COVID-19: Health and safety measures for workplaces

Applicable Sections of the Government of New Brunswick Mandatory Order

12. 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.

13. All owners and managers of all workplaces including government 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 outside of New Brunswick in the previous 14 days.

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.
- 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.

If an employer cannot 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:

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

If an employer cannot consistently maintain a two-meter 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:

- First consider the installation of a physical barrier, such as a clear plastic guard, that can protect workers from potential exposure. If not possible,

- All persons entering a workplace must be actively screened for symptoms of COVID-19.
  - Active screening must include temperature checks of all persons, provided a non-contact thermometer (e.g. infrared) is available. Disposable thermometers may be used provided a proper procedure to maintain a non-contact temperature check is implemented.
  - For personnel working 24-hour shifts, active screening, including temperature checks, must be conducted 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 asked to leave the workplace. Dial 811 immediately for instructions.

- Proper hand-washing and enhanced sanitation/cleaning practices must be followed in areas where multiple people handle tools, goods, supplies, equipment or other shared items. Limit tools to one person if possible. Tools or equipment which must be shared, must be disinfected before and after use.

- A risk assessment to determine the engineering and/or PPE controls necessary must be completed, and adequate personal protective equipment must be provided such as:
  - Hand protection (nitrile gloves)
  - Eye protection (safety glasses, goggles, or face shield)

Learn more: Risk assessment and mitigation tool for business, Public Agency of Canada

- Every effort must be made to avoid having employees travel in the same vehicle during work activities. If employees must travel together, special precautions must be taken. For more detailed information on how employees can safely travel together, please consult our FAQ on this topic.

- The NB Chief Medical Officer does not recommend the use of surgical masks or N95 respirators 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 actually increase your risk of infection. Surgical masks and N95 respirators are urgently needed for our health care workers.

- The use of non-medical face masks, full face shields, and/or fabric face coverings is recommended in situations where physical distancing is not possible, provided that all requirements above have been met and every reasonable step has been taken to keep close interactions as brief and infrequent as possible.

- If an employer requires the use of non-medical masks, face shields and/or fabric face coverings, a procedure addressing selection, use, decontamination (if applicable), storage, handling, limitations, inspection requirements, change-out requirements, employee training, etc., must be developed using the information provided by Health Canada. Employees must be trained in the procedure.
• 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.

Learn more: Tools on how to establish a safe and health workplace during COVID-19, WorkSafeNB; Risk informed decision making for workplaces, Government of Canada.

This information will be modified as the Covid-19 outbreak evolves in NB.

Example of an active COVID-19 Screening Checklist

The Government of New Brunswick has been issuing guidance and advice to a variety of industries to promote compliance with the State of Emergency and health and safety measures required. The following is the updated documentation as of May 1, 2020.

April 26, 2020 – Guidance For Pet Groomers
April 26, 2020 – Guidance for Garden Centres
April 25, 2020 – Guidance for Staff in Child Residential Centres (Group Homes)
April 17, 2020 – Guidance for Take Out Restaurants, Food Trucks, and Ice Cream Shops
UPDATED: April 11, 2020 – Advice to Taxi Drivers
UPDATED: April 11, 2020 – Guidance for Grocery Stores and Retail Food
UPDATED: April 10, 2020 – Guidance for Workers who provide in-Home Services (Non-Personal Care)
UPDATED: April 10, 2020 – Coronavirus Guidance for Apartment Building Operators, Employees and Residents
March 27, 2020 – Novel Coronavirus (COVID-19) Guidance for Primary Care Providers in a Community Setting
March 21, 2020 – Guidance for Essential Service Employee Screening Tool
March 18, 2020 – Key messages for Daycares that remain open
March 15, 2020 – Long Haul Trucking and Boarder Crossing
March 11, 2020 – Operators, staff, and residents of long-term care facilities and adult residential facilities: Coronavirus (COVID-19) Information

For more information and tools on how to establish a safe and healthy workplace during COVID-19, please visit WorkSafeNB: What workers and employers need to know.

WorkSafeNB has also been publishing responses to your most Frequently Asked Questions.

More detailed information on risk informed decision making for workplaces.