Provincial Recovery Framework

ENGAGEMENT SESSIONS

PUBLIC SAFETY AND EMERGENCY ORDER

- The ***Emergency Measures Act*** makes provision for the Minister to issue an enforceable Mandatory Order

- The Minister may take any reasonable step to reduce risks to our environment, our economy and our safety and security

- The Order includes compliance with CMOH guidelines

- This means: monitor, educate, and, if necessary, enforce

- Conducted jointly by Peace Officers, Public Health inspectors and WorkSafeNB

ROLE OF REGULATORS

Public Health for Citizens

The Office of the Chief Medical Officer of Health's mission is to improve, promote and protect the health of citizens of New Brunswick.

The Public Health Act provides wide ranging powers to prevent and control the spread of diseases such as COVID-19.

Requirements can be placed on individuals (i.e. self-isolation) or on businesses with orders to address a health hazard.

Public health guidance documents in support of these goals are made available on the COVID-19 website: GNB COVID-19

WorkSafeNB for Employees

WorkSafeNB is committed to promoting healthy and safe workplaces for New Brunswick's workers and employers.

WorkSafeNB supports the direction provided by public agencies necessary to slow the progression of COVID-19 and provides guidance to workplaces on implementing appropriate preventative measures.

To support this effort we've provided the following information about COVID-19 and the workplace:

- Workplace health and safety, and the coronavirus

PLANNING ASSUMPTIONS

- We will not have vaccine before 12 to 18 months, meaning life will not return to normal for some time.

- Physical distancing, health screenings, physical barriers (plexiglass), hand washing, surface cleaning, masks and face coverings will be the new normal.

- Robust monitoring, testing and contact tracing to detect and contain COVID-19 will be essential. This includes technology (apps) to do it at scale.

- Our health system has sufficient personal protective equipment (PPE) and ICU and acute care surge capacity to handle a large outbreak should controls fail.

- Emergency measures, including border controls and means of enforcement, are maintained throughout recovery.

- Enhanced mental health and social supports across society for the duration of the event.

- Remote working, virtual meetings, learning and delivery services will need to be expanded and sustained throughout recovery

Department of Health

Public Health Phases and Triggers

New Brunswick

Major Trigger Back to Current Level: 3 unlinked community outbreaks (cases) in 6 day period

Minor Trigger: Significant Acceleration of Disease Curve

Public Health Measures*	Strictest controls (pre-April 24)	Transition measures announced April 24	Progessively Loosen: target of 2-4 weeks after April 24	Progressively loosen	Trigger to New Normal: vaccination or herd immunity
Hand Washing, Surface Cleaning	Yes	Yes	Yes	Yes	Yes
Physical Distancing (2m)	Strict	Two "Household Units"	Two "Household Units"	Family and Friends	Lift
Face Coverings in Public When Physical Distancing may not be Possible	Strongly Recommended	Strongly Recommended	Required Unless Unable	Required Unless Unable	Recommended when ill
Gathering w. Physical Distancing	None	None	10 or Less	50 or Less	Lift
Public Spaces: Health Screening, Handwashing Stations, Barriers, Reduced Maximum Occupancy	Yes	Yes	Yes	Yes	Lift
Businesses or Activities that can Ensure Physical Distancing	Strict Controls	Strict Controls	Strict Controls	Basic Controls	Lift
Businesses or Activities that cannot Ensure Physical Distancing	Close	Close	Progressive Opening then Strict Controls	Basic Controls	Lift
Visitation of Vulnerable Population	Strict Controls	Strict controls	Loosen with Strict Controls	Basic Controls	Lift
Schools and Daycares	Virtual Only (Daycare for Essential Workers)	Continue Virtual (Daycares for Essential Workers)	Continue Virtual, Expand Daycares with Strict Controls	Open Schools (September 2020) with Strict Controls and Expand Daycares	Reopen
Postsecondary Institutions	Virtual Only	Progressive, starting with practical programs	Virtual and In-person with Strict Controls	Basic Controls	Reopen
Borders (Provincial/International)	Strict Controls and Self-Isolation	Strict controls and self-isolation	Strict Controls and Self-Isolation	Strict Controls per Risk	Reopen

*Measures subject to change based on ongoing public health risk assessments and review of latest national and international evidence on the spread of COVID-19.

Phased Re-opening (Best Case/No Resurgence)

April 24th	2-4 weeks after April 24th	2-4 Weeks without new wave	To Be Determined
Low-risk/Contact	Low-risk/ Controlled Contact	(High Risk/ High Contact)	

April 24th — Low-risk/Contact
- Two-household Bubble
- Golf Courses (no restaurant, no bar)
- Fishing and Hunting Seasons
- Outdoor Spaces (where owner allows it)
- Car Pooling
- Post-secondary Education (progressive, starting with practical programs)
- Outdoor (Drive-in) Religious Services

2-4 weeks after April 24th — Low-risk/ Controlled Contact
- Elective Surgeries and Priority Health Services
- Daycare, Camps and Childcare
- Retail Facilities
- Offices / Other Businesses
- Restaurants
- Seasonal Campgrounds
- ATV Trails

2-4 Weeks without new wave (High Risk/ High Contact)
- Hairstylists/Barbers
- Other health services
  - Dental Care
  - Massage
  - Chiropractors
- Churches
- Fitness Facilities
- Other close contact business or services

To Be Determined
- Gathering Places
- Organized Sports
- Bars

* All subject to Public Health and WorkSafe guidance/regulation, regular spot checks and with engagement with industry and regulators to co-design effective implementation.

INFECTION AND PREVENTION CONTROLS

Physical distancing — Employers/operators should restructure physical settings and responsibilities to adhere to the distance needed between people (e.g., increasing space between people and/or reducing the number of employees within a space at a given time). In addition, wherever possible people should have the option to work or access businesses, schools and other settings from home.

Engineering controls — creating physical barriers between people when distancing is not possible; increasing ventilation

Administrative controls — redistributing responsibilities to reduce contact between individuals, using technology to facilitate communication

PPE and non-medical masks— having people wear medical PPE when required (in health care settings) and non-medical cloth masks

Physical Distancing

Engineering Controls

Administrative Controls

PPE
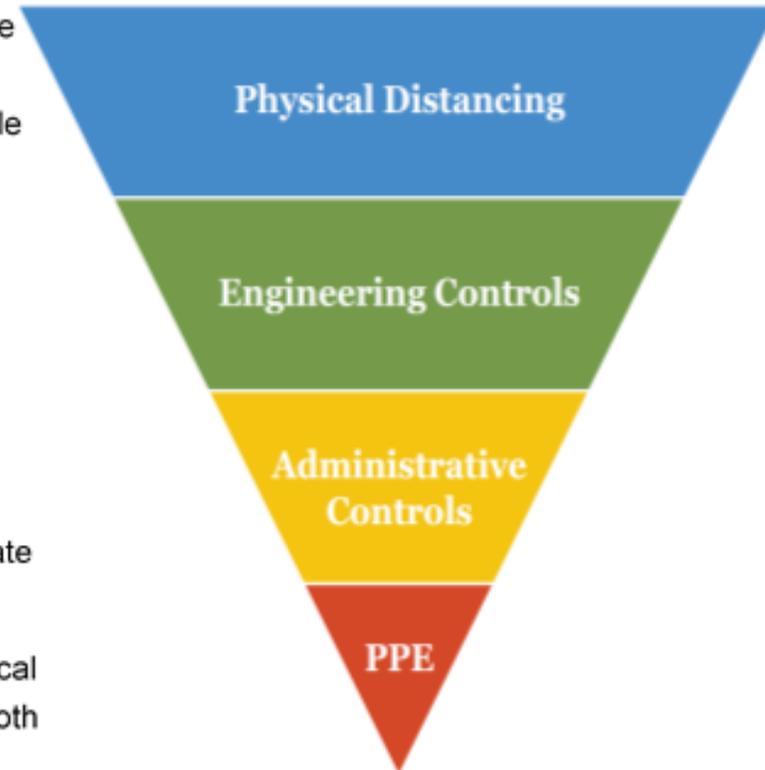
REDUCE NUMBER AND INTENSITY OF CONTACTS

- Core objective of controls is to reduce the risk by minimizing number and intensity of close contacts.

- Zero risk is not possible in any setting and is not the objective.

- Expectation is that business and operators reduce risk as much as possible within a particular context.

Risk Matrix

Contact Intensity

HIGH / MEDIUM / LOW

LOW / MEDIUM / HIGH
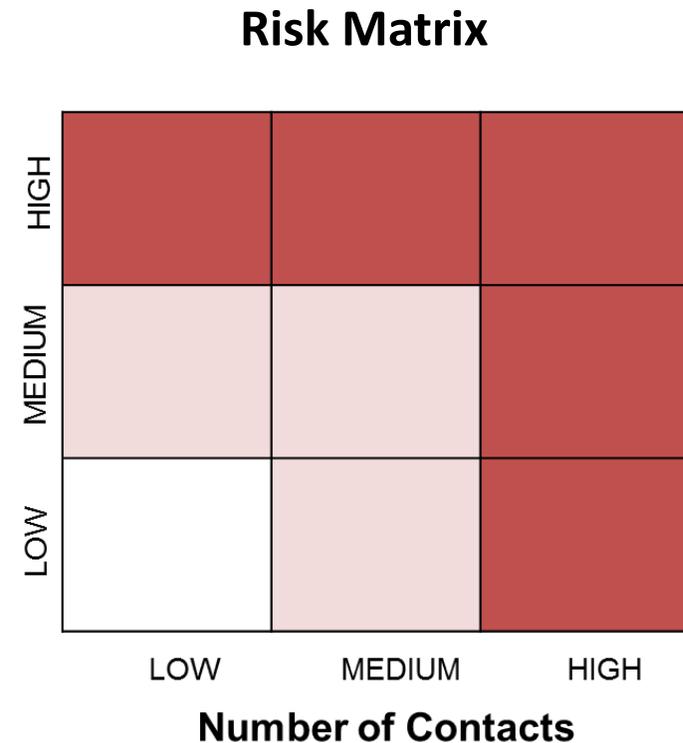
Number of Contacts

➢ Approximate number of people in setting at same time

EXAMPLES OF CONTROLS

Key Elements (Based on Risk Assessment)	STRICT CONTROLS	BASIC CONTROLS
Physical Barriers (when social distancing not possible)	✔	✔
Occupancy Levels (to reduce number and intensity of contacts)	REDUCED	INCREASED
Controlled Access and Exit, Client Pathways	✔	
Active Health Screening (i.e. actively questioned, temperature checks if possible)	✔	
Passive Health Screening (Signage)	✔	✔
Hand Cleaning Stations / Hand Sanitizing Dispensers	✔	✔
Enhanced Staff Health Policies (i.e. hand hygiene, home when sick)	✔	✔
Enhanced Environmental Cleaning (High Touch Areas)	✔	✔
Administrative Policies (workplace hours, telework, cash handling)	✔	✔
Visitor and employee logs (in areas/rooms where social distancing not possible)	✔	✔
Personal Protective Equipment (only when required as last line of defence)	✔	✔

New Brunswick Nouveau Brunswick

WorkSafe TRAVAIL SÉCURITAIRE NB

Department of Health

PUBLIC HEALTH GUIDANCE

- Public health guidance will provide for general direction on a range of areas common to all trades and public spaces, and following engagement, might develop additional guidance specific to a sector;

- Important questions to consider for specific types of businesses or activities in order to best manage the risk posed by COVID-19:

  - Does your business or organization have an individual responsible for COVID-19 oversight?

  - Have you conducted a risk assessment (# and intensity of contacts, social distancing) within your operation and identified appropriate mitigation measures?

  - Do you have cleaning and disinfection policies with appropriate controls in place to monitor and enforce?

  - Does the demographics of your staff and/or clients pose an increased risk, and require additional mitigation measures?

  - Do you have robust and updated employee health policies?

The requirements of the *Occupational Health and Safety Act* remain unchanged – even during a pandemic.

EMPLOYERS

- Take every reasonable precaution to ensure the health and safety of employees.

- Provide employees with instruction, supervision and training.

- Comply with this Act, the regulations and any order made in accordance with this Act or the regulations.

EMPLOYEES

- Ensure their own health and safety and that of other persons at, in or near the place of employment.

- Report any hazards to the employer or supervisor.

- Wear or use such protective equipment as necessary.

EMPLOYMENT STANDARDS ACT

- Job protection is now in place, retroactively to March 12, for those who are not able to work because they have COVID-19, are caring for a person with whom they have a close family relationship who has COVID-19 or are following self-isolation or quarantine protocols as directed by public health.

- The new regulation, referred to as COVID-19 Emergency leave, also provides job protection for employees who cannot report to work because they are caring for their children due to school or daycare closures.

- Employees must request this emergency leave in writing to their employers as soon as possible. The request must include the reason for the leave, the anticipated start date and the duration of the leave.

- Employers are not required to pay employees while they are on a leave due to COVID-19.

New Brunswick / Nouveau Brunswick

WorkSafe / Travail Sécuritaire NB

Department of Health

COVID-19 OPERATIONAL PLAN

- Each business <u>will be required</u> to have a written plan documenting their risk assessment and mitigation measures consistent with Public Health guidance and WorkSafeNB rules and regulations.

- Provincial or sectoral associations can help support their members to articulate sector specific risk assessments, advice or mitigation measures as per the principles of this document and overall Public Health guidance.

- Individual COVID-19 plans <u>will not be reviewed or approved</u> by WorkSafeNB or Public Health prior to a business re-opening its door once the emergency order permits it to do so.

- However, these plans will need to be produced during spot checks or should a complaint be made and investigated by one of the parties.

- Such an investigation, if a complaint is founded, would lead to recommended improvements to increase mitigation measures within the operational plan.

New Brunswick / Nouveau Brunswick

WORKSAFE
TRAVAIL SÉCURITAIRE NB

Department of Health

SECTOR SPECIFIC DISCUSSION

- Do you perceive risks or mitigation measures that would be particular to your sector of activity?

- Are there controls mechanisms that would be difficult, or impossible to implement without impacting your activities at a level at which they would no longer be viable?

- If so, are there alternate mitigation measures that you could suggest to reduce the risk to employees or the public?

- Are there other questions or issues particular to your sector that we should be aware of prior to providing additional guidance?