

To: All staff and physicians
From: Maura McKinnon, Chief Human Resource Officer
Date: Nov. 23, 2020
Re: **HR Update**

Direction regarding large gatherings, including Christmas and holiday parties

Horizon employees and physicians must not participate in any gathering that would contravene the direction of GNB and Public Health.

As you may be aware, the Saint John area is currently experiencing an outbreak related in part to the actions of groups of individuals, including healthcare workers, who chose to participate in large-scale gatherings during the second wave of the pandemic. Participating in gatherings such as those that occurred in Saint John is irresponsible during a pandemic.

The impact an infected health care worker can have on our patient population is devastating, and our ability to provide patient care is significantly negatively impacted by the number of employees currently isolating as a result of these social gatherings. We have 64 staff isolating as of Monday at noon. We recognize that not all staff and physicians who are currently isolating attended social gatherings.

We understand that, in normal non-pandemic times, the Christmas and holiday period for many means opportunities to celebrate and spend time with friends, family, and loved ones. Unfortunately, however, with the current pandemic, this is *not* the year for these gatherings and celebrations. As such, Horizon is not permitting any in-person gatherings in its facilities for the holidays, or for any other occasion.

As a health care employee or physician, it is crucial you follow behaviours that are supportive of Horizon and Public Health's directives. We are counting on you to be model citizens in this regard.

Any employee or physician who is found to have violated the direction of Public Health and participated in or hosted gatherings in contravention of the Emergency Order or of

Public Health directives will be subject to discipline up to including termination of employment or privileges.

With two Horizon zones currently in the [Orange level](#) of recovery, the potential for any zone to return to the [Red level](#) of recovery, it is more important than ever that Horizon employees and physicians strictly adhere to all GNB and Public Health directives.