

**PROTOCOL COVID-19 FOR PERFORMING ARTS PRODUCERS**  
**- Version 25 September 2021**

This protocol replaces the previous protocol for performing arts producers (V11), as a guide to the protection and safety of employees and associates affiliated with the NAPK.  
If there are no changes, this protocol will be automatically renewed every two months.  
The protocol will lapse as soon as the government's basic measures against the spread of the COVID-19 virus are discontinued.

**Protocol as of 25 September 2021**

As part of the [opening plan 'Step by Step more possibilities'](#), the Dutch government's obligatory 1.5-metre distancing rule is no longer in force. It is therefore no longer the norm to keep distance. Dropping the 1.5-metre distancing rule means that we can cautiously do more in the coming period, while complying with the general hygiene rules and getting tested in the case of symptoms.

The Dutch government has chosen to make broader use of the statutory possibility of coronavirus entry passes, as of 25 September. This means it is obligatory for everyone to show a coronavirus entry pass to gain admission to pubs and restaurants, events, premier league matches, professional sports competitions and professional arts and cultural venues.

Looking ahead:

- In November 2021, the cabinet will review the coronavirus situation and determine which rules are necessary.
- If there are updates to these agreements, they will be communicated as quickly as possible through the NAPK website and SPOTS.

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## I. PRELIMINARY CONSIDERATIONS

The responsibilities and measures described in this protocol apply to the whole performing arts sector, united under the professional association NAPK, and concern all employees (performing artists, production and support staff in permanent and temporary employment, and hired staff, trainees and volunteers, and everyone else in the workplace).

### I.1 Responsibilities of employer and workers

The employer is responsible for ensuring safe and healthy working conditions, not only for employees, self-employed persons, trainees and volunteers, but also for everyone who enters the workplace. Employees and other parties concerned may be required to take personal responsibility for implementing and complying with this Protocol and any additional regulations set by the organisation.

## A. GENERAL

### A.1.a General conditions for hygiene and distancing rules:

- Give each other space.
- Do not shake hands.
- Wash your hands regularly in accordance with instructions or use hand sanitiser.
- Do not touch your face. Sneeze and cough into your elbow. Provide tissues, throw them away after one use and wash your hands straight away
- Ensure regular and thorough cleaning of the workplace.
- Do not share work materials and telephones with others.

### A.2.a For the employer/organisation:

- Allow employees to work at home wherever possible.
- Organise meetings and training sessions digitally/online wherever possible.
- Ensure safe workplaces and compliance with hygiene rules (see A.1.a).  
Make sure that staff and visitors have access to the following hygiene items:
  - hand sanitiser;
  - paper towels;
  - soap dispensers;
  - surface cleaning sprays.
- Ensure maximum hygiene in all spaces, paying particular attention to contact surfaces like counters, sneeze guards, desktops, photocopiers, banisters, light switches, door handles, toilets, kitchens, dressing rooms, stages and rehearsal spaces.
- Appoint a corona team or assistant, who supervises compliance with this Protocol and has the authority to call people to account and correct them.
- Ventilate rooms as much as possible (see Appendix IV) and plan work outdoors as far as possible.

### A.2.b Communication by the employer/organisation:

- Give employees detailed verbal and written information and instructions regarding: use of the building, transport, hygiene rules and, if applicable, the use of protective equipment, and specific regulations for training, rehearsals and presentations.
- Communicate the instructions clearly and hang them up at strategic places on notice boards and posters, and communicate them through websites, newsletters and/or apps, and through reminders in the toilets and kitchens, etc.
- Point out to employees that they are also personally responsible for working safely and that they are therefore expected to remind one another to comply with the rules if necessary and to report any points for improvement or shortcomings, such as insufficient hygiene items, to their manager or the corona contact person.

**A.3. For all employees:**

- Stay at home if you have one or more of the following symptoms: a head cold, runny nose, sneezing, sore throat, mild cough or temperature (between 37.5 and 38°C).
- In the case of the aforementioned symptoms: get tested (through the GGD or your doctor).
- Take preventive self-tests  
Source Dutch government: [Uitleg zelftest](#)
- If the test result is positive, you must self-isolate at home in accordance with the regulations of the Dutch government.  
Source Dutch government: [Uitslag-coronatest](#)

**A.4. Visitors by appointment<sup>1</sup> and suppliers:**

- Must follow the instructions of the organisation concerned.

**B. COOPERATION BETWEEN VENUES AND PRODUCERS**

**B.1. Coordination of venues and producers (presentations)**

- Venues and producers coordinate their protocols well in advance of the presentation date and make additional agreements for specific points, if necessary.
- If necessary for creating safe working conditions, venues and producers can use the collective recommendation "Safe working conditions backstage" from Podiumkunsten Alliantie VSVD, VVTP and NAPK (see appendix II for the complete recommendation).
- Venues and producers ask their own staff who are involved in a performance to state whether they have been vaccinated, have recently recovered or are willing to take a corona test.
- Venues and producers discuss possible measures to limit the risk of infection if staff:
  - do not wish to state this,
  - state that they have not been vaccinated,
  - have no proof of recovery and are not willing to take a test.

**B.2. Coordination of venues and producers (rules for audiences)**

- Venues are responsible for the audience and the public spaces in the theatre.
- Any additional agreements to be made between performers and venues regarding the audience are discussed.
- The venue carries out a triage, both at the time of booking and at the entrance, by asking visitors if they have any symptoms.

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<sup>1</sup> Not including audience members for presentations.

## C. INTERNATIONAL PRESENTATIONS/EXCHANGES

### C.1. Travelling to and from the Netherlands

- For each journey, observe the rules from the Protocol and the rules of the country concerned.
- Travel advice is classified in colour codes on the basis of the severity of the measures and risks in the country concerned. For the rules regarding travel to and from the Netherlands, see the travel advice from the Dutch Ministry of Foreign Affairs.  
Source Dutch government: [Reisadviezen](#)
- Quarantine rules on arriving from or returning from abroad.  
Quarantine rules apply to arriving from or returning from a country that is coded orange or red and you may have to show a recent negative test result.  
Source Dutch government: [Coronaregels/thuisquarantaine](#).  
Source Dutch government: [Uitzonderingen verplichte thuisquarantaine](#)

## D. APPENDICES

### APPENDIX I I. Definitions

Distance between people	Even though it is no longer obligatory to keep a distance of 1.5 metres, still give each other space.
Hygiene items	Hand sanitiser, soap dispensers, paper towels, surface disinfectant sprays, cleansing wipes and possibly rubbing alcohol with 70% isopropanol or isopropyl alcohol (IPA). For cleaning locations and implements, follow the general guidelines of the National Centre for Hygiene and Safety, see: <a href="https://www.rivm.nl/hygienerichtlijnen/algemeen">https://www.rivm.nl/hygienerichtlijnen/algemeen</a> .
Protective equipment	Face masks, (disposable) gloves, eye protection, protective clothing, face shields and partition screens
Risk groups	People aged 70 and up, people aged 18 and up with serious respiratory conditions and people with underlying health conditions. See <a href="https://lci.rivm.nl/richtlijnen/covid-19#index_Risicogroepen">https://lci.rivm.nl/richtlijnen/covid-19#index_Risicogroepen</a>
Symptoms	The following Covid-19-related symptoms: a head cold, runny nose, sneezing, sore throat, mild cough, temperature (between 37.5 and 38°C), fever (over 38°C) and/or breathing difficulties.
Testing	Testing for Covid-19 infection is free of charge through the GGD or family doctor. National telephone number: 0800-1202. The results are available within 24 to 48 hours. GGD tests are intended for people with (mild) corona-related symptoms. From 1 December 2020, people without symptoms can also be tested if they come forward due to contact tracing or have received a notification through the CoronaMelder app. See: See <a href="https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/testen/testbeleid/soorten-testen">https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/testen/testbeleid/soorten-testen</a> . Buying commercial self-tests is also an option.
Testing, preventive (diagnostic)	Preventive testing means that someone is tested without them displaying symptoms of corona. Preventive testing takes place through a PCR (polymerase chain reaction) test. The results are usually available within 48 hours.
Triage / health check	Check for Covid-19-related symptoms (see Symptoms above), through asking questions and possibly measuring body temperature (in a non-invasive way). <u>See Appendix III</u> .
Ventilation	Ventilation is the continual refreshment of air. The outdoor air keeps replacing the 'contaminated' indoor air, or part of it. <u>See Appendix IV</u> .

## APPENDIX II

### **Collective recommendation from Podiumkunsten Alliantie to performing arts organisations -25 September 2021**

The 1.5-metre distancing rule is no longer in force from 25 September, which raises the question of how venues and producers can continue to provide a safe workplace. Preferably, they work exclusively with staff who are vaccinated, have proof of recovery or have recently tested negative. Employers may ask their staff if they have such proof, but the staff are not obliged to answer.

This restriction means it is not always possible to guarantee whether a crew is completely protected. Consequently, venues and producers cannot require one another to declare that their crew is completely vaccinated, or has proof of recovery or a recent negative test. Neither may they check the other party for proof, on the basis of the current regulations.

Although this may appear contrary to the obligation of venues to subject their audience to a corona check, it is how things stand at the moment, on the basis of the current regulations. We therefore advise venues and producers to:

1. Ask their own staff who are involved in a performance to state whether they have been vaccinated, have recently recovered or are willing to take a corona test.
2. To enter into discussion with staff who do not wish to state this, who state that they have not been vaccinated, or who have no proof of recovery and are not willing to take a test, about possible measures to be taken to limit the risk of infection.
3. To trust each other as employers that these rules are complied with and not to require one another to give a written declaration about it. This would only compound the problems and would not provide a basis for successful cooperation.

For more information about the rights and obligations of employers in this regard, see:

<https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/vraag-en-antwoord/mag-ik-een-werknemer-verplichten-zich-te-laten-vaccineren>.

It goes without saying that all the current rules for a safe workplace, as stated in the protocols, must be complied with.

We are not happy with this difficult situation and are doing our utmost, in cooperation with the national employers' lobby, to come up with better regulations regarding safe working conditions, as long as there is still an obligation to subject the audience to corona checks.

### APPENDIX III

### Sample checklist for health (triage)

A number of questions are given below that you can ask visitors or staff as part of a triage. Which questions are relevant and what consequences the answers will have will depend on the situation concerned.

The advice for carrying out a triage is to create a situation that takes the best possible account of the privacy of those being questioned.

1. On entry, we may ask you to show your ID, so we can check that you are the registered visitor.	
2. Have you or one of your family members or members of your household had a fever in the past two weeks? If the answer is 'yes', have you (or the household member concerned) been free of the fever for at least 48 hours?	
3. We request your cooperation in taking your body temperature with a forehead/wrist/camera thermometer. If your temperature is above 38 degrees Celsius, you may not enter.	
4. Are you currently experiencing any symptoms like a cold, runny nose, sore throat, mild cough, temperature or fever (above 38 degrees Celsius) and/or breathing difficulties? If you have any corona-related symptoms, you will be denied access. Our corona representative is responsible for taking this decision.	
5. Have you recently visited a region or country that has been badly affected by the coronavirus?	
6. Have you been in contact over the past two weeks with someone who has tested positive for the Covid-19 virus, whether in a private or a work situation?	
7. Are you aware of the RIVM's guidelines for basic hygiene and do you follow them?	
8. On entering, did you disinfect your hands and any materials you brought with you?	
9. If you experience any corona-related symptoms after your visit, please report this as soon as possible to XXX.	
10. Do you agree to us registering your visit and keeping your triage results in a secure place for two weeks? This will make it easier for any source and contact tracing by the GGD.	

## APPENDIX IV

### What is good ventilation?

Ventilation is the continual refreshment of air. The outdoor air keeps replacing the 'contaminated' indoor air, or part of it. Ventilation is possible through natural ventilation – e.g. through grilles or open windows – or through a mechanical ventilation system.

Ventilation is essential for restricting the concentration of aerosols – small floating particles that might possibly spread the virus – in a room. The amount of ventilation needed depends on the size of the room, the number of people present and the nature of their activities in the room.

The most efficient type of ventilation is displacement ventilation, where fresh air is blown in through the ceiling and extracted near to the floor, or vice versa. The fresh air thus displaces the contaminated air upwards or downwards.

Mixing ventilation, where the fresh air is mixed with the contaminated air in the room, is less efficient.

The air can also be refreshed by regularly opening windows, shutters or doors opposite one another for about 10 minutes, so that a considerable air flow is created. Ensure that nobody is in the room while it is aired, or if that is not possible, then make sure that people do not sit behind one another in the air flow while the room is aired.

The advice is to take regular breaks and to plan them in accordance with the estimated time needed to refresh all the air in the room.

If it is not possible to ventilate a room well, it is important not to occupy that room for too long. If there is any doubt about the ventilation and air flows in a room, it is recommended to seek professional advice.

For more information, see:

- <https://www.rijksoverheid.nl/onderwerpen/coronavirus-covid-19/openbaar-en-dagelijks-leven/cultuur>
- <https://www.rivm.nl/coronavirus-covid-19/werk/generiek-kader-coronamaatregelen>  
<https://lci.rivm.nl/aerogene-verspreiding-sars-cov-2-en-ventilatiesystemen-onderbouwing>

This protocol for performing arts producers (hereinafter 'Protocol') serves as a guideline for the professional performing arts sector. It has been drawn up on the basis of the measures and advice from the Dutch government, and where necessary in consultation with the Ministry of Education, Cultural Affairs and Science and the Kunstenbond. The Protocol forms the basis for carrying out performing arts activities in the period in which the coronavirus/COVID-19 is active in the Netherlands.