

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

WHAT STAFF NEED TO KNOW:

Return-to-Workplace Update and Special Considerations

At this time all health care staff who have been approved to work from home should continue to do so until a detailed, safe and carefully thought out return to the workplace plan has been developed.

Nearly two months ago we began mobilizing a significant number of staff to work remotely from home. Today, we could not be more proud or grateful for how you have navigated to this new way of working during these difficult and unprecedented times. You have successfully proven your ability to be productive and effective while working remotely. We sincerely thank you for rising to this challenge and demonstrating your unwavering commitment and dedication to the important work you perform.

You may have many questions about what the new normal will look like and when to return to your workplace. A return to workplace plan is being developed and will be implemented in the coming months. A safe and carefully planned approach requires initial work to assess our current work environment. Service delivery organizations need the time to adapt to a new way of working and adjust to public health orders and restart phases.

We cannot stress enough that your safety is a top priority and we will not rush this decision. Our return to workplace plan will focus on a cautious approach and ensure a safe return. Ample lead time will be provided so that you and your manager can effectively plan for your return.

We know there are many factors to consider: safety, workspace arrangements, infection prevention and control, family matters, public health orders, etc. There will not be a one size fits all approach.

Things You Can Do Now

Open and frequent communication with your manager during this time is critical. Ask questions! Share your ideas. Your feedback is always appreciated.

Help us assess current work from home arrangements by discussing any of the following conversation points:

- What is working well, have any benefits arisen because of the work from home arrangement?

- What is not working well, and how can your manager support you through these challenges?
- Are there any concerns connecting with the rest of our team? What changes do we need to make?

There may be consideration for an early return to the workplace for employees who:

- cannot effectively perform core functions of their duties remotely
- are struggling with disconnection from the workplace

If you feel you would benefit from returning to the workplace, please contact your Manager to discuss the circumstance in more detail and whether we can safely accommodate your return at this time.

As work continues to define our return to the workplace strategy, we will keep you abreast of important information as it becomes available.

Reference Material:

For more information on COVID-19 Human Resources topics please visit

<https://sharedhealthmb.ca/covid19/providers/human-resources/>