



REGIONAL DISTRICT
OF BULKLEY - NECHAKO

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

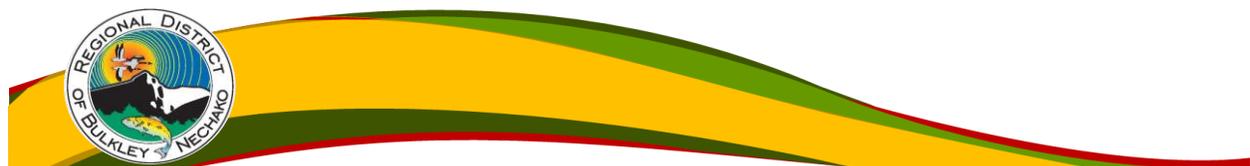
**Regional District of Bulkley-Nechako
COVID-19 Safety Plan
Updated January 12, 2022**

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GENERAL

Purpose of the COVID-19 Safety Plan

The COVID-19 Safety Plan has been developed from the policies outlined in the RDBN Pandemic plan, taking into consideration the recommendations of WorkSafeBC to limit the spread of COVID-19 and to help ensure the safety of all RDBN employees during the COVID-19 pandemic. This plan is subject to change as recommended by the BC Provincial Health Authority and WorkSafeBC.

Authority

The Regional District of Bulkley-Nechako COVID-19 Safety plan has been constructed for the use of all RDBN personnel. It contains procedures and responsibilities in accordance and compliance with the following legislation:

- *Emergency Program Act 1996;*
- *Public Health Act 2008;*
- *Workers Compensation Act, 2019; and,*
- Provincial Health Orders as outlined in Appendix 1.

RESPONSIBILITIES

Regional District of Bulkley-Nechako

Occupational Health & Safety (OH&S) Committee

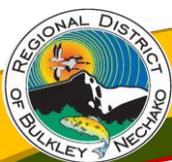
The OH&S Committee will ensure:

- an adequate supply of cleaning supplies is provided to staff;
- information about effective hygiene etiquette is posted for all staff; and,
- sufficient training is provided for all staff on sanitizing and cleaning procedures.

Protective Services Department (PSD) Responsibilities

The PSD will:

- provide updated information of the evolving situation to the Senior Management Team;
- ensure all levels of social media, media, information technology are being monitored for up-to-date information and what response trends are transpiring locally and internationally;
- coordinate and prepare pertinent public information notices for CAO approval;
- ensure the RDBN is compliant and practicing the Pandemic Response Orders and recommendations from the Provincial Health Officer;
- coordinate the posting of COVID-19 safety rules and guidelines at all RDBN worksites; and,
- ensure there are sufficient supplies available for staff to adhere to the following procedures.



Senior Management Team (SMT) Responsibilities

The SMT will ensure:

- all staff are aware of and have received the required training in COVID-19 safety procedures;
- proper policy and protocols are implemented to ensure public and staff safety;
- proper policy and protocols are implemented to ensure minimal service disruption;
- all staff adhere to the Pandemic Response Protocols and recommendations from the Public Health Officer; and,
- where staff are unable to attend work in the office, but are able to work from home, develop a 'Work from Home' agreement with that staff member.

Supervisor Responsibilities

All supervisors are responsible to ensure all staff under their supervision:

- wear a mask when in all public areas of all RDBN facilities and when in a room with more than 1 person and they are unable to social distance from each other;
- adhere to the appropriate health and safety precautions;
- have access to proper hygiene etiquette information and supplies for their workstation;
- are aware of sanitizing and cleaning procedures;
- adhere to the Pandemic Response Protocols and recommendations from the Public Health Officer; and,
- are aware of and have received required training in COVID-19 safety procedures.

Staff Responsibilities

All staff are responsible to:

- monitor health of themselves and family members for symptoms associated with the pandemic;
- take reasonable care and precautions to protect their health and safety including staying home if you or your family members are presenting symptoms of COVID-19;
- adhere to the Pandemic Response Protocols and recommendations from the Public Health Officer;
- complete their 'Daily Health Self-Check' before entering any RDBN facilities (see appendix 5);
- comply with and understand policies and recommendations directed by the Chief Administrative Officer and Senior Management Team; and,
- speak with your supervisor to address any concerns regarding your safety at work during a pandemic situation.

Province of British Columbia

Ministry of Health

The Ministry of Health (HLTH) has overall responsibility for health services within B.C. Normally, HLTH provides administrative and strategic guidance to the health system, with operational work being carried out by the health authorities and health professionals across the Province of BC. During an emergency, the HLTH can take on direct control of the health system to facilitate province-wide response. This is done through the activation of the Health Emergency Coordination Centre (HECC).



BC Centre for Disease Control

The BC Centre for Disease Control (BCCDC) is a program of the Provincial Health Services Authority that provides provincial and national services in disease surveillance, detection, treatment, prevention, and consultation. Working closely with the Provincial Health Officer (PHO) and the medical health officers (MHO), the BCCDC provides technical expertise, research services, and testing support to the public health system.

Emergency Management BC

Emergency Management BC (EMBC) maintains and updates the BC Pandemic Provincial Coordination Plan. Should it be required that the RDBN need to activate their EOC, EMBC may support the response depending on the scope of the event.

RISK ASSESSMENT & PROCEDURES IN PLACE

The Senior Management Team and the Occupational Health & Safety Committee will monitor the COVID-19 situation as it continues to evolve.

All RDBN worksites will be continually assessed to ensure risks are identified and safety procedures where applicable are modified, enhanced and/or established.

If there is a substantial risk to RDBN staff and/or the general public, the RDBN Chief Administrative Officer in collaboration with Senior Management will decide what actions will be taken moving forward.

The following items have been addressed:

- occupancy limits have been established for each area of the main office based on physical distancing requirements of 2 meters between each person and have been posted at the listed locations;
- the tools, machinery, and equipment which workers share while working have been identified at all RDBN worksites and sanitization supplies have been provided at each listed location;
- masks are available for employees and/or visitors;
- the surfaces which are touched often by more than one person have been identified;
- 'Social Distancing' and 'Maximum Capacity' signage has been posted at each listed location; and,
- All meetings with visitors (non-RDBN employees or Directors) exceeding 4 people in total are to take place in the Board Room or the upstairs meeting room (room 202).

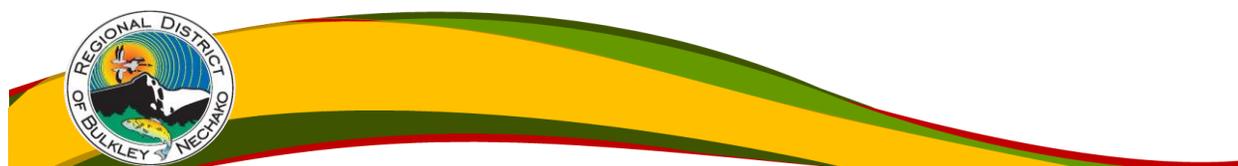
Identified Risks and Procedures in Place

Main Office

RDBN Main Office		
Areas	Occupancy Limits	Procedures in Place
Bathrooms	1 person	
Director of Planning – room 105	4 people	Only 4 chairs are available in the room.
Downstairs Cubicles	3 people	



RDBN Main Office		
Areas	Occupancy Limits	Procedures in Place
Downstairs Front Counter	2 people	Sneeze Guards are in place
Downstairs Kitchen	2 people	Only 2 chairs are available in the room.
Downstairs Reception	3 people	Sneeze Guards are in place.
Elevator	1 person	Only 1 person or family group to a maximum of 5 people may be in the elevator at the same time.
Hallways		<p>All staff are required to adhere to the following procedures:</p> <ul style="list-style-type: none"> ➤ when exiting your office, you must proceed as per directional signage: <ul style="list-style-type: none"> ▪ those on the hallways closest to 3rd Avenue on both floors will travel east bound; ▪ those on the hallways closest to back parking lot on both floors, foot traffic will travel west bound; ▪ when in the hallway they will always maintain six feet between individuals in the hallway; ▪ will use the stairway in the front entrance to go upstairs (one at a time); and, ▪ use the stairway at the back entrance to go downstairs (one at a time). <p>All members of the public are required to adhere to the following procedures:</p> <ul style="list-style-type: none"> ➤ upon arrival they will wait to be escorted to an office or meeting room; ➤ when moving through the hallways they will always maintain six feet between individuals in the hallway; and, ➤ when their meeting is completed, they will be escorted out of the building by a staff member.
Boardroom	24 people	Only 30 chairs will be available in the Board Room.
Room 105	4 people	Only 4 chairs will be available in the room.



RDBN Main Office		
Areas	Occupancy Limits	Procedures in Place
Room 117B	4 people	Sneeze Guard between workstations and only four chairs are available in the office.
Meeting Room 202	4 people	Only 4 chairs will be available in the Meeting Room.
Room 206 Meeting Area	6 people	Only 6 chairs are available in the room.
Room 213	4 people	Only 4 chairs are available in the room.
All other Offices	3 people	No more than 3 chairs will be available in each of these offices.
Upstairs Kitchen	10 people	Provided 2-meter distancing can be achieved.
Upstairs Reception	3 people	Sneeze Guards are placed on counter.
Tools, Machinery and Equipment		
Item & Location	Safety Measures in Place	
Printers – throughout the office	Disinfecting wipes are provided at each location – each person is responsible for disinfecting equipment prior to using them.	
Photocopier/fax – upstairs and downstairs Photocopy rooms		
water coolers – upstairs and downstairs kitchens		
coffee maker – upstairs and downstairs kitchens		
company vehicles Onsite – outside parking lot Administration – 6, Environmental Services – 4, Building Inspection – 2	See OH&S Procedure 16-4: Vehicle Travel During a Pandemic	
Tasks & Processes		
Task or Process	Safety Measures in Place	
Greeting members of the public who enter the building	Staff and the public are required to wear masks and maintain 2 metre distancing.	
In-person meetings between staff	All in attendance will: <ul style="list-style-type: none"> ➤ adhere to the 2-meter distancing and Maximum Capacity signage; ➤ wear a mask; and, ➤ at a refreshment break only 10 people will be in the upstairs kitchen at a time while adhering to the 2-meter distancing and wearing masks. 	
In-person meetings with members of the public and/or other agency representatives		
RDBN Board meetings		
Internal staff meetings		
Staff travelling in RDBN vehicle	All staff will adhere to the OH&S Procedure 16-4: Vehicle Travel During a Pandemic – See Appendix 3	
Staff coffee breaks	All in attendance will adhere to the 2-meter distancing and Maximum Capacity signage.	



Waste Management Sites

Transfer Station & Landfill Facilities	
Location	Safety Measures in Place
Transfer Station Office – All Transfer Stations	Not open to the public
Recycle Depot Office – All Transfer Stations	Not open to the public
Weight Scale shed – All Landfills	Only 2 people at the shed at a time – masks required
Recycle Depot – All Transfer Stations	Only 2 people at the bins at one time
Transfer station (2 bays)	Only 2 vehicles at the bays at one time
Reuse Bays	Everyone will maintain a 2-metre distance from each other
Yard Waste Bay	Customers must adhere to Social Distancing signage
Wood Waste pile	
Metal pile	
Tools, Machinery and Equipment	
Item & Location	Safety Measures in Place
Equipment interiors	Staff will ensure the equipment is cleaned with disinfectant every hour during their shift.
Equipment exteriors	
Knife cutter	
Recycle Tables	
Tasks & Processes	
Process	Safety Measures in Place
Greeting members of the public who enter the reception area	Staff will maintain a 2-metre distance from members of the public and provide verbal assistance only. Staff will also ensure that the public does not go beyond the public reception area unless they are escorted by someone to a meeting room.

EXPOSURE CONTROL PLAN

Staff

Daily Health Self-Checks

Staff are required to perform daily health self-checks prior to entering the workplace.

- are you displaying any of the following new or worsening symptoms:
 - fever or chills;
 - cough;
 - loss of sense of smell or taste;
 - difficulty breathing;
 - sore throat;
 - loss of appetite;
 - extreme fatigue or tiredness;
 - headache;
 - body aches;
 - nausea or vomiting; or
 - diarrhea.

You are not able to enter the workplace if you are displaying any of the above noted symptoms.

Exhibiting Symptoms of COVID-19



For a complete and up to date list of COVID-19 symptoms go to <http://www.bccdc.ca/health-info/diseases-conditions/covid-19/about-covid-19/symptoms>.

Recommended Procedures

1. If you are experiencing any of the COVID-19 symptoms, please follow the recommended steps below:
 - a. consider completing the COVID-19 Self-Assessment Tool as a first step located at <https://bc.thrive.health>; or,
 - b. call the Northern Health COVID-19 hotline at 1-844-645-7811 or your doctor to obtain medical guidance on whether you should be tested;
 - c. follow the guidance received;
 - i. if the medical guidance you have received is to have COVID-19 testing completed, you will have to isolate (<https://www.canada.ca/en/public-health/services/publications/diseases-conditions/covid-19-how-to-isolate-at-home.html>) until the test results are completed, and update your supervisor accordingly;
 - ii. if the test results for all of the members of your household who were exhibiting symptoms and who were tested come back negative for COVID-19, you may return to work once you have been symptom free for 24 hours;
 - d. regardless of whether you are tested or not, stay home until you are symptom free for 24 hours
2. If a member of your household is experiencing any of the COVID-19 symptoms, the steps below are recommended to be followed:
 - a. consider completing the COVID-19 Self-Assessment Tool as a first step located at <https://bc.thrive.health>; or,
 - b. call the Northern Health COVID-19 hotline at 1-844-645-7811 or your doctor to obtain medical guidance on whether they should be tested;
 - c. follow the guidance received and contact your supervisor if you will be absent from work; and
 - d. if you are symptom free and return to work, until your family member COVID-19 test is returned negative:
 - i. please ensure that you maintain physical distancing from other staff;
 - ii. ensure you utilize hand sanitization supplies provided; and,
 - iii. ensure you utilize cleaning wipes to wipe down your work area.

Sick Time

If you are sick and need to use sick time to cover time missed from work, you can use up to 70 hours of sick time to be banked retroactively.

Working from Home

To ensure that all staff feel safe, and that as an organization, we are working together to protect each other and our communities as we continue to provide essential services, explore working from home or an alternative work schedule, if your position is suitable to these measures, with your supervisor.

Hygiene Etiquette



It is required that all staff practice the following:

- Complete a thorough Handwashing or Hand Cleaning Procedure (see guidelines in Appendix 2 & 3 of this document):
 - upon arrival at an RDBN site;
 - before and after eating;
 - after sneezing or coughing;
 - after using a restroom; and,
- sneezing and coughing into the elbow.

Staff have access to antiviral and antibacterial hand soap and hand sanitizer and have been provided with sanitizing wipes to clean their workstations and offices. If any of these supplies are getting low, staff are to notify the Protective Services Assistant immediately.

Social Distancing

All staff and members of the public present in attendance at a RDBN facility are required to follow social distancing recommendations. This includes interactions between staff members and between staff and members of the public. These recommendations ensure people keep a safe distance of a minimum of 2 metres between individuals to limit the potential transmission of COVID-19. Signage has been posted to communicate this requirement to the public.

Areas which have been identified in the Identified Risks section of this document as not allowing for 2 meters of space between workstations or between staff and a member of the public have had physical barriers installed.

Masks

Masks are required to be worn by staff and visitors in all reception areas, common areas and shared work areas where 2 meters distancing cannot be maintained.

This includes kitchen, hallways, breakrooms, reception areas, stairwells, elevator, and copy rooms.

Masks can be removed in your workspace area, and during meetings with other staff members, provided other barriers and/or 2 m distancing can be achieved.

Meetings

During the COVID-19 pandemic, it is strongly recommended that meetings be held virtually whenever possible. Departments should ensure they have access and the capacity to do so through the following programs:

- Microsoft Teams;
- Zoom;
- Skype; and,
- Pragmatic Conferencing Bridge.

In-person meetings must adhere to the posted occupancy limits and physical distancing requirements.

Personal Protective Equipment (PPE)



Personal protective equipment will be provided to minimize exposure to potential illness when needed. If staff require additional PPE, they are to notify the Protective Services department immediately. Guides for correct usage of PPE can be found in Appendix 2.

Office Sanitization Plan

Staff

Workstations and areas with public access have been provided with sanitizing materials for use by staff. All staff will ensure that their own workstations, including equipment, and other surfaces are sanitized using an appropriate disinfecting agent daily.

Common Areas

The Protective Services Assistant will be responsible to use disinfectant wipes to wipe down all common surfaces.

Janitorial Services

Sweeping Beauties Janitorial Services is responsible to ensure the RDBN Main Office implements the recommendations referenced in the 'Office Sanitization Plan'. Janitorial staff will ensure that all commonly touched surfaces identified in the 'Identified risks' section of this document are sanitized using an appropriate disinfecting agent daily.

Janitorial staff will ensure that they comply with the 'Office Sanitization Plan' by adhering to the following procedures:

- ensure disinfectant product has a Drug Identification number (DIN) on its label;
- follow product instructions for dilution, wet contact time, and safe use;
- clean visibly soiled surfaces before disinfecting;
- regularly disinfect physical barriers which have been setup between close workstations; and,
- all high traffic areas and heavily used surfaces are to be cleaned and sanitized using appropriate cleaner.

Surfaces	
Type	Safety Measures in Place
light switches	Janitorial staff will ensure the equipment is cleaned with DIN identified disinfectant at a minimum at the end of their shift.
common area door handles	
door keypads	
coffee maker	
hand sanitizer bottles	
cupboard doors	
tap handles	

Working from Home

When determined feasible by the RDBN CAO and Department Head, working from home options will be considered where an employee:

- is self-isolating due to potential or confirmed exposure to COVID-19;
- is sick due to COVID-19 and is exhibiting mild infection symptoms that do not impede their ability to complete their work assignments;
- is prevented from attending to their regular workplace due to Orders from the Public Medical Health Officer or other event that causes the closure of the workplace; or



- does not feel safe attending the workplace.

All employees who work from home will be required to follow the 'RDBN Work from Home' Procedure (see Appendix 4).

Operations

The Senior Management Team in consultation with the Chief Administrative Officer will determine whether services will be modified or disrupted to ensure the safety of employees and the public.

Building Inspection

Building inspections will continue to be conducted during the COVID-19 pandemic. The RDBN building inspectors will enter building inspection sites for the purpose of conducting these inspections at their discretion. If they deem a situation to pose a risk to their health and safety, they will not conduct the building inspection, and will make alternative arrangements if applicable to maintain service delivery.

Site Access Restrictions

The following entry restrictions are in place for all RDBN worksites. These apply to both RDBN staff and members of the public and have been posted at all RDBN worksites.

Do not enter an RDBN facility if:

- you have a fever, cough or difficulty breathing; and,
- you have come in contact with someone who has an active case of COVID-19 or another respiratory illness.

If you have travelled outside of Canada, please follow the orders of the Federal Government upon your return.

PUBLIC COMMUNICATION

Objectives

Communication is essential to inform the RDBN residents of RDBN service disruptions and other operational changes.

Like all other emergencies, the public should be provided access to information directly from reputable government response agency links on the RDBN website and social media platforms.

Potential forms of communication to consider are:

- public notices at sites;
- COVID-19 Safety Plan posted at the RDBN Front entrance and on the RDBN Website; and,
- changes to operations, such as hours of operation, posted to the RDBN Front entrance, Bulkley-Nechako Emergency & Public Alerts, RDBN website and social media sites.

Communications Strategies

Website



A specific page has been created for public information relating to COVID-19. The website is to be updated with new information as it is available. These updates should be dated with the time of the update.

Each department with service impacts will provide key messages regarding the impact to the EOC. All website updates and content will be approved by the CAO before being published.

The website will also include links to associated supports for residents like, Federal and Provincial Health Authorities or affiliated agencies with relevant information pertaining to the pandemic.

Social Media

Some approved website updates may be posted on RDBN social media pages. Any pertinent information distributed by reputable and reliable agencies regarding support or assistance may also be shared pending CAO approval.

Public Notices

All public notices and intended posting locations are to be approved by the CAO.

Bulkley Nechako Emergency and Public Alerts Mass Notification System

Public Notices may be provided through the Mass Notification System to communicate service disruptions.

Key Messages

- The RDBN follows the advice and guidance of Northern Health and the Provincial and Federal Health Authorities for messaging relating to the COVID-19 pandemic.
- The RDBN is here to support the community and exploring options to partner with local authorities to ensure our communities are prepared for the COVID-19 pandemic.
- The RDBN's priority during this COVID-19 pandemic is to maintain essential services. There may be changes to the delivery of some services to protect the health and safety of workers and public.



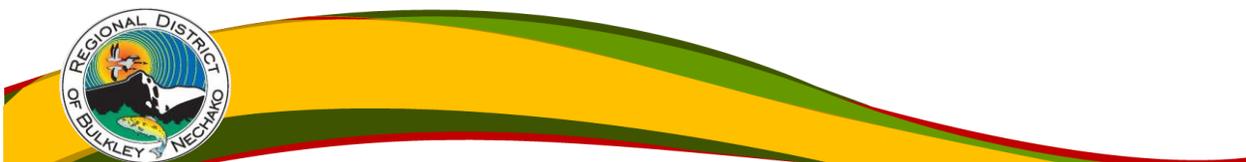
APPENDIX 1

Provincial Health Officer Orders

The Regional District of Bulkley-Nechako Workplace COVID-19 Safety Plan has been developed to ensure compliance with the Provincial Health Officer's Orders.



Workplace COVID-19 Safety Plans, May 14, 2020





ORDER OF THE PROVINCIAL HEALTH OFFICER
(Pursuant to Sections, 30, 31, 32 and 39 (3) *Public Health Act*, S.B.C. 2008)

Workplace COVID-19 Safety Plans

The *Public Health Act* and Regulations are at:
<http://www.bclaws.ca/civix/content/complete/statreg/08028/?xsl=/templates/browse.xsl>
(excerpts enclosed)

TO: EMPLOYERS

WHEREAS:

- A. On March 17, 2020 I provided notice under section 52 (2) of the *Public Health Act* that the transmission of the infectious agent SARS-CoV-2, which has caused cases and outbreaks of a serious communicable disease known as COVID-19 among the population of the Province of British Columbia, constitutes a regional event as defined in section 51 of the *Public Health Act*;
- B. A person infected with SARS-CoV-2 can infect other people with whom the infected person is in direct contact, through droplets in the air, or from fluid containing SARS-CoV-2 left on surfaces;
- C. People working in close contact with one another in a workplace can promote the transmission of SARS-CoV-2 and increase the number of people who develop COVID-19;
- D. Employers are required by section 21 (2) (c) of the *Workers Compensation Act* to establish occupational health and safety policies and programs in accordance with the Occupational Health and Safety Regulation and have been directed by WorkSafeBC to develop a plan to ensure that the risk of transmission of SARS-CoV-2 at workplaces is minimized (hereinafter referred to as the “COVID-19 Safety Plan” for the purposes of this Order);
- E. You belong to the class of persons to whom this Order is addressed;
- F. I have reason to believe and do believe that
 - (i) the risk of transmission of SARS-CoV-2 and a resulting outbreak of COVID-19 among persons at a workplace, including workers and members of the public, constitutes a health hazard under the *Public Health Act*;
 - (ii) because the risk of transmission of SARS-CoV-2 and control of outbreaks extends beyond the authority of one or more medical health officers and coordinated action is needed to protect workers and the public from contracting COVID-19, it is in the public interest for me to exercise the powers in sections 30, 31, 32 and 39(3) of the *Public Health Act* **TO ORDER** you to

Ministry of Health

Office of the
Provincial Health Officer

4th Floor, 1515 Blanshard Street
PO Box 9648 STN PROV GOVT
Victoria BC V8W 9P4
Fax: (250) 952-1570
<http://www.health.gov.bc.ca/pho/>



1. post a copy of your COVID-19 Safety Plan on your website, if you have one, and at your workplace so that it is readily available for review by workers, other persons who may attend at the workplace to provide services and members of the public;
2. provide a copy of your COVID-19 Safety Plan to a health officer or a WorkSafeBC officer, on request.

This Order does not have an expiration date.

All persons to whom this order is directed are required under section 42 of the *Public Health Act* to comply with this Order. Under section 43 of the British Columbia *Public Health Act*, you may request me to reconsider this Order if you:

1. Have additional relevant information that was not reasonably available to me when this Order was issued.
2. Have a proposal that was not presented to me when this Order was issued but, if implemented, would
 - (a) meet the objective of the order, and
 - (b) be suitable as the basis of a written agreement under section 38 [may make written agreements]
3. Require more time to comply with the order.

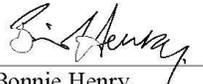
Under section 43 (6) an order is not suspended during the period of reconsideration unless the health officer agrees, in writing, to suspend it.

If you fail to comply with this Order, I have the authority to take enforcement action against you under Part 4, Division 6 of the *Public Health Act*.

You may contact me at:

Dr. Bonnie Henry, Provincial Health Officer
PO Box 9648 STN PROV GOVT
Victoria BC V8W 9P4, Fax: (250) 952-1570

DATED THIS: 14 day of May 2020

SIGNED: 
Bonnie Henry
MD, MPH, FRCPC
Provincial Health Officer

DELIVERY BY posting on the BC Government website, posting on the BC Centre for Disease Control website and by email.

Enclosure: Excerpts of *Public Health Act*



Gatherings and Events, December 22, 2021



ORDER OF THE PROVINCIAL HEALTH OFFICER

(Pursuant to Sections 30, 31, 32, 39, 54, 56, 67 (2) and 69 *Public Health Act*, S.B.C. 2008)

GATHERINGS AND EVENTS – DECEMBER 22, 2021

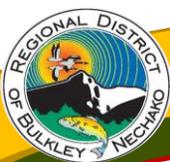
The *Public Health Act* is at:

<http://www.bclaws.ca/civix/content/complete/statreg/08028/?xsl=/templates/browse.xsl>
(excerpts enclosed)

- TO: OCCUPANTS OF PRIVATE RESIDENCES OR VACATION ACCOMMODATION**
- TO: PERSONS WHO HOST OR ATTEND SOCIAL GATHERINGS IN PRIVATE RESIDENCES OR VACATION ACCOMMODATION**
- TO: OWNERS AND OPERATORS OF PLACES**
- TO: PERSONS WHO ORGANIZE EVENTS**
- TO: PERSONS WHO ATTEND EVENTS**
- TO: MEDICAL HEALTH OFFICERS**

WHEREAS:

- A. On March 17, 2020 I provided notice under section 52 (2) of the *Public Health Act* that the transmission of the infectious agent SARS-CoV-2, which has caused cases, clusters and outbreaks of a serious communicable disease known as COVID-19 among the population of the Province of British Columbia, constitutes a regional event, as defined in section 51 of the *Public Health Act*;
- B. A person infected with SARS-CoV-2 can infect other people with whom the infected person is in contact;
- C. Vaccination is safe, highly effective, and the single most important preventive measure a person can take to protect themselves, their families, and other persons with whom they come into contact from infection, severe illness and possible death from COVID-19. In particular:
 - (a) the vaccines available in British Columbia, in company with other protective and preventive measures, are highly effective and provide protection across all eligible age groups against infection and strong protection against severe illness and death;



- (b) most British Columbians have strong and durable protection from SARS-CoV-2 resulting from the extended interval between dose one and dose two of vaccine that is being utilized in British Columbia; in addition, a new vaccine is now being offered which only requires one dose to be effective, and booster doses are being implemented in order to reinforce the protection afforded by vaccination;
 - (c) a full course of vaccine provides more effective and durable protection against infection and severe illness than natural immunity from prior COVID-19 infection alone, or natural immunity in combination with a single-dose of vaccine; and
 - (d) a full course of vaccine provides highly effective and durable protection from severe illness resulting in hospitalization or death from COVID-19, with illness being mostly milder in vaccinated people who become infected than in unvaccinated people.
- D. Vaccines, which prevent or reduce the risk of infection with SARS-CoV-2, have been and continue to be readily available in British Columbia and while substantial progress has been made in vaccinating the population of British Columbia 12 years of age and older, and children aged 5 to 11 years of age are now being vaccinated, a portion of the public remains unvaccinated and there are communities where vaccination rates are low;
- E. Communities with low vaccination rates have experienced rapid spread of SARS-CoV-2, causing serious illness and increases in hospitalizations and intensive care admissions, primarily in unvaccinated people. By contrast, communities with high vaccination rates have seen corresponding lower transmission and case rates;
- F. Unvaccinated people are at a significantly greater risk than vaccinated people of being infected with SARS-CoV-2, and those who are infected, experience significantly higher rates of hospitalization, ICU-level care and invasive mechanical ventilation, complications and death when compared with vaccinated people. Unvaccinated people are also at higher risk of transmitting SARS-CoV-2 to other people, including vaccinated people;
- G. People who are vaccinated can be infected with SARS-CoV-2, but experience less severity of illness than unvaccinated people, especially in younger populations. Vaccinated persons who contract COVID-19 can transmit SARS-CoV-2 but are also generally contagious for shorter periods of time, are less symptomatic, and are less likely to transmit SARS-CoV-2, when compared to unvaccinated infected persons;
- H. This situation has been exacerbated over time, first by the arrival of the highly transmissible Delta variant of SARS-CoV-2, which is now circulating in British Columbia and causing significantly more rapid transmission and increased severity of illness, particularly in younger unvaccinated people, than earlier variants, and now by the arrival of the even more transmissible Omicron variant, which is responsible for a surge in infections in the province, and which I expect will very shortly overtake the Delta variant as the dominant strain of SARS-CoV-2 circulating in the province;
- I. Absent vaccination, British Columbia would be in a far more challenging situation than the fragile balance our current immunization rates have provided, but the transmissibility of the Delta and now the Omicron variant means that higher vaccination rates than previously



expected are now required to maintain this balance, control transmission, reduce case numbers and serious outcomes, and reduce the burden on the healthcare system, particularly hospital and intensive care admissions;

- J. The recent appearance of the Omicron variant, which is leading to significant surges in infection in other provinces and other parts of the world in addition to British Columbia, underlines the importance of vaccination in protecting the population and in removing the conditions which foster the development of variants which pose ever greater threats to public health;
- K. The Omicron variant has introduced significant uncertainty into the course of the pandemic, and the rapidly rising infection rates in British Columbia and experience in other places have lead me to conclude that unless measures are put in place immediately to check the spread of Omicron there will be sufficient serious illness among the public to overwhelm the Province's health care system, which is already operating beyond capacity;
- L. Preserving the ability of the public health and health care systems to protect and care for the health needs of the population, including providing care for health needs other than COVID-19, is critical. High incidence of transmission and illness in one or more regions have spill-over effects on health care delivery across the Province, including in critical care and surgical services. Our public health and health care systems are currently experiencing severe stress, and are stretched beyond capacity in their efforts to prevent and respond to illness resulting from the transmission of COVID-19 in the population, primarily among unvaccinated people;
- M. Both the public health and the health care systems are using disproportionate amounts of their resources in their efforts to prevent and respond to the transmission of SARS-CoV2, and to provide care for those who become ill with COVID-19, primarily unvaccinated people who comprise the majority of hospitalizations and ICU admissions;
- N. While people who have contracted SARS-CoV-2 may develop some natural immunity for a period of time following infection, the strength and duration of that immunity varies depending on a multitude of factors, including severity of infection. The risk of reinfection and hospitalization is significantly higher in people who remained unvaccinated after contracting SARS-CoV-2 than in those who were vaccinated post-infection. Vaccination, even after infection, remains an important measure to protect against reinfection. It does so by providing a stronger immune response that is known to be effective for a longer period of time and against a wider variety of strains of SARS-CoV-2 that are currently circulation in British Columbia, including the Delta variant;
- O. Vaccination is the single most important preventive measure a member of a community can take to protect themselves and other members of the community, from infection, severe illness and possible death from COVID-19;
- P. People over 70 years of age, and people with chronic health conditions or compromised immune systems, are particularly vulnerable to severe illness and death from COVID-19, even if they are vaccinated;



- Q. Included among the members of the community who are more likely to be infected are children aged 5 to 11 years. This is because children in this age group have only recently become eligible for vaccination and it will take some time before the members of this group can be fully vaccinated. Children under the age of 5 will remain unprotected from infection until a vaccine is available for them;
- R. Adults and children who are either particularly vulnerable to infection with SARS-CoV-2 or too young to be immunized depend upon the people with whom they come into contact to protect them from the risk of infection;
- S. Unvaccinated people in close contact with other people can promote the transmission of SARS-CoV-2 and increase the number of people who develop COVID-19 and become seriously ill; in particular, social mingling, particularly when coupled with the consumption of alcohol which increases risky behavior, is associated with increases in the transmission of SARS-CoV-2;
- T. Gatherings and events pose a risk of promoting the transmission of SARS-CoV-2, including to and from vaccinated people, and increasing the number of people who develop COVID-19 and become seriously ill and who may die;
- U. Singing, chanting and reading can propel infected material significant distances and increase the risk of the transmission of SARS-CoV-2, particularly among a group of people who are in close contact with one another in an inside place over a period of time;
- V. Teams of people travelling, playing and socializing together for the purpose of sports tournaments and then returning home has recently proved to be a significant contributor to the transmission of SARS-CoV-2 in the community;
- W. Programs that require that proof of vaccination be provided have been shown to increase vaccination uptake in populations, thereby reducing the public health risk of COVID-19;
- X. There are difficulties and risks in accommodating persons who are unvaccinated, since no other measures are nearly as effective as vaccination in reducing the risk of contracting or transmitting SARS-Co-2, and the likelihood of severe illness and death;
- Y. I have considered and continue to consider based on the currently available generally accepted scientific evidence whether other measures, such as natural immunity, PCR testing or rapid antigen testing, are as effective as vaccination in reducing the risk of transmission SARS-Co-2 and or the severity of illness if infected;
- Z. Routine COVID-19 testing of asymptomatic people is not recommended in British Columbia and polymerase chain reaction (PCR) testing capacity is reserved for people who may be ill with COVID-19 to promote public health case identification, follow up and control measures. Asymptomatic testing increases the likelihood of generating false positive tests, which can unnecessarily consume public health resources in following up false positive tests. Similarly, rapid testing, which is followed up with confirmatory PCR testing for positive tests, is reserved for specific settings in which additional layers of protection are needed to protect people at higher risk of serious outcomes of COVID-19, such as in long-term care and



assisted living facilities, or in remote communities where obtaining results of PCR testing may be delayed;

- AA. There are clear, objective criteria for determining whether a person has a medical deferral to a COVID-19 vaccination, and very few people fall into this category;
- BB. Various options for establishing vaccine status, including in paper and online format, are readily available to members of the public;
- CC. I recognize the societal effects, including the hardships, which the measures which I have and continue to put in place to protect the health of the population have on many aspects of life, and, with this in mind, continually engage in a process of reconsideration of these measures, based upon the information and evidence available to me, including infection rates, sources of transmission, the presence of clusters and outbreaks, the number of people in hospital and in intensive care, deaths, the emergence of and risks posed by virus variants of concern, vaccine availability, immunization rates, the vulnerability of particular populations and reports from the rest of Canada and other jurisdictions, with a view to balancing the interests of the public, including constitutionally protected interests, in gatherings and events, against the risk of harm to public health created by gatherings and events and unvaccinated persons;
- DD. I further recognize that constitutionally protected interests include the rights and freedoms guaranteed by the *Canadian Charter of Rights and Freedoms*, including specifically freedom of religion and conscience, freedom of thought, belief, opinion and expression, and the right not to be deprived of life, liberty or security of the person, other than in accordance with the principles of fundamental justice. I understand that making decisions about whether to get vaccinated may engage these rights and freedoms. However, these rights and freedoms are not absolute and are subject to such reasonable limits, prescribed by law as can be demonstrably justified in a free and democratic society, which include proportionate, precautionary and evidence-based measures, including vaccination, to prevent loss of life, serious illness and disruption of our health system and society. When exercising my powers to protect the health of the public from the risks posed by COVID-19, I am aware of my obligation to choose measures that limit the *Charter* rights and freedoms of British Columbians less intrusively, and balance these rights and interests in a way that is consistent with the protection of public health. I have concluded that the measures which I am putting in place in this Order are proportionate, rational and tailored to address the risk, and are neither arbitrary, overbroad, nor grossly disproportionate in light of the need to protect public health at this time. In my view, any limits on constitutionally protected rights and freedoms arising from this Order, are proportionate and reasonable in the interests of protecting public health and there are no other reasonable alternatives that would provide the same level of protection for the population. I am not prohibiting outdoor assemblies for the purpose of communicating a position on a matter of public interest or controversy, subject to my expectation that persons organizing or attending such an assembly will take the steps and put in place the measures recommended in the guidelines posted on my website in order to limit the risk of transmission of COVID-19;



EE. In addition, I recognize privacy interests and the interests protected by the *Human Rights Code*, and have taken these into consideration when exercising my powers to protect the health interests of members of the public from the risk created by being in contact with unvaccinated persons in gatherings and events, particularly with the arrival of the Omicron variant in the province;

FF. I am also mindful that the volume of requests for reconsideration of my Orders, and the time and expertise which considering them entails, has become beyond my capacity and that of my office and team of medical health officers to manage, and is using resources which are better directed at assessing and responding to the protection of the public as a whole;

GG. This Order does not apply to the Executive Council; the Legislative Assembly; a council, board, or trust committee of a local authority as defined under the Community Charter, the Local Government Act or the Islands Trust Act, or a school board; the distribution of food or other supplies to people in need; health or social services provided to people in need, such as warming or cooling centres; fitness facilities or pools which are located in a workplace for the benefit of workers, in a residential building for the benefit of residents, in a hotel for the benefit of guests; rehabilitation or exercise therapy programs; health care related events, including immunization clinics, COVID-19 testing centres and blood donation clinics; drug and alcohol support group meetings; court sittings wherever they occur; workers at a workplace, including at a social gathering for the workers in their workplace as long as no member of the public is present; work camps; before, during or after school programs for students of public or independent schools (schools) organized by a school; home education or distributed learning activities; educational activities, including a practicum or research, involving students or researchers of post-secondary institutions in any location when provided or arranged by a post-secondary institution; language courses; employment related training; a funeral reception held at a funeral home; the use of any place for local, provincial or federal government purposes; services provided by or on behalf of any level of government, other than events, as defined in the Order, provided inside by or on behalf of a recreation centre or a library;

HH. Part C, section 15, and Part D, section 23, do not apply to the Province as owner of a place;

II. I have reason to believe and do believe that

- (a) the continued presence of unvaccinated people in the population, more so in some age groups and some communities where vaccination rates continue to be low, coupled with the emergence of the highly transmissible Omicron variant, poses a risk to the health of the population, threatens the capacity of the public health and health care systems to address the health care needs of the population, and constitutes a health hazard;
- (b) in order to protect the health of the public and the health care system it is necessary for me to put in place preventive measures to reduce the risk of the transmission of SARS-CoV-2 at events, which could lead to widespread infection and serious illness and overwhelm the public health and the health care systems;



- (c) it is in the public interest for me to proceed on a precautionary basis to exercise the powers in sections 30, 31, 32, 39, 54, 56, 67 (2) and 69 of the *Public Health Act* **TO ORDER** as follows:

THIS ORDER

- A. REPEALS AND REPLACES MY ORDER MADE ON DECEMBER 3, 2021, WITH RESPECT TO *GATHERINGS AND EVENTS*,**
- B. CONFIRMS MY VARIANCE OF NOVEMBER 12, 2021,**
- C. APPLIES THAT VARIANCE TO THIS ORDER AS VARIED BY THIS ORDER**

DEFINITIONS:

“adult” means a person 19 years of age or older;

“event” means

- (a) a gathering of participants in a private residence or vacation accommodation for a social purpose,
- (b) a gathering of participants in a place for an inside event or an outside event,
- (c) a sports tournament;

“exemption” means a variance issued to a person under the *Public Health Act* on the basis of a medical deferral to a vaccination with respect to an event or type of event;

“high performance athlete” means a person who is identified by the Canadian Sport Institute Pacific as a high-performance athlete affiliated with an accredited provincial or national sports organization;

“inside event” means

- (a) a gathering of participants in an inside place for one of the following purposes:
- (i) a form of entertainment involving a performance such as a theatrical production, a concert, a symphony performance, a choral performance, any other type of musical performance or a dance performance;
- (ii) business, but limited to a lecture or presentation;
- (iii) a wedding reception;
- (iv) a funeral reception not held at a funeral home,



- (v) a sponsored or ticketed party;
- (vi) a gathering for the purpose of acknowledging or celebrating a significant event, such as a birth, a birthday, a coming of age, an upcoming marriage, a promotion, the receipt of an award, a retirement or a celebration of life;
- (b) a gathering of participants in an inside place for one of the following purposes
 - (i) a business purpose not described in (a), and including a conference, convention, commercial trade fair or workshop or home show;
 - (ii) gambling;
 - (iii) recreational education or classes, including arts, crafts, music, photography, culture, or travel education or classes
- (c) a gathering of participants in an inside place for the purpose of an adult exercise or fitness activity or class, or an adult dance class, but not including a swimming activity;
- (d) a gathering of participants in an inside place for the purpose of a swimming activity or an adult sports activity;
- (e) a sports event in an inside place;
- (f) a program for children or youth in an inside place;
- (g) a worship service in an inside place;
- (h) a gathering of participants in an inside place for the purpose of celebrating New Year's Eve;

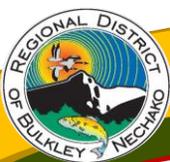
“occupant” means

- (a) a person who resides in a private residence, or
- (b) a person who is staying in or has the use of vacation accommodation;

“organizer” means

- (a) the person responsible for organizing an event in a place, or
- (b) hosting an event in a private residence or vacation accommodation;

“outside event” means an organized gathering of participants in an outside place with seating provided for spectators;



“participant” means

- (a) an occupant of a private residence or vacation accommodation and a visitor to a private residence or vacation accommodation but does not include an occupant who is a host;
- (b) a person who is present at an inside event or an outside event, including a spectator, but does not include an organizer, event staff member, official, volunteer, officiant, or any other person who is acting in an official or service capacity, or a paid performer, player or athlete;

“party” means another person or other persons who accompany a person to an event;

“patron” means a participant;

“person” does not include the Province;

“photo identification” means one of the following:

- (a) a photo BC Services Card within the meaning of the Identification Card regulation;
- (b) a temporary or permanent driver’s licence, issued by a government of a province of Canada;
- (c) a certificate of Indian Status;
- (d) a Métis Nation British Columbia citizenship and identification card;
- (e) a passport attesting to citizenship or other national status, issued by a government of any jurisdiction and including a photograph of the holder;
- (f) another form of identification, issued by a government of any jurisdiction, including a photograph of the holder;
- (g) a military identification card that is issued by a government of any jurisdiction, which includes a photograph of the holder;

“physical barrier” means a barrier which is designed, installed and maintained in accordance with WorkSafeBC guidance at <https://www.worksafebc.com/en/resources/health-safety/information-sheets/covid-19-health-safety-designing-effective-barriers?lang=en>;

“place” means a venue, other than a private residence or vacation accommodation, and includes a hotel ballroom or conference room, a banquet hall, conference hall, auditorium, recreation centre, theatre, movie theatre, multi-movie theatre complex, casino, work-out gym, exercise or dance facility or studio, recreational facility arena, stadium, or a tent;

“private residence” means the primary residence of a person;



“program for children or youth” means a structured educational program not provided by a school, including music, art, drama, dance, recreational, sport, exercise, or social activity and provided primarily for persons under 22 years of age, but not including parenting programs or breast feeding programs;

“proof of exemption” means

- (a) in the case of a person who is more than 18 years of age, photo identification and an exemption certificate,
- (b) in the case of a person who is 18 years of age or younger, an exemption certificate;

“proof of vaccination” means

- (a) in the case of a person who is more than 18 years of age, photo identification and a vaccine card;
- (b) in the case of a person who is 18 years of age or younger, a vaccine card;

“sports tournament” means a single or multi-day gathering of three or more sports teams, who come together outside regular league play for the purpose of the teams playing against multiple other teams, but does not include

- (a) a gathering where team members compete on an individual basis against members of other teams, or
- (b) a gathering where the result will decide if a team will advance to play in a national or international competition;

“tent” includes a marquee;

“vacation accommodation” means a house, townhouse, cottage, cabin, apartment, condominium, mobile home, recreational vehicle, hotel suite, tent, yurt, houseboat or any other type of living accommodation, and any associated deck, garden or yard, in which a person is staying or of which a person has the use, but which is not the person’s primary residence;

“vaccinated” means to have received all doses of a vaccine or a combination of vaccines, but not including a booster dose, as recommended by

- (a) the provincial health officer, with respect to vaccines approved for use in Canada by the department of the federal government responsible for regulating drugs, or
- (b) the World Health Organization, with respect to vaccines approved by the World Health Organization but not approved for use in Canada;

“vaccine” means a vaccine intended for use in humans against SARS-CoV-2;

“vaccine card” means proof in one of the following forms that the holder is vaccinated:



- (a) electronic proof or a printed copy of an electronic proof,
 - (i) issued by the government in the form of a QR code, accessible through the Health Gateway online platform, and
 - (ii) showing the name of the holder;
- (b) proof in writing, issued by the government for the purpose of showing proof of vaccination in accordance with orders of the provincial health officer made under the *Public Health Act*;
- (c) proof, whether electronic or in writing, issued
 - (i) by the government of Canada or of a province of Canada, and
 - (ii) for the purpose of showing proof of vaccination in accordance with an order made in the exercise of a statutory power with respect to the protection of public health or the facilitation of international travel;
- (d) in the case of an international visitor,
 - (i) proof, whether electronic or in writing, relied upon to enter Canada, and
 - (ii) the person's passport or photo identification;

“variance” means the *Variance of Gatherings and Events & Food and Liquor Serving Premises Orders to Suspend Reconsideration re Proof of Vaccination – November 12, 2021*;

“visitor” means a person other than an occupant or event staff who is present in a private residence or vacation accommodation for the purpose of an event.

A. EVENTS

1. A person must not permit a private residence, vacation accommodation or a place to be used for an event, or host, organize, work or volunteer at, be a participant in or a spectator at or be otherwise present at an event, except in compliance with this Order.
2. A person must not permit a place to be used for, organize, work or volunteer at, participate in, be a spectator at or be otherwise present at a sports tournament.
3. For certainty,
 - (a) an event held in a tent with one or more sides is an inside event; and
 - (b) an event held in a tent without any sides is an outside event.
4. Nothing in this Order prevents a high- performance athlete from training, travelling or competing in sport in accordance with the athlete's respective provincial or national sports organization and Canadian Sport Institute Pacific COVID-19 safety protocols, and none of the provisions of this Order apply to a high performance athlete when so engaged.



B. EVENTS IN PRIVATE RESIDENCES OR VACATION ACCOMMODATION

1. An occupant may host an event in a private residence or vacation accommodation, if the provisions of this Part are complied with.
2. In addition to the occupants, no more than 10 other persons, including visitors and event staff, or the occupants of one other private residence or vacation accommodation who live communally and event staff, whichever is the greater number of people, may attend an event in a private residence or vacation accommodation.
3. An occupant must not host an event in a private residence or vacation accommodation, unless
 - (a) section 2 is complied with, and
 - (b) the occupant is satisfied that all the occupants, visitors over the age of 11 years, and event staff are vaccinated or have an exemption.
4. A person over the age of 11 years must not attend or be event staff at an event in a private residence or vacation accommodation, unless
 - (a) the person is vaccinated, or has an exemption, and
 - (b) section 2 is complied with.

C. OUTSIDE EVENTS

1. A person may permit a place to be used for, may organize, may work or volunteer at, may participate in, may be a spectator at, or may be otherwise present at an outside event, if the provisions of this Part are complied with.
2. No more than 5,000 persons are present, or 50% of the seated operating capacity of a place is used, excluding event staff, whichever number permits the greater number of people to be present.
3. There is an organizer.
4. Access to the event is controlled.
5. There is seating available for each participant.
6. Participants are seated throughout the place in such a way as to use all available space.
7. If there is a food or drink station,
 - (a) hand washing facilities or alcohol-based sanitizers are within easy reach of the station;



- (b) signs reminding participants to wash or sanitize their hands before touching self-serve food, drink or other items, are posted at the self-serve station; and
 - (c) high touch surfaces at the station, and utensils that are used for self-serve, are frequently cleaned and sanitized.
8. Hand sanitation supplies are readily available to participants.
 9. Toilet facilities with running water, soap and paper towels for hand washing and drying purposes, or hand sanitation supplies, are available for participants.
 10. The organizer monitors the number of persons present, and ensures that the number of persons present does not exceed the maximum number permitted for the event.
 11. A participant must not attend an event at which there are more persons present than are permitted in this Part, and must not enter a place, or must leave a place, if so directed by the organizer or a member of staff.
 12. A participant must comply with the requirements in this Part, and with measures, or guidance or directions from the organizer or a member of staff, intended to avoid the congregation of participants.
 13. If an event is held in part of a place which is completely separated from the rest of the place, additional persons who are not attending the event may be present in other parts of the place.
 14. If there is more than one area in which events may be held in a place, there may be an event in each of the areas.
 15. If the organizer is not the owner or occupant of the place in which an outside event is held, the owner or occupant must be satisfied that the organizer is aware of the conditions and requirements in this Part, and has the capacity to fulfill them.

D. INSIDE EVENTS

1. This Part does not apply to a worship service.
2. A person may permit a place to be used for, may organize, may work or volunteer at, may participate in, may be a spectator at, or may be otherwise present at an inside event, if the provisions of this Part and Part E are complied with.
3. A person must not permit a place to be used for or must not organize an inside event with a purpose described in paragraph (a) (iii) to (vi), (c) or (h) of the definition of an “inside event”.



4. A person must not permit a place to be used for or must not organize an inside event with a purpose described in paragraph (a) (i) or (ii) of the definition of an “inside event”, unless the event is held as a seated inside event.
5. A person must not permit a place to be used for or must not organize an inside event as a standing event, if the purpose of the event is described in paragraph (a) (i) or (ii) of the definition of “inside event”.
6. A person must not participate in an inside event
 - (a) with a purpose described in paragraph (a) (iii) to (vi), (c) or (h) of the definition of an “inside event”;
 - (b) held as a standing event, if the purpose of the event is described in paragraph (a) (i) or (ii) of the definition of “inside event”.
7. A person may provide, and a person may participate in an activity described in paragraph (c) of the definition of “inside event” if the activity is provided by virtual means and the participants do not gather with one another in an inside place for the purpose of the activity.
8. An adult must not participate in exercise or fitness in a workout gym or fitness facility on either an individual or group basis.
9. No more than 50% of the seated capacity of a place, excluding event staff, may be used for a seated event.
10. No more than 50% of the standing capacity of a place, excluding event staff, may be used for a standing event.
11. No more than 50% of the seated capacity of the gambling area of a casino, excluding event staff, may be used.
12. There is an organizer.
13. Access to the event is controlled.
14. If the event is described in paragraph (a) (i) or (ii) of the definition of “inside event”, the following apply to the event:
 - (a) there must be a seat available for each participant;
 - (b) each participant must be provided with a seat;
 - (c) participants must be seated throughout the place in such a way as to use all available space;



- (d) no more than 6 participants may sit at a table;
 - (e) participants must
 - (i) be seated throughout the event,
 - (ii) not move from seat to seat or table to table,
 - (iii) not leave their seat except
 - A. to use a food or drink station,
 - B. to use washroom facilities,
 - C. to provide assistance to another person who requires care or first aid, or
 - D. to leave or return to the premises;
15. If there is a food or drink station,
- (a) hand washing facilities or alcohol-based sanitizers are within easy reach of the station;
 - (b) signs reminding participants to wash or sanitize their hands before touching self-serve food, drink or other items, are posted at the self-serve station; and
 - (c) high touch surfaces at the station, and utensils that are used for self-serve, are frequently cleaned and sanitized.
16. Hand sanitation supplies are readily available to participants.
17. Toilet facilities with running water, soap and paper towels for hand washing and drying purposes or hand sanitation supplies are available for participants.
18. Dance floors are closed with physical barriers or occupied with tables, unless they are being used for a dance performance.
19. Participants do not dance, unless they are performing at an event or a child or youth participating in a program for children or youth.
20. If there is more than one area in a place in which events may be held, there may be an event in each of the areas.
21. An organizer must ensure that participants comply with the face covering requirements in the *Face Coverings (COVID-19) Order*.
22. A participant must comply with the requirements in this Part and in Part E, and with measures, guidance or directions from the organizer or a member of staff, intended to



avoid the congregation of participants and ensure compliance with the *Face Coverings (COVID-19) Order*.

23. If the organizer is not the owner or occupant of the place in which an inside event is held, the owner or occupant must be satisfied that the organizer is aware of the conditions and requirements in this Part and Part E, and has the capacity to fulfill them.

E. PROOF OF VACCINATION

1. This Part applies to inside events, except worship services.
2. This Part does not apply to
 - (a) a person under 12 years of age, or
 - (b) a person 12 to 21 years of age who is participating in a program for children or youth.
3. The following requirements apply with respect to an inside event:
 - (a) An organizer must obtain
 - (i) proof that a participant is vaccinated by way of proof of vaccination, or
 - (ii) proof that a participant has an exemption by way of proof of exemption.
 - (b) A participant must provide an organizer with
 - (i) proof of being vaccinated by way of proof of vaccination, or
 - (ii) proof of having an exemption by way of proof of exemption.
 - (c) An organizer must not permit a participant who has not provided the organizer with
 - (i) proof of being vaccinated by way of proof of vaccination, or
 - (ii) proof of having an exemption by way of proof of exemption,to enter or remain in a place for the purpose of an event or to participate in an event.
 - (d) A participant who has not provided an organizer with
 - (i) proof of being vaccinated by way of proof of vaccination,
 - (ii) or proof of having an exemption by way of proof of exemption,



must not enter or remain in a place for the purpose of an event or participate in an event.

- (e) If an event takes place on more than one day, the requirements in this section apply on each of those days.
- 4. Commencing at 12:01 AM on December 31, 2021, an organizer must scan the QR code on a vaccine card in order to determine whether a participant is vaccinated.
- 5. An organizer must not scan the QR code on a vaccine card with any tool other than a BC Vaccine Card Verifier App.
- 6. Subject to section 6, an organizer must not retain proof of vaccination or proof of exemption provided by a participant, or use it for any purpose other than to confirm that a participant has been vaccinated or has an exemption, as required by this Order.
- 7. Despite section 5, with the written consent of a participant, an organizer may keep a record of the fact that the participant has provided proof of vaccination or proof of exemption as required by this Part, and the organizer may rely upon this record to satisfy the requirements in this Part with respect to future participation by the participant in an event at the same place.
- 8. A person, including a parent, must be vaccinated, if the person is
 - (a) leading, supervising or assisting with a program for children or youth on a volunteer basis, including if the person receives an honorarium for doing so, or
 - (b) required to be present with a child or youth at a program for children or youth.
- 9. A person, including a parent, who is not vaccinated must not
 - (a) lead, supervise or assist with a program for children or youth on a volunteer basis, including if the person receives an honorarium for doing so, or
 - (b) be present with a child or youth at a program for children or youth.
- 10. Section 3 applies with respect to a person to whom section 8 applies.
- 11. For certainty, neither section 8 nor 9 applies to a person who is employed to lead, supervise or assist with a program for children or youth.

F. WORSHIP SERVICES

- 1. A person may permit a place to be used for, may organize, may work or volunteer at, be a participant at or be otherwise present at a worship service if the provisions of this Part are complied with.



2. A faith community may use up to 100% of the seated capacity of a place for a worship service if the officiant and all participants over the age of 11 years are vaccinated.
3. A faith community may use up to 50% of the seated capacity of a place for a worship service if the officiant or any of the participants over the age of 11 years is not vaccinated.
4. A faith community must not use more than 50% of the seated capacity of a place for a worship service, unless the officiant and all participants over the age of 11 years are vaccinated.
5. A person must not permit a place to be used for, organize or be present at a worship service where more than 50% of the seated capacity of the place is being used, unless the officiant and all participants over the age of 11 years are vaccinated.

G. DELEGATION OF AUTHORITY TO THE MEDICAL HEALTH OFFICER TO CONSIDER AND MAKE A DECISION WITH RESPECT TO A REQUEST FOR AN EXEMPTION ON THE BASIS OF A MEDICAL DEFERRAL

Under the authority vested in me by section 69 of the *Public Health Act*, I delegate my authority under section 43 of the *Public Health Act* to the medical health officer for the geographic region of the Province in which an event occurs or will occur to receive, consider, and make a decision with respect to a request for reconsideration made by a person on the basis of a medical deferral to a vaccination, and to add conditions to or change conditions on an exemption, or to suspend or cancel an exemption.

H. RELATED MEDICAL HEALTH OFFICERS ORDERS

Recognizing that the risk differs in different regions of the province, and that medical health officers are in the best position to assess local circumstances and to determine whether additional or more restrictive steps need to be taken to reduce the risk of the transmission of COVID-19, **I FURTHER ORDER:**

1. A medical health officer may issue an order further to this Order, for the purpose of having the provisions of the order incorporated into this Order, or may add conditions to or change conditions on an exemption, or suspend or cancel an exemption. An order may add further prohibitions, or impose more restrictive limitations or conditions, in the whole or part of the geographic area of the Province for which the medical health officer is designated and, subject to section 2, the provisions of the order are incorporated into this Order when posted on my website. For certainty, a contravention of an order of a medical health officer issued further to this Order, and posted on my website, is a contravention of this Order.



2. While it is in force, a provision in an order made by a medical health officer further to this Order and posted on my website, which adds further prohibitions or imposes more restrictive limitations or requirements than this Order, applies in the whole or part of the geographic area of the Province for which the medical health officer is designated, despite the provisions of this Order.

Except as provided in Part E, section 5, which comes into effect at 12:01 AM on December 31, 2021, the provisions of this Order come into effect at 11:59 PM on December 22, 2021, and expire as follows:

Part A section 1, as it applies to events in a private residence or vacation accommodation and inside events, and section 2 expire at 12:01 A.M. on January 18, 2022;

Part A section 1, as it applies to outside events, and sections 3 and 4 expire at 12:01 A.M. on January 31, 2022;

Part B expires at 12:01 A.M. on January 18, 2022;

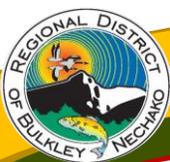
Part C expires at 12:01 A.M. on January 31, 2022;

Part D expires at 12:01 A.M. on January 18, 2022; and

Part E expires at 12:01 A.M. on January 31, 2022.

After weighing the interests of participants and staff at gatherings and events against the interests of persons who are not vaccinated for reasons other than a medical deferral to vaccination, and taking into account the importance of protecting the health of participants and staff, the stress under which the public health and health care systems are currently operating, and the impact this is having on the provision of health care to the population, the burden which responding to more clusters and outbreaks of COVID-19 would put on the public health system, the burden which responding to more patients with serious illness would place upon an already overburdened health care system, the increased risk to the population arising from the presence of the Omicron variant in the Province, and the risk inherent in accommodating persons who are not vaccinated, and for the reasons set out in my Variance of November 12, 2021 posted on my website, I have decided, pursuant to section 54 (1) (h) of the *Public Health Act*, and in accordance with the emergency powers set out in Part 5 of the *Act*, to confirm the application of the Variance to this Order, except as varied below with respect to worship services, and, in accordance with the Variance, will not be accepting requests for a reconsideration of this Order, except from an individual on the basis of a medical deferral to a vaccination with respect to an event or type of event.

For the purposes of this Order, I am varying the Variance to the extent that I will not be accepting requests for reconsideration with respect to the provisions of or exemptions with



respect to the provisions of Part F of this Order on any basis, including on the basis of a medical deferral to a vaccination. The reason for this is the heightened risk of transmission of SARS-CoV2 in worship spaces which are densely packed with participants, particularly during the current period of increased religious observance on the part of many faith communities. Instead, I have made provision for faith communities to hold worship services with fewer participants in order to permit faith communities to accommodate community members who are not vaccinated by providing them with a less risky space in which to engage in communal religious observance.

In addition, I am also varying the Variance to provide that I will not be accepting requests for reconsideration with respect to the provisions of Part E, sections 8 and 9, of this Order on any basis, including on the basis of a medical deferral to a vaccination. The reason for this is that these sections apply to a volunteer position rather than to an essential position for the purpose of providing a program for children and youth, and the inconvenience of losing an unvaccinated volunteer is less than the risk to children or youth created by the involvement of an unvaccinated volunteer.

A request for an exemption from being vaccinated or providing proof of vaccination on the basis of a medical deferral to a vaccination must be made on the basis that the health of the person would be seriously jeopardized if the person were to be vaccinated, and must follow the guidelines posted on my website. (<https://www2.gov.bc.ca/gov/content/health/about-bc-s-health-care-system/office-of-the-provincial-health-officer/current-health-topics/covid-19-novel-coronavirus>).

A request under section 43 may be submitted to me at PHOExemptions@gov.bc.ca with the subject line “Request for Reconsideration about Proof of Vaccination”.

Pursuant to section 54 (1) (h) of the *Public Health Act*, and in accordance with the emergency powers set out in Part 5 of the Act, I will not be accepting requests for a review of this Order.

You are required under section 42 of the *Public Health Act* to comply with this Order.

Failure to comply with this Order is an offence under section 99 (1) (k) of the *Public Health Act*.

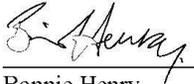
If you fail to comply with this Order, I have the authority to take enforcement action against you under Part 4, Division 6 of the *Public Health Act*.

You may contact me at:

Dr. Bonnie Henry, Provincial Health Officer
4th Floor, 1515 Blanshard Street
PO Box 9648 STN PROV GOVT, Victoria BC V8W 9P4
Fax: (250) 952-1570
Email: ProvHlthOffice@gov.bc.ca



DATED THIS: 22nd day of December 2021

SIGNED: 
Bonnie Henry
MD, MPH, FRCPC
Provincial Health Officer

DELIVERY BY: Posting to the BC Government the BC Centre for Disease Control websites.

Enclosure: Excerpts of the *Public Health Act*.



ENCLOSURE

Excerpts of the *Public Health Act* [SBC 2008] c. 28

Definitions

1 In this Act:

"health hazard" means

- (a) a condition, a thing or an activity that
 - (i) endangers, or is likely to endanger, public health, or
 - (ii) interferes, or is likely to interfere, with the suppression of infectious agents or hazardous agents, or
- (b) a prescribed condition, thing or activity, including a prescribed condition, thing or activity that
 - (i) is associated with injury or illness, or
 - (ii) fails to meet a prescribed standard in relation to health, injury or illness;

When orders respecting health hazards and contraventions may be made

30 (1) A health officer may issue an order under this Division only if the health officer reasonably believes that

- (a) a health hazard exists,
- (b) a condition, a thing or an activity presents a significant risk of causing a health hazard,
- (c) a person has contravened a provision of the Act or a regulation made under it, or
- (d) a person has contravened a term or condition of a licence or permit held by the person under this Act.

(2) For greater certainty, subsection (1) (a) to (c) applies even if the person subject to the order is complying with all terms and conditions of a licence, a permit, an approval or another authorization issued under this or any other enactment.



General powers respecting health hazards and contraventions

31 (1) If the circumstances described in section 30 [*when orders respecting health hazards and contraventions may be made*] apply, a health officer may order a person to do anything that the health officer reasonably believes is necessary for any of the following purposes:

- (a) to determine whether a health hazard exists;
- (b) to prevent or stop a health hazard, or mitigate the harm or prevent further harm from a health hazard;
- (c) to bring the person into compliance with the Act or a regulation made under it;
- (d) to bring the person into compliance with a term or condition of a licence or permit held by that person under this Act.

(2) A health officer may issue an order under subsection (1) to any of the following persons:

- (a) a person whose action or omission
 - (i) is causing or has caused a health hazard, or
 - (ii) is not in compliance with the Act or a regulation made under it, or a term or condition of the person's licence or permit;
- (b) a person who has custody or control of a thing, or control of a condition, that
 - (i) is a health hazard or is causing or has caused a health hazard, or
 - (ii) is not in compliance with the Act or a regulation made under it, or a term or condition of the person's licence or permit;
- (c) the owner or occupier of a place where
 - (i) a health hazard is located, or
 - (ii) an activity is occurring that is not in compliance with the Act or a regulation made under it, or a term or condition of the licence or permit of the person doing the activity.



Specific powers respecting health hazards and contraventions

32 (1) An order may be made under this section only

(a) if the circumstances described in section 30 [*when orders respecting health hazards and contraventions may be made*] apply, and

(b) for the purposes set out in section 31 (1) [*general powers respecting health hazards and contraventions*].

(2) Without limiting section 31, a health officer may order a person to do one or more of the following:

(a) have a thing examined, disinfected, decontaminated, altered or destroyed, including

(i) by a specified person, or under the supervision or instructions of a specified person,

(ii) moving the thing to a specified place, and

(iii) taking samples of the thing, or permitting samples of the thing to be taken;

(b) in respect of a place,

(i) leave the place,

(ii) not enter the place,

(iii) do specific work, including removing or altering things found in the place, and altering or locking the place to restrict or prevent entry to the place,

(iv) neither deal with a thing in or on the place nor dispose of a thing from the place, or deal with or dispose of the thing only in accordance with a specified procedure, and

(v) if the person has control of the place, assist in evacuating the place or examining persons found in the place, or taking preventive measures in respect of the place or persons found in the place;

(c) stop operating, or not operate, a thing;

(d) keep a thing in a specified place or in accordance with a specified procedure;



- (e) prevent persons from accessing a thing;
 - (f) not dispose of, alter or destroy a thing, or dispose of, alter or destroy a thing only in accordance with a specified procedure;
 - (g) provide to the health officer or a specified person information, records, samples or other matters relevant to a thing's possible infection with an infectious agent or contamination with a hazardous agent, including information respecting persons who may have been exposed to an infectious agent or hazardous agent by the thing;
 - (h) wear a type of clothing or personal protective equipment, or change, remove or alter clothing or personal protective equipment, to protect the health and safety of persons;
 - (i) use a type of equipment or implement a process, or remove equipment or alter equipment or processes, to protect the health and safety of persons;
 - (j) provide evidence of complying with the order, including
 - (i) getting a certificate of compliance from a medical practitioner, nurse practitioner or specified person, and
 - (ii) providing to a health officer any relevant record;
 - (k) take a prescribed action.
- (3) If a health officer orders a thing to be destroyed, the health officer must give the person having custody or control of the thing reasonable time to request reconsideration and review of the order under sections 43 and 44 unless

- (a) the person consents in writing to the destruction of the thing, or
- (b) Part 5 [*Emergency Powers*] applies.

Contents of orders

39 (3) An order may be made in respect of a class of persons.

Duty to comply with orders

42 (1) A person named or described in an order made under this Part must comply with the order.



(2) Subsection (1) applies regardless of whether the person leaves the geographic area for which the health officer who made the order is designated.

Reconsideration of orders

43 (1) A person affected by an order, or the variance of an order, may request the health officer who issued the order or made the variance to reconsider the order or variance if the person

(a) has additional relevant information that was not reasonably available to the health officer when the order was issued or varied,

(b) has a proposal that was not presented to the health officer when the order was issued or varied but, if implemented, would

(i) meet the objective of the order, and

(ii) be suitable as the basis of a written agreement under section 38 [*may make written agreements*], or

(c) requires more time to comply with the order.

(2) A request for reconsideration must be made in the form required by the health officer.

(3) After considering a request for reconsideration, a health officer may do one or more of the following:

(a) reject the request on the basis that the information submitted in support of the request

(i) is not relevant, or

(ii) was reasonably available at the time the order was issued;

(b) delay the date the order is to take effect or suspend the order, if satisfied that doing so would not be detrimental to public health;

(c) confirm, rescind or vary the order.

(4) A health officer must provide written reasons for a decision to reject the request under subsection (3) (a) or to confirm or vary the order under subsection (3) (c).

(5) Following a decision made under subsection (3) (a) or (c), no further request for reconsideration may be made.



(6) An order is not suspended during the period of reconsideration unless the health officer agrees, in writing, to suspend it.

(7) For the purposes of this section,

(a) if an order is made that affects a class of persons, a request for reconsideration may be made by one person on behalf of the class, and

(b) if multiple orders are made that affect a class of persons, or address related matters or issues, a health officer may reconsider the orders separately or together.

(8) If a health officer is unable or unavailable to reconsider an order he or she made, a similarly designated health officer may act under this section in respect of the order as if the similarly designated health officer were reconsidering an order that he or she made.

General emergency powers

54 (1) A health officer may, in an emergency, do one or more of the following:

- (i) not reconsider an order under section 43 [*reconsideration of orders*], not review an order under section 44 [*review of orders*] or not reassess an order under section 45 [*mandatory reassessment of orders*];

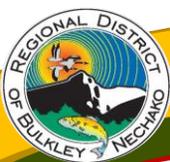
Emergency preventive measures

56 (1) The provincial health officer or a medical health officer may, in an emergency, order a person to take preventive measures within the meaning of section 16 [*preventive measures*], including ordering a person to take preventive measures that the person could otherwise avoid by making an objection under that section.

(2) If the provincial health officer or a medical health officer makes an order under this section, a person to whom the order applies must comply with the order unless the person delivers to a person specified by the provincial health officer or medical health officer, in person or by registered mail,

(a) a written notice from a medical practitioner stating that the health of the person who must comply would be seriously jeopardized if the person did comply, and

(b) a copy of each portion of that person's health record relevant to the statement in paragraph (a), signed and dated by the medical practitioner.



(3) If a person delivers a notice under subsection (2), the person must comply with an instruction of the provincial health officer or a medical health officer, or a person designated by either of them, for the purposes of preventing infection with, or transmission of, an infectious agent or a hazardous agent.

Offences

99 (1) A person who contravenes any of the following provisions commits an offence:

(k) section 42 [*failure to comply with an order of a health officer*], except in respect of an order made under section 29 (2) (e) to (g) [*orders respecting examinations, diagnostic examinations or preventive measures*];



COVID-19 Prevention Regional Measures, November 19, 2020



ORDER OF THE PROVINCIAL HEALTH OFFICER

(Pursuant to Sections 30, 31, 32 and 39 (3) *Public Health Act*, S.B.C. 2008)

COVID-19 PREVENTION REGIONAL MEASURES

The *Public Health Act* is at:

<http://www.bclaws.ca/civix/content/complete/statreg/08028/?xsl=/templates/browse.xsl>

(excerpts enclosed)

TO: RESIDENTS OF THE AFFECTED AREA

TO: PERSONS WHO PROVIDE OR PARTICIPATE IN INDOOR FITNESS ACTIVITIES IN A GROUP SETTING

TO: PERSONS WHO PROVIDE OR PARTICIPATE IN INDOOR SPORT

TO: EMPLOYERS

TO: PERSONS WHO TRAVEL FOR SPORT

WHEREAS:

1. On March 17, 2020 I provided notice under section 52 (2) of the *Public Health Act* that the transmission of the infectious agent SARS-CoV-2, which has caused cases and outbreaks of a serious communicable disease known as COVID-19 among the population of the Province of British Columbia, constitutes a regional event as defined in section 51 of the *Public Health Act*;
2. The SARS-CoV-2 virus, an infectious agent, can cause outbreaks of COVID-19;
3. A person infected with SARS-CoV-2 can infect other people with whom the infected person is in direct contact, through droplets in the air, or from fluid containing SARS-CoV-2 left on surfaces;
4. The gathering of people in close contact with one another can promote the transmission of SARS-CoV-2 and increase the number of people who develop COVID-19 and become seriously ill;

Ministry of Health

Office of the
Provincial Health Officer

4th Floor, 1515 Blanshard Street
PO Box 9648 STN PROV GOVT
Victoria BC V8W 9P4
Fax: (250) 952-1570
<http://www.health.gov.bc.ca/pho/>



5. In the last two weeks, there has been a rapid increase in COVID-19 cases, hospitalizations and outbreaks in health-care facilities centred primarily in the Fraser and Vancouver Coastal health authority regions;
6. There are increasing and accelerating numbers of people being hospitalized and admitted to critical care and intensive care as a result being of infected with COVID-19;
7. Outbreaks of COVID-19 were declared in 7 facilities in the Fraser and Vancouver Coastal health authority regions in a period of 24 hours from November 5 to November 6;
8. For certainty, the Order does not apply to workers at their worksite when engaged in work activities, physical fitness and sport activities provided by schools operating under the *School Act* [RSBC 1996] Ch. 412 or the *Independent School Act* [RSBC] Ch.216 or a First Nations School;
9. For certainty, Part A does not apply to the situation where a person is working at their private residence or vacation accommodation and it is necessary for them to have another person at the private residence or vacation accommodation for work related purposes, including providing services to the other person;
10. For certainty, Part A does not apply to a person who is present at the private residence or vacation accommodation of another person for the purpose of a visit by a child with a parent or guardian with whom the child does not reside on a regular basis, being provided with care, or providing assistance, care or services which can only be provided in-person including, health care, personal care, child care, educational programming or tutoring, music lessons, legal services, emergency services, housekeeping, repairs, maintenance, moving services and gardening;
11. For certainty, this order does not apply to rehabilitation or exercise therapy programs or to group outdoor fitness activities.
12. I have reason to believe and do believe that
 - (i) the risk of an outbreak of COVID-19 among the public constitutes a health hazard under the *Public Health Act*;
 - (ii) there is an immediate and urgent need for focused action in the Fraser and Vancouver Coastal health authority regions to reduce the rate of the transmission of COVID-19 which extends beyond the authority of one or more medical health officers and coordinated action is needed to protect the public from the transmission of COVID-19 in the Fraser and Vancouver Coastal health authority regions and in other parts of the province as a result of travel to and from the affected area and between the Fraser and Vancouver Coastal health authority regions for the purpose of sport related activities, and that it is in the public interest for me to exercise the powers in sections 30, 31, 32 and 39 (3) of the *Public Health Act* **TO ORDER** as follows:

THIS ORDER REPEALS AND REPLACES MY ORDER OF NOVEMBER 11, 2020 AND IS LIMITED IN APPLICATION TO THOSE AREAS OF BRITISH COLUMBIA THAT UNDER THE *HEALTH AUTHORITIES ACT* [RSBC 1996] CH.180 HAVE BEEN DESIGNATED AS THE REGIONS FOR THE FRASER HEALTH AUTHORITY AND THE VANCOUVER COASTAL HEALTH AUTHORITY, EXCEPT THOSE AREAS WHICH MAKE UP THE LOCAL HEALTH AREAS OF BELLA COOLA VALLEY AND CENTRAL COAST [HEREINAFTER REFERRED TO AS THE “AFFECTED AREA”]

TO THE EXTENT THAT THE PROVISIONS OF THIS ORDER ARE INCONSISTENT WITH THE PROVISIONS OF ANY OF MY OTHER ORDERS, THE PROVISIONS OF THIS ORDER SUPERSEDE THE INCONSISTENT PROVISIONS OF MY OTHER ORDERS IN THE AFFECTED AREA

Definitions in this Order:

“group indoor fitness activity” means an organized activity that involves a number of people doing a physical activity together indoors, examples of which are spin, pilates, zumba, other group fitness, yoga and dance;

“sport” means an organized sports activity that involves a number of people doing a physical activity together in a structured way;

“vacation accommodation” has the same meaning as in the *Gatherings and Events Order*.

A. PRIVATE RESIDENCES AND VACATION ACCOMMODATION

1. No person may have present at a private residence or vacation accommodation, either inside or outside, a person who does not reside with them.
2. No person may be present at another person’s private residence or vacation accommodation, either inside or outside.
3. Despite sections 1 and 2, a person who lives on their own (hereinafter referred to as the “resident”) may have up to two other persons present at their private residence or vacation accommodation, if the other persons are individuals with whom the resident regularly interacts. If the other two persons regularly interact with one another, as well as with the resident, they may be present in residence at the same time.

B. WEDDINGS AND FUNERALS

1. Despite the provisions of the *Gatherings and Events Order*, no person may organize, host or attend a reception or informal gathering, including at a private residence or vacation accommodation, either inside or outside, before or after a wedding or funeral.

C. GROUP INDOOR FITNESS ACTIVITY

1. No person or municipality may provide or host and no person may participate in a group indoor fitness activity until guidelines for group indoor fitness activities have been approved by the provincial health officer and the person or municipality who provides or hosts the activity has submitted an updated safety plan in accordance with those guidelines with respect to the activity to the Medical Health Officer and the safety plan has been approved. Once a safety plan has been approved, it must be posted in a place easily visible to participants.

D. INDOOR SPORT

1. No person or municipality may provide or host and no person may participate in an indoor sport unless the sport involves no physical contact between the participants.
2. No person may attend as a spectator at an indoor sport activity unless this is necessary to provide care to a participant.

E. TRAVEL RELATED TO SPORT

1. No person may travel to or from the affected area or between the regions of the Fraser Health Authority and the Vancouver Coastal Health Authority for any sport related activity, including practice, training, games or tournaments, unless they are an identified by Canadian Sports Institute Pacific as a high performance athlete affiliated with an accredited provincial or national sports organization and are already training in the affected area and subject to the safety guidelines of their provincial sports organization.

F. WORKPLACE SAFETY

1. Employers must review their COVID-19 Safety Plans to ensure that they adequately protect workers from the transmission of COVID-19 in the workplace and are consistent with WorkSafeBC requirements.
2. An employer of a worker who is working in a workplace other than the worker's private residence must ensure that the worker has done a daily health check for the symptoms of COVID-19.
3. If an employer is not satisfied that a worker has done a daily health check the employer must not permit the worker to work at the workplace.
4. Employers should encourage workers to work from their private residence if feasible, unless there is a preference on the part of the employer or the worker for the worker to work at the workplace.
5. Employers must ensure that their COVID-19 Safety Plan includes measures to prevent workers from crowding together or congregating in higher risk spaces, including elevators, lobbies, stairwells, corridors, bathrooms, break rooms and kitchens.

This Order takes effect on Saturday, November 7, 2020 at 10:00 P.M. and, unless earlier extended by me, expires on Monday, November 23, 2020 at 12:00 P.M., except PART C, which remains in effect until rescinded.

You are required under section 42 of the *Public Health Act* to comply with this Order. Failure to comply with this Order is an offence under section 99 (1) (k) of the *Public Health Act*.

Under section 43 of the *Public Health Act*, you may request me to reconsider this Order if you:

1. Have additional relevant information that was not reasonably available to me when this Order was issued,
2. Have a proposal that was not presented to me when this Order was issued but, if implemented, would
 - (a) meet the objective of the order, and
 - (b) be suitable as the basis of a written agreement under section 38 [may make written agreements]
3. Require more time to comply with the order.

Under section 43 (6) an Order is not suspended during the period of reconsideration unless the health officer agrees, in writing, to suspend it.

If you fail to comply with this Order, I have the authority to take enforcement action against you under Part 4, Division 6 of the *Public Health Act*.

You may contact me at:

Dr. Bonnie Henry, Provincial Health Officer
4th Floor, 1515 Blanshard Street
PO Box 9648 STN PROV GOVT, Victoria BC V8W 9P4
Fax: (250) 952-1570
Email: ProvHlthOffice@gov.bc.ca

DATED THIS: 13th day of November 2020

SIGNED: 
Bonnie Henry
MD, MPH, FRCPC
Provincial Health Officer

DELIVERY BY: Posting to the BC Government the BC Centre for Disease Control websites.

Enclosure: Excerpts of the *Public Health Act*.

ENCLOSURE

Excerpts of the *Public Health Act* [SBC 2008] c. 28

Definitions

1 In this Act:

"health hazard" means

- (a) a condition, a thing or an activity that
 - (i) endangers, or is likely to endanger, public health, or
 - (ii) interferes, or is likely to interfere, with the suppression of infectious agents or hazardous agents, or
- (b) a prescribed condition, thing or activity, including a prescribed condition, thing or activity that
 - (i) is associated with injury or illness, or
 - (ii) fails to meet a prescribed standard in relation to health, injury or illness;

When orders respecting health hazards and contraventions may be made

- 30** (1) A health officer may issue an order under this Division only if the health officer reasonably believes that
- (a) a health hazard exists,
 - (b) a condition, a thing or an activity presents a significant risk of causing a health hazard,
 - (c) a person has contravened a provision of the Act or a regulation made under it, or
 - (d) a person has contravened a term or condition of a licence or permit held by the person under this Act.
- (2) For greater certainty, subsection (1) (a) to (c) applies even if the person subject to the order is complying with all terms and conditions of a licence, a permit, an approval or another authorization issued under this or any other enactment.

General powers respecting health hazards and contraventions

- 31** (1) If the circumstances described in section 30 [*when orders respecting health hazards and contraventions may be made*] apply, a health officer may order a person to do anything that the health officer reasonably believes is necessary for any of the following purposes:
- (a) to determine whether a health hazard exists;
 - (b) to prevent or stop a health hazard, or mitigate the harm or prevent further harm from a health hazard;
 - (c) to bring the person into compliance with the Act or a regulation made under it;
 - (d) to bring the person into compliance with a term or condition of a licence or permit held by that person under this Act.
- (2) A health officer may issue an order under subsection (1) to any of the following persons:
- (a) a person whose action or omission

- (i) is causing or has caused a health hazard, or
- (ii) is not in compliance with the Act or a regulation made under it, or a term or condition of the person's licence or permit;
- (b) a person who has custody or control of a thing, or control of a condition, that
 - (i) is a health hazard or is causing or has caused a health hazard, or
 - (ii) is not in compliance with the Act or a regulation made under it, or a term or condition of the person's licence or permit;
- (c) the owner or occupier of a place where
 - (i) a health hazard is located, or
 - (ii) an activity is occurring that is not in compliance with the Act or a regulation made under it, or a term or condition of the licence or permit of the person doing the activity.

Specific powers respecting health hazards and contraventions

- 32** (1) An order may be made under this section only
- (a) if the circumstances described in section 30 [*when orders respecting health hazards and contraventions may be made*] apply, and
 - (b) for the purposes set out in section 31 (1) [*general powers respecting health hazards and contraventions*].
- (2) Without limiting section 31, a health officer may order a person to do one or more of the following:
- (a) have a thing examined, disinfected, decontaminated, altered or destroyed, including
 - (i) by a specified person, or under the supervision or instructions of a specified person,
 - (ii) moving the thing to a specified place, and
 - (iii) taking samples of the thing, or permitting samples of the thing to be taken;
 - (b) in respect of a place,
 - (i) leave the place,
 - (ii) not enter the place,
 - (iii) do specific work, including removing or altering things found in the place, and altering or locking the place to restrict or prevent entry to the place,
 - (iv) neither deal with a thing in or on the place nor dispose of a thing from the place, or deal with or dispose of the thing only in accordance with a specified procedure, and
 - (v) if the person has control of the place, assist in evacuating the place or examining persons found in the place, or taking preventive measures in respect of the place or persons found in the place;
 - (c) stop operating, or not operate, a thing;
 - (d) keep a thing in a specified place or in accordance with a specified procedure;
 - (e) prevent persons from accessing a thing;
 - (f) not dispose of, alter or destroy a thing, or dispose of, alter or destroy a thing only in accordance with a specified procedure;

- (g) provide to the health officer or a specified person information, records, samples or other matters relevant to a thing's possible infection with an infectious agent or contamination with a hazardous agent, including information respecting persons who may have been exposed to an infectious agent or hazardous agent by the thing;
 - (h) wear a type of clothing or personal protective equipment, or change, remove or alter clothing or personal protective equipment, to protect the health and safety of persons;
 - (i) use a type of equipment or implement a process, or remove equipment or alter equipment or processes, to protect the health and safety of persons;
 - (j) provide evidence of complying with the order, including
 - (i) getting a certificate of compliance from a medical practitioner, nurse practitioner or specified person, and
 - (ii) providing to a health officer any relevant record;
 - (k) take a prescribed action.
- (3) If a health officer orders a thing to be destroyed, the health officer must give the person having custody or control of the thing reasonable time to request reconsideration and review of the order under sections 43 and 44 unless
- (a) the person consents in writing to the destruction of the thing, or
 - (b) Part 5 [*Emergency Powers*] applies.

May make written agreements

- 38** (1) If the health officer reasonably believes that it would be sufficient for the protection of public health and, if applicable, would bring a person into compliance with this Act or the regulations made under it, or a term or condition of a licence or permit held by the person under this Act, a health officer may do one or both of the following:
- (a) instead of making an order under Division 1, 3 or 4, enter into a written agreement with a person, under which the person agrees to do one or more things;
 - (b) order a person to do one or more things that a person has agreed under paragraph (a) to do, regardless of whether those things could otherwise have been the subject of an order under Division 1, 3 or 4.
- (2) If, under the terms of an agreement under subsection (1), a health officer conducts one or more inspections, the health officer may use information resulting from the inspection as the basis of an order under this Act, but must not use the information as the basis on which to
- (a) levy an administrative penalty under this Act, or
 - (b) charge a person with an offence under this Act.

Contents of orders

- 39** (3) An order may be made in respect of a class of persons.

Duty to comply with orders

- 42** (1) A person named or described in an order made under this Part must comply with the order.
(2) Subsection (1) applies regardless of whether the person leaves the geographic area for which the health officer who made the order is designated.

Reconsideration of orders

- 43** (1) A person affected by an order, or the variance of an order, may request the health officer who issued the order or made the variance to reconsider the order or variance if the person
- (a) has additional relevant information that was not reasonably available to the health officer when the order was issued or varied,
 - (b) has a proposal that was not presented to the health officer when the order was issued or varied but, if implemented, would
 - (i) meet the objective of the order, and
 - (ii) be suitable as the basis of a written agreement under section 38 [*may make written agreements*], or
 - (c) requires more time to comply with the order.
- (2) A request for reconsideration must be made in the form required by the health officer.
(3) After considering a request for reconsideration, a health officer may do one or more of the following:
- (a) reject the request on the basis that the information submitted in support of the request
 - (i) is not relevant, or
 - (ii) was reasonably available at the time the order was issued;
 - (b) delay the date the order is to take effect or suspend the order, if satisfied that doing so would not be detrimental to public health;
 - (c) confirm, rescind or vary the order.
- (4) A health officer must provide written reasons for a decision to reject the request under subsection (3) (a) or to confirm or vary the order under subsection (3) (c).
(5) Following a decision made under subsection (3) (a) or (c), no further request for reconsideration may be made.
(6) An order is not suspended during the period of reconsideration unless the health officer agrees, in writing, to suspend it.
(7) For the purposes of this section,
 - (a) if an order is made that affects a class of persons, a request for reconsideration may be made by one person on behalf of the class, and
 - (b) if multiple orders are made that affect a class of persons, or address related matters or issues, a health officer may reconsider the orders separately or together.
(8) If a health officer is unable or unavailable to reconsider an order he or she made, a similarly designated health officer may act under this section in respect of the order as if the similarly designated health officer were reconsidering an order that he or she made.

Review of orders

- 44** (1) A person affected by an order may request a review of the order under this section only after a reconsideration has been made under section 43 [*reconsideration of orders*].
- (2) A request for a review may be made,
- (a) in the case of an order made by a medical health officer, to the provincial health officer, or
 - (b) in the case of an order made by an environmental health officer, to a medical health officer having authority in the geographic area for which the environmental health officer is designated.
- (3) If a review is requested, the review is to be based on the record.
- (4) If a review is requested, the reviewer may do one or more of the following:
- (a) delay the date the order is to take effect or suspend the order, if satisfied that doing so would not be detrimental to public health;
 - (b) confirm, vary or rescind the order;
 - (c) refer the matter back to the person who made the order, with or without directions.
- (5) A reviewer must provide written reasons for an action taken under subsection (4) (b) or (c), and a person may not request further review of an order.

Offences

- 99** (1) A person who contravenes any of the following provisions commits an offence:

...

(k) section 42 [*failure to comply with an order of a health officer*], except in respect of an order made under section 29 (2) (e) to (g) [*orders respecting examinations, diagnostic examinations or preventive measures*];

Workplace and Post-Secondary Institution Safety, May 2, 2021



ORDER OF THE PROVINCIAL HEALTH OFFICER

(Pursuant to Sections 30, 31, 32, 39 (3) and 54 (1) (h) and 2, *Public Health Act*, S.B.C. 2008)

WORKPLACE AND POST-SECONDARY INSTITUTION SAFETY ***May 2, 2021***

The *Public Health Act* is at:

<http://www.bclaws.ca/civix/content/complete/statreg/08028/?xsl=/templates/browse.xsl>

(excerpts enclosed)

TO: EMPLOYERS

WHEREAS:

- A. On March 17, 2020 I provided notice under section 52 (2) of the *Public Health Act* that the transmission of the infectious agent SARS-CoV-2, which has caused cases and outbreaks of a serious communicable disease known as COVID-19 among the population of the Province of British Columbia, constitutes a regional event as defined in section 51 of the *Public Health Act*;
- B. A person infected with SARS-CoV-2 can infect other people with whom the infected person is in direct contact, through droplets in the air, or from fluid containing SARS-CoV-2 left on surfaces;
- C. Social interactions and close contact in the workplace between people are associated with significant increases in the transmission of SARS-CoV-2, and increases the number of people who develop COVID-19 and become seriously ill;
- D. People spending time together indoors significantly increases the risk of the transmission of SARS-CoV-2 in the population, thereby increasing the number of people who develop COVID-19 and become seriously ill;
- E. Virus variants of concern, which are more transmissible and have the potential to cause more serious illness, including among younger populations, are now present in Canada and the Province, and have heightened the risk to the population.
- F. The Province is experiencing a substantial increase in the transmission of COVID-19, raising the risk of rapid exponential growth in cases and resulting in persisting high levels of cases and increased clusters and outbreaks which, in turn, is producing increasing incidences of serious disease leading to elevations in hospitalizations, intensive care admissions and deaths. This is

resulting in increasing pressure on the health care system to care for people, and on the public health system to carry out contact tracing for the purpose of preventing further transmission and is putting at risk the continued operation of schools, which is critical to the physical, mental and emotional health of children and youth;

- G. Face coverings, when used in addition to other preventative measures such as physical distancing and barriers, can help to reduce the risk of the transmission of SARS-CoV-2.
- H. I have reason to believe and do believe that
- i. the risk of a cluster or an outbreak of COVID-19 in a workplace constitutes a health hazard under the *Public Health Act*;
 - ii. there is an immediate and urgent need for focused action to reduce the rate of the transmission of COVID-19 which extends beyond the authority of one or more medical health officers;
 - iii. coordinated action is needed to protect workers in workplaces and students from the transmission of COVID-19;
 - iv. and that it is in the public interest for me to exercise the powers in sections 30, 31, 32 and 39 (3) of the *Public Health Act* **TO ORDER** as follows:

THIS ORDER

REPEALS AND REPLACES MY ORDER OF APRIL 21, 2021 WITH RESPECT TO WORKPLACE AND POST-SECONDARY INSTITUTION SAFETY

Definitions in this Order:

“classroom” means an indoor area in which a post-secondary institution provides instruction in an educational or training program;

“face covering” means either of the following that covers the nose and mouth of a person:

- (a) a medical or non-medical mask;
- (b) a tightly woven fabric;

“health check” means reviewing the entry requirement and key questions at <https://www.worksafebc.com/en/about-us/covid-19-updates/health-and-safety/health-checks> and which are on the poster at <https://www.worksafebc.com/en/resources/health-safety/posters/helpprevent-spread-covid-19-entrycheck-workers?lang=en>



“indoor common area” means an indoor area of a workplace that is in common use by workers or students, **including**:

- i. elevators, lobbies, hallways, stairwells, bathrooms, break rooms, kitchens, cafeterias, fitness facilities;
- ii. a workplace vehicle when being used to transport more than one worker for work-related purposes;
- iii. a vehicle provided by a post-secondary institution when being used to transport students;

but does not include an indoor area in which a worker works, including an area where a worker meets with or provides goods or services to clients, customers, patients, passengers or the like, a classroom, a learning space in a school, or an area in a building under construction.

“physical barrier” means a barrier which is designed, installed and maintained in accordance with WorkSafeBC guidance at <https://www.worksafebc.com/en/resources/health-safety/information-sheets/covid-19-health-safety-designing-effective-barriers?lang=en>;

“post-secondary institution” includes an entity that provides any of the following programs:

- (a) an educational or training program provided under
 - (i) the *College and Institute Act*,
 - (ii) the *Royal Roads University Act*,
 - (iii) the *Thompson Rivers University Act*,
 - (iv) the *University Act*,
 - (v) the *Private Training Act*, or
 - (vi) the *Chartered Professional Accountants Act*
- (b) a program provided in accordance with a consent given under the *Degree Authorization Act*;
- (c) a theological education or training program provided under an Act;

“school” means any of the following:

- (a) a school as defined in the *School Act*;
- (b) a francophone school as defined in the *School Act*;
- (c) a Provincial school as defined in the *School Act*;
- (d) an independent school as defined in the *Independent School Act*;
- (e) a school operated on First Nation land by the government of Canada or by a participating First Nation or a Community Education Authority established by one or more participating First Nations under the *First Nations Jurisdiction over Education in British Columbia Act* (Canada);
- (f) a school operated by the Nis×a’a Nation, or a treaty first nation, under its own laws;

“student” means a person who participates in an educational or training program provided by a post-secondary institution.

“worker” means a person who works in a workplace;



“workplace” does not include a worker’s private residence.

1. Employers must review their COVID-19 safety plans to ensure that their plan adequately protects workers from the transmission of COVID-19 in the workplace and is consistent with WorkSafeBC requirements.
2. Employers must put in place processes to support workers in carrying out a daily health check before working in a workplace, and must put in place processes to ensure that a worker who has not carried out and passed a health check does not work in a workplace.
3. If an employer is not satisfied that a worker has not carried out and passed the daily health check, the employer must not permit the worker to work at a workplace,
4. A worker who has not carried out and passed the daily health check must not work at a workplace.
5. Employers must strongly encourage workers to work from their private residence, if possible, given the nature of the work involved, and provide their workers with the necessary work related support to do so, unless there is a preference on the part of the employer or the worker for the worker to work at a workplace.
6. Employers must include in their COVID-19 safety plan measures to prevent workers from crowding together or congregating in indoor common areas.
7. Employers must include in their COVID-19 safety plan a requirement that a worker in an indoor common area must wear a face covering over their nose and mouth, subject to the exceptions in section 11.
8. A post-secondary institution must put in place measures to prevent students from crowding together or congregating in indoor common areas and classrooms,
9. A student must wear a face covering over their nose and mouth when in an indoor common area or a classroom subject to the exceptions in section 11.
10. A student who is not wearing a face covering over their nose and mouth, other than as provided for in section 11, must not be in an indoor common area or a classroom.
11. Despite sections 7 and 9, a worker is not required to wear a face covering over their nose and mouth in an indoor common area of a workplace, and a student is not required to wear a face covering over their nose and mouth in an indoor common area or a classroom in a place in which a post-secondary institute provides an educational or training program, if

- a. the worker or student is unable to put on or remove a face covering without the assistance of another person;
- b. the worker or student is unable to wear a face covering because of
 - i. a psychological, behavioural or health condition, or
 - ii. a physical, cognitive or mental impairment;
- c. the face covering is removed temporarily for the purpose of identifying the worker or student wearing it;
- d. the face covering is removed temporarily to communicate with a person with a disability or diverse ability, where visual cues, facial expressions or lip reading or lip movements are important;
- e. the worker is consuming food or a beverage in an area designated by the employer, for that purpose, and the worker is seated and maintains a distance of two metres from other workers in the area;
- f. the student is consuming food or a beverage in an area designated by a post-secondary institution for that purpose, and the student is seated and maintains a distance of two metres from other students in the area;
- g. the worker or student is carrying out personal hygiene;
- h. the worker is on their own in a workplace vehicle;
- i. the student is on their own in a post-secondary institution vehicle;
- j. the worker is working on their own in a workplace;
- k. the student is playing a musical instrument in the course of the student's educational program and is unable to play the instrument while wearing a mask;
- l. there is a physical barrier between the worker and other workers, or the student and other students, which blocks the transmission of droplets.



This Order does not have an expiration date.

Pursuant to section 54 (1) (h) of the *Public Health Act*, and in accordance with the emergency powers set out in Part 5 of the *Public Health Act*, I will not be accepting requests for reconsideration of this Order.

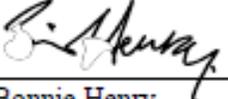
You are required under section 42 of the *Public Health Act* to comply with this Order. Failure to comply with this Order is an offence under section 99 (1) (k) of the *Public Health Act*.

If you fail to comply with this Order, I have the authority to take enforcement action against you under Part 4, Division 6 of the *Public Health Act*.

You may contact me at:

Dr. Bonnie Henry, Provincial Health Officer
4th Floor, 1515 Blanshard Street
PO Box 9648 STN PROV GOVT, Victoria BC V8W 9P4
Fax: (250) 952-1570
Email: ProvHlthOffice@gov.bc.ca

DATED THIS: 2nd day of May 2021

SIGNED: 
Bonnie Henry
MD, MPH, FRCPC
Provincial Health Officer

DELIVERY BY: Posting to the BC Government the BC Centre for Disease Control websites.

Enclosure: Excerpts of the *Public Health*



ENCLOSURE

Excerpts of the *Public Health Act* [SBC 2008] c. 28

Definitions

1 In this Act:

"health hazard" means

- (a) a condition, a thing or an activity that
 - (i) endangers, or is likely to endanger, public health, or
 - (ii) interferes, or is likely to interfere, with the suppression of infectious agents or hazardous agents, or
- (b) a prescribed condition, thing or activity, including a prescribed condition, thing or activity that
 - (i) is associated with injury or illness, or
 - (ii) fails to meet a prescribed standard in relation to health, injury or illness;

When orders respecting health hazards and contraventions may be made

30 (1) A health officer may issue an order under this Division only if the health officer reasonably believes that

- (a) a health hazard exists,
- (b) a condition, a thing or an activity presents a significant risk of causing a health hazard,
- (c) a person has contravened a provision of the Act or a regulation made under it, or
- (d) a person has contravened a term or condition of a licence or permit held by the person under this Act.

(2) For greater certainty, subsection (1) (a) to (c) applies even if the person subject to the order is complying with all terms and conditions of a licence, a permit, an approval or another authorization issued under this or any other enactment.

General powers respecting health hazards and contraventions

31 (1) If the circumstances described in section 30 [*when orders respecting health hazards and contraventions may be made*] apply, a health officer may order a person to do anything that the health officer reasonably believes is necessary for any of the following purposes:

- (a) to determine whether a health hazard exists;
- (b) to prevent or stop a health hazard, or mitigate the harm or prevent further harm from a health hazard;
- (c) to bring the person into compliance with the Act or a regulation made under it;
- (d) to bring the person into compliance with a term or condition of a licence or permit held by that person under this Act.



- (2) A health officer may issue an order under subsection (1) to any of the following persons:
- (a) a person whose action or omission
 - (i) is causing or has caused a health hazard, or
 - (ii) is not in compliance with the Act or a regulation made under it, or a term or condition of the person's licence or permit;
 - (b) a person who has custody or control of a thing, or control of a condition, that
 - (i) is a health hazard or is causing or has caused a health hazard, or
 - (ii) is not in compliance with the Act or a regulation made under it, or a term or condition of the person's licence or permit;
 - (c) the owner or occupier of a place where
 - (i) a health hazard is located, or
 - (ii) an activity is occurring that is not in compliance with the Act or a regulation made under it, or a term or condition of the licence or permit of the person doing the activity.

Specific powers respecting health hazards and contraventions

- 32 (1) An order may be made under this section only
- (a) if the circumstances described in section 30 [*when orders respecting health hazards and contraventions may be made*] apply, and
 - (b) for the purposes set out in section 31 (1) [*general powers respecting health hazards and contraventions*].
- (2) Without limiting section 31, a health officer may order a person to do one or more of the following:
- (a) have a thing examined, disinfected, decontaminated, altered or destroyed, including
 - (i) by a specified person, or under the supervision or instructions of a specified person,
 - (ii) moving the thing to a specified place, and
 - (iii) taking samples of the thing, or permitting samples of the thing to be taken;
 - (b) in respect of a place,
 - (i) leave the place,
 - (ii) not enter the place,
 - (iii) do specific work, including removing or altering things found in the place, and altering or locking the place to restrict or prevent entry to the place,
 - (iv) neither deal with a thing in or on the place nor dispose of a thing from the place, or deal with or dispose of the thing only in accordance with a specified procedure, and
 - (v) if the person has control of the place, assist in evacuating the place or examining persons found in the place, or taking preventive measures in respect of the place or persons found in the place;
 - (c) stop operating, or not operate, a thing;
 - (d) keep a thing in a specified place or in accordance with a specified procedure;



APPENDIX 2

PPE Usage Guides

These guides for PPE use are based on recommendations from the BC Health Authority.



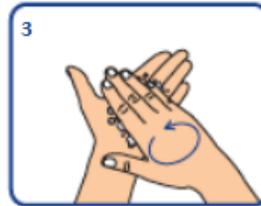
Hand Washing Technique with Soap and Water



1
Wet hands
With water



2
Apply enough soap
to cover all hand
surfaces



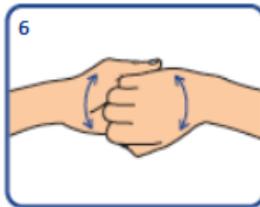
3
Rub hands palm
to palm



4
Rub back of each hand
with palm of other hand
with fingers interlaced



5
Rub palm to palm with
fingers interlaced



6
Rub with back of fingers
to opposing palms with
fingers interlocked



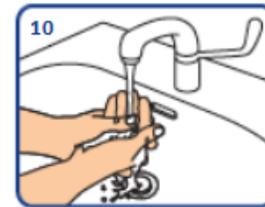
7
Rub each thumb clasped
in opposite hand using a
rotational movement



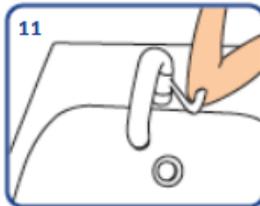
8
Rub tips of fingers in
opposite palm in a
circular motion



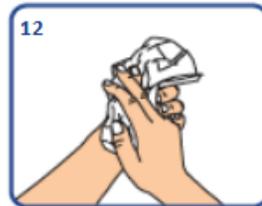
9
Rub each wrist with
opposite hand



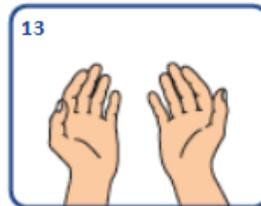
10
Rinse hands
with water



11
Use elbow or paper
towel to turn off tap



12
Dry thoroughly with
a single-use towel



13
Handwashing should
take 40-60 seconds

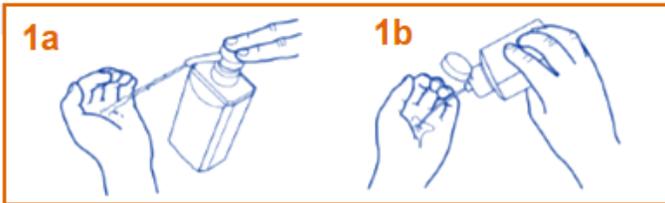
A complete and thorough handwashing procedure should take the same amount of time it takes you to sing the Happy Birthday or the Alphabet song twice.



Adapted from World Health Organization Guidelines on Hand Hygiene in Healthcare 2009



Hand Cleaning Technique with Hand Sanitizer



1a Apply a palmful of the product in a cupped hand, enough to cover all surfaces



2 Rub hands palm to palm



3 Rub back of each hand with palm of other hand with fingers interlaced



4 Rub palm to palm with fingers interlaced



5 Rub with back of fingers to opposing palms with fingers interlocked



6 Rub each thumb clasped in opposite hand using a rotational movement



7 Rub tips of fingers in opposite palm in a circular motion



8 Once dry, your hands are safe

A complete and thorough handwashing procedure should take the same amount of time it takes you to sing the Happy Birthday or the Alphabet song twice.

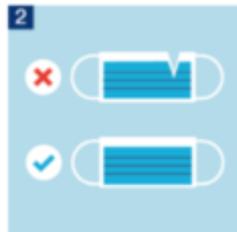
Adapted from World Health Organization Guidelines on Hand Hygiene in Healthcare 2009



How to Wear a Face Mask



1 Clean your hands



2 Ensure your new mask is not damaged



3 Face coloured side of mask outwards



4 Locate the metallic strip. Place it over and mold it to your nose bridge



5 Place an ear loop around each ear or tie the top and bottom straps



6 Cover mouth and nose fully. Pull the bottom of the mask to fully open and fit under your chin



7 Press the metallic strip again to fit the shape of your nose, and clean your hands again

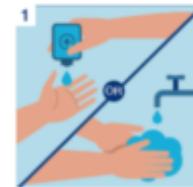


8 Do not touch the mask while using it



9 Replace the mask if it gets wet or dirty

Removing the Mask



1 Clean your hands using a thorough handwashing or hand sanitizing procedure



2 Do not touch the front of your mask. Lean forward, gently remove the mask from behind by holding both ear loops or ties



3 Discard the mask in a waste container



4 Clean your hands using a thorough handwashing or hand sanitizing procedure



BC Centre for Disease Control

Adapted from the BC-CDC Face Mask Guidelines 2020



Donning & Doffing Non-Sterile Gloves

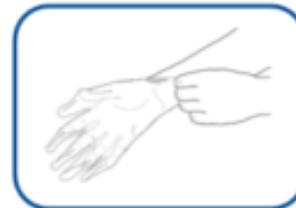
Donning your Gloves



Take out a glove from its original box



Only touch one surface on the top edge of the cuff



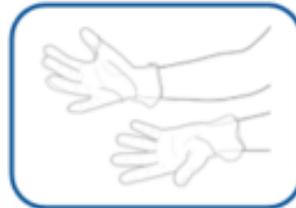
Don the first glove



Take the second glove with your bare hand and only touch one surface on the top edge of the cuff



Avoid touching the skin of your forearm while donning the second glove



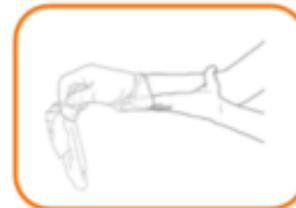
Once gloved, avoid touching anything not defined by indications and conditions for glove use

Always clean your hands thoroughly by handwashing or hand sanitizing before donning and after doffing gloves.

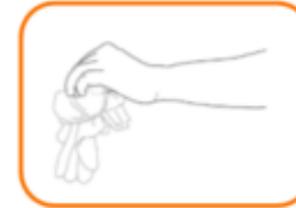
Doffing your Gloves



Pinch one glove at the wrist without touching your skin and peel away from your hand



Hold removed glove with gloved hand. Slide fingers between the glove and wrist. Roll the second glove down the hand and fold into first glove.



Discard the removed gloves in a waste container



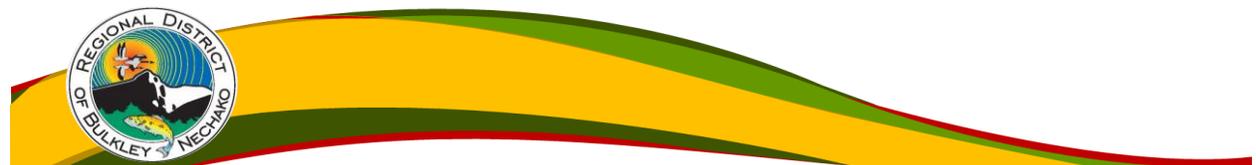
Adapted from World Health Organization
Guidelines on Glove Use Information
Leaflet 2020



APPENDIX 3

Procedure 16-4: Vehicle Travel During a Pandemic

These guides for PPE use are based on recommendations from the BC Health Authority.



Part 32 Mobile Equipment

Policy 16-4

**Regional District of Bulkley-Nechako
Occupational Health & Safety Program**

**Policy No. 16-4
Vehicular Travel During a Pandemic or Epidemic**

The following guidelines were created to help ensure the safety of all RDBN employees during a pandemic or epidemic event. They were adapted from the recommendations provided by WorkSafeBC to limit the spread of COVID-19.

Before Each Trip:

The following steps are recommended to be completed by a staff member who will be driving an RDBN vehicle before they travel.

- Disposable, waterproof gloves can be worn as an additional safety measure while cleaning surfaces.
- Wipe all high touch surfaces with disinfectant, such as the following areas:
 - ✓ keys;
 - ✓ inside and outside of door handles;
 - ✓ steering wheel;
 - ✓ shift lever and console;
 - ✓ dashboard;
 - ✓ power window and power door lock switches;
 - ✓ radio and climate control buttons;
 - ✓ turn signal and wiper stalks;
 - ✓ seatbelts and seat adjuster;
 - ✓ touch screen; and
 - ✓ any other parts that are commonly used and that may have been touched (for example, glove compartment, hood, rear door handle, pick-up tailgate handle)
- Wash hands when completed using proper hand washing techniques.

During Each Trip:

As much as possible, social distancing practices should be observed, staying at least two metres away from other people.

The maximum number of people in a vehicle is two (2) persons. When there is more than one person in the RDBN vehicle, the passenger should sit in the passenger side rear seat if available. If either of the staff members travelling are uncomfortable sharing a vehicle, they can choose to take separate vehicles.

Staff travelling with two people in a vehicle are encouraged to wear a face mask while travelling. Face masks will be available in the vehicle.





After Each Trip:

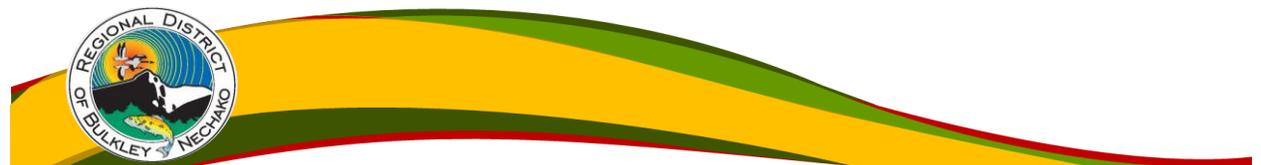
The employee is to complete a thorough cleaning of the vehicle following the same steps listed in the Before Each Trip section. All travelers must wash their hands upon return to the office.

If anyone has come in contact with someone who is exhibiting symptoms while they are travelling, or if they start to experience symptoms after completing a trip, each person travelling should stay home, self-isolate, and advise their Department Head so that additional steps can be taken to protect co-workers and other drivers using the vehicle.



APPENDIX 4

'Draft RDBN Work from Home' Procedure





REGIONAL DISTRICT OF BULKLEY-NECHAKO Working from Home Procedure

PURPOSE:

To provide a consistent framework for Employees to work from home.

AUTHORITY:

Chief Administrative Officer

SCOPE:

This policy shall apply to all Regional District Employees.

DEFINITIONS:

“**Work from Home**” means where an employee can complete many of their day-to-day functions from their home or other remote location that is not a Regional District workplace.

“**Workday Duration**” means the duration of a typical shift of the employee.

POLICY:

Work from Home options can be considered where an employee:

- a) is self-isolating due to potential or confirmed exposure to a communicable disease;
- b) is sick due to a communicable infection and is exhibiting mild infection symptoms that do not impede their ability to complete their work assignments;
- c) has been advised by their medical practitioner that they have existing health conditions that increase their risk to serious illness if exposed to a communicable infection;
- d) the employee is the primary caregiver of individuals that are at high risk of serious illness if exposed to a communicable infection;
- e) is prevented from attending to their regular workplace due to Orders from the Public Medical Health Officer or other event that causes the closure of the workplace; or
- f) is impacted by some other event that prevents the employee from attending to their workplace.
- g) does not feel safe attending the workplace.

GENERAL

The key principles that would support a Work from Home arrangement are the following:

1. the nature of the work is such that it can be ‘effectively performed from a remote location’; and,





2. the specific circumstances are operationally and financially feasible.

In addition to these key principles the basic conditions of a Work from Home arrangement are as follows:

- a. working from home is a useful work option in appropriate circumstances, however, not every job or position will be suited to working from home. Working from home is not an employee right or a term of employment;
- b. working from home will not alter the employees' status, benefits, responsibilities, entitlements, salary, eligibility for authorized overtime, access to advancement opportunities or access to organizational information and services;
- c. employees will work an equivalent amount of time consistent to their regular Workday Duration;
- d. employees will have some latitude to dictate their working hours throughout a day when working from home;
- e. working prior to a regular start time or beyond a regular finish time will not attract overtime rates of pay, unless prior arrangements have been made between the Employee and their Supervisor;
- f. employees will be expected to meet deadlines and be available to participate in meetings throughout a workday;
- g. employees shall sustain their overall productivity, including quality, quantity and timeliness of work, carried out while working from home;
- h. employees will be monitored by their supervisor, to ensure performance objectives and goals are met;
- i. employees who work from home must provide and maintain a dedicated, designated, safe, suitable and secure off-site workspace, at their own expense;
- j. work and or set-up at the designated Telework location must be 'cost effective' to the Regional District;
- k. Terms and Conditions of Employment, and the application of existing policies and legislation will continue to apply in Work from Home arrangements;
- l. approval of each Work from Home arrangement will be on a case-by-case basis, at the sole discretion of the Chief Administrative Officer;
- m. employees who work from home will call the Administration Clerk Monday to Friday at 8:40 am, 11:30 am, and at 4:00 pm.

DISCONTINUATION OF WORK FROM HOME ARRANGEMENTS

Work from home arrangements will not be considered permanent work arrangements.

- a. A work from home arrangement can be discontinued at any time, with reasonable written notice, by either party.
- b. Upon discontinuation of the agreement, the Employee will return to their regular workplace for their Workday Duration.





- c. Arrangements will be made for the return of all Work from Home related property supplied by the Employer.
- d. If the Employee changes positions, the Work from Home arrangement may not be transferable to the new position.

Health and Safety Reporting

- a. The Work from Home location will be considered an extension of the Regional District workplace.
- b. Employees are expected to make reasonable efforts to ensure their Work from Home location is free of hazards that may result in a workplace injury.
- c. Employees will be expected to comply with, and therefore will be subject to, and governed by Regional District Health and Safety procedures, applicable Workers' Compensation legislation and WorkSafeBC rules and regulations.
- d. Employees will comply with normal reporting requirements for any work-related accident or injury.

PROTECTION OF PROPRIETARY AND OTHER INFORMATION

- a. All Regional District department security, privacy, Information Technology and confidentiality policies will continue to apply.
- b. Employees will continue to be bound by the Freedom of Information and Protection of Privacy Act of British Columbia and any other applicable legislation.
- c. Employees will comply with the following guidelines when taking records home:

➤ **Responsibility**

You are responsible for the Regional District records you take home. It is important that they are not damaged, lost, stolen, destroyed, or otherwise made unavailable permanently. The protection of the personal and confidential information inside of the records is also your responsibility.

Only take the records you require to do your work. If the records come from a filing room then follow the Service Area Sign-Out Processes or leave your name and contact number (business cell or personal).

➤ **Prevent Opportunities for Loss and/or Disclosure**

Do not leave anything of potential value in sight and keep your vehicle locked. Do not leave files or records in your vehicle.

➤ **Be Mindful of Storage and Temperature**

Records should be stored in a location that can maintain 18 to 21 degrees Celsius and humidity should not exceed 50%.

Tip: If the room is comfortable for you, it's comfortable for records.

➤ **Be Aware of the Daily and Local Hazards**

Protect the records from the daily and local hazards that can include:

- pets and animals;





- children;
- workers;
- food and drink
- open Windows;
- watering plants, water sources, heaters, and other ambient dangers.

Think about your household and the people, pets, and things inside or those who will be going into your household. What could potentially affect the records in a negative way?

➤ **Records in Transit**

Certain precautions will be followed when records need to be taken to another location.

▪ **Visibility Reduction**

Ensure records are not easily visible. For example, keep records in-transit secured in the trunk of a vehicle and away from windows.



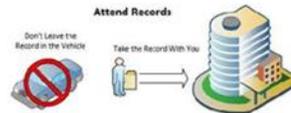
▪ **Organization Visibility Reduction**

Do not store records in a bag or a case with a visible Regional District logo on the outside. These may be targets because of the association with an organization, even if the contents are unknown.



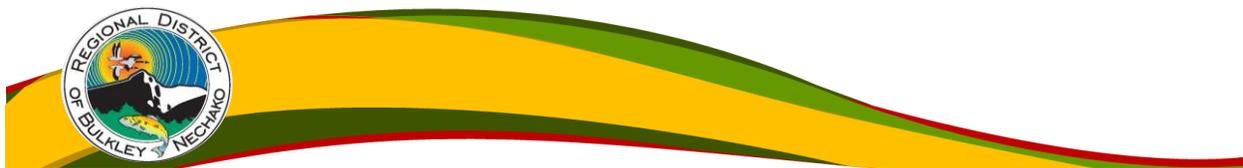
▪ **Attendance**

Records should not be left unattended when possible. For example, if staying at a hotel for a night, bring the record into the hotel rather than leaving it in the vehicle.



▪ **What to Do, and What Not to Do for transport**

Do	Do Not
<ul style="list-style-type: none"> ➤ Place the records in a file folder secured by a binder clip, secured in a binder, or compiled in another appropriate container during transport. In the event of sudden stops or an incident the records will not come apart. ➤ If the records are too numerous to safely store in the vehicle, place them in a banker box with a lid. Store the box in the trunk if you need to make any stops on the way back to your home. 	<ul style="list-style-type: none"> ➤ Do not place records on the floor near the vents – the hot air could damage the paper, ink, or materials. ➤ Do not store records near liquids and food – there is a risk of grease, sauces or liquids getting on the records. ➤ Do not leave records in the vehicle for long periods of time during cold weather – the frost will damage the records and encourage mold growth.





Do	Do Not
<ul style="list-style-type: none">➤ Drive carefully and obey all traffic laws. Records could be stuck in the vehicle if it is impounded.➤ Lock the doors <u>every time</u> you exit the vehicle.	

- **How to Secure Paper Records**
 - no drinks or food near the records;
 - set up a designated workspace;
 - use banker boxes to store unused files;
- **How To Secure Electronic Records**
 - Encryption
 - Password protect your digital storage devices, digital files or digital folders.
 - Physically Secure Digital Device
- **Personal and Confidential Information**

Personal information is information specific to an individual, such as phone numbers, signatures, e-mails, addresses, or other information that can identify an individual. Confidential information is information specific to the Regional District that should not be released to the public. Under FOIPPA the Regional District has a duty to protect the personal information it collects. If you do not require taking records containing personal information home, do not do so.

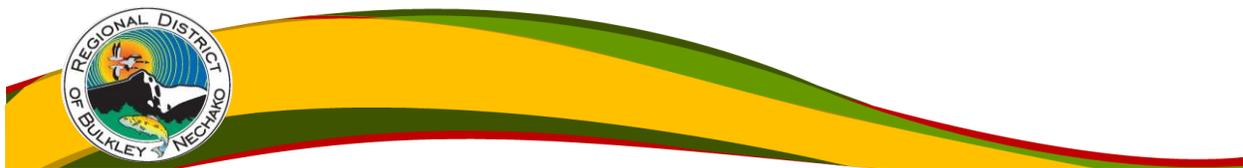
The benefit of working inside of an office is there are controls for the management of this information to prevent accidental release. This includes doors and controlled accesses, records and record rooms are within sight of employees, network securities prevent unauthorized access, and lockable cabinets and drawers for records.

While working from home the risk of this information being leaked increases significantly as many of these controls are not available, and there is only you to prevent the release of this information. Family members, children, and visitors have not been trained on how to handle this information.

This information isn't only restricted to records – it is also through the conversations you have over the phone.

Remember: You are responsible for the protection of records and personal information at home.

Some protections you can implement to better protect this information include:





➤ **Find a Private Space for Phone Calls**

Family members, children, and visitors can overhear details of phone calls that could be considered personal: phone numbers of an applicant when confirming their contact info, issues with another employee or a member of the public, a discussion with a client about their health, or anything else that a person would not want to be made public.

When overhearing this information family members, children or visitors may pass this information.

It is recommended to:

- find a private location to have phone conversations; and
- communicate to the household that when you are in the private location you are not to be disturbed.

➤ **Always Lock Your Computer when it is Unattended**

Always lock your computer using "Ctrl + Alt + Del" to prevent others from using your computer, view e-mails, records, and other information.

➤ **Lock or Hide All Records at the End of the Day**

When you are done for the day lock up or hide all records, as stated previously, and close all computer applications and sign off of the computer.





Work at Home Form

This Working from home arrangement will commence on _____ and will be reviewed weekly. Working from home arrangements may be modified, extended or stopped at any time. Daily check-ins are required via phone, e-mail or other. Please forward this form to your Supervisor.

Employee Information	
Name	
Position	
Department/Division	
Current Hours of Work	
Date	

Workplace Location	
Address and City	
Phone number	
Cell number	

Hours of Work		
	Start Time	Finish Time
Sunday		
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		

Employee and Manager have agreed to the following: *(eg: listing performance goals/measures, objectives, phone meeting schedule, estimated hours per task, etc.)*

(use separate page if required)

-
-
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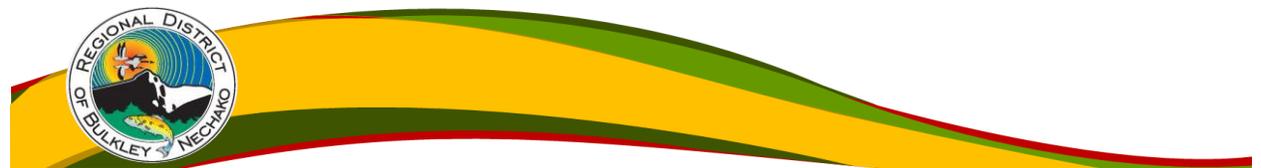
All employment contract provisions apply. By signature, the Employee confirms they agree to the Working From Home policy:

	Name	Signature	Date
Employee			
Department Director			
CAO			



APPENDIX 5

'Daily Health Check Form'





RDBN Staff Daily Health Self-Check

The completion of a daily health check is required prior to entering an RDBN facility as follows:

Are you displaying any of the following new or worsening symptoms?

- | | |
|---|--|
| <input type="checkbox"/> fever or chills; | <input type="checkbox"/> extreme fatigue or tiredness; |
| <input type="checkbox"/> cough; | <input type="checkbox"/> headache; |
| <input type="checkbox"/> loss of sense of smell or taste; | <input type="checkbox"/> body aches; |
| <input type="checkbox"/> difficulty breathing; | <input type="checkbox"/> nausea or vomiting; or |
| <input type="checkbox"/> sore throat; | <input type="checkbox"/> diarrhea. |
| <input type="checkbox"/> loss of appetite; | |

If you are exhibiting any symptoms of a cold or influenza, stay home. If you are eligible and feel able to work from home discuss this option with your supervisor.

If you are displaying symptoms consistent with COVID-19, consider:

- contacting HealthLink BC at 811;
- completing the COVID-19 Self-Assessment Tool at <https://bc.thrive.health>;
- calling the Northern Health COVID-19 hotline at 1-844-645-7811; or;
- calling your doctor.

