

Purpose

The purpose of this policy is to establish procedures to be followed when an employee infected with a communicable disease. Such diseases include, but are not limited to, coronavirus, influenza A, hepatitis, meningitis, mumps, whooping cough, measles, diphtheria, chicken pox, monkey pox and tuberculosis.

General Policy

We are committed to providing a working environment free of health hazards for all employees. So long as medical evidence supports, with reasonable medical certainty, that a particular disease is not communicable by the casual contact normally found in the workplace, those areas will not be considered to be hazardous as a result of the presence of an infected employee.

We are under a duty to ensure the health and safety of all our employees and to provide a safe place and system of work. These duties exist under both statutory and contractual obligations. Employees are also under a duty to take reasonable care to ensure that they do not endanger themselves or anyone who may be affected by their actions or omissions at work.

The confidentiality of information regarding individuals infected with a communicable disease shall be respected. However, if there is risk that the exposure of other employees has occurred, we reserve the right to inform employees of the risks they may have encountered.

As long as an employee with a communicable disease is able to perform job duties satisfactorily and medical evidence indicates that their condition is not a threat to themselves or others, the employee is to be treated consistently with others in the workplace. Discrimination against and/or harassment of the employee may result in disciplinary action.

We may choose to restrict business travel and other potential exposure activities after an appropriate risk assessment. Such action would be undertaken in good faith, and whilst it might affect individuals in the short term, we feel that any such action would be a proportional response to achieve a legitimate aim under health and safety obligations.

Procedure for Individuals Infected with a Communicable Disease

An individual with a communicable disease shall be required to inform a Director of the company that they have a communicable disease or in some cases that they suspect they have a communicable disease.

In the case of pandemic and epidemic diseases, employees must immediately inform a Director if they suspect they have visited an outbreak area, or they are at risk of being a carrier. Failure to do so may result in disciplinary action and in some circumstances cause the employee to be suspended from work.

We may request from the employee, a medical report from a licensed physician. The employee is not required to produce a report, but we may instruct any employee with the symptoms associated with a communicable disease not to attend work, and to seek a diagnosis from a medical professional and not return to work until the symptoms have cleared. If the symptoms persist, the employee may be placed on appropriate leave status or suspended in accordance with our Sick Leave policy. For more information on Sick Leave please see the Company Handbook.