

This guideline has been reviewed and adjusted to reflect Southern Health-Santé Sud protocols and policies.

COVID-19: Answering your workplace and Human Resources questions

We know it is an extremely stressful and challenging time for you and your family. All employees should feel welcome to discuss their personal circumstances, working environment, concerns and fears with their managers. Each employee has a unique personal and family situation and we are ready to assist you and provide workplace information you need at this time. Please visit our website frequently at <https://sharedhealthmb.ca/covid19/providers/> for the latest staff updates or information.

Do I still report for work?

Yes. Please continue to report to work for your regularly scheduled shifts as long as you are not ill and/or required to self-isolate. This includes staff who are located in the Transformation Management Office. If you have been impacted by the provincial school or daycare closures that could prevent you from attending work, please refer to the [Addressing your child-care concerns](#) document and [Provincial Request for family status accommodation](#) form for more information.

Can I work from home?

At this time, all employees are expected to report to their work location. Work is underway to assist management in determining future work from home arrangements by carefully considering the ability and constraints of our equipment, VPN bandwidth, technology and system capacity.

What can I do if I am concerned about my health and safety while I am at work?

If you have underlying health conditions; are elderly; or have other work concerns, please contact your manager. Your workplace safety and health officer will work with you to determine what options are available to you. We want all our staff to feel safe while following important social distancing measures, hand hygiene guidelines and when using personal protective equipment.

What should I do if I have underlying health concerns and am elderly?

If you have underlying health conditions; are elderly; or have other work concerns, please contact your manager. Your workplace safety and health officer will work with you to determine what options are available to you. We want all our staff to feel safe while following important social distancing measures, hand hygiene guidelines and when using personal protective equipment.

What banks can I use if I am ill or required to self-isolate?

If you are ill and/or required to self-isolate, please be assured you can use your income protection banks (i.e., sick banks), vacation and/or general holiday/overtime banks.

Will I have Blue Cross coverage if I travel while public health officials advise against travelling because of COVID-19?

Blue Cross has indicated that any employee who travels to a country, region (including cruise ships) or city which are indicated as “Level 3” or “Level 4” as a result of COVID-19 **will not** be covered for any claims related to COVID-19.

If you travel to a destination without a “Level 3” or “Level 4” advisory at the time of your departure and incur any claims arising from COVID-19, those claims will be eligible for coverage.

If you are quarantined while abroad and have reached the end of your travel limit duration, Blue Cross will extend your coverage for an extra 72 hours. This will be done at the end of the quarantine to ensure you have coverage in place during your return.

This extension does not include self-quarantine. For further information about Manitoba Blue Cross, see <https://www.mb.bluecross.ca/news#coronavirus>

Staff are encouraged to keep up to date with the most current Blue Cross policies and procedures for COVID-19 by visiting www.bluecross.ca

Can I still request or continue with my vacation plans?

There are no changes to normal process until otherwise directed.

All Manitobans, including health-care providers, have been strongly advised to cancel or postpone all non-essential travel. For more information on the postponement of vacation please visit

<https://news.gov.mb.ca/news/index.html?item=47017&posted=2020-03-17>

Can I be redeployed to other areas of work?

Any staff person may be redeployed to perform other job duties to assist with immediate health system priority needs, in either an administration or clinical setting. All staff who are re-deployed will be provided with proper safety instructions and training and personal protective equipment if required by Occupational and Environmental Safety & Health.