

# COVID-19 Update

**Date:** Sunday, March 22, 2020

**To:** Everyone at HHS

**From:** Michele Leroux, VP, Human Resources

**Subject:** **Emergency Government Order – Redeployment**

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The provincial government announced that a temporary order had been issued under the Emergency Management and Civil Protection Act (EMCPA) that would facilitate the ability of hospitals to implement redeployment plans to respond to the COVID-19 pandemic.

Under this temporary order, issued on March 21, hospitals will be able to respond to, prevent and alleviate an outbreak of COVID-19 by carrying out measures such as:

- Redeploying staff within different locations in (or between) facilities of the hospital;
- Redeploying staff to work in COVID-19 assessment centres;
- Changing the assignment of work, including assigning non-bargaining unit employees or contractors to perform bargaining unit work;
- Changing the scheduling of work or shift assignments;
- Deferring or cancelling vacations, absences or other leaves, regardless of whether such vacations, absences or leaves are established by statute, regulation, agreement or otherwise;
- Employing extra part-time or temporary staff or contractors, including for the purpose of performing bargaining unit work;
- Using volunteers to perform work, including to perform bargaining unit work; and
- Providing appropriate training or education as needed to staff and volunteers to achieve the purposes of a redeployment plan.

Under the temporary order, these redeployment plans temporarily supersede the provisions of a collective agreement, including lay-off, seniority/service or bumping provisions. Other collective agreement and HHS policies provisions continue to be in effect.

The Hospital has created a Central Redeployment Centre which is responsible for coordinating staff redeployment to ensure adequate staffing levels are maintained to new

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service areas and service areas experiencing volume pressure. Our hospital staff are the most important resource in supporting patients.

The temporary measures are necessary to ensure the Hospital is able to effectively redeploy staff to where help and support is needed most. This time-limited order is valid for 14 days unless revoked or renewed in accordance with the Emergency Management and Civil Protection Act.

Further communication will be coming shortly around the redeployment initiatives and next steps.

We recognize that information continues to change rapidly. We are continuing to work closely with our union partners to ensure everyone is receiving regular updates and to answer questions in a proactive and collaborative way.

We appreciate your co-operation and understanding as we work to support a safe and healthy work and patient care environment.

Michele