



Hiawatha First Nation - COVID 19 Response

## **Business Resumption Recommendations/Modelling**

June 4, 2020



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## Community Resumption

### Overview | Purpose

All recommendations are based on the current climate of COVID-19 as of June 2, 2020. Adaptation may be required, as necessary.

This draft document is for the purpose of providing recommendations that detail steps that may be taken in the re-opening of Hiawatha First Nation.

Hiawatha First Nation may release safety guidelines to protect community members, visitors, customers, and the public from COVID-19 as it prepares for the phased re-opening of the community.

The threat of continued spread and/or a second wave of COVID-19 requires a deliberate approach to re-opening. Having a clear plan in place that meets the applicable public health directions and occupational health and safety considerations allows for a measured staged approach to re-opening.

### *Action Plan - Important Considerations*

Financial
<ul style="list-style-type: none"><li>What needs to be included in financial planning in the case of a second wave?</li></ul>
Human Resources/Policy
<ul style="list-style-type: none"><li>What policy changes should be considered? How will those changes be communicated to the community?</li><li>Consider who might be a risk? And how? Consider steps to mitigate this risk</li><li>What human resources measures need to be taken and what training is necessary before re-opening?</li></ul>
Health and Safety
<ul style="list-style-type: none"><li>The health and safety of the community is the number one priority</li><li>What steps can be taken to ready the community for re-opening? What hygiene and sanitization processes will be in place?</li><li>How will employees be called back to work?</li><li>Putting PPE requirements into place, if PPE is determined, can there be an adequate supply?</li><li>If employees are required to wear PEE, are they permitted to wear their own if they so wish?</li><li>Educating employees and businesses on self-assessment techniques</li></ul>
Communications
<ul style="list-style-type: none"><li>What signage needs to be installed to clarify changes? Is the signage clear, visible, and accessible for all employees and visitors?</li><li>What communication will go out to employees in advance to ensure they are aware of changes and have an opportunity to review them and ask questions?</li></ul>



## Possible Phases

Figure 1 below displays an example of the possible business resumption phases relevant to Hiawatha First Nation, guided by a staged approach.

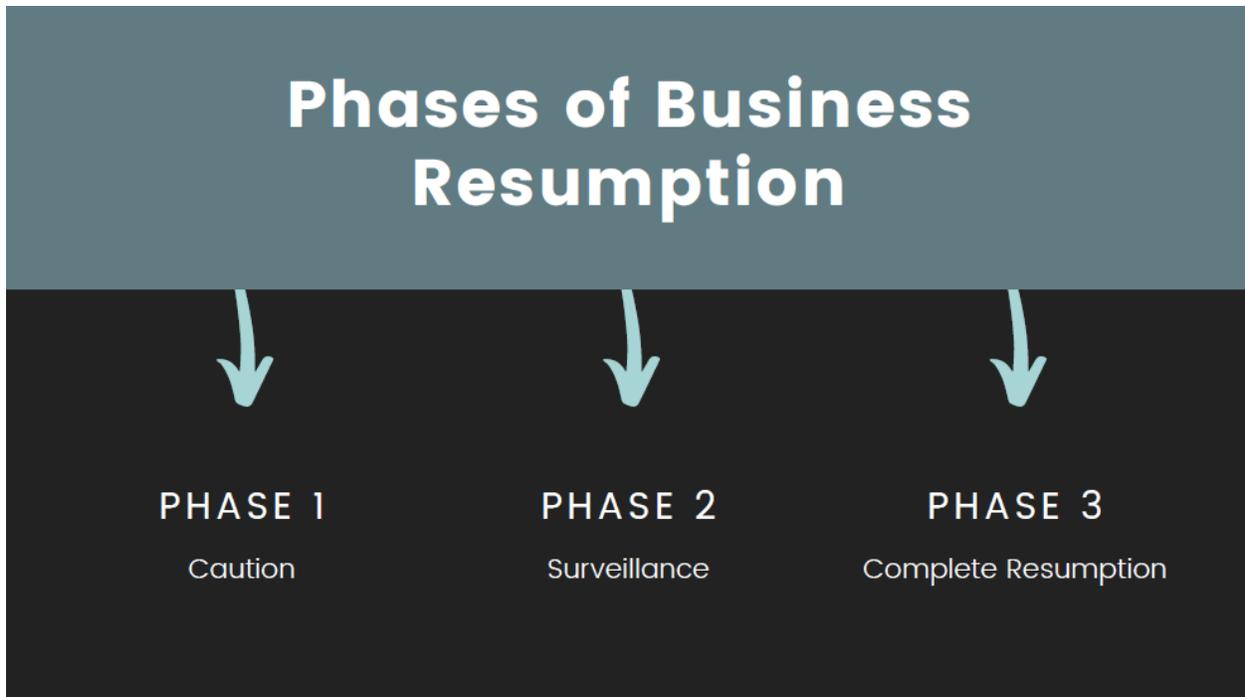


Figure 1. Example of possible business resumption phases.



**1 Phase One • Caution Phase**

**Recommended Timing: June 11, 2020**

Possible Actions	Possible Messaging
<ul style="list-style-type: none"> <li>● Demobilize checkpoint</li> <li>● Reopening of businesses and seasonal cottages at Chief and Council’s discretion</li> <li>● Businesses re-open while maintaining provincial guidelines around physical distancing, sanitation, hygiene, and signage</li> <li>● Checklists to be provided to businesses with workplace expectations and current information</li> <li>● Businesses may open with modified hours of operation (10am-6pm)</li> <li>● Guidelines and expectations for seasonal cottagers to walk them through phase one</li> <li>● Proper PEE available</li> <li>● Distribution and allotment of PPE supplies</li> <li>● Shelter in Place Order still intact</li> </ul>	<ul style="list-style-type: none"> <li>● Safety protocols and information distributed to all staff</li> <li>● Provincial guidelines pertaining to best practice</li> <li>● Worker rights, training, and safety preparation               <ul style="list-style-type: none"> <li>- Provide staff with adequate resources when returning to work regarding mental wellbeing and physical health</li> </ul> </li> <li>● Ongoing physical distancing reminders</li> </ul>



## 2 Phase Two • Surveillance Phase

**Recommended Timing:** Approximately three weeks from the end of phase one, if there is no increase in cases or percentage in surrounding areas. (July 2020)

Possible Actions	Possible Messaging
<ul style="list-style-type: none"> <li>● Shelter in Place Order lifted</li> <li>● Possible reopening of office buildings</li> <li>● Possible government re-opening (permitting safety measures)</li> <li>● Business restrictions lifted further to allow more to access Hiawatha First Nation for physical distancing shopping</li> <li>● Seasonal residence allowed to bring non dwelling residence to their cottage               <ul style="list-style-type: none"> <li>○ Increased number of people allowed to gather</li> </ul> </li> <li>● Community spaces and activities to open with physical distancing guidelines in place               <ul style="list-style-type: none"> <li>○ Sanitizer and appropriate signage posted at the gathering spaces</li> <li>○ Increase the number of people gathering</li> </ul> </li> <li>● Ongoing surveillance to ensure safety measures are being followed</li> </ul>	<ul style="list-style-type: none"> <li>● Situational reports and update delivered less frequently</li> <li>● Educational information accessible to all Citizens of the community</li> <li>● Ongoing physical distancing reminders</li> <li>● Messaging and signage still posted and enforced</li> </ul>



# 3 Phase Three • Complete Resumption

**Recommended Timing:** To be assessed.

Possible Actions	Possible Messaging
<ul style="list-style-type: none"> <li>• State of emergency lifted</li> <li>• Vaccine messaging when available</li> <li>• Pandemic response debriefs (community, council, staff)</li> <li>• Pandemic after-action report</li> <li>• On-going surveillance over the next year</li> <li>• Update current Pandemic Plan to prepare for future or second wave</li> <li>• Ongoing surveillance</li> </ul>	

## Debriefing

The purpose of conducting debriefings is to assist in determining how effective the Pandemic Plan and response worked. The debrief will consider what areas need improvement and what worked well.

A series of debriefings will be conducted with the community, Chief, Council and staff.

An after-action report will be developed based on the results of the debriefings. The report will be a tool to help update the Pandemic Plan, to assist in a possible second wave.



## Shutdown Protocol for Second Wave Preparation

- Notification to the community
- Checkpoint mobilization (schedule, plan, operate)
  - Flag system re-integration
- COVID-19 messaging to the community
- Situation report





## Overview of Possible Concerns

- PPE preparedness (health care workers, employees, checkpoint, community)
- Physical distance strengthening (repost signage, positive messaging)
  - Food security inventory

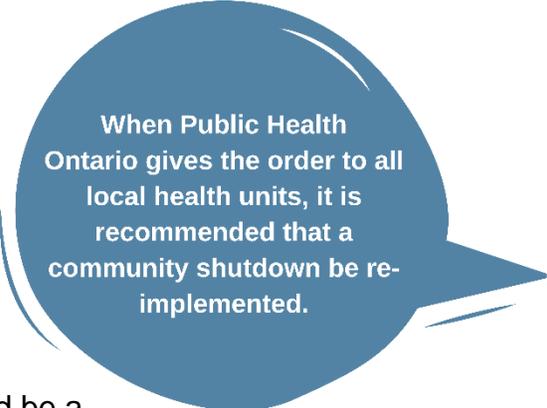
Public Health Ontario issues orders to local health unit, provincial, federal and First Nations governments related to increased numbers of cases; policy and procedures will be provided to the local health areas.

Hiawatha will work with the local health unit, Provincial, Federal and First Nations Governments for recommendations and Council will make the decision to activate the Pandemic Plan.

Should there be an increase of COVID-19 cases, there could be a re-implementation of the previous phase or such action as Chief and Council require depending on if the increase is substantial.

In the case of a second wave or in the case of high infection rate and emergency shut down of all phases may be necessary.

Understanding the Chief and Council's expectations will provide support for developing some criteria for what the trigger will be, who is responsible for enacting the protocol, and how.



When Public Health Ontario gives the order to all local health units, it is recommended that a community shutdown be re-implemented.



## Health Recommendations and Shelter in Place Order

The health and safety of Hiawatha First Nation Citizens is the number one priority. As phase 1 progresses, remember the importance of the Shelter in Place Order; all Citizens are responsible for following the Shelter in Place Order and in ensuring the health and safety of themselves, recognizing that this impacts the health and safety of others. All Citizens are to follow the shelter in place guidelines and physical distancing guidelines.

- No visitors inside your home
- If you have symptoms, get tested and self-isolate
- Keep non-essential travel to a minimum
- Public spaces remain closed
- Abide by physical distancing guidelines, the safety of the community depends on it!
- Stay safe, stay home!

How can all citizens work together to ensure the health and safety of everyone?

- Ensure adequate hygiene and sanitation practices are in place and used properly.
- When coughing or sneezing, cough or sneeze into a tissue or the bend of your arm
- Avoid touching your eyes, nose, or mouth with unwashed hands
- Put Personal Protective Equipment (PPE) requirements in place and ensure they are being used properly and effectively
- Educating employees, businesses, and Citizens on self-assessment techniques
- No gatherings of more than 5 people
- Limit contact with persons who are vulnerable and at higher risk, such as older adults, those in poor health, or those who may have acute or chronic health conditions
- If you leave your home, always keep a distance of at least 2 metres from others
- If you go out for a walk, do not congregate, and always practice physical distancing
- Frequently sanitize highly touched surfaces



## **APPENDIX A: IMPORTANT RESOURCES**



# IMPORTANT RESOURCES



1

Mental Health Commission of Canada has a Resource Hub: Mental health and wellness during the COVID-19 pandemic: <https://www.mentalhealthcommission.ca/English/covid19>

2

Crisis Services Canada links for mental health support, facts, news and how to best support children: <https://www.crisisservicescanada.ca/en/covid-19-resources/>

3

Government of Canada Awareness Resources: <https://www.canada.ca/en/public-health/services/diseases/2019-novel-coronavirus-infection/awareness-resources.htm>

4

Peterborough Public Health COVID-19 information: <https://www.peterboroughpublichealth.ca/your-health/diseases-infections-immunization/diseases-and-infections/novel-coronavirus-2019-ncov/>

5

Workplace Safety & Prevention Services has a Business Pandemic Preparedness Checklist: [https://www.wsps.ca/WSPS/media/Site/Resources/Downloads/Bsnss\\_Pndmc\\_Prprdnss\\_Chcklst\\_FINAL.pdf](https://www.wsps.ca/WSPS/media/Site/Resources/Downloads/Bsnss_Pndmc_Prprdnss_Chcklst_FINAL.pdf)

6

First Nations Health Authority Health Through Wellness Toolkit: <https://www.fnha.ca/Documents/FNHA-Home-and-Community-Care-COVID-19-Toolkit.pdf>

7

Chiefs Of Ontario latest COVID-19 updates and resources: <https://www.coo-covid19.com/>