



COVID-19 Update

Date: Saturday, March 28, 2020

To: Everyone at HHS

From: Wes Stephen, EVP & COO
Michael Stacey, EVP & CME
Dave McCaig, EVP Corp Affairs & CFO
Michele Leroux, VP Human Resources

Subject: **HHS Staff Redeployment and Alternate Work Arrangements**

Redeployment

Further to the staff memo sent on March 18, 2020, the Central Redeployment Centre (CRC) is actively working to ensure adequate staffing levels are maintained to new service areas and service areas experiencing volume pressure.

As staffing needs arise, the CRC will contact employees for redeployment. The redeployment process is applicable for both clinical and non-clinical roles, and if called by the CRC, **staff are expected to report to that work assignment**.

A Skills and Availability inventory is being developed to facilitate efficient allocation of resources.

It is important to note that any employee may be redeployed to an assignment that is deemed to be a higher organizational priority. This will apply even if alternate work has been found for staff impacted by service reductions or closures.

Temporary Government Order

Further to the memo sent on March 22, 2020 regarding the government issued temporary order for redeployment plans, where necessary, staff may be reassigned within different locations in (or between) facilities of the hospital, including the Assessment Centre. The temporary order also includes the possible change in the scheduling of work or shift assignments and the possible assignment of non-bargaining unit employees to perform bargaining unit work.

Employees can expect adequate supervision and orientation throughout their assignments to ensure the safety of staff and patients.

Under the temporary order, these redeployment plans temporarily supersede the provisions of a collective agreement, including lay-off, seniority/service and bumping provisions.

We will be continuing to provide updates as we work through the order requirements and establishing the structure of the redeployment process. 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.