

Long-Term Care FAQs

Movement and Restrictions

- 1. Are health care workers prevented from working in other health care services if they work within Long-Term Care?**

A Public Health Order was issued June 25, 2020. While this order does ease some of the previous restrictions between public health care facilities and private nursing care homes, we will continue to operate with no staff movement between Long-Term Care homes (public and private) as well as no staff movement between Long-Term Care and other Health PEI sites. However, staff can move from non-Long-Term Care homes in Health PEI (i.e. acute care, primary care, etc) and private Long-Term Care.

- 2. Can employees work at other types of employers?**

The direction is not intended to restrict staff members from employment that is external to the health sector, for example at the local Co-Op, Walmart, restaurant industry, school districts, etc. The intent is to restrict employees from working at multiple Long-Term Care or other health care facilities.

- 3. How does the Public Health Order apply to integrated facilities that provide Long-Term Care services and other integrated services?**

The only Health PEI facility specifically identified in the order is Margaret Stewart Ellis Home.

Provisions have been put in place for this specific facility in consultation with the Provincial Infection Prevention and Control team.

Other facilities co-located with Long-Term Care and having integrated services have infection control guidelines to follow as well.

Any specific questions should be directed to your Manager/Supervisor.

- 4. Does the Public Health Order apply to allied/support services staff, for example dietary, maintenance and environmental services workers?**

Yes, the Public Health Order applies to support services staff members as well as staff members who provide direct care services.

Note: trades people and some other specialized staff that have been specifically identified are exempted from the Ministerial Order.

5. Employees will retain their combined guaranteed hours. Can you explain further?

Employees who are identified to be in this situation will receive a letter from the Employer advising that they have been impacted.

For example, an employee has 0.25 FTE at worksite A and a 0.50 FTE at worksite B. When they are restricted to a worksite, they will be guaranteed and scheduled to work their total combined 0.75 FTE.

6. Employees will maintain their hourly rate for the guaranteed hours of their fulltime/part-time positions and relief/casual hours already scheduled in the posted and confirmed period when first restricted, regardless of the site to which they are assigned. Can you explain this further?

If an employee has a .25 FTE position at Worksite A with an hourly wage of \$25 per hour, and a 0.50 FTE position at Worksite B with an hourly rate of \$20 per hour. If they are restricted to Worksite B, they will receive their normal \$20 per hours rate for their 0.50 FTE but will be paid \$25 per hour for the 0.25 FTE that “originated” at Worksite A.

7. Are visiting professionals, allied health, EMS staff, physicians, trades people, etc. restricted from providing services to or within a Long-Term Care Facility?

Restricting the movement of staff among facilities is paramount in preventing the spread of COVID-19 to our most vulnerable population. Persons exempt are outlined in section 3 of the Public Health Order. These employees may be subject to screening protocols and swabbing to ensure safety for residents and employees and health care providers who provide service / care in Long-Term Care facilities and elsewhere require weekly testing, regardless of how frequent they provide that care (even if the movement is only once a month, weekly testing would still be required).

8. Can employees who work at a COVID-19 positive unit or testing/assessment site work in Long-Term Care or other health care facilities?

An employee who works at a COVID-19 designated unit with positive cases is restricted from working in a Long-Term Care facility or any other site. Employees who work in a COVID unit with no positive COVID-19 or a testing / assessment site can still work in other units/sites that provide acute and/or emergency services or areas approved under the direction of Joint Response Team.

- 9. Can employees who work with other employers (i.e. jails, group homes etc.) who are not included in the Public Health Order continue to work at a Long-Term Care facility and the other employer?**

Yes, employees can continue to work at both worksites. If the other worksite has any COVID positive cases the impacted staff will be restricted to the outbreak worksite. **Staff are responsible to advise their manager if they have been in contact with COVID, as well as through the screening process and must follow the CPHO requirements.** See also question 4.

- 10. Are Foot Care Nurses, who are providing specialized foot care in Long-Term Care homes, considered exempt under the Public Health Order? Does this also include foot care nurse specialists?**

These professionals are not identified as exemptions under the Public Health Order and would be restricted in providing any service to persons residing in Long-Term Care facilities unless they work at only one Long-Term Care site and do this type of work.

- 11. How long does a staff member being hired or re-deployed from home care or an acute site have to be out of the workplace to be considered safe to begin their new position or re-deployment in a Long-Term Care facility?**

The Employee will be required to be screened and tested prior to starting at the Long-Term Care facility. Employees cannot move back and forth between sites except as defined in the Public Health Order.

- 12. How long does a staff member transferring between Long-Term Care sites have to be out of the workplace to be considered safe to be redeployed?**

The Employee will be required to be screened and tested prior to starting at the Long-Term Care facility. Employees cannot move back and forth between sites except as defined in the Public Health Order.

- 13. When employees live together and one individual works at a Long-Term Care facility and the other individual(s) work at a different Long-Term Care facility or an Acute care site, etc. are they able to continue working?**

Yes, these employees can continue to work at their respective worksites. All employees are required to follow the self-monitoring and screening protocols. If either employee becomes symptomatic with COVID symptoms, both employees are required to self-isolate until tested

and negative results received. Instructions from CPHO or public health officials must be adhered to.

14. Does the Public Health Order apply to Managers who manage teams/staff at multiple sites?

Yes, the Ministerial Order does apply to all Managers. If alternate arrangements (i.e. virtual options such as Webex or other services) are not sufficient and Managers are required at more than one site, a formal exemption request must be submitted through Human Resources.

15. Are Long-Term Care staff from PEI allowed to travel within the Atlantic Bubble?

Yes. Long-Term Care staff can travel without the requirement to self-isolate; however they must have a COVID-19 test completed when they return and again at 7 days after travel. If the travel was less than 24 hours in duration the first test should be done 48 hours after return to PEI. Staff need to ensure that testing time is factored into their travel plans.

16. Can Long-Term Care staff enter (e.g. visiting) another health care facility within Atlantic Canada?

Yes, same testing requirements as above.