ball to be disinfected prior to use and every 15min
- Ideally disinfected between plays
- Strictly non-contact *until 01/07*
- No sharing of equipment

Netball

- Ball to be disinfected prior to use and every 15min
- Ideally disinfected between plays
- Non-contact rules to be implemented *until 01/07*

Rugby

- Non-contact to be practiced *until 01/07*
- Ball to be disinfected prior to use and every 15min
- Ideally disinfected between plays

Waterpolo

- Ball to be disinfected prior to use and after use
- Non-contact rules *until 01/07*
- 50m pool may be divided into 3 sections which can then be subdivided into 3 sub-sections allowing a maximum of 8 players per section and coach on the outside wearing a facemask (middle sub-section of middle section not to be used). A buffer lane is required between sections.
- 25m pool may be divided into 2 sections with a buffer lane in between. These may be further subdivided into 2 sub-sections with the same 8+1 rule as above.
- Chlorinated pool water is to be kept above 0.5mg/l Free Chlorine
- Masks or visors are recommended to be worn if a sport is does not involve vigorous exercise, when there are other athletes around.
- Pools also to abide by Obligatory Conditions and Guideleines issued for outdoor & indoor pools. Maximum capacity must be inline with these conditions as well as the area conditions set out for sports, and must never exceed 75 per pool.

Final Thoughts

SportMalta have always valued “Integrity, Transparency and Accountability” and we believe that restarting sport in Malta should be a priority, particularly given the known benefits of exercise in preventing diseases related to worse outcomes in patients with the COVID-19 virus, but not at the cost of an increase in transmission of COVID-19.¹²

We are confident that if followed correctly, these guidelines allow for the safe return of athletes to their sports, albeit with a number of restrictions, however we hope that they herald the first step to the eventual resumption of normal sporting activity on these Islands.

Duties of venue as employer, venue staff

Employers are expected to take care of the health, safety and welfare of workers, including themselves, and all other staff, including contractors and delivery persons as well as athletes. This includes providing and maintaining a work and training environment that is without risk to health and safety, providing adequate and accessible facilities for the welfare of workers to carry out their work and monitoring the health of workers and the conditions of the workplace for the purpose of preventing illness or injury. Employers must minimise the risk of exposure to COVID-19 of workers and athletes/customers by taking reasonable and practical measures to mitigate risk.

Protection of workers from the risk of exposure to COVID-19 may include, for example:

- ✓ Requiring workers to practice social distancing
- ✓ Requiring workers to practice good hygiene (e.g., through workplace policies and ensuring access to adequate and well stocked hygiene facilities)
- ✓ Requiring workers to stay home when sick
- ✓ Cleaning the workplace regularly and thoroughly
- ✓ Implementing working from home arrangements for those aspects of the business where such arrangements can be applied

Sports facilities must take actions to ensure that they do not put the health and safety of clients, customers, contractors and delivery persons at risk of contracting COVID-19. Such protection from the risk of exposure to COVID-19 may include, for example:

- ✓ Requiring them to practice social distancing, including through contactless deliveries and payments
- ✓ Requiring them to practice good hygiene, and
- ✓ Requiring others to stay away from the workplace, unless essential, e.g., such as family, friends and visitors.

Employers must maintain a safe work environment by, for example:

- ✓ Cleaning the workplace regularly and thoroughly,
- ✓ Restructuring the layout of the workplace to allow for social distancing,
- ✓ Limiting the number of people inside collective accommodation establishments at any given time,
- ✓ Providing adequate facilities to protect workers, as much as possible from contracting COVID-19 such as:
 - o Toilet facilities including adequate supply of soap, water and paper towels
 - o Hand sanitisers around the workplace, where it is not possible for workers to wash their hands,
 - o Staff rooms (where applicable) that are regularly cleaned and that allow for social distancing,
- ✓ Providing workers with regular breaks to use sanitizing facilities, particularly to allow workers to wash their hands, or to access hand sanitiser where this is not possible,
- ✓ Providing information, training, instruction and supervision which may include:
 - o guidance on how to properly wash hands
 - o training on how to fit and use any necessary personal protective equipment (PPE)
 - o training on adequate cleaning practices throughout the day
 - o instructions on how to set up a safe home workplace for those working from home, and
- ✓ Providing workers with instructions on staying home from work if sick.

Employers have the duty to consult with workers on health and safety matters relating to COVID-19. Employers must give workers the opportunity to express their views and raise their concerns. Workers are most likely to know about the risks of their work. Involving them will help build commitment to any changes that employers need to implement. Employers must advise workers of the outcome of consultation. Adapting collective accommodation establishments to manage and mitigate the risk of exposure to COVID-19 requires a thorough risk assessment. These guidelines provide considerations that employers must make when deciding on control measures such as restrictions within collective accommodation establishments to allow for social distancing, the adequacy of facilities for proper personal hygiene, cleaning arrangements, working from home arrangements, and other changes that may affect the health and safety of workers. Consultation does not require consensus or agreement, but employers are strongly advised to allow workers to be part of the decision-making process for COVID-19 related matters.

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