

Payet Rey Cauvi Pérez

CONTACT:



Cristina Oviedo
Counsel
coa@prcp.com.pe



Brian Ávalos
Associate
bar@prcp.com.pe



Martín Ruggiero
Associate
mrg@prcp.com.pe



Guidelines for the Monitoring, Prevention and Health Screening of Workers At Risk of Exposure to COVID-19

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On April 29th 2020, Ministerial Resolution 239-2020-MINSA was published, which approved the Technical Document "Guidelines for the monitoring, prevention and health screening of workers at risk of exposure to COVID-19 ". On May 8th 2020, these Guidelines were modified by Ministerial Resolution 265-2020-MINSA. In addition, On May 10th, 2020, Supreme Decree 83-2020-PCM was published to further clarify certain aspects of the referred Guidelines.

Among the main provisions of the aforementioned Technical Document are the following.

Aspect	Detail
Jobs with risk of exposure to COVID-19	<p>Such jobs have different levels of risk, depending on the type of activities carried out. For example, the need for contact within 2 meters of people who are known or suspected to be infected with the virus, or the need for repeated or prolonged contact with the virus. The risk levels of the job can be classified into:</p> <ul style="list-style-type: none">- Low risk of exposure or caution- Medium risk of exposure- High risk of exposure- Very high risk of exposure
COVID-19 monitoring, prevention and health screening plan (PVPC)	<p>The PVPC must specify:</p> <ul style="list-style-type: none">- The number of workers- The risk of exposure to COVID-19 for each job- The characteristics of monitoring, prevention and health screening for risk of exposure <p>The PVPC must be forwarded to the Committee for Health and Safety at Work (SST) or the SST Supervisor for approval within a maximum period of 48 hours.</p>

Aspect	Detail
<p>COVID-19 monitoring, prevention and health screening plan (PVPC)</p>	<p>The PVPC must be registered with the Ministry of Health - National Institute of Health, through the Integrated System for COVID-19, and will be accessible to the National Superintendence of Health (Superintendencia Nacional de Salud – SUSALUD), the National Superintendence of Labor Inspection (Superintendencia Nacional de Fiscalización Laboral – SUNAFIL) and any other inspection entity.</p>
<p>Guidelines for the monitoring, prevention and health screening of COVID-19</p>	<p>Seven (7) guidelines have been considered as mandatory for employers to implement, which focuses on the following aspects:</p> <ul style="list-style-type: none"> - Cleaning and disinfection of work centers - Evaluation of the worker's health status prior to returning or reincorporating into the workplace (Identifying the risks of exposure; implementation of a symptom sheet; body temperature screening; application of serological or molecular tests, at the employer's expense, to all workers who return to jobs classified as very high risk, high risk and medium risk; informing to the health authority of the jurisdiction in the event a suspected case is identified at a low-risk job; a clinical evaluation by the SST service for a worker with a suspected case after completing the 14-day isolation, among others). - Washing and disinfection of hands - Raising awareness on preventing the spread of COVID-19 in the workplace (mask use according to the risk level of the job, continued education on the prevention of COVID-19, among others). - The implementation of preventative measures (Adequately ventilated environments, cyclical renewal of air volume, social distancing of 1 meter between workers, avoiding crowds, establishing strategic collection points for used PPE, etc.). - Personal protection measures (The employer ensures the availability of PPE and implements measures for their mandatory and correct use). - Monitoring of workers health in the context of COVID-19 (body temperature screening, particular attention to workers with disabilities, informing SUNAFIL of a COVID-19 outbreak in the workplace identified by the corresponding health authority).

Aspect	Detail
<p>Considerations for returning to work</p>	<p>The process of returning to work is established for workers who were in quarantine and did not previously or currently present COVID-19 symptoms, nor were suspected of or tested positive for COVID-19; and who belong to a work center that has suspended operations, due to the restriction measures issued by the Peruvian government within the framework of the health emergency by COVID-19.</p>
<p>Considerations for reincorporation into workplace</p>	<p>The process of reincorporating into workplace is established for workers who had COVID-19 and given an epidemiological discharge. Reincorporation is carried out in accordance with the following:</p> <ul style="list-style-type: none"> - In minor cases, the worker returns to work 14 calendar days after starting home isolation. - In moderate or severe cases, the worker reincorporates into the workplace 14 calendar days after clinical discharge. <p>These deadlines vary according to the evidence available.</p> <p>Before reincorporation, the possibility of remote work should be evaluated. If on-site work is necessary, the worker must wear a mask or respiratory PPE depending on the job, must receive COVID-19 symptom monitoring for 14 calendar days and should be placed in an uncrowded workplace, among other aspects to consider.</p>
<p>Considerations for the return or reincorporation of workers with risk factors</p>	<p>Workers with the following health factors are considered in this group:</p> <ul style="list-style-type: none"> - Over 65 years of age - Arterial hypertension - Cardiovascular diseases - Cancer - Diabetes mellitus - Obesity with a BMI of 40 or more - Asthma - Chronic respiratory disease - Chronic renal failure - Immunosuppressive diseases or treatments <p>As a general rule, the workers included in this previous list and those indicated by the SST service doctor, will remain under home quarantine and work remotely, if applicable, as established by the corresponding regulations.</p> <p>However, if the referred employees decide to</p>

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Aspect	Detail
Considerations for the return or reincorporation of workers with risk factors	return to work on-site (as long as the activities of their employers are considered essential services or are authorized to operate again) they are allowed to sign an affidavit assuming any liabilities from voluntarily working on-site.

