

To: All staff, physicians, volunteers, students and contractors
From: Christie Ruff, Regional Manager Employee Health, Wellness and Safety
Date: April 7, 2022
Re: **COVID-19 Risk Mitigation Measures**

Health care workers (HCW) have an important role to play in infection prevention and control within their respective organizations. As a follow up to the [memo released on April 1](#), regarding a change in the vaccine policy, we would like to provide you with additional information.

The recommendations below address the **risk mitigation measures** that will be in place for employees who are not considered up to date with COVID-19 vaccination effective May 16, 2022.

Definition of up to date vaccination

Employees are considered up to date if they are within six months of receiving the last dose within a primary series, or otherwise have received a booster.

Risk mitigation measures

- **Testing:** Regular testing will be required **three** times per week with point of care rapid antigen tests (POCT) and an online reporting system for measuring compliance with testing will be launched on May 16.

Note: Employees waiting on their booster dose due to a positive COVID-19 result will not be subject to testing within the 90-day window per our HCW Scenario Guidelines.

- **Masking:** Appropriate masking per PPE guidelines and per facilities guidelines. When/if mandate is lifted for employees with up to date vaccination status, and masking will remain for those who are not up to date.

- **Screening:** Symptom screening is required at the beginning of every shift as listed on our screening posters at all employee entrances. The current staff and physician screening questions are available [here](#) (effective since March 22).

Employees are encouraged to begin risk mitigation measures immediately, but it is not mandatory until May 16, 2022.

POCT can be obtained from your manager upon your request.

COVID-19 vaccination

Vaccination is very important, even if you have had COVID-19. Vaccination after infection helps improve the immune response and may provide better long-lasting protection against current and future variants of the virus.

A longer time between infection and vaccination may result in a better immune response. Please click on the [Vaccination Post Infection FAQs](#) to find out when to book your next dose of vaccine.

To book a vaccine, please review the list of available pharmacies by clicking [here](#).