

What are the recommendations for employers in connection with the SARS-CoV-2 coronavirus?

If possible: delegate workers to work from home; limit the number of employees staying in the workplace at the same time (shift, rotation, flexible working time); resign from conferences and trainings, send educational materials, instructions via e-mail or share them on inter / intranet platforms; limit business trips and foreign delegations. The employee has the right to refuse to participate in the delegation to places where SARS-CoV-2 coronavirus is transmitted.

Have daily routine disinfection of frequently touched surfaces in the workplace (door handles, work tops, desks, keyboards, sinks, toilets, soap dispensers, and more). If possible, provide access to disposable disinfecting wipes that the employee can use on their own before and after work at their position. • Recommend washing your hands as often as possible. Washing hands with soap and water for at least 20 seconds should be carried out whenever they are visibly dirty.

Place hand-free skin disinfectant dispensers in finger-free packaging (preferably forearm or elbow sprayers and dispensers) near the entrance to the workplace and in many visible places on the premises. The composition of disinfectants should be based on at least 70% alcohol solutions, the agent should be thoroughly spread on dry or thoroughly dried skin of the hands, including the spaces between the fingers, and then wait at least 20 seconds.

In visible places, place educational posters in the workplace informing about the correct way of washing hands and other hygienic practices (if necessary, sneezing, grunting, coughing, yawning into a tissue, and if it is not available - in the elbow bend, avoiding touching the eyes, mouth, nose), keep at least 2 m between colleagues and the need to stay at home in the event of symptoms of respiratory tract infections, especially cough, shortness of breath and fever (i.e. body temperature measured in the armpit or forehead > 38°C) until complete resolution symptoms (spontaneous, not drug-induced).

About staying at home due to symptoms of respiratory tract infection, the employee should inform the employer by phone or via e-mail and should be informed back about the need to contact the primary health care facility (POZ) by phone, which will determine further procedures (recommendations, visit). If an employee suspects SARS-CoV-2 infection (contact with a confirmed case of infection or staying in places with confirmed transmission of the virus), he must be informed about the need to report this suspicion to the State Sanitary Inspectorate and to comply with the recommendations on how to deal with the increased risk of infection. SARS-CoV-2 coronavirus that causes COVID-19 disease.

Repressive strategies in the form of punishments, reprimands and others should not be applied to an employee reporting symptoms of respiratory tract infection and the desire to

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stay at home. You should also not require immediate confirmation of symptoms of infection / sick leave from primary health care, because due to the large number of reports and medical interventions, the healthcare system may be overloaded.

An employee with symptoms of respiratory tract infections, especially cough, shortness of breath and fever, who comes to the workplace, should be isolated from co-workers as soon as possible and immediately sent home with the recommendation to contact POZ by phone and to follow the recommendations of the State Sanitary Inspectorate regarding the procedure due to the increased risk of infection with the SARS-CoV-2 coronavirus causing COVID-19 disease. The employee should be transported in a private car or by taxi, provided the employee is equipped with a face mask and disposable gloves.

Employees who have returned to Poland from the areas where the SARS-CoV-2 coronavirus occurs (the list is published at www.gis.gov.pl), regardless of the circumstances of the trip (vacation, business trip), remain for the next 14 days from the return at home (quarantine - immediate contact with the appropriate District Sanitary Station) with the recommendation of daily self-monitoring of health (body temperature measurement, self-observation for symptoms such as fever, muscle pain, cough, shortness of breath).

An employee who has no symptoms of respiratory system infection, but had close contact with a person confirmed to be infected with SARS-CoV-2, i.e. was in direct contact with a sick person (co-inhabitant, co-worker) or in contact at a distance less than 2 meters for more than 15 minutes (talking); should immediately contact the poviatsanitary and epidemiological station and stay at home for at least 14 days, about which the employer should be informed (point 5).

Any action taken in the workplace must not constitute discrimination.

Source:

<https://www.gov.pl/web/zdrowie/tymczasowe-zalecenia-dla-pracodawcow-w-zwiazku-z-koronawirusem-sars-cov-2>