

Omicron Response Action Plan December 2021 and January 2022:

With the advent of the Omicron variant in late November CANES management reviewed its COVID-19 Business Continuity Plan and enacted a number of new initiatives specific to mitigate the impact of this new variant on CANES operations, as follows:



1



Immediately extended our remote working/telecommuting schedules to February 28, 2022 and recirculated our related policies to all staff.

2



Updated the use of Microsoft Teams Calendar for all senior management to note when working in Head Office. The goal is to minimize the number of senior staff in the office on any given day with a maximum of 2 management staff on site.

3



Increased orders for N95 masks and Rapid Antigen Tests and scheduled mask fitting for frontline staff, including new hires.

4



Ordered more PPE from both the Federal Government and the Ontario Stockpile to ensure CANES had an adequate supply, while sharing our PPE supplies with sub-contractors to ensure full compliance.

5



Increased the testing of all sub-contractors arriving to work at any Transitional Care site, as well as Increased on-site testing at Assisted Living and Transitional Care sites; e.g. Staff = 34 per day. Visitors = 15 per day.

6



Added an itsupport@canes.on.ca service for quick support to all staff working remotely

7



Communicated all Ministry Directives and Ontario Health memos to CANES staff to ensure full compliance with the ever evolving Directives.

8



Scheduled three CUPE Local 3808 Town Hall Meetings for the week of January 17 - 21/22 to review our Omicron Plan and answer any questions from our front-line staff.

9



Circulated our HR Metrics to senior management and the GHRC Committee for its meeting on January 18/22. These metrics are tracking the percentage of CANES employees who are fully vaccinated and staff who are off either in self-monitoring or self-isolation mode as a result of testing positive for COVID/Omicron.

10



Hired 10 additional PSWs through two subcontractors - Power Health (5) and Staying Home Forever (5) in anticipation of more PSWs testing positive and helping CANES meet its care service obligations to our clients and funders.

11



Continued marketing free rides to Vaccination Clinics for seniors to receive vaccinations or booster shots. This is being promoted through our CANES website and through social media. It is funded by the Ministry of Health until March 31/22 and administered by OCSA.