



**November 24, 2009**

## **City Council Committee Report**

**To: Mayor & Council**

**Fr: Sharen McDowall**

**Re: City of Kenora Pandemic Policy**

### **Recommendation:**

THAT Council of the City of Kenora give three readings to a by-law, authorizing a new City of Kenora–Pandemic Policy HR-2-20

### **Background:**

Providing a safe and healthy workplace for all our employees is important to the City. We all need to work together to share information and take appropriate actions when necessary. Strains of influenza are circulating throughout the world all the time. Influenza and other (severe) respiratory infections are transmitted from person to person via the respiratory route. According to the World Health Organization (WHO) Influenza Pandemics arise when all four of the following occur:

- A novel influenza A virus emerges
- The new virus can spread efficiently from human to human
- The new virus causes serious illness and death
- The population has little or no immunity to the new virus

The City of Kenora will likely face bouts of absenteeism as a result of employees exposure to influenza or whose family members may have been infected and they need to stay home as a result. The City will be required to continue to deliver services during this time. It is important that management make decisions based on the best interest of its employees, the organization, and the community to ensure the health and well-being of all. A safe and healthy workplace is important to the City.

This policy was developed to provide managers and supervisor with basic reference information, assist in responding to employee queries, and provide guidance regarding business continuity/workforce planning as it relates to pandemic contingency planning.

### **Communication Plan/Notice By-law Requirements:**

Policy will be circulated to all staff and updated on the City Portal.