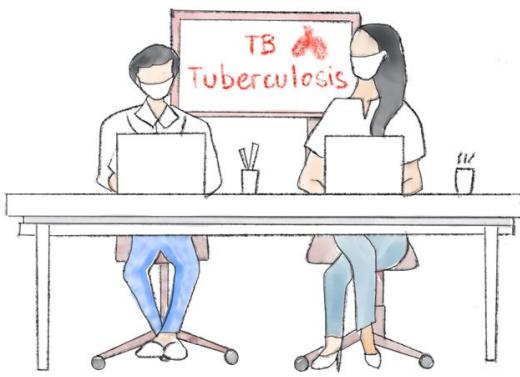


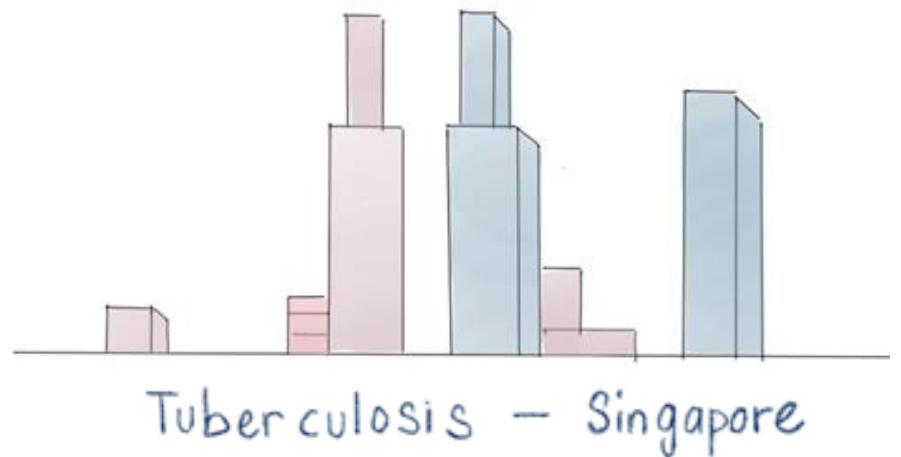
Information on Tuberculosis (TB) that employers should know



About TB

Is TB still a problem in Singapore?

TB incidence rate has remained between **35 and 40 per 100,000 persons** for the last 15 years, which poses concerns for ongoing transmission within the community.



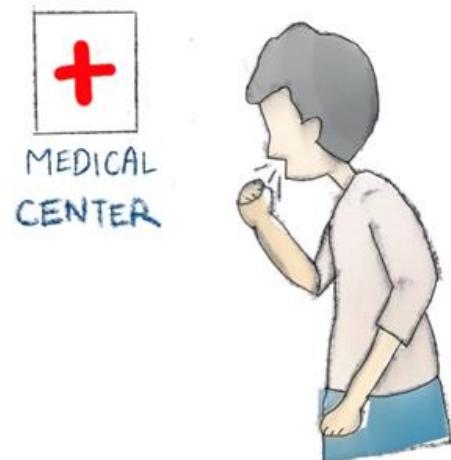
Is there TB vaccination for adults?

No, there is no TB vaccination for adults.



What are the tests for TB infection?

Testing for latent TB infection is done using a **blood test**. A positive test indicates that there has been exposure to the TB germ previously but is unable to differentiate between latent infection and active disease. In order to detect active TB disease, a **chest X-ray** and **other laboratory tests** must be done to look for changes consistent with TB.

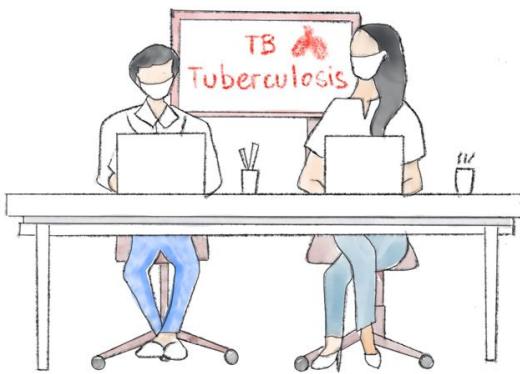


Are there any preventive measures to be taken in a workplace environment?

Employees with prolonged cough or other symptoms of TB should **seek medical attention early**, to enable prompt diagnosis and early treatment.

Employees diagnosed with TB will be placed on two weeks hospitalisation leave. They are generally deemed to be non-infectious after completing the first two weeks of treatment and are safe to return back to the workplace. If their co-workers have been identified as close contacts by Tuberculosis Control Unit (TBCU), they should also be screened for TB.

Information on Tuberculosis (TB) that employers should know



Employer's Responsibilities

Can I ask job candidates to declare if they have or had TB at the point of recruitment?

You should not ask job candidates for this information unless there is legislation or industry regulation requiring such information to assess their ability to perform the job. You are to consider all job candidates fairly and should collect information only directly related to the qualifications, skills, knowledge, and experience required to perform the job.

Please visit www.tafep.sg for more information.

I am unable to allow my employees to take time off for DOT (Directly Observed Therapy). Are there alternatives?

You have an important role in supporting the employees to adhere and complete their medical treatment. Where necessary, you should consider providing flexibility to their working schedule such as changing their start time or end time, so that they are able to go for their treatment before or after work.

If I have a TB-infected employee, should I get all my employees tested for TB?

You are not required to send all your employees to be screened for TB.

The TBCU will work with you to carry out contact tracing and screening of close contacts to ensure that those at risk of infection are tested and receive appropriate treatment.

Recommendations

Guidelines on Managing TB at the Workplace

You are encouraged to provide a supportive environment for infected employees by documenting the organisation's approach on managing TB at the workplace. This sets clear measures and guidelines for all employees to follow. This could include:

- Maintaining the confidentiality of the infected employee.
- Cooperating with TBCU for contact tracing efforts.
- Educating employees on TB management at the workplace.
- Providing a flexible or an alternative work arrangement for infected employees to take time off for DOT.

Please visit <https://snef.org.sg/wp-content/uploads/2021/04/TB-Recommendations-FAQs-for-Employers.pdf> for more information.