

# Nimmo Bay

## COVID-19 Safety Plan Operational Season on Site

**Abstract:**

This document outlines the Covid-19 Safety protocols that Nimmo Bay will adopt during the operational season. It may be made available to the public upon request.

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## **1.0 Purpose**

This document provides practical advice and guidelines to ensure safe operations as Nimmo Bay prepares to welcome limited numbers of staff and guests back onsite during the Covid-19 Pandemic.

### **1.1 Creating Nimmo Bay's Covid-19 Safety Plan**

Nimmo Bay's Covid-19 Safety Plan outlined herein has been developed in accordance with the Provincial Health Orders of British Columbia, BC Center for Disease Control, WorkSafe BC and other approved resources. Front line workers, department managers, executive team and members of the joint health and safety committee have been included in developing these policies and best practices.

### **1.2 Covid-19 General Information**

#### **What is COVID-19?**

COVID-19 is a respiratory infection caused by a newly identified virus (SARS-CoV-2). The infection has symptoms similar to other respiratory illnesses, including the flu and common cold: cough, sneezing, fever, sore throat and difficulty breathing. Other symptoms can include fatigue, muscle aches, diarrhea, headache, or lost sense of smell. For the full list of symptoms visit the symptoms page on the BCCDC website. While most people infected with COVID-19 experience only mild illness, severe illness can occur in some people, especially in those with weaker immune systems, the elderly and those with chronic medical conditions.

#### **How is COVID-19 Spread?**

COVID-19 is spread through liquid droplets when an infected person coughs or sneezes. The virus in these droplets can enter the body directly through the eyes, nose or mouth of another person if they are in close contact with the person who coughed or sneezed or if the virus lands on a surface and someone touches that surface and then touches their face, eyes, nose or mouth.

#### **Understanding the Risk**

The risk of person-to-person transmission can vary depending on the closer you come to other people, the amount of time you spend near them, whether you are indoors or outdoors and the number of people you come near. Physical distancing measures help mitigate this risk. The risk of surface transmission is increased when many people touch the same surface, and when those contacts happen in short intervals of time. Effective cleaning and hygiene practices help mitigate this risk.

### **1.3 Covid-19 Resources**

The province of British Columbia has created a phone service to provide non-medical information about COVID-19, which is available from 7:30 a.m. – 8:00 p.m. at 1-888-COVID19 (1-888-268-4319) or via text message at 604-630-0300.

- [BC Centre for Disease Control](#)
- [BC Provincial Health Officer – Orders, Notices, and Guidance](#)
- [WorkSafe BC – COVID-19 and the Workplace](#)

### **1.4 Responsibilities**

Employers, workers, owners, prime contractors, and other people at the workplace all have a responsibility to prevent exposure to COVID-19 in the workplace.

#### **1.4 A Employer Responsibility**

Nimmo Bay is responsible for the health and safety of their workers and all other workers at the workplace including contractors and visitors. Nimmo meets its responsibility to complete and execute a Covid-19 Safety Plan for it's workers by developing and executing these policies and ensuring they are being followed in a fair, consistent way throughout the workplace.

#### **1.4 B Worker Responsibility**

Workers are responsible for taking reasonable care to protect their own health and safety and the health and safety of other people at the workplace. In the context of COVID-19, this means workers are responsible for:

- Following the procedures put in place by the employer to control the risks associated with COVID-19, as outlined herein and posted on-site at Nimmo Bay.
- Their own personal self-care, which includes frequent hand washing and staying home when sick.
- Reporting unsafe conditions to their employer.
- Take the necessary steps to minimize potential exposure and spread of Covid-19 while both off-site and on-site at Nimmo Bay. This includes abiding by the current Public Health Orders while off-site.

In choosing to work at Nimmo Bay as set forth in your Employee Contracts, you acknowledge the risks associated with living and working in a small communal setting during the COVID-19 Pandemic. The worker understands that any breach in these policies will result in verbal and written warnings and in extreme cases, termination.

### **1.5 Right to Refuse Unsafe Work**

Workers have the right to refuse work if they believe it presents an undue hazard. An undue hazard is an “unwarranted, inappropriate, excessive, or disproportionate” hazard. In the context of COVID-19, an “undue hazard” would be one where a worker’s job role places them

at increased risk of exposure and adequate controls are not in place to protect them from that exposure.

If workers have a concern about undue hazards, and have exercised their right to refuse unsafe work, the following steps will be taken by the employer:

- Report any undue hazard directly to the Health and Safety Officer or any member of the HUB or Health & Safety Committee for investigation.
- Nimmo Bay will then consider the aforementioned issue on a case-by-case basis, and will work towards finding a suitable solution.
- If the matter is not resolved, the team member and the HR Manager must contact WorkSafeBC and a prevention officer will then investigate and take steps to find a workable solution for all involved.

For more information, see Occupational Health and Safety [Guideline G3.12](#).

## **1.6 Mental Health, Bullying and Harassment**

Nimmo Bay does not tolerate bullying or harassment of any kind. A public health emergency, like the COVID-19 pandemic, can cause heightened stress, anxiety, fear, and a feeling of lack of control that impacts the workplace and home life. Nimmo Bay is implementing the following Mental Health Strategy to help reduce workplace stress and anxiety and will:

- Encourage team members to practice self-care daily while onsite.
- Asks for open, honest communication and for each team member to communicate their needs daily to the team.
- Clearly communicating and systematically enforcing the COVID-19 controls and practices through a designated Health and Safety Committee for every shift of work, to avoid any potential for additional stress, or misunderstandings regarding proper conduct.
- Encourage a culture where team members are looking out for each other instead of trying to bring each other down.
- Encourages frequent one on one meetings with direct reports
- Continue to offer private, personal coaching support appointments through the Human Resources role, who can also provide referrals for additional counselling and support.

## **1.7 Disciplinary Action Plan**

Team members, contractors, and visitors are required to follow the health and safety rules, as well as the COVID-19 practices and policies, as laid out by Nimmo Bay. Nimmo Bay will ensure that these policies are being observed and practiced to the best of each team member's ability. Nimmo Bay will proceed with a COVID-19 Disciplinary Action Plan, which includes verbal and written warnings, and in extreme cases, termination if team members are observed to be disregarding COVID-19 protocols, thus putting the health and safety of all on-site at increased risk of exposure to COVID-19 or other biological agents.

If a particular team member feels excessively targeted for following COVID-19 policies and practices, or if they feel that their safety is being jeopardized by others on-site who are not

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adhering diligently to the COVID-19 policies and practices, or if a team member feels ridiculed or humiliated for any reason surrounding Nimmo Bay's COVID-19 policies and practices, these cases will be taken seriously, and will be considered a case of workplace harassment and bullying.

## **2.0 Workplace Risk Assessment**

### **2.1 Identifying Where Workers Gather**

- Water Taxi, Nimmo Vessel and/or air transportation via seaplane or helicopter to and from the resort for regular scheduled shifts.
- Central staff dining area.
- Staff housing and shared bathrooms
- Department specific gathering areas including Greenway, gym, Guide Shack, Guide Office, the front room of the Anchor Lodge, Little River, kitchen, Operations Office Housekeeping Room and Staff Leisure areas.

### **2.2 Identifying close proximity job tasks**

- Water Taxi and or air transportation via seaplane or helicopter (if applicable) to and from the resort for regular scheduled shifts.
- Worker vehicles and boats where two workers are sharing a company vehicle or transporting guests.
- **HUB:** Consistent interaction with guests in the LIST LOCATION; generally working with 2-3 other team members in close proximity when in the operations office.
- **Housekeeping:** Limited interaction with guests other than room cleaning services and or lodge common rooms; generally working with 2 other team members at all times.
- **Wellness:** Consistent interaction with guests, providing spa services and treatments; generally working alone or with 1 additional team member at a distance.
- **Guides:** Consistent interaction with guests in the dock station area and in close proximity to guests during activities; generally working with 1 other staff member at a distance.
- **Maintenance:** Limited interaction with guests other than when entering guest designated areas for job duties; generally working alone or with 1 team member at a distance.
- **Front of House:** Consistent interaction with guests in Little River; generally working with 1-2 team members at a distance at all times.<sup>4</sup>
- **Kitchen:** Limited to zero interaction with guests; generally working with 4 team members at a distance.
- Receiving deliveries, putting away products into walk in fridges, walk in freezers and dry storages.
- **First Aid:** Consistent interaction with guests and team members in the First Aid Room and or on location; generally working alone.

### **2.3 Identifying Shared Tools and Equipment**

- All shared small resort vehicles used within and by each department including vehicles and boats.
- All shared tools and equipment not limited to small tools, maintenance equipment, and others.

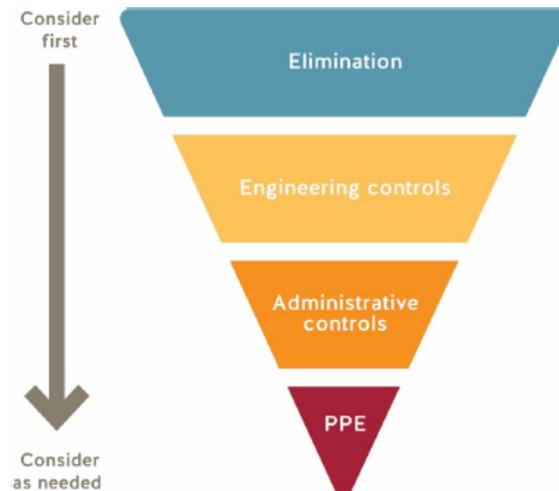
- Kitchen appliances, utensils and small tools.

#### **2.4 Identifying high-touch surface areas**

- Door handles, railings, light switches, countertops, desks, washrooms, vhf and repeater radios.

### **3.0 Protocols for Minimizing Risk**

Nimmo Bay has developed the following protocols for minimizing risk to workers in accordance with all safety requirements and within industry specific guidelines. Protocols that are specific to relevant sectors and business lines of Nimmo Bay are implemented to the extent that they are applicable to the risks at the workplace. It is understood that each department will have unique tasks that will need to be adjusted, eliminated, and or substituted.



#### **3.1 First Level Protections: Elimination**

Nimmo Bay will consider eliminating and/or postponing work tasks that may create an undue risk of exposure to COVID-19 for workers. Various operational processes will be adjusted to minimize contact between individuals.

##### **3.1 A Elimination of Non-Private Guest Activities and Excursions**

Nimmo Bay will no longer carry out guest activities in which different guest “groups” engage in the same activity at the same time. All guest activities are booked as private excursions and will only be enjoyed by members of the same group or “household” per private reservation. In addition to guided activities, resort facilities such as the hot tub and gym will no longer be available to multiple guest groups at the same time. Facilities such as these are now booked privately and will only be used by one guest “household” at a time.

##### **3.1 B Occupancy Limits**

Nimmo Bay will effectively determine appropriate occupancy limits for staff and guest areas as required by PHOs and to encourage a minimum distance between workers of 2 meters in all staff and guest areas. Signage will be posted at the entrances of each space. Occupancy limits are posted, and entry restriction is in place if maximum occupancy is reached.

### **3.1 C Rescheduling Work Tasks**

Nimmo Bay will implement reasonable measures and reschedule work tasks to keep workers and others at least 2 meters apart, whenever possible. This includes and is not limited to assigning tasks to workers to complete individually if safe to do so, staggering work schedules to minimum close contact, and adjusting the department's physical space to encourage physical distancing where possible.

### **3.2 Second Level Protections: Engineering Controls**

Whereby risks cannot be eliminated, Nimmo Bay has implemented the following engineering controls:

- Installed physical distancing measures and signage to keep 2 meters between individuals where possible.
- Removed or rearranged furniture and or adjusted physical configurations to allow physical distancing.

### **3.3 Third Level Protections: Administrative Controls & Effective Cleaning and Hygienic Practices**

Nimmo Bay has outlined the rules and guidelines for how workers should conduct themselves to reduce the risk of person-to-person transmission, including abiding by rigorous cleaning and hygienic practices to help reduce the spread of Covid-19. These rules and guidelines have been clearly communicated to workers through a combination of training and signage, outlined in section 5.0 Communication Plans and Training.

Detailed below is Nimmo's administrative control measures, cleaning and hygienic practices that all staff and guests must follow, with additional controls applicable to each department's operations.

#### **3.3 A Resort Wide**

##### **Group Sizes, Cohorts and Bubbles**

- Employees of Nimmo Bay are each considered to be an individual household or "bubble". Nimmo Bay will keep small groups of staff members who frequently work together as a cohort and schedule their shifts together as much as possible.
- Each group or "party" of guests will be considered their own household or "bubble".
- All individuals must observe social distancing measures in place in both guest and staff areas.

##### **Reducing Contact**

- Each team member will limit their contact with other members of the team, contractors, and visitors onsite, if a safe physical distance of 2m cannot be maintained.
- Staff will not shake hands with guests or fellow workers. Staff will always step aside and allow the guest to pass with enough distance.

#### Handwashing and Sneeze Etiquette

- Regular hand washing and established handwashing procedures are required by all team members; at minimum when they arrive to the worksite, between job tasks, when encountering an item used by the public, when entering a new work area, immediately before and after any breaks, when entering or exiting the staff dining area, before the end of a shift and when hands are visibly soiled. Additional hand sanitizing is required between the use of any currency or goods exchange between guests.
- Handwashing facilities are accessible by staff throughout the resort. Staff are required to use alcohol-based hand sanitizer if handwashing stations are not available; sanitizer is available at all entrances to rooms across the resort. Signage is posted in these areas.
- Employees should avoid touching their face without washing hands first.
- Employees must practice good cough and sneeze etiquette.

#### High-Touch Surface Areas

- The HUB and Department Heads conducted a survey of the resort to determine high-touch surfaces and created disinfecting schedules as advised by WorkSafeBC to limit the potential for contaminated surfaces in **‘Departmental Covid-19 Cleaning and Disinfecting Checklists’**.
- Daily cleaning and sanitizing checklists are visible and adhered to by each department; monitored and regulated by the HUB team.
- Nimmo Bay uses disinfecting products advised by Health Canada as directed by the label to avoid introducing other hazards to the workplace.
- Rags or soft cloths used in the disinfecting process will only be used once; after use will be added to a separate laundry bin and laundered/disinfected overnight.
- Nimmo Bay provides PPE to the cleaners to protect against the cleaning chemicals.
- Staff radios must be sanitized thoroughly at the start and end of each shift.

### **3.3 B Transfer Points**

- All guests will receive a “Welcome Wellness Kit” at their arrival transfer point that includes an individual hand sanitizer, face mask and information about Nimmo Bay’s Covid-19 Safety protocols.
- All guests must adhere to any Covid-19 safety protocols that will be implemented at all transfer points to and from Nimmo Bay including but not limited to completing a digital Covid-19 Health Check prior and temperature check prior to boarding.
- A mask or face covering is required for all guests on all transfers to and from Nimmo Bay, regardless of transportation method.

#### Air Transport

- All guests traveling to Nimmo Bay via air will be met by a Nimmo Bay airport greeter.

#### Water Transport

- All guests traveling to Nimmo Bay via water will be met by Nimmo Bay's Town Logistics Coordinator and a Nimmo Bay Vessel Operator.
- Team members, contractors, and visitors arriving at Nimmo Bay via boat will wear a mask while underway and all vessels will operate with an appropriate COVID-19 capacity as dictated by Transport Canada.

#### Luggage and Freight

- Onsite distancing and sanitization protocol in staging areas is followed in transfer areas.
- Staff are required to use gloves when handling guest luggage and will avoid cross contamination of incoming and outgoing freight and guest luggage.
- Boat passengers will follow the directions of the Town Logistics Coordinator and boat driver, as well as the protocols found within this document, when loading and unloading vessel freight.
- Team members must be the only ones to handle their personal belongings, and personal belongings are to be put directly into assigned rooms.

### **3.3 C HUB**

#### Arrivals

- Prior to arrival, guests will receive a confirmation phone call and email providing information on the arrival process, individualized check-in, resort services and amenities, fast check-out, covid-19 policies and more.
- Guest arrivals will be greeted by a member of management and will be spaced out to allow for individualized guest check-in.
- Guests will be toured by bubble. During the tour, guest's will be informed of all relevant and updated COVID-19 protocol information, they will also be shown signage, verbally debriefed on their responsibilities, and the measures Nimmo Bay is taking to ensure everyone's health and safety.
- Team members will deliver luggage to the cabin using gloves and will not enter the room. Luggage will be placed just outside the cabin door.

#### Check In

- Full check-in details will be provided to guests in their confirmation email prior to arrival.
- Check ins are conducted individually by group or "party" at the office while physically distancing.
- All nonessential print collateral has been removed from the office to reduce touch points. Material is provided in individualized packages upon guest arrival; additional materials can be made available through the office upon request.
- Nimmo Bay satisfies its requirement to collect contact information for all guests through Guest Information Form.
- Team members will not enter guest rooms upon arrival and will outline room amenities from the entrance and.

#### On Site Activity Booking

- Guest activities will be booked onsite at a safe physical distance with members of the Operations Management team. This is most often done individually in the office and outdoors on the Guest Fire Dock.

#### Cabin Maintenance Issues

- A HUB representative will schedule an in-room inspection for urgent in-room repairs between the maintenance department and the guest. A member of the maintenance team will enter the guest room using full PPE to conduct the investigation and find a resolution; guests are requested to vacate the room during this time.

#### Check Out

- Check out extensions are not being offered at this time. Guests will vacate their cabin(s) at a time outlined by the Operations Manager onsite.
- Guests will be encouraged to post-bill incidentals incurred onsite as well as gratuities. Invoices will be emailed directly to guests.
- If guests prefer to check out using Square, the machine will be sanitized before and after use. Square can also be used throughout the property and the hub will work towards providing this service in open areas where social distancing can be maintained.
- Any print materials left in the room at the end of the guest stay will be collected by the Housekeeping team where they will enter a 24-hour isolation period before being reused.
- If luggage assistance is desired, guests must leave luggage just **inside** the guest room door for staff to collect using gloves and delivering to guest departure mode of transportation.

#### Flex Role

- A rotating sanitation position that reports to the HUB team. This role is designed to help maintain the Cleaning and Disinfecting Checklists for departments, housekeeping on changeover days, crew spaces as defined by “Staff Facilities” in 3.3 J and resort amenities as required.

### **3.3 D Housekeeping**

#### Cabin Service

- Stayover service will only be conducted with the consent of each guest. Housekeepers will not enter cabins while guests are inside said cabin. Stayover service needs will be determined by the Hub Team and guests once the guests have arrived onsite. If a housekeeper should arrive for stayover service, and the guest is in their cabin, we will arrange a time to come back when the guest has vacated the cabin.
- Housekeepers will wear a mask and gloves while in the guest cabin, with a fresh pair of gloves worn for each new cabin. Housekeepers will also be required to wash or sanitize hands whenever removing or changing gloves.
- Housekeepers will not touch guest’s personal items during service.

- Upon entering the guest room the housekeeper will leave the door open, open the room window, whenever possible, and turn the bathroom fan on for increased ventilation.
- The only tools to enter the room will be the necessary cleaning supplies, and any fresh amenities that need to be replaced. No items that have been removed from a previous room will enter another guest room.
- All housekeeping tools will be sanitized at the end of each housekeeper's shift.
- If Bio-hazardous material is present in the guest cabin, the housekeeper will don a full hazmat suit and all required PPE to appropriately remedy the situation.

#### Change Over Days

- Guest rooms are vacant for a minimum of 3 hours prior to the next occupancy. When applicable back-to-back cabin bookings will be avoided to create an isolated resting period between guest departure and entrance into the room by housekeepers.
- Guest rooms are fully cleaned and sanitized between guests following the housekeeping checklist. This includes, but is not limited to, hard surfaces, soft surfaces, high touch points, and items in the room.
- Any item that cannot be properly sanitized will be removed and replaced with a fresh one.
- The head housekeeper will work with the Hub to manage the lodge-wide Covid-19 sanitation schedule.

#### Amenities

- Each guest room is stocked with fresh and sanitized amenities for each guest's stay. Nimmo encourages guests to communicate any amenities that they would like brought to their cabin prior to departing for the day's guided activities. All non-essential items are removed from cabins including but not limited to, extra throw pillows, extra blankets, cabin critters, extra beverages and the basket under the sink containing small items that a guest may have forgotten, books and eye masks.
- Additional amenities and removed non-essential items are available upon request.
- Hampers for used linens and laundry are placed outside of each cabin for guest use.
- Amenity Delivery
  - o Items will be delivered using gloves with items on a tray, placed on a sanitized table outside of the guest room. Team members will knock to announce the items, step back from the door, and allow guests to retrieve items. They will then remove the tray and table, sanitize them, and return to the appropriate location.

#### Common Areas

- When at all possible the housekeeping team and departmental team will service these areas when no guests are present. If staff must clean an area with a guest present, they will remain 2m from them while conducting their duties.

- All surfaces and high touch points will be sanitized according to our departmental checklist.

#### Laundry Room

- All linens, waste, and items that need to be changed between guests will be removed from the room prior to fresh items for the next guest being brought in. There will be no cross-contamination between guests.
- While removing linens, the housekeeper will take care to avoid shaking the linen.
- Gloves will be worn by staff when handling any laundry, with new gloves being applied after each load.
- Directional procedures in the laundry room will keep clean laundry physically separated from dirty laundry at all times.

#### Other Areas

- The Housekeeping team and Flex Role are responsible for cleaning and disinfecting the following resort areas: office, lodges, gym, rain shower, and storage rooms.

### **3.3 E Guest Activities (Guides)**

#### Guided Activities

- All guided activities below require pre-booking to accommodate scheduling.
- Pre-booked activities have staggered start and end times where possible, ensuring maximum area/vessel capacity is not exceeded.
- Each group's activities will be privately guided to ensure that guests can safely socially distance and maintain the integrity of their "bubble".
- Occupancy, distancing, and traffic flow signage is in place specific to each activity center.
- Guides and guests will wear masks during all activities.
- 3<sup>rd</sup> Party Activities providers such as West Coast Helicopters have specific Covid-19 requirements for travel and activities communicated to guests upon booking. All guests must adhere to any Covid-19 safety protocols that will be implemented by 3<sup>rd</sup> party activity providers.
- Minimum 10 minutes for cleaning to be incorporated in scheduling between activities.
- Equipment, vessels, and other modes of transport are cleaned according to government health regulations between each guest use and labeled accordingly.

#### Guide Office and Guide Shack

- Guest entry is not permitted to the Guide Office or Guide Shack
- Gear storage area for guest reuse items on multiple day adventures.
- Separated area for returned gear prior to cleaning.

#### Other Areas

- Guides are responsible for cleaning and disinfecting the following resort areas: Guide Office (front and back), Guide Shack, Dry Room, Sauna, rooms that are being utilized as isolation spaces for gear, vessels, kayaks, paddle boards, gear, safety equipment & apparel.

### 3.3 F Wellness

- All wellness treatments including yoga classes are by appointment only, and can be arranged on site through the Operations Manager.
- Masks are mandatory in all indoor spaces including treatment rooms and when face up on massage tables.
- All nonessential print collateral has been removed to reduce touch points. Wellness material is provided in individualized packages upon guest arrival; additional materials can be made available through the office.
- Upon arrival, guests will be greeted by their practitioner where they are directly led to their treatment room.
- All wellness appointments are scheduled to include time for a complete sanitation of treatment rooms between guests.
- Wash/Sanitize hands between guest interactions and cleaning the treatment spaces.

#### Practitioners and Treatments

- All non-essential items will be taken out of both massage rooms.
- Masks are mandatory in all indoor spaces including treatment rooms and when face up on the massage table.
- Both guests and team members are asked to wash their hands before and after any treatments.
- Upon completing treatment, the practitioner will wash their hands thoroughly up to elbows, instruct guest(s) to change back into their clothes and be waiting outside of the treatment room to escort guests from treatment rooms.
- There will be a 30-minute window in between each massage to allow for proper cleaning and sanitation of the space. Sanitize all surfaces in each treatment room after each treatment is completed and the guest has departed.
- Wash hands before and after stripping the room. Laundry will be placed in specified and labeled locations.
- Change to new gloves to remake the room with fresh linens.

#### Yoga Classes - **\*\*This section to be amended to match all current public health orders at the time of operations\*\***

- Mask use by instructor and guests is not mandatory as physical distancing can be achieved; masks can be worn upon request if preferred.
- Yoga classes will be conducted outdoors when applicable
- The instructor will not do hands-on adjustments.
- Classes will be designed to reduce the use of props, but if used will be properly sanitized before and after use.
- Yoga mats and a towel will be provided for each guest and placed 2m apart.
- Team members to wash hands and put on new gloves to sanitize the mats and leave them to rest in the studio. Any linens used in class will immediately be taken to laundry facilities.

#### Retail

- All testers will be removed and are available upon request.
- Only one item of each product is on display, the remaining product is in storage and is restocked as needed.
- If a guest wishes to purchase, obtain a new product from storage, sanitize hands prior to touching guest items.

#### Other Areas

- The Wellness Team is responsible for cleaning and disinfecting the following resort areas: both massage rooms, pro-shop and the yoga space.

### **3.3 G Front of House (Little River) - \*\*This section to be amended to match all current public health orders at the time of operations\*\*.**

- Nimmo's dining services have been modified to ensure proper sanitization can take place and distancing can be maintained.
- When applicable, guest dining will occur outdoors at tables situated on our patio-style Guest Fire Dock.
- Tables have been spaced to allow for proper distancing between each household and pathways have been modified to reduce traffic.
- Table sizes are limited to a maximum of 6 guests. All guests will be seated at tables with 2 meters between. Guests will be escorted to their assigned table and are not permitted to move from table to table.
- Guests are not permitted to take food and drink in Little River without being seated.
- Liquor service will cease at 11:00pm and not resume until 9:00am the following day as per the PHO. Guests may stay in the restaurant until 12:00pm, if there is meal service available.

#### Table Setting

- The lodge and outdoor spaces will be reset between every trip and tailored to the number of guests on site.
- Tables will be bare except vase or candle and will be set in front of the guest at each service.
- Salt and Pepper to be offered with each table and sanitized after guests' use.
- All tables, vases/candles, chairs will be sanitized with a new cloth between seating's (chairs will be last) For PM sanitizing, the underlays get wiped.
- Bar seating will no longer be available.

#### Glassware

- Glassware can remain in the lodge, but should be placed lips down in an open space
- All bar service ware will be behind the bar out of guest site lines. Only certain wine glasses will be in open areas and a cleaning/ final polish will be done before each use.

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- All barware will be kept in disinfectant solution between uses, disinfectant will be changed every hour.

### Guest Facing Duties

- One team member will have guest facing duties which include but are not limited to; greeting guests, taking orders and order dissemination.
- Responsible for sanitizing workstations, including the square terminal, pens, trays, etc. as per the cleaning and disinfecting checklist.
- All Menus are printed as single use items and will be disposed of following each service.
- Wash/sanitize hands after handling menus.
- Pump container of cleaner and towels will be at the bar station.
- All cleaning cloths will be discarded after use into a labeled separate laundry hamper.
- Guests can hang their own coats on their chairs due to restrictions with handling personal items.

### Service Duties

- One team member will have service duties which include but are not limited to; running food, clearing plates, making cocktails, pouring wines.
- Maintain a 2-metre distance from the tables whenever possible.
- Leave guest napkins where they place it when they leave the table (i.e. do not fold over the armchair).
- In the event that any food is returned to the kitchen on plates that have touched the guests table, it will require the entire plate to be remade. The returned plate cannot touch the kitchen pass but rather will be handled by serving staff.

### Bar Program

- Team members will maintain six feet of distance when behind the bar. Masks will be worn whenever team members are behind the bar.
- Garnishes are still allowed to be used, but they must be premade and cannot be cut to order. The garnishes must be properly dehydrated and stored in a sanitized container before going onto drinks.
- All wines will be handled by service staff only and will be stored in the wine prep area on the side bar.
- If a guest requests to pour their own wine, the service team will no longer handle the bottle after it has been presented to the table.

### Other Areas

- Front of House staff are responsible for cleaning and disinfecting the following resort areas: Little River front of house and anchor lodge.

### 3.3 H Kitchen

- The Kitchen Team should avoid the use of hand sanitizer when handling food.
- No guests will be allowed into the Kitchen area.
- Team members require permission from the kitchen prior to entering any of the following spaces: kitchen, dish pit, pastry and food storage facilities.

#### Kitchen

- Food preparation will remain similar to before and diligent hand washing and sanitation of spaces will be upheld to a standard that meets and exceeds all industry guidelines.
- Breakfast, canapes and dinner will be served to each individual group/household's table.
- Items such as additional snacks, cream, sugar, etc. will be stored in a separate packed lunch and will be served by guides to mitigate food waste and the potential for any cross contamination.
- The coffee station will still be available, sanitation instructions before and after each use will be posted.
- All mise en place to be labelled and dated without exception.
- All workers will have separate containers for clean and used utensils. Tasting utensils are used once and placed into the used container.
- Sanitizer bottles will be clearly labelled and dated.
- Signs reminding staff members to wash or sanitize their hands before touching self-serve food, drink, or other items, and to maintain a 2m distance from other patrons are posted throughout the kitchen.
- Gloves are used in food handling whenever possible and applicable.

#### Dish Pit

- All food returning on plates from guests is immediately placed in the compost before placing in the dishwashing area.
- Dishwashing area is neat and organized to provide space for all used dishes.
- All personal dishes are to be put in the designated dish area and are not to be left out on counters.
- Cooking equipment and utensils will be washed using a dishwasher that is capable of achieving disinfection (high temperature rinse cycle). If washed by hand, the three sink process (wash, rinse, sanitize) will be performed, ensuring that all equipment and utensils are disinfected. Particular temperature and chemical requirements apply to commercial equipment disinfection; see BCCDC and Provincial Health Services Authority Dishwashing Requirements for more details.

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#### Team Meal

- There will be no guest leftovers available for staff consumption.
- No team member to help themselves to any food in the fridges. There will be snacks readily available in New Crew including chips, fruit, veggies and bars.

- Team members are encouraged to dine outside or in their rooms at their scheduled meal times.

**Other Areas**

- Kitchen staff are responsible for cleaning and disinfecting the following resort areas: Kitchen, Pastry, Dish Pit and Food Storage areas.

**3.3 I Pro Shop**

- One size of each style and colour will be available in the Pro Shop, remaining sizes are stored in storage.
- Guests will still be able to try on different sizes and styles of items. The clothing items will then be steam cleaned before being returned to storage or display.
- Unwanted items including hangers are collected and stored and will enter a mandatory isolation period of up to 3 hours and/or after the proper cleaning protocols are able to be conducted.
- Only one staff member at a time will be permitted to enter the designated storage areas.

**3.3 K Resort Amenities**

We ask all guests to use these amenities in their party or “bubble” only, unless noted differently below physical distancing can be achieved. We also ask our guests to abide by their scheduled use times to allow all guests an opportunity to enjoy these spaces. Cleaning and disinfecting protocols are in place and are executed by the sanitation team.

Hot Tubs	Remain open to guests; please check in with the HUB team prior to use as this space is being pre-booked. Hot tub towels are available in the hot tub area and are replaced between each group’s use.
Rain Shower	Remains open to guests; please check in with the HUB team prior to use as this space is being pre-booked and sanitized between each use. Towels are available in the hot tub area and are replaced between each group’s use.
Fire Dock	Remains open to guests; all furniture spaced 2m apart between bubbles
Floating Sauna	Remains open to guests; this facility is always pre-booked with an Operations Manager prior to use.
Gym	Remains open to guests and is sanitized between each use; please check in with the HUB team prior to use as this space is being pre-booked.
Anchor Lodge	Remains open to guests and is sanitized between each use. Mini-bar items made available through Little River.

### 3.3 J Staff Facilities

Cleaning and disinfecting protocols are in place as laid out in the Cleaning and Disinfecting checklist and are executed by the flex position and rotating sanitation team.

#### Team Housing

- Team members will be assigned specific housing groups with a limited number of residents per building.
- Team members must not gather inside crew-houses that are not their assigned living quarters.
- Team members are responsible for completing cleaning duties assigned to their team accommodation and shared staff bathroom as outlined in **Nimmo Bay Covid-19 Staff Accommodations Cleaning Protocol**. The Flex role will support the sanitation of team accommodation spaces.

Staff Accommodation Common Areas	Remain open to residents of that specific building, provided that occupancy limits and stringent cleaning protocols are observed by each team member using these spaces, as laid out in the Cleaning and Disinfecting checklist.
Staff Laundry	Remains open; occupancy limit is 2 people, and laundry rooms are assigned by building of residence.
Staff Events	Will be permitted provided they are executed in a socially distant manner that follows all public health orders and are approved by an Operations Manager.
Gym	Remains open to staff but must be pre-booked in Slack and approved by the Hub team.
Team Gear	<p>Team members are strongly encouraged to bring their own gear for post work activities.</p> <p>If a team member uses Nimmo Bay gear and/or equipment for an activity, they take responsibility for the sanitation and cleaning of said equipment. In using Nimmo Bay gear and/or equipment, team members are also required to seek the counsel of the Head Guide to ensure that they are aware of the correct sanitation procedure for any items they may use. Signage and instructions for the proper sanitation and storage of equipment/gear will be posted in the Guide Shack.</p>

### 3.4 Fourth Level Protections: Personal Protective Equipment (PPE)

Staff and guests of Nimmo Bay will adhere to the **PHO Mask Mandate Order** that requires mask use in indoor settings. Understanding the limitations of masks to protect the wearer from respiratory droplets and that masks as part of the PPE strategy, are used when elimination, engineering and administrative controls cannot be implemented. Signage is posted throughout

property and staff have been trained on the proper use of masks as outlined in section 5.0 Communication Plans and Training.

### **3.41 Masks**

- Guests and staff are required to wear a mask or face covering in all indoor public spaces while on Nimmo Bay Property and when participating in transportation and or activities provided by Nimmo Bay whereby physical distancing is not achievable with staff or guests outside of their party or “bubble”.
- Staff are required to wear a mask or face covering when interacting with guests or fellow staff if 2-meter distancing can not be maintained, regardless of indoor or outdoor setting.

Exemptions for required mask use will be granted as per the **PHO Mask Mandate Order**:

- People with health conditions or with physical, cognitive, or mental impairments who cannot wear one.
- People who cannot remove a mask on their own.
- Children under the age of 12.
- People who need to remove their masks to communicate due to a hearing impairment.
- When seated at your table for the purpose of eating and drinking.
- When in a massage treatment, face down.

### **3.42 Gloves and other PPE**

Gloves and other PPE are available for staff for additional protection for tasks involving higher risk including but not limited to housekeeping services and handling guest luggage. Supplies are available throughout resort property and team members will be trained to the location of these items during team building.

## **4.0 Covid Related Policies**

Nimmo Bay has implemented the following policies on addressing illness that arises in the workplace, and how workers can be kept safe in adjusted working conditions. Nimmo will treat any individuals presenting potential symptoms of COVID-19, or who may have come into contact with COVID-19 with respect and dignity.

### **4.1 Property Access**

- No individual who is experiencing symptoms related to COVID-19 as defined by **WorkSafe BC Entry Check, Covid-19 Symptoms**, has been identified by Public Health as a close contact of someone with Covid-19, or has otherwise been directed by Public Health will be permitted to arrive at Nimmo Bay property.
- No individual will be permitted to visit Nimmo Bay for the purposes of quarantine or self-isolating.
- Any individual arriving from outside of Canada must complete their required self isolation before being permitted on the property.

### **4.2 Potential Covid-19 Infection: Staff, On Site**

If a staff member begins to experience symptoms related to COVID-19 as defined by **WorkSafe BC Entry Check, Covid-19 Symptoms**, has been identified by Public Health as a close contact of someone with Covid-19, or has otherwise been directed by Public Health to self-isolate while on site at Nimmo Bay, the following process will be followed:

#### **Step 1: Isolate & Report**

<b>Timeline</b>	<b>Who</b>	<b>Action</b>
Immediately	Team Member	Isolate in their personal room.
Immediately	Team Member	<ul style="list-style-type: none"> <li>- Conduct a self-check using <a href="#">BC COVID-19 self-assessment tool</a>.</li> <li>- Report symptoms and or exposure potential to their direct manager and an OFA 3 attendant. If the direct manager is not on site, please report to the Operations Manager.</li> <li>-If the worker is severely ill (IE difficulty breathing, chest pain), the direct manager will immediately inform the HUB and involve first aid who will call 811 and activate emergency evacuation procedures for the worker.</li> </ul>

#### **Step 2: First Aid Check & Info Collection**

<b>Timeline</b>	<b>Who</b>	<b>Action</b>
Immediately	Direct Manager	-Disclose all relevant information to the HUB who will arrange for an OFA 3 first aid attendant to visit the team member.

> 1 Hour	OFA 3 Attendant	<ul style="list-style-type: none"> <li>- Perform a first aid check in conjunction with 811 Health which includes a temperature check.</li> <li>- <u>Collect close contact information</u>: defined as any individual who could have been exposed to the case's respiratory droplets from coughing, sneezing or speaking.</li> <li>- Report close contact information to the Operations Manager.</li> </ul>
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### Step 3: Escalate if Required

If it is determined by the staff and confirmed by the OFA3 attendant and public health nurse via 811 that further steps are not required, the following process will be activated:

Timeline	Who	Action
24 hours	Team Member	<ul style="list-style-type: none"> <li>- Self-monitor for 10 days using the <u>BC COVID-19 self-assessment tool</u> and report any new symptoms to the OFA 3 attendant.</li> <li>- Continue to proceed with normal work functions following all H&amp;S guidelines and protocols.</li> </ul>

If it is determined by the staff, the OFA3 officer, or at the advise of the public health nurse via 811 to escalate, the following process will be activated:

Timeline	Who	Action
Immediately	Command Centre	<ul style="list-style-type: none"> <li>- Arrange a marine transfer of the individual(s) to the nearest Rapid Testing Facility as soon as possible.</li> <li>- Team members are responsible for having a designated safe space that they can travel to and stay at while awaiting test results.</li> <li>- Nimmo Bay will cover the costs of this marine transfer, but will not provide food or accomodation while the team member awaits test results.</li> </ul>
> 1 Hour	Command Centre	<ul style="list-style-type: none"> <li>- Notify close contacts of potential exposure</li> <li>- If on Nimmo Bay property, close contacts are asked to self-isolate in their assigned team accommodation until the symptomatic person(s) results are concluded. Diligent cleaning protocols of shared staff bathrooms must be followed during this time. Meal service will be provided in accordance with below.</li> <li>- Close contacts who are no longer on Nimmo Bay property will be notified via email and/or phone and are advised to self monitor.</li> </ul>
> 2 Hours	Direct Manager	<ul style="list-style-type: none"> <li>- Brief the direct team of a potential exposure within the department.</li> <li>- Arrange for their workspace to be cleaned and disinfected.</li> <li>- Reaffirm H&amp;S protocols and advise increased safety measures and self monitoring for the next 48 hours.</li> </ul>

> 2 Hours	OFA 3	Close contacts checks - Perform a first aid check in conjunction with 811 Health which includes a temperature check. - Activate this procedure if determined close contacts must escalate.
> 4 hours	Direct Manager	Coordinate an appropriate meal service to be delivered to the staff room. Meals will be delivered outside of the door; dishware will be collected after the symptomatic person(s) are vacated.
After vacating Nimmo Bay Resort	Housekeeping Department Head	- Arrange for the exposed room to have a window opened to encourage ventilation and to seal the outside door. - Arrange for thorough cleaning and disinfecting of staff shared bathroom and to collect any dishes from meal service provided. - Arrange for any relocated roommate(s) to return to their staff accommodation. - Arrange for thorough cleaning and disinfecting of a vacated safe staff room.

### 4.3 Positive (+) Test Results Procedures:

When a person tests positive for Covid-19, they become a “case”.

- The infected individual(s) are required to complete their mandated quarantine off-site in their personal “safe-space”. They will not be permitted to return to resort property until they can produce a documented negative Covid-19 test result.
- Nimmo Bay will help to arrange transportation and/or lodging for any person(s) required to quarantine who may need assistance. The cost of transportation and lodging will be incurred by the individual.
- The Operations Managers will inform guests and team members of positive test result(s).
- Those already self isolating and any additional individuals that have self-identified or have been identified via contact tracing as having potentially been exposed to COVID-19 are required to quarantine offsite for 14 days.
- The Command Centre will debrief and examine the Covid-19 plan effectiveness.

### 4.4 Negative (-) Test Results Procedures:

- The individual can only return back to work when they feel well enough to do so and can present negative Covid-19 test result documentation via email to the Health and Safety Officer and/or Operations Managers, who will inform the First Aid team and the Department manager.

- The Hub team will arrange for the team member to return to Nimmo Bay Resort via scheduled marine transportation.
- The individual will be required to diligently clean their assigned team accommodation.
- They can return to normal work duties, operating in a safe manner.
- They will be asked to self-monitor symptoms for a complete 14-day cycle and report any new covid symptoms to the department manager.
- Management will debrief about adherence to protocols and any adjustments required to processes.

#### **4.5 Potential Covid-19 Infection: Staff, Off Site**

If a team member begins to experience symptoms related to COVID-19 as defined by **WorkSafe BC Entry Check, Covid-19 Symptoms** has been identified by Public Health as a close contact of someone with Covid-19, or has otherwise been directed by Public Health to self-isolate while **off site** of Nimmo Bay, that individual must:

- Not return to Nimmo Bay Resort until the prescribed self-isolation period has passed or a negative test result.
- Visit the nearest rapid testing facility and self-isolate while they await results.
- Immediately report a potential exposure and share close contacts to Nimmo Bay's Health and Safety Officer or Operations Managers.

The Health and Safety Officer and/or Operations Managers will then immediately:

- Notify close contacts of potential exposure and activate procedures outlined above.
- Brief the direct team on a potential exposure within the department and arrange for their workspace to be cleaned and disinfected.
- Arrange for a thorough cleaning and disinfecting of the staff accommodation and shared bathroom
- Arrange for work coverage if it's expected that you will not be able to return to Nimmo Bay for your regularly scheduled shift.
- Activate positive and negative test protocols based on the notice from the individual.

#### **4.6 Potential Covid-19 Infection: Guests, On Site**

This section is currently under development and will be posted in completion prior to the commencement of our operational season.

If a guest begins to experience symptoms related to COVID-19 as defined by **WorkSafe BC Entry Check, Covid-19 Symptoms**, has been identified by Public Health as a close contact of someone with Covid-19, or has otherwise been directed by Public Health to self-isolate while on site at Nimmo Bay, the following process will be followed:

**Step 1: Isolate & Report**

Timeline	Who	Action
Immediately	Gueset	Isolate in their personal cabin.
Immediately	Guest	- Conduct a self-check using <a href="#">BC COVID-19 self-assessment tool</a> . - Report symptoms and or exposure potential to any member of the Operations Office and or an OFA 3 attendant.

**Step 2: First Aid Check & Info Collection**

Timeline	Who	Action
Immediately	Guest	-Disclose all relevant information to the Operations Managers and OFA 3 attendant
Immediately	OFA 3 Attendant	- Perform a first aid check in conjunction with 811 Health which includes a temperature check. - <u>Collect close contact information</u> : defined as any individual who could have been exposed to the case’s respiratory droplets from coughing, sneezing or speaking. - Report close contact information to the Operations Manager.

**Step 3: Escalate if Required**

If it is determined by the OFA3 attendant and public health nurse via 811 that further steps are not required, the following process will be activated:

Timeline	Who	Action
24 hours	Guest	- Self-monitor for 10 days using the <a href="#">BC COVID-19 self-assessment tool</a> and report any new symptoms to the OFA 3 attendant or operations team. - Continue to proceed with normal activities while diligently practicing all Covid-19 policies.

If it is determined by the OFA3 attendant, or at the advise of the public health nurse via 811 to escalate, the following process will be activated:

Timeline	Who	Action
Immediately	Command Centre	- Arrange a marine transfer of the individual(s) to the nearest Rapid Testing Facility as soon as possible. - Nimmo Bay will cover the costs of this marine transfer. - Nimmo Bay will assist in arranging transportation and lodging for the guest(s) following their departure, the cost of which will be incurred by the guest.
> 1 Hour	Command Centre	-Notify close contacts of potential exposure

		- Close contacts who are no longer on Nimmo Bay property will be notified via email and/or phone and are advised to self monitor.
> 2 Hours	Operations Manager, OFA 3 attendant and or Health and Safety Officer	- Brief the direct team of a potential exposure - Brief the guests on a potential exposure. - Arrange for increased cleaning and disinfection protocols to be activated. - Reaffirm H&S protocols and advise increased safety measures and self monitoring for the next 48 hours.
> 2 Hours	OFA 3	Close contacts checks - Perform a first aid check in conjunction with 811 Health which includes a temperature check. - Activate this procedure if determined close contacts must escalate.
After vacating Nimmo Bay Resort	Housekeeping Department Head	- Arrange for the exposed room to have a window opened to encourage ventilation and to seal the outside door. - Arrange for thorough cleaning and disinfecting of staff shared bathroom and to collect any dishes from meal service provided. - Arrange for any relocated roommate(s) to return to their staff accommodation. - Arrange for thorough cleaning and disinfecting of a vacated safe staff room.

#### 4.7 Covid-19 Leave

As per the Employment Standard Act, an employee can take unpaid, job-protected leave related to COVID-19 if they're unable to work for any of the stated reasons. If an employee is on a leave covered by the Employment Standards Act, their employment is considered continuous. When leave ends, an employee can come back to their job or one like it. The employer must contact the employee to arrange the employee's return to work. For more information, please visit the [link](#).

#### 4.8 Working Alone Policy

In an effort to reduce possible transmission, staff will be encouraged to complete tasks individually, when it is safe to do so. To safely work independently, staff must have access to proper communication tools and safety equipment.

- Staff must have an assigned resort radio with sufficient battery life on them at all times. If work tasks are out of radio range, staff must have an appropriate other method of communication with sufficient battery life at all times including but not limited to: a satellite phone or VHF radio.

- Staff must be properly trained on how to safely operate equipment and it must be safe for them to do so independently.

#### **4.9 Violence Policy**

**Currently Under Development - Team Members will be trained to non-violent communication and de-escalation techniques during Team Building.**

### **5.0 Communication Plans and Training**

Nimmo Bay will ensure that all individuals entering Nimmo property for work or otherwise are aware of Nimmo Bay's Covid-19 Safety Plan by executing the following measures:

#### **5.1 Guest Communication**

- First Aid assistance is available to guests through the operations office.
- If guests have questions or concerns about Nimmo's Covid-19 policies or procedures, they can inform any team member and a member of Management will speak with them momentarily.
- Signage is posted throughout the property including occupancy limits, effective hygiene practices, and entry restrictions including workers and visitors who are ill.
- Guests receive pre-arrival communication emails and a Wellness Kit upon arrival that detail Nimmo's Covid-19 Safety Plan. The touring staff member will also provide a safety overview during orientation.

#### **5.2 Team Communication**

- First Aid assistance is available through the operations office.
- If team members have questions or concerns about Nimmo's Covid-19 policies or procedures, they are to inform their direct manager or speak with the Health and Safety Officer.
- Staff will receive the Nimmo Bay Covid-19 Safety Plan digitally via email alongside other departmental training material prior to arrival.
- There is a designated information area in the New Crew and the Operations Office dedicated to all health and safety information for workers, which will include Covid-19 information and Nimmo's Covid-19 Safety Plan.

#### **5.3 Team Training**

- Nimmo Bay will provide a formal Health and Safety Training session during staff orientation led by the Health and Safety Officer and or to any new employees that begin after resort-wide orientation, have new or amended job duties, or if the Covid-19 policies change. This Health and Safety Training session will include: reviewing the Nimmo Covid-19 Safety Plan, proper mask use, effective cleaning and hygienic practices.

- Nimmo Bay will provide formal training and strategies required to address the risk of violence that may arise as guests and members of the public adapt to restrictions or modifications to the workplace.
- Supervisors and managers will participate in a formal training session on monitoring workers and the workplace to ensure policies and procedures are being followed.
- The Health and Safety Officer will lead formal training for employees related to their departmental policies on a monthly basis.
- First Aid Attendants have been provided OFA3 protocols for use during the Covid-19 pandemic and will receive training with the Health and Safety Officer during their orientation.

## **6.0 Monitoring and Updating Plans**

Nimmo Bay is prepared to monitor and update this Covid-19 Safety plan to reflect current PHOs and guidance set forth by BC's Center for Disease Control and WorkSafe BC. Nimmo has a plan in place to monitor risk and to make changes to our policies and procedures as necessary.

### **6.1 Monitoring Risk**

- Nimmo Bay's Joint Health and Safety Committee meets once a month in a physically distanced space, chaired by the Health and Safety Officer. This meeting will include a portion designated to Covid-19 topics including collecting feedback from members on the Nimmo Covid-19 Safety Plan, monitoring risk, and potential areas of improvement.

### **6.2 Updating Plans & Communicating Changes**

- The Health and Safety Officer is responsible for updating the Nimmo Bay Covid-19 Plan as necessary in consultation with Joint Health and Safety Committee (and by extension the team), and Department Heads in adherence to all public health guidance.
- The Health and Safety Officer is responsible for communicating changes to guests and department heads who will in turn communicate to staff.
- The Health and Safety Officer is responsible for keeping staff communication boards and information sheets updated.

## **7.0 Resources**

### **7.1 Province of British Columbia Orders and Notices**

- [BC's Restart Plan](#)
- [BC Employment Standards Act](#)
- [PHO Federal Quarantine Order](#)
- [PHO Food and Liquor Service Premises](#)
- [PHO Gatherings and Events](#)
- [PHO Mask Mandate Order](#)
- [PHO Travellers and Employers Order](#)
- [PHO Workplace COVID-19 Safety Plans](#)
- [PHO Workplace Safety](#)

### **7.2 BC Center for Disease Control**

- [BC CDC Beaches](#)
- [BC CDC Contract Tracing](#)
- [BC CDC Disinfecting and Cleaning](#)
- [BC CDC Disinfection for Non-emergency Transport Vehicles](#)
- [BC CDC Guideline for Group Low Intensity Exercise](#)
- [BC CDC Hotels and Tourism](#)
- [BC CDC Guideline for Playgrounds](#)
- [BC CDC Guideline for Recreation Facilities](#)
- [BC CDC Guideline for Swimming Pools](#)
- [BC CDC Parks and Recreational Facilities](#)
- [BC CDC Print Resources](#)

### **7.3 WorkSafe BC**

- [WorkSafe BC Accommodation Protocols for Returning to Operation](#)
- [WorkSafe BC Cleaning and Disinfecting](#)
- [WorkSafe BC Covid-19 Safety Plan Outline](#)
- [WorkSafe BC COVID-19 Safety Plan OHS Guideline](#)
- [WorkSafe BC Entry Check, Covid-19 Symptoms](#)
- [WorkSafe BC How to Use a Mask](#)
- [WorkSafe BC Mental Health – Employers](#)
- [WorkSafe BC Mental Health – Workers](#)
- [WorkSafe BC OFAA Protocols](#)
- [WorkSafe BC Personal Services Protocols for Returning to Operation](#)
- [WorkSafe BC Reviewing and Updating Covid-19 Safety Plans](#)
- [WorkSafe BC Retail Protocols for Returning to Operation](#)
- [WorkSafe BC Selecting and Using Masks](#)
- [WorkSafe BC Violence in the Workplace](#)

### **7.4 Other Approved Industry Specific Resources**

- [Covid-19 Course](#)

## **7.5 Internal Documents to Support**

- [Nimmo Bay Participant Release Form?](#)
- **Nimmo Bay Covid-19 Occupancy Limits**
- **Nimmo Bay Departmental Covid-19 Cleaning and Disinfecting Checklists**
- **Nimmo Bay Covid-19 Staff Accommodations Cleaning Protocol**
- **Resort Guide**