

Level 1	Level 2	Level 3	Level 4	Level 5
<ul style="list-style-type: none"> • Low virus spread • High health system readiness 	<ul style="list-style-type: none"> • Moderate virus spread • High health system readiness 	<ul style="list-style-type: none"> • Moderate virus spread • Moderate health system readiness 	<ul style="list-style-type: none"> • Moderate to high virus spread • Low to moderate readiness 	<ul style="list-style-type: none"> • High virus spread • Low readiness

Employment considerations	Health & Safety considerations
<ul style="list-style-type: none"> • Phased return of employees to workplace in stages and/or batches • Allowing employees to continue to work from home (particularly high risk employees) • There may not be a return to full production Employer may not be permitted to return to full production (depending on risk of transmission) • Leave for employees who may need to be quarantined or isolated • Applying for government assistance (Temporary Employee-Employer Relief Scheme) if operations remain partially closed • Protection of employees' medical information and privacy • Disciplinary and/or incapacity issues that may arise if an employee(s) refuses to report to work or fail to abide by health and safety standards • Potential discrimination claims where some employees have been requested to return to work and others have not • Measures to implement to avoid retrenchments • Accommodation of high risk employees 	<ul style="list-style-type: none"> • Preparing the workplace for the return of employees (ie adopting necessary health and safety measures) • Gatherings will still be prohibited (including in the workplace) • Purchasing additional personal protective equipment (particularly and masks) and sanitizers and disinfectants • Purchasing cloth masks for employees to use while at work • Introducing administrative controls (including medical surveillance, symptoms screening and temperature checking) • Designating a particular area in the workplace for quarantine by employees who display symptoms • Maintaining social distancing and encouraging proper hygiene practises (including regular hand washing) • Introducing engineering controls (including proper ventilation systems in the workplace) • Medical testing of employees • Training on Covid-19 and health & safety for employees • Building access control by employees, visitors, customers, clients or contractors • Transport and commuting of employees • Maintaining a travel policy • Clear emergency plan in the event that an employee(s) tests positive for Covid-19