

Mandatory Screening for Workers and Essential Visitors

On September 26, 2020, amendments to [**Ontario Regulation 364-20**](https://sites-airdberlis.vuturevx.com/e/wzkmt0uhmrmtseq/ed25a32b-97e7-43db-b7f9-49ec5f69af02) came into effect, making it mandatory for all businesses and organizations in Ontario to screen workers and essential visitors (not patrons) for COVID-19 before they enter the premises.

The new provision references a set of [**guidelines and recommendations**](https://sites-airdberlis.vuturevx.com/e/02qnlskdcgemq/ed25a32b-97e7-43db-b7f9-49ec5f69af02) released by the Ministry of Health. The Screening Tool sets out three questions that workers or essential visitors must answer before entering the premises: 1) whether the individual is experiencing any of the listed symptoms including, but not limited to: fever, cough, sore throat, nausea or extreme fatigue;
2) whether the individual has travelled outside of Canada in the last 14 days; and

3) whether that individual has been in close contact with a confirmed or probable case of COVID-19. The screening does not include temperature checks.

If the worker or essential visitor answers yes to any of the listed questions, including experiencing any one of the numerous symptoms on the provided list, they should not enter the workplace. Instead, the employer must immediately direct the individual to self-isolate at home and urge them to contact their care provider or Telehealth Ontario to assess their need for a COVID-19 test.

Some practices to keep in mind may include signage directing workers and essential visitors to a screening station as a single point of entry, assigning appropriate individuals to screen incoming individuals, educate employees that this information collected is for compliance reasons only, communicate this new practice to employees to ensure they are aware and coordinate with any property management teams as appropriate.

Should you have any questions or concerns please reach out to Infinity-HR at 905-626-3867 or at clientrelations@infinity-hr.ca so we can assist you and your business.

Stay safe and healthy.