

Applicable Sections of the Government of New Brunswick Emergency Order

10. *Owners and managers of all workplaces, including government, must take every reasonable step to ensure minimal interaction of people within 2 metres of each other, and must comply with all advice to minimize risk as issued by the Chief Medical Officer of Health.*
11. *All owners and managers of workplaces, including government, will reduce to critical functions and will take every reasonable step required to prevent persons who exhibit symptoms of COVID-19 from entering the workplace, in accordance with advice issued by the Chief Medical Officer of Health or WorkSafe New Brunswick. They will also take every reasonable step required to prevent persons from entering workplaces who have travelled internationally and have returned after March 13. For those returning from the Hubei Province of China, Iran and Italy, they must self-isolate for 14 days, regardless of when they returned to Canada.*

1. What Measures Are Required to Mitigate the Risk of Transmission of COVID-19 in a Workplace?

Any guidance issued by Public Health with respect to your individual industry or occupation must be implemented as a first step.

To minimize the risk of transmission of COVID-19, all workplaces must:

- Be diligent in adopting a screening process for staff and visitors before they enter the workplace. A sample self-screening tool with recommendations for implementation is available here.
- Take every reasonable step to ensure minimum interaction of people within 2 metres of each other.
- Ensure that proper hand-washing and enhanced sanitation/cleaning practices are enforced in areas where multiple people handle tools, goods, supplies, equipment or other shared items.

2. What precautionary measures are required to mitigate the risk of transmission of COVID-19 when a workplace can NOT maintain minimum interaction of people within two metres of each other?

Any guidance issued by Public Health with respect to your individual industry or occupation must be implemented as a first step.

If an employer can not consistently maintain a two-metre separation between people due to essential work activities that require brief, sporadic interaction with others or if there will be unavoidable periods of close interaction, the following steps must be taken:

- Consider the feasibility of installing a physical barrier, such as a clear plastic guard, that may be used to protect workers from potential exposure.
- All employees entering a workplace must be **actively** screened for symptoms of COVID-19.
 - Active screening of employees must include temperature checks, provided a non-contact thermometer (i.e. infrared) is available. Where deemed appropriate following a workplace risk assessment, active screening should be conducted on all other persons entering the workplace, as well as temperature checks provided a non-contact thermometer (i.e. infrared) is available.

FAQ Workers in close proximity in workplaces and work vehicles.

- Given that the work environment and activities may require brief, sporadic interaction as well as infrequent, unavoidable periods of close interaction with other persons, the active screening activity, including temperature checks, shall be conducted for all employees at the start of each shift and repeated not more than every five hours thereafter.
 - For personnel working 24-hour shifts (such as firefighters), active screening, including temperature checks, shall be conducted on all employees a minimum of four times during normal waking or active working hours, spaced in intervals of not more than five active working hours.
 - Any person exhibiting symptoms of COVID-19 must not enter the workplace or, if already mid-shift, be immediately removed from the workplace and self-isolate. 811 must be immediately contacted for instructions.
- For short periods of time when physical distancing is not possible in public settings (e.g., grocery shopping, in close settings such as public transit), wearing a non-medical mask is one way to protect those around you. Wearing a non-medical mask when in public or other settings is not a replacement for following proven measures such as hand washing and physical distancing.
 - Proper hand-washing and enhanced sanitation/cleaning practices must be practiced in areas where multiple people handle tools, goods, supplies, equipment or other shared items.
 - Some work activities may require travelling and employees may be seated in close quarters for periods of time with other actively screened co-workers. The employer may recommend that these employees further protect each other by wearing non-medical fabric face coverings as suggested by the NB Chief Medical Officer.
 - The NB Chief Medical Officer does not recommend the use of surgical masks by people who have no symptoms of respiratory infection (unless under isolation precautions as directed by public health). It is **NOT** necessary to wear an N95 respirator or a surgical mask if you are well and not exhibiting any symptoms. Improperly worn, they may increase your risk of infections.
 - All workplace risk assessment practices as required by the Occupational Health and Safety Act must continue and any identified risks are to be mitigated as required by the Act.
 - “Workplace” means any building, structure, premises, water or land where work is carried on by one or more employees, and includes a project site, a mine, a ferry, a train and any vehicle used or likely to be used by an employee

For more information and tools on how to establish a safe and healthy workplace during COVID-19, please visit: <https://www.worksafenb.ca/safety-topics/covid-19/covid-19-what-workers-and-employers-need-to-know/>

More detailed information on risk informed decision making for workplaces may be found at <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/guidance-documents/risk-informed-decision-making-workplaces-businesses-covid-19-pandemic.html>

Example of an active COVID-19 Screening Checklist

This checklist provides basic information only. It is not intended to take the place of medical advice, diagnosis or treatment.

What to do:

- *Post signage to support the active screening process*
- *Make alcohol-based hand sanitizer or appropriate hand washing facilities available at the entrance of the workplace*
- *Establish clear rules for allowing or prohibiting entry and post on entrances*
- *Consider measuring the temperature of employees entering the workplace. The use of an infrared thermometer will allow this to happen with no contact..*

Screening questions to consider:

Employee/Visitor Name: _____ **Employer/Workplace:** _____

1. Do you have any of the following symptoms: fever/feverish, new or existing cough sore throat, runny nose, headache, or difficulty breathing?

Yes

No

Body temperature confirmed with infrared thermometer (if applicable)

2. Have you traveled outside of New Brunswick within the last 14 days?

Yes

No

3. Have you had close contact with a confirmed or probable COVID-19 case?

Yes

No

4. Have you had close contact with a person with acute respiratory illness who has been outside New Brunswick in the last 14 days?

Yes

No

If the individual answers NO to all questions, they have passed the screening and can enter the workplace

*Public Health Agency of Canada defines **close contact** as a person who provided care for a patient, including healthcare workers, family members or other caregivers, or who had other similar close physical contact or who lived with or otherwise had close prolonged contact with a probable or confirmed case while the case was ill.*

If the individual answers YES to any of the screening questions, or refuses to answer, then they have failed the screening and cannot enter the workplace.

Name of screener: _____ **Date:** _____ **Time:** _____