

Ontario's New COVID-19 Screening Requirements for the Workplace: Is Your Business Prepared for Mandatory Screenings?

The Ontario government recently amended rules for areas in stage three of the economic reopening plan in response to the rise of COVID-19 cases. As a result, organizations in Ontario must now follow advice, recommendations, and instructions issued by the Ministry of Health on screening for COVID-19.

The Ministry of Health recommends using the [COVID-19 Screening Tool for Workplaces](#), which should be applied to all businesses and organizations. The tool includes questions to determine whether an individual has symptoms of COVID-19, has recently travelled outside of the country, or has had close contact with someone who may have COVID-19.

Who requires screening

All employees and essential visitors must be screened every time they enter the business; screening customers and first responders is not required. Essential visitors could include maintenance workers, couriers, or other individuals that your business relies on. Screening must be conducted before or immediately upon arrival at the workplace each day.

These screening regulations do not apply to specific settings where existing screening is already in place.

How to screen

A representative of the organization must ask the questions provided on the screening tool. Additional questions may be asked to meet the specialized needs of the workplace. An individual passes the screening when they answer "no" to all the questions (indicating that they are less likely to have COVID-19). If the individual answers "yes" to any question on the screening tool, they must not be allowed into the workplace.

Timeline for record-keeping

Currently, no requirements exist for the length of time that organizations must keep screening records, but it may be beneficial to keep records for 30 days for contact tracing purposes.

Summing it up

- The Ontario government has implemented mandatory COVID-19 symptom screening in nearly all Ontario workplaces
- The Ministry of Health has provided a tool for organizations to screen workers and essential visitors upon entering the workplace
- Employees and essential visitors must be screened for COVID-19 before entering the workplace each day.
- Individuals who do not pass the screening should not be allowed into the workplace.

Contact us today for more information.