

Scenario 1	Explanations	Action by Employer	Action by Employee	Remuneration
<p><b>The employee shows / reports symptoms during screening.</b></p>	<p>Employee reports one of the following symptoms related to Covid-19:</p> <ul style="list-style-type: none"> <li>• **Fever (&gt;37.5 'C)</li> <li>• Sore Throat</li> <li>• **Loss of Smell &amp; Taste</li> <li>• Coughing</li> <li>• Red eyes</li> <li>• **Shortness of breath / Excessive fatigue</li> <li>• Sore body,</li> <li>• Nausea, Vomiting, diarrhea</li> </ul> <p><i>** Strong indicator of possible Covid-19 infection</i></p> <p><i>(clause 27 of Consolidated Covid-19 Direction on Health and Safety in the Workplace)</i></p>	<p>Immediately isolate the employee.</p> <p>Provide the employee with a surgical mask.</p> <p>Arrange safe transport from the workplace to be self-isolated or to be referred for medical examination/testing.</p> <p>Conduct contact tracing (Identify persons with whom the affected person was in contact with at workplace, conduct or refer them for screening).</p> <p>Sanitize/disinfected the workplace.</p> <p>Report to the Covid Hotline – 0800 02 9999</p> <p>Assess the level of exposure in the workplace and take appropriate measures</p>	<p>Stay in an isolated place until transport is arranged.</p> <p>Immediately disinfect hands.</p> <p>Do NOT mingle with other persons.</p> <p>Wear a mask.</p> <p>Report for testing if instructed.</p> <p>Stay in self-isolation for 14 days, unless test results are negative.</p> <p><b>If the employee tests negative, he/she must return to work.</b></p>	<p>Sick leave as per SD13 or Contract of Employment.</p> <p>If depleted, apply for illness benefits TERS UIF.</p>

Scenario 2	Explanations	Action by Employer	Action by Employee	Remuneration
<p><b>The employee tests positive for Covid-19.</b></p>	<p>If an employee tests positive. <i>(clause 28 of Consolidated Covid-19 Direction on Health and Safety in the Workplace)</i></p>	<p>to prevent transmission.</p> <p>Follow Scenario 1, and:</p> <p>Report to the Departments of Employment &amp; Labour and Health 0800 02 9999 <i>(write down the date and time of the call).</i></p> <p>Investigate the level of exposure and risk to other employees. If necessary, close the section down and sanitize.</p> <p>If there is evidence that the employee contracted Covid at the workplace, lodge a COIDA claim.</p> <p>The employee must only be allowed to come back to work if they test negative or</p>	<p>Where the employee resides on the premises, he/she must confine themselves to his/her house/room and not move around on premises.</p> <p>They will only be allowed to come back to work if they test negative.</p> <p>If they return to work, they must be monitored on a regular basis.</p> <p>Ensure that hands are sanitized and a mask is worn at all time.</p>	<p>Sick leave as per SD13 or Contract of Employment. If depleted, apply for illness benefits TERS UIF.</p> <p>If there is evidence that the employee contracted Covid at the workplace, payment in terms of COIDA.</p>

		<p>completed the mandatory 10 days self-isolation. They must undergo medical evaluation confirming fitness to work.</p> <p>When returning to work:</p> <ul style="list-style-type: none"> <li>• Ensure that hands are sanitized and a mask is worn at all times.</li> <li>• Monitor employee/s on a regular basis for Covid symptoms.</li> <li>• Must wear a surgical mask for 21 days.</li> </ul>		
<b>Scenario 3</b>	<b>Explanations</b>	<b>Action by Employer</b>	<b>Action by Employee</b>	<b>Remuneration</b>
<b>The employee is in self isolation due to contact with a positive person.</b>	Employee/s that has been in close contact (previous 14 days) with a person that tested positive, and must self-isolate for 14 days or for a shorter period on the date the test results are negative.	Ascertain whether the exposure carries high or low risk of transmission between workers.	Where employee resides on premises, he/she must confine themselves to house/room and not move around on premises.	Sick leave as per SD13 or Contract of Employment. If depleted apply for illness benefits TERS UIF

		<p>If low risk: workers may continue to work using cloth face mask. Monitor symptoms for 14 days.</p> <p>Keep in contact with the employee to check whether they might start to display symptoms. If employee do display symptoms, employee must self-isolate. Report to Covid Hotline – 0800 02 9999.</p> <p>If high risk: worker must remain in self-isolation/quarantine for 14 days.</p> <p>Follow scenario 1.</p>	<p>If he/she resides on another locations, he/she must stay at his/her house of residence.</p>	
<b>Scenario 4</b>	<b>Explanations</b>	<b>Action by Employer</b>	<b>Action by Employee</b>	<b>Remuneration</b>
<b>If the company is closed down due to positive testing at the workplace.</b>	If the company is instructed to close, it will have to do so for the period as directed and until the workplace or specific department has been sanitized in accordance with requirements.	<p>Inform the employees.</p> <p>Determine how long the closure will be.</p>	<p>All employees will be instructed to self-isolate.</p> <p>Where the employee resides on the</p>	Unpaid or apply for TERS.

		Arrange for sanitizing of workplace.	premises, he/she must confine themselves to his/her house/room and not move around on the premises.  If he/she resides on another location, he/she must stay at his/her house of residence.	
<b>Scenario 5</b>	<b>Explanations</b>	<b>Action by Employer</b>	<b>Action by Employee</b>	<b>Remuneration</b>
<b>If the employee is considered a high-risk individual.</b>	<p>Individuals that have been identified as a high risk for severe illness/death due to the Covid-19. These underlining conditions could include:</p> <ul style="list-style-type: none"> <li>○ Asthma</li> <li>○ Chronic lung disease</li> <li>○ Diabetes</li> <li>○ Serious heart condition</li> <li>○ Chronic kidney disease being treated with dialysis</li> <li>○ Severe obesity</li> <li>○ People age 65 years or older</li> <li>○ Tuberculosis</li> <li>○ Immunocompromised (tuberculosis, HIV/AIDS)</li> <li>○ Liver disease</li> </ul>	<p>Investigate whether it is possible for the employee to work from home. If not: take special measures to mitigate the risk of Covid-19.</p> <p>The option can be given to the employee to self-isolate.</p>	<p>If employee decides to self-isolate: Where the employee resides on the premises, he/she must confine themselves to his/her house/room and not move around on premises.</p> <p>If he/she resides at another locations, he/she must stay at his/her house of residence.</p>	Unpaid, Application for TERS
<b>Scenario 6</b>	<b>Explanations</b>	<b>Action by Employer</b>	<b>Action by Employee</b>	<b>Remuneration</b>

<p><b>Worker refuse to return to workplace because of believe that is unsafe</b></p>	<p>Employee refuse to perform any work if circumstances arise which with reasonable justification appear to that employee to pose immediate and serious risk. <i>(clause 48-56 of Consolidated Covid-19 Direction on Health and Safety in the Workplace)</i></p>	<p>The employer must consult with the Covid compliance officer or the Health &amp; Safety committee</p> <p>The employee may not be dismissed, disciplined, prejudiced or harassed for refusing to perform any work which is unsafe as per clause 48.</p>	<p>The employee must notify the employer ASAP of the refusal to work and the reason therefore.</p>	<p>Unpaid</p>
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