

To: All staff and physicians
From: Maura McKinnon, Chief Human Resource Officer
Date: Oct. 15, 2020
Re: **HR Update**

Moncton and Campbellton areas moved to orange level

Due to local outbreaks of COVID-19, the provincial government announced the Moncton (Zone 1) and Campbellton (Zone 5) areas have both reverted from yellow to orange alert level.

If you live or work in these two areas, it is especially important that you familiarize yourself with the details of the orange level and the differences compared to the yellow level we have been living under for some time.

The most significant changes include:

- restricting your non-essential close contacts both socially and in workplaces;
- staying at home other than for work, school or accessing businesses or services which are allowed to remain open;
- staying in your two-household bubble (which also allows caregivers and immediate family); and
- limiting the size of indoor and outdoor gatherings.

Please read the full details of the orange level carefully [here](#).

Whether or not you live or work in the Moncton or Campbellton areas, you are urged to take every possible precaution. As public health officials emphasized repeatedly over the summer: the virus is still among us. The events of the past week demonstrate how easily outbreaks can happen.

At work, please:

- maintain two-metre physical distance as much as possible;
- practice good sanitization, hand hygiene and respiratory etiquette; and
- ensure the proper use of face masks.

As announced last week, **masks are now mandatory in indoor public spaces.**

As an employer, we take this requirement very seriously. Failing to wear the proper mask inside or outside of our workplaces puts your coworkers and fellow New Brunswickers at risk. Horizon has every confidence that you will do your duty and protect each other from harm.

The outbreaks in Campbellton and Moncton are certainly concerning and can raise anxiety levels. Let's be kind to one another. If you are experiencing challenges, please access the mental health resources identified [below](#).

We will continue communicating significant developments as we monitor events.

Stay informed by checking the Horizon's Coronavirus [website](#) regularly for up to date information.

Mental health supports

The COVID-19 pandemic, and the experiences we have faced over the past few months, have continued to test our abilities with managing stress and anxiety. Horizon would like to remind employees of the many resources that continue to be available to assist us during these difficult times. An overview of the resources is below:

- Homewood Health (Employee and Family Assistance Program): confidential advice and support is available by calling 1-800-663-1142 (English). Employees can also access Homewood Health's online resources at www.Homeweb.ca.
- The Government of Canada is currently offering the following programs:

- A toll-free 24/7 crisis hotline (1-844-751-2133). Individuals will receive crisis counselling support and/or referrals to community resources.
- The global mental health support program called [Wellness Together Canada](#). This program consists of free online resources, tools, apps, as well as connections to trained volunteers and qualified mental health professionals.
- For support and guidance on how to recognize domestic or intimate partner violence, how to seek help if you're a victim, a child or a bystander, please click [here](#). You can also find information on crisis lines, shelters and domestic violence outreach services across New Brunswick [here](#). Many of these services can help a person subjected to abuse, plan for their own [safety](#) as well.
- The [Canadian Mental Health Association](#) (CMHA) provides access to resources that will assist you to maintain and improve mental health, community integration, build resilience, and support recovery from mental illness. Supports can be accessed through the links below in addition to visiting the [CMHA's events calendar](#).
- Subscribe to CMHA of NB's [YouTube](#) channel (for pre-aired webinars) and get notifications when new videos are posted.
- Sexual violence can have long-lasting impacts on survivors. It is linked to mental health difficulties, feelings of shame, self-blame, anger, as well as fear, and distressing memories of the experience. If you need help, there are support lines you can call. To find our more information about sexual violence services, click [here](#).
- The Sexual Assault Nurse Examiner (SANE) Program is still available during the COVID-19 pandemic. The program continues to respond to those who have experienced sexualized violence or intimidate partner violence 24/7 at SANE response sites.
 - The emergency department remains the point of entry for patients. The SANE page has additional information, including SANE response locations and contact information at for both [Horizon](#) and [Vitalité](#).

- It is also important to remember that co-workers and managers can be bystanders, and there are steps you can take to check in on colleagues who may be abused. An abusive partner in the home may be less likely to be suspicious of a phone call or e-mail coming from a co-worker or manager. Click [here](#) for the Domestic and Intimate Partner Violence Workplace Toolkit for information and resources on steps you can take.
- The Department of Health has also partnered with [MindWell](#), a Canadian-based company, to offer a series of online mindfulness training. This easy to navigate, bilingual resource is dedicated to teaching the skill of mindfulness in action. The memo on the following page (from the Department of Health) provides additional details about [MindWell](#) programs.

Government of New Brunswick / MindWell Partnership

The Department of Health recognizes the continued fear, stress and anxiety that the people of New Brunswick and their families may be experiencing because of the Covid-19 Outbreak. Even as we move towards recovery and identifying our “new normal” the need for Mental Health and Addiction intervention will remain and, in some cases, may become increasingly necessary.

Consequently, the GNB has partnered with a Canadian based company called MindWell to offer a suite of on-line services focused on mindfulness training. This easy to navigate, bilingual on-line resource is dedicated to teaching the skill of mindfulness in action. Mindfulness has been shown to significantly reduce feelings of fear and anxiety, increase resilience and improve well-being, performance and optimism.

The suite of MindWell services includes:

The MindWell Challenge

The 30-Day Mindfulness Challenge is an on-line, evidence-based curriculum shown by university researchers to lower stress, increase resilience and improve well-being, performance and optimism. The Challenge starts every Monday and only takes 5 to 10 minutes a day. As well, everyone who registers for the Challenge gets to invite a buddy to take the challenge with them for free.

The Mini MindWell Challenge

A shorter, slimmed down version of the Full Challenge. The Mini is a great way for those on the fence to get started or for those who feel they are just too busy to commit to 30 days of training. The Mini can be a great first step for newcomers, as well as the perfect refresher for someone who has already taken the full Challenge.

Studio BE

Studio BE provides a variety of live engaging and informative content that supports learners on their mindfulness journeys. Programs available through Studio BE include:

- **Webinar Series** – Studio BE produces a Live Webinar Series with MindWell Faculty, focusing on a new topic each month. Audience members are encouraged to participate via live polls and insightful questions. Dr. Soloway and the MindWell Faculty provide answers to audience questions in real-time.
- **Virtual Mindfulness Studio** – Studio BE also produces MindWell’s live online mindfulness studio, offering weekly drop-in classes. These classes run for 20 minutes at midday, so employees can

also easily take a class, get refreshed and return to work, all without leaving their desk. Recordings of past classes and webinars are also available on demand.

Regardless of your level of stress or anxiety surrounding the current pandemic, the practice of mindfulness has several health benefits that support overall health and wellbeing. For a more in-depth description of the benefits of mindfulness, you are encouraged to check out the following introductory video <https://youtu.be/eXfcNAPbKvc>. The introductory video includes:

- A description of what is meant by “Mindfulness” and how it has shown to be helpful in reducing fears and anxiety
- What is the evidence?
- Who it can help (i.e. the general population including youth and seniors, health care providers, first responders, etc.)
- A Demo of how to access the suite of mindfulness programs and services available through MindWell website

Soooo..... what are you waiting for – Sign up for the MINDFULNESS CHALLENGE today app.mindwellu.com/newbrunswick .