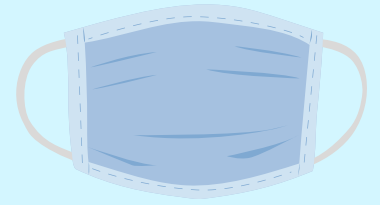


THINGS TO NOTE ABOUT COVID-19 VACCINATION IN EMPLOYMENT SETTINGS

The tripartite partners have issued an advisory to provide guidance to both employers and employees regarding COVID-19 vaccination in employment settings.

CAN EMPLOYERS MAKE COVID-19 VACCINATION MANDATORY?

No, in line with the national vaccination policy, employers should not make COVID-19 vaccination mandatory.

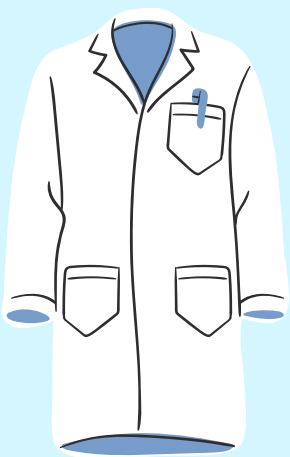


However, employers may require COVID-19 vaccination as a company policy for higher risk employment settings.

WHAT SHOULD EMPLOYERS DO IF THEY REQUIRE VACCINATION AS A COMPANY POLICY?

Employers should

- (1) Reassure employees that they will not be penalised or have their employment terminated because they decline COVID-19 vaccination;
- (2) Communicate clearly why vaccination is required;
- (3) Highlight measures taken by employers for employees who decline vaccination ; and
- (4) Explore assistance available to individuals who suffer from adverse complications due to the vaccination requirement.



CAN EMPLOYERS TERMINATE ANY EMPLOYEE WHO DECLINES TO BE VACCINATED?

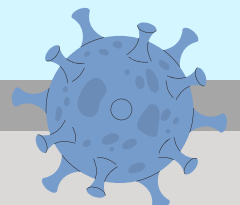
Under no circumstances should employers terminate or threaten to terminate the service of any employee on the grounds of declining vaccination.



WHAT CAN EMPLOYERS DO IF AN EMPLOYEE IS NOT SUITABLE TO RECEIVE THE COVID-19 VACCINE OR ARE NOT SCHEDULED FOR VACCINATION YET BUT WORKS IN A HIGHER RISK EMPLOYMENT SETTING?

This employee should be exempted from the measures that the company may otherwise impose on non-vaccinated employees.

However, to reduce the risk of infection at the workplace, employers may consider redeploying the employee to another job with a lower risk of COVID-19 infection that commensurates with the employee's experience and skills.



WHAT CAN EMPLOYERS DO IF AN EMPLOYEE, WHO WORKS IN A HIGH RISK SETTING, DECLINES THE COVID-19 VACCINE?

Employers may consider redeploying the employee to another job with a lower risk of COVID-19 infection.

Employers may recover COVID-19 related costs (e.g. COVID-19 testing costs or costs of SHN accommodation) incurred by the employer from this employee that are over and above that incurred for vaccinated employees in similar employment settings.

FOR MORE INFO ON THE ADVISORY PLEASE VISIT
[HTTPS://TINYURL.COM/SNEFVACCINATIONADVISORY](https://tinyurl.com/snefvaccinationadvisory)

