



HASTINGS PRINCE EDWARD  
**Public Health**

# **COVID-19 In Conversation with Public Health**

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Chamber of Commerce  
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[hpePublicHealth.ca](https://hpePublicHealth.ca)

## **Welcome – Roberto Almeida**

- **Local situation**
- **Provincial picture**
- **CCM approach**
- **Easing restrictions January 31st**

## Agenda

1. COVID-19 requirements and restrictions
2. COVID-19 Resources for Employers
3. Section 22 Class Orders/Letters of instruction
4. Self-Isolation Requirements
5. Scenarios
6. Q&A

# Province-wide requirements

<https://www.ontario.ca/page/government-ontario>

## Government of Ontario

Ontario.ca is the official website of the Ontario Government.

### Coronavirus (COVID-19) in Ontario

Follow the [COVID-19 restrictions and public health measures](#).

#### Book a vaccine

If you need your first, second or booster dose, book now.

[Book an appointment online](#)

Call the Provincial Vaccine Contact Centre at 1-833-943-3900 to book over the phone. This line is available 8:00 a.m. to 8:00 p.m., 7 days a week.

[Learn about vaccine safety](#)

#### Have symptoms?

[Take a self-assessment](#) to help determine how to seek further care if you think you have COVID-19 symptoms or have been in close contact with someone who has it.

\*Provincial website links to current COVID-19 restrictions, vaccine booking site and current self-assessment (screening) tools

# COVID-19 public health measures and advice

<https://covid-19.ontario.ca/public-health-measures>

## Overview

To blunt the transmission of the Omicron variant and prevent our hospitals from becoming overwhelmed, Ontario temporarily moved into Step Two of the Roadmap to Reopen with modifications on January 5, 2022.

The following public health and workplace safety measures are currently in effect. Please refer to [O. Reg. 263/20 Rules for Areas in Step 2](#) for the complete list of measures and conditions that apply to certain businesses, organizations, places and individuals.

With key public health and health system indicators starting to show improvements, Ontario has released details of steps to cautiously and gradually ease public health measures, starting on January 31, 2022.

[Learn more about how Ontario is planning to safely and gradually reopen.](#)

If you have questions about what will be open or impacts to your business or employment, call the Stop the Spread Business Information Line at [1-888-444-3659](tel:1-888-444-3659).

## Related

- [Emergency information and COVID-19 orders in force](#)
- [Resources to prevent COVID-19 in the workplace](#)
- [Help for businesses](#)
- [COVID-19 case data](#)

## Gatherings and events

Social gatherings are permitted under the following conditions:

- indoor gatherings limited to five people or fewer
- outdoor gatherings limited to 10 people or fewer

Organized public events are permitted under the following conditions:

## Employer Responsibilities

- [Occupational Health and Safety Act](#)
- [Employment Standards Act](#)
- [Reopening Ontario \(A Flexible Response to COVID-19\) Act \(ROA\)](#)
  - [O.Reg. 263/20: Rules for Areas in Step 2](#) is currently in Force
    - Schedule 1: **General compliance** applies to ALL businesses, and references compliance to all applicable laws, including the [Occupational Health and Safety Act](#) and regulations under it
    - Schedules 2: **Sector-specific rules**
    - Schedule 3: **Events/gatherings**

## General Compliance Measures

### Summary of General Compliance Measures

|  |  |
|--|--|
| Screening*                             | <p><u><a href="#">Active screening of workers</a></u> required (and of patrons in certain settings). Records must be kept for 30 days.</p> <p><u><a href="#">Passive screening of patrons</a></u> required. (i.e.: post signs at all entrances in a conspicuous location that informs individuals on how to screen themselves for COVID-19 prior to entry)</p> |
| Face coverings/masks*                  | <p><u><a href="#">Any person</a></u> in an indoor area of a business or organization must wear a mask or a face covering that covers their mouth, nose and chin. Applies to work vehicles. (Exception: workers who are in an area that is not accessible to the public and are able to maintain physical distance of 2m).</p>                                  |
| 7 Personal protective equipment (PPE)* | <p>PPE for eyes, nose and mouth required for persons providing services within 2m of an unmasked person.</p>   |
| Line-ups                               | <p>Prevent congregating outside and control line-ups (2m)</p>  |

## General Compliance Measures

### Summary of General Compliance Measures

|                                      |   |
|--------------------------------------|---|
| Safety Plans*                        | You must prepare, implement and post your COVID-19 workplace safety plan in a conspicuous location and make available upon request. Check regulation for additional requirements. |
| Eating/drinking at work              | Physical distancing or a barrier is required indoors when workers remove face coverings to eat/drink  |
| Cleaning and disinfecting            | As frequently as necessary to maintain a sanitary state (equipment, washrooms)<br>Use only approved cleaners and disinfectants  |
| <a href="#">Proof of Vaccination</a> | Required in certain settings. QR code now required.   |

8 \*A top violation during recent COVID-19 regulatory “blitzes”.

## COVID-19 Safety Plans

- You must have a plan for how you will protect against COVID-19 transmission in your workplace.
  - Specific topics must be covered and additional topics depending on your sector
- Tools:
  - [Guide to developing your COVID-19 workplace safety plan](#)
  - [“Workplace Safety Plan Builder”](#)
  - [COVID-19 safety checklist](#)
  - [Sample Safety Plans \(WSPS\)](#)

## COVID-19 Resources from HPEPH

- Questions, please refer to our website first:  
<https://hpepublichealth.ca/>



### Topics

- Proof of vaccination
- Workplace vaccination policies
- Rapid Antigen Tests
- **If an Employee Tests Positive for COVID-19**
- Additional Advice, Guidance Documents, **Signage** and Posters
- ...and more

## Class Orders

- <https://hpepublichealth.ca/class-orders/>

| Date              | Topic   |
|-------------------|---|
| December 15, 2021 | 2 orders rescinded (no longer in effect)                          |
| November 12, 2021 | Self-Isolation requirements*                                      |
| October 4, 2021   | Proof of Vaccination (indoor facilities hosting organized sports) |
| May 14, 2021      | Agricultural Workers*   |
| December 10, 2020 | Employer Obligations (when worker reports COVID/symptoms)*        |

\*Order is pending review/approval

### Excluding sick workers from the workplace

- *Am I legally required to send ill employees home and conduct contact tracing?*
  - **Yes!** You are required to protect your workers and the public from COVID-19 and must outline measures to be taken in your Safety Plan.
  - See Reopening Ontario Act, Occupational Health and Safety Act and HPEPH section 22 Class Order issued Dec 10, 2020  
<https://hpepublichealth.ca/class-orders/>
- *Am I allowed to ask employees for their personal or medical information?*
  - **Yes!** Employers often collect personal and confidential information from employees. Personal health details are often necessary for return to work purposes and becomes part of the workers confidential HR record.

## Excluding sick workers from the workplace

- *Do I need report ill employees to anyone?*
  - **Yes!**
    - a) High risk contacts must be notified of their exposure.
    - b) Ministry of Labour must be notified of cases/outbreaks (when transmission occurs in the workplace)
    - c) Notify WSIB of illnesses acquired within the workplace (within 4 days)
    - d) Other...? (i.e.: Farms with Temporary Foreign Workers must report workplace acquired illnesses/outbreaks to Service Canada)

## Definition of a COVID-19 Case in a Workplace

- Based on current guidance for general workplaces an employee is a case and must self-isolate if they:
  - a) Tested positive**
    - PCR (molecular method) or rapid antigen test (RAT)
  - b) Has COVID-19 symptoms**
    - I.e.: fails current provincial COVID-19 screening tool
- *Additional rules apply to highest risk settings like hospitals, LTCH/RH.*

## Isolation of COVID-19 Cases

- Current guidance: COVID-19 Integrated Testing & Case, Contact and Outbreak Management Interim Guidance: Omicron Surge- Jan 13, 2022

[https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/contact\\_mgmt/management\\_cases\\_contacts\\_omicron.pdf](https://www.health.gov.on.ca/en/pro/programs/publichealth/coronavirus/docs/contact_mgmt/management_cases_contacts_omicron.pdf)

| Isolation Period            | Population   |
|-----------------------------|--|
| 5 days after symptom onset  | <ul style="list-style-type: none"><li>• Fully vaccinated individuals</li><li>• Children under the age of 12</li></ul>  |
| 10 days after symptom onset | <ul style="list-style-type: none"><li>• Individuals 12+ who are not fully vaccinated</li><li>• Immunocompromised</li><li>• Hospitalized for COVID-19 related illness (or at discretion of hospital IPAC)</li></ul> |

*Household members are also required to self-isolate for the same duration as*  
**15** *the case*

# You have symptoms and are concerned you may have COVID -19. Now what?

This guidance does not apply to individuals who live, work, volunteer or are admitted in a highest risk setting\*

Do you have any of these **symptoms**: Fever/chills, cough, shortness of breath, decrease/loss of smell and taste?

No

Yes

Do you have two or more of these **symptoms**?:

- Sore throat
- Headache
- Extreme fatigue
- Runny nose/nasal congestion
- Muscle aches/joint pain
- GI Symptoms (i.e. vomiting or diarrhea)

No

Yes

- It is less likely that you have COVID-19 infection.
- Self-isolate until your symptoms are improving for at least 24 hours (48 hours for gastrointestinal symptoms).
- Your household members do not need to self-isolate.

- It is highly likely that you have a COVID-19 infection.
- You must **self-isolate** immediately:
  - For at least **5 days** (if fully vaccinated or under 12 years old) or **10 days** (if not fully vaccinated or immunocompromised) from your symptom onset and until you have no fever and your symptoms have been improving for 24 hours (or 48 hours if gastrointestinal symptoms), whichever is longer in duration
- All of your household members (regardless of their vaccination status) must self-isolate while you are self-isolating.
- Most individuals do not need a COVID-19 test. If you are in the eligible individual list, get a PCR test, rapid molecular test or rapid antigen tests (if you have access). If testing is not available, you must fulfill the self-isolation.

\*Highest risk settings include hospitals (including complex continuing care facilities and paramedic services) and congregate living settings, including Long-Term Care, retirement homes, First Nation elder care lodges, group homes, shelters, hospices and correctional institutions.

**Note:** Symptoms should not be related to any other known causes or conditions. See the [COVID-19 Reference Document for Symptoms](#) for more information

## When an employee is a case

### Conduct a Risk Assessment

- on each employee that *the case* worked with, attended meetings with and/or had lunch/break with

### AND

- any patron that the case interacted with or provided service to during their contagious period.

The *contagious period* is 48 hours before symptoms developed (or the individual tested positive) and for 10 days after symptoms start.

## Risk Assessment Criteria:

High Risk/Close contact includes the following

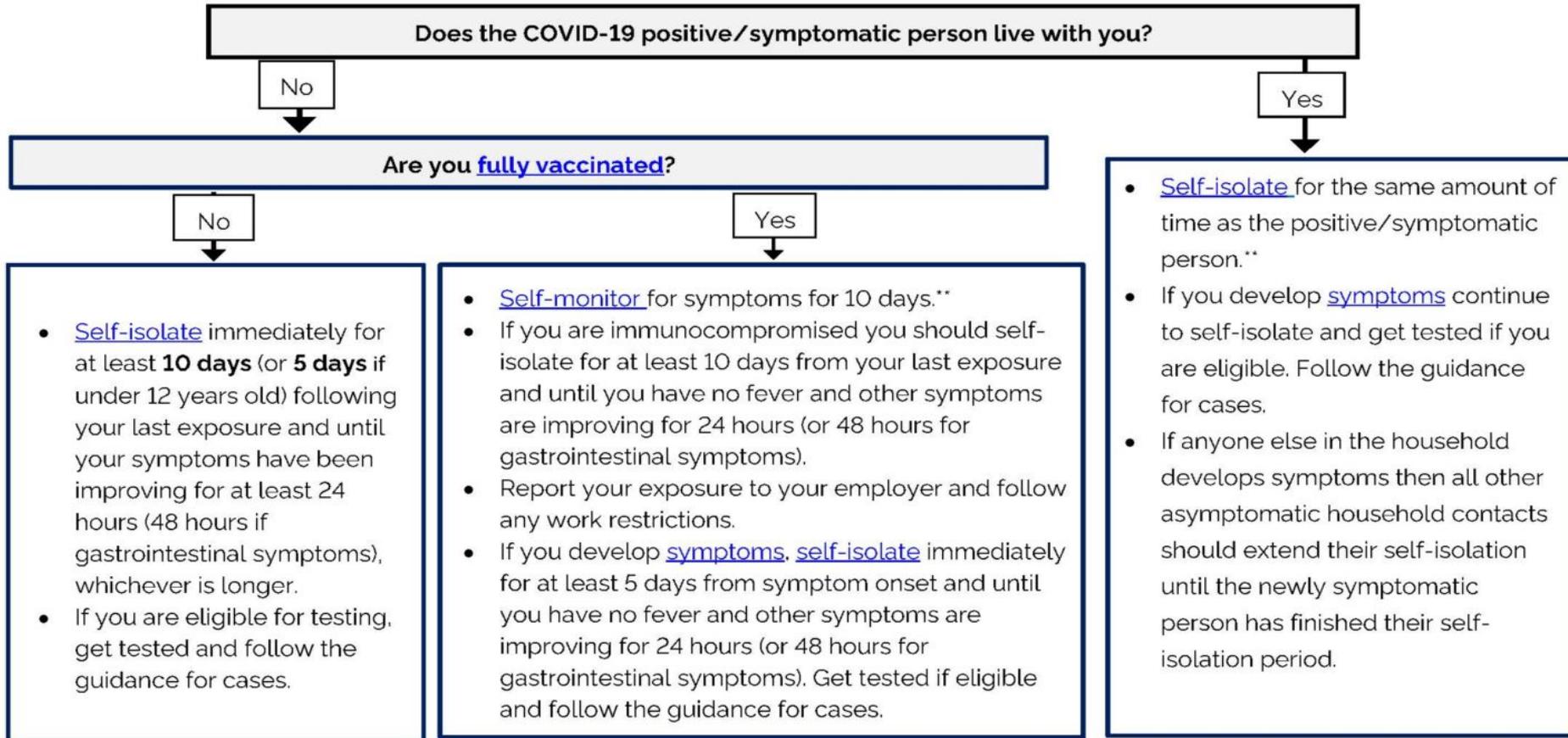
1. Any face-to-face contact (2 metres or closer) for a **total of 15 minutes or longer** (even if there were several shorter interactions that added up to 15 minutes, and even if wearing a mask).
2. Any face-to-face or physical contact while one or both people **were not wearing a mask and within 2 metres for any length of time.**
3. Received or provided any service or interaction without appropriate and consistent use of PPE (medical mask and eye protection) for any length of time.

## Notify High Risk Contacts

- Please provide this Notification of High Risk Exposure to all identified High Risk Contacts to advise them of their next steps: [hpepublichealth.ca/notification-of-high-risk-exposure-to-covid-19/](https://hpepublichealth.ca/notification-of-high-risk-exposure-to-covid-19/)
- *This notification applies to general workplaces that are not currently identified as high-risk settings.*

## You've been identified as a close contact of someone who has tested positive for COVID-19 or someone with COVID-19 symptoms. Now what?

This guidance does not apply to individuals who live, work, volunteer or are admitted in a highest risk setting (hospitals, Long-Term Care, retirement homes, congregate living settings)



\*\*Wear a well-fitted mask in public, physical distance and maintain other public health measures for 10 days following your last exposure if leaving home. You should **NOT** visit any highest risk settings\* or individuals who may be at higher risk of illness (i.e. seniors or immunocompromised) for 10 days from your last exposure.

## Recap:

### Key Steps when employee is positive for COVID-19

- 1) **Conduct Risk Assessment** to determine if there were any high risk contacts (workers, patrons, visitors)
- 2) **Notify all high risk contacts** using the notice available on our website & report of MofL and WSIB.
- 3) **Manage the return to work** based on employee vaccination status and symptoms.
  - If fever free and symptoms resolving 24 hours (respiratory) / 48 hours (gastro – nausea/vomiting/diarrhea) then
    - **Vaccinated workers: earliest return is Day 6**
    - **Non-vaccinated worker: earliest return is Day 11**

## Scenario #1

- a) Sally calls into work and says that she cannot come in for her shift because her daughter woke up with a runny nose and cough. Sally says she is fully vaccinated and does not have symptoms.

Direction: Sally must self-isolate for 5 days with her ill household member before returning to work.

- a) Sally calls again two days later and she has developed a cough.

Direction: Sally must extend her self isolation for 5 full days from her symptom onset date.

## Scenario #2

- a) Fully vaccinated family of 4. Dad fails screening tool due to new symptoms. Mom tested positive for COVID last year (6months ago).
- Entire family self-isolates a full 5 days.
  - Return to work/school on day 6, if fever free and symptoms resolving 24 hours
- b) Same family. Mom is sick and fails screening three days after coming back to work. Now what?
- Reinfection/new exposure. Entire family now needs to self-isolate again for 5 full days.
  - RTW/school on day 6, if fever free and symptoms resolving 24hrs

## Scenario #3

a) Non-vaccinated family of 4. Son (12y/o) tests positive.

- All family members self Isolate a full 10 days.
- RTW/school on day 11, if fever free and symptoms resolving 24 hours and no other household members became ill.

b) Same family. Dad starts feeling sick on day 4 of self-isolation, tests positive.

- Good news – no high risk workplace contacts because Dad has been isolating.
- Son does not extend his self-isolation and is finished after his 10 days.
- Dad and rest of family now need to self-isolate for 10 days from his symptom onset date (if others develop symptoms later the isolation for non-symptomatic HH member will be the same duration as the last person that became ill). Dads RTW date is day 11 regardless of other HH members still isolating.

## Financial Assistance

- [Ontario COVID-19 Worker Income Protection Benefit](#)
  - Employers are generally required to pay employees the wages they would have earned had they not taken the leave, up to \$200 a day for **up to 3 days**. Employers have 120 days to submit for reimbursement to the government. Currently this extends to July 31, 2022.
- [Ontario Emergency Assistance](#) – short term financial assistance in emergency situations (Ontario Works)
- Federal COVID-19 Benefits (extended until May 7, 2022):
  - [Canada Recovery Caregiving Benefit \(CRCB\)](#)
  - [Canada Recovery Sickness Benefit \(CRSB\)](#)
  - [Canada Worker Lockdown Benefit \(CWLB\)](#)



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# Questions?

## Follow-up Questions

- 1.
- 2.
- 3.
- 4.