

ASK AN EXPERT: COVID SAFE

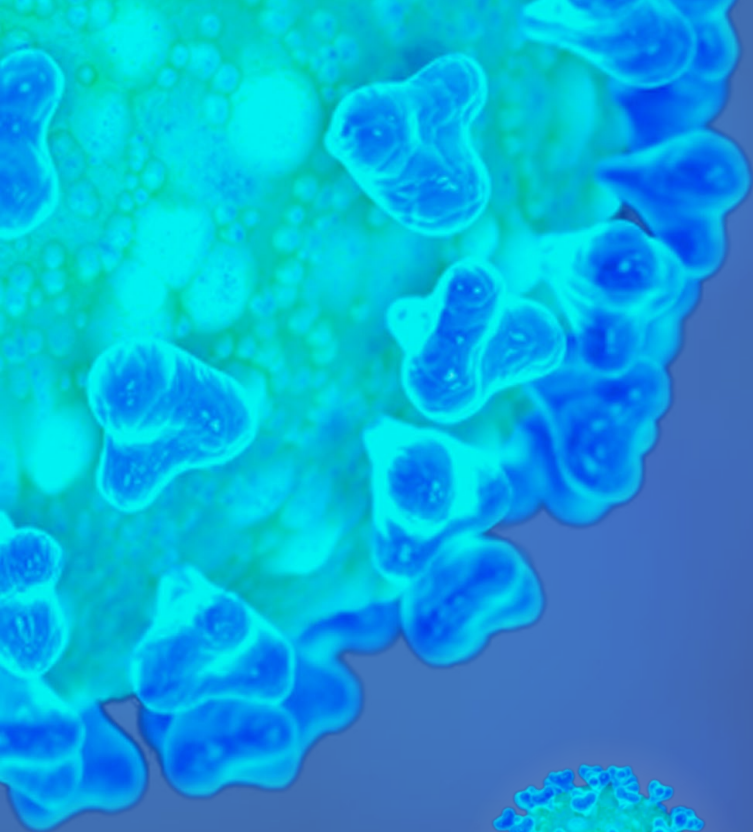
Getting Ahead of Changing Health and Safety Regulations

Marlene Kesler LL.M., MPH, BPE, CRSP
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south georgian bay
small business
**enterprise
centre**

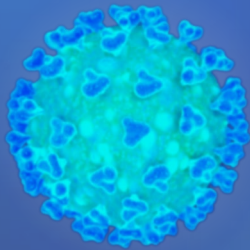




01.

CURRENT REQUIREMENTS

Health and Safety policies and practices
you should have in place now
(or are actively developing)





Pre-Covid

- Any number of employees: *OHS Act* and *Health and Safety at Work: Prevention Starts Here* poster
- 6+ employees: Health and safety policy, workplace violence prevention policy, workplace harassment prevention policy (and a program to implement all 3), name of your HS Rep (6-19 employees)
- 20+ employees: Names/locations of JHSC members (plus post *In case of injury 1234* poster if covered by *WSIA* and provide copy of *Employment Standards Act* poster to employees if covered by *ESA*)



Pre-Covid

- Mandatory HS awareness training (MLTSD provides free)
- Employee training:
 - safe-work policies
 - hazards in your workplace
 - measures and procedures for your workplace and employees' duties
 - WHMIS
 - mandatory JHSC member certification (at least 1 worker and 1 management rep, when 20+ employees) or optional HS rep training (6-19 employees)
- **Maintain records of all of the above** (employers should always be prepared to show proof of training)



Ontario Covid Safety Plan (O.Reg. 364/20 and 263/20)

Must be documented and assigned to a person (compliance officer) to carry out

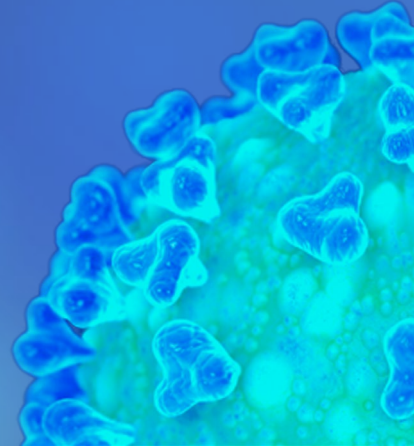
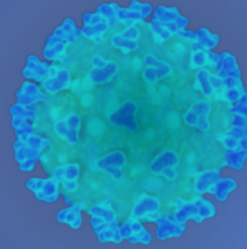
- Risk assessment (esp. if workplace changes)
- Screening: active for employees and essential visitors (and possibly passive for patrons)
- Reduce the risk: all measures
- Response to sick/symptomatic employee
- Check that your plan is working
- Have written policies and practices to ensure the above is clear and adhered to



02.

ADDITIONAL RECOMMENDED POLICIES AND PROGRAMS

Additional policies and practices to prepare as
we move to RED



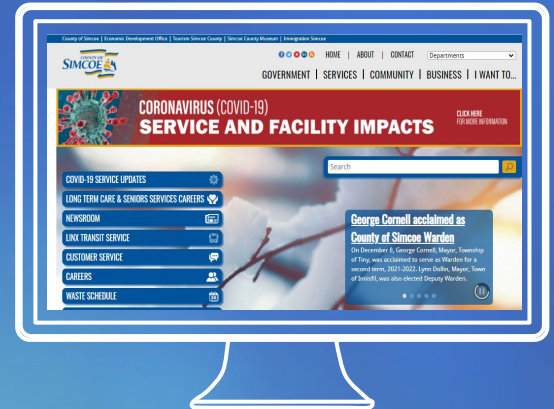
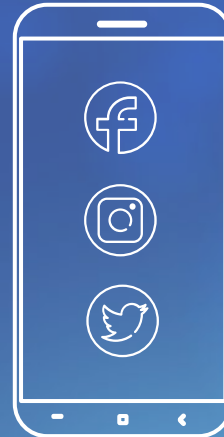
Additional suggested employee policies

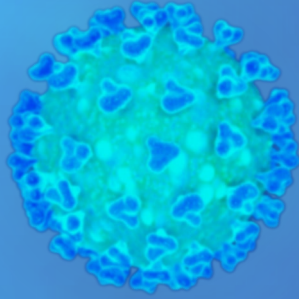
- Remote work
- Determining essential visitors or work-related travel
- Mental health resources (EFAP)
- Discrimination and harassment provisions
- Discipline for breaches



Additional suggested customer policies

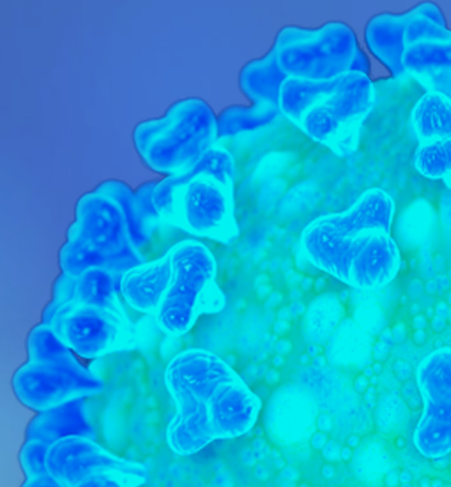
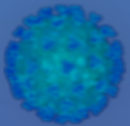
- Social media
 - What is your internal policy for employees?
 - How are you communicating externally to customers?





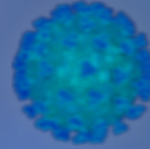
03.

RESOURCES

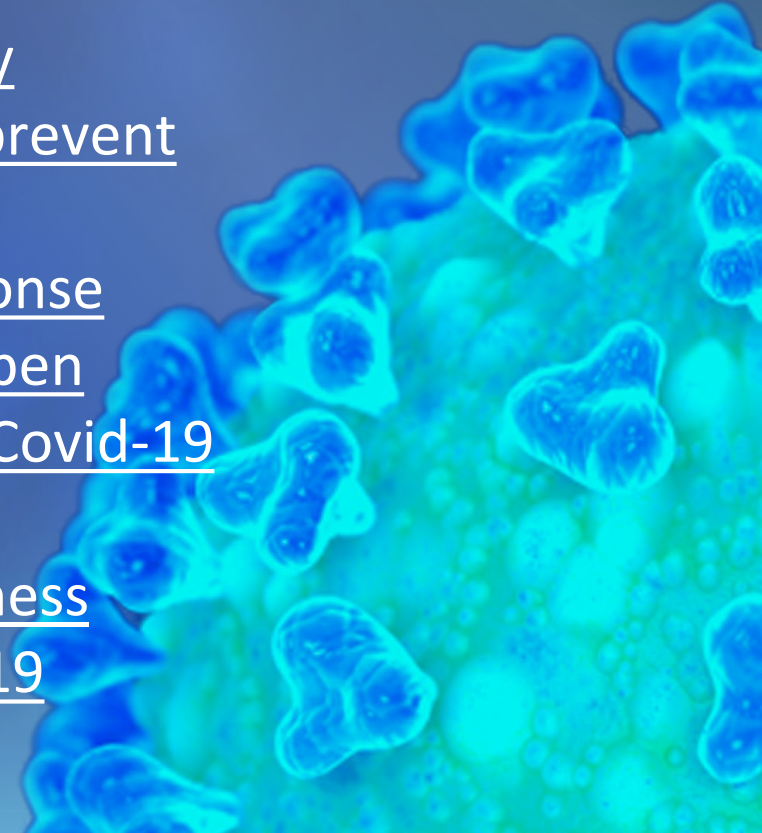




Helpful links

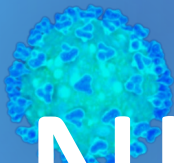


- [SMDHU: Operating your business safely](#)
- [Government of Ontario: Resources to prevent Covid-19 in the workplace](#)
- [Government of Ontario: Covid-19 response framework, keeping Ontario safe and open](#)
- [Government of Ontario: Develop your Covid-19 workplace safety plan](#)
- City of Barrie: [InvestBarrie.ca](#) and [Business Information and Support During Covid-19](#)



Helpful links

- [Public Health Ontario: Covid-19 workplace resources \(non-healthcare\)](#)
- [Workplace Safety and Prevention Services: Covid-19 Business Planning and Industry Association Supports](#)
- [Barrie Chamber of Commerce: Covid-19 Business resources and updates \(PPE\)](#)
- [Public Services Health and Safety Association: Novel coronavirus \(covid-19\) resource centre](#)
- [Ontario Chamber of Commerce: Covid-19 tools and resources for businesses](#)



THANKS!



Do you have additional questions?

Please contact your local Health and Safety Association, Simcoe Muskoka District Health Unit, or the Small Business Centre of Barrie, Simcoe County and Orillia.

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