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Restarting the Canadian Economy

Checklist Considerations for a 'Safe at Work' Environment

Assuming a stable on-site versus at-home work situation as a starting point (i.e. today…)

Establish a multi-phased plan for each functional division/area of the organization within each geographical region.

1. Assess the 'end state' optimal balance between on-site and at-home work per each functional area of the enterprise within an entirely new business model. Reassess your value proposition, client segmentation, supply chain stability, strategic plan.
2. Assess the varied and unique workspaces/environments across the organization.
3. Match the workspace ecosystems to support the end state optimal balance between on-site and at-home.
4. Anticipate one or more COVID-19 waves, where the shift may revert back to maximally at-home work in keeping with changing public health regulations.
5. The single most important aspect of shift to on-site work is demonstrating and maintaining the highest degree of employee and client safety. This entails strict adherence to physical distancing, hand hygiene, PPE, screening methodologies, etc. Need to develop "forced function" approach…education, incentives, enforcement all less effective than "forced function" approach (i.e. public transportation).
6. Communications strategy critical during all phases of RTO to manage expectations of all parties. Frequent (repetitive) communication needed.
7. Legal issues need to be considered especially around accommodation. Unionized environments may be more susceptible to post-hoc legal issues.
8. Screening procedures will be needed prior to any RTO. Privacy issues are significant. Security issues need to be considered. Temperature screening or not? What to do with employees who test positive? Immunity testing?
9. Workspace modifications building in physical distancing. Lunchrooms? Elevators?
10. Public transportation to and from on-site work. Employees may consider this environment "unsafe".
11. Intersection between school closures and impact on employees' ability to work on-site needs to be considered.

For more information on *Safe At Work*: http://www.medcan.com/