

Employment agreements for vulnerable workers

Conclusions:

1. The definition of vulnerable RIVM staff shall be adopted by the working group.
 - a. Link definition: <https://ici.rivm.nl/kwetsbare-medewerkers>
2. Employees and employers shall be jointly responsible for taking preventive measures against transmission in the workplace
 - a. see document "Workplace/business preventive measures COVID-19" conditions on <https://www.arubacovid19.org/>
 - b. see document "Protocol to safe working contact professions (will continue in the following days)"
3. The starting point is that everyone can work: including employees who fall within the definition of vulnerable employees.
4. Employers can, in good consultation with the employee, offer adapted work to the vulnerable employee for additional protection.
5. If an employee refuses to carry out a "reasonable assignment" for adapted work or work taking into account preventive measures, this shall be regarded as refusal to work.
6. General practitioners, SVB and Medwork will in principle not issue statements for the identification of vulnerable employees under COVID-19.
7. In exceptional cases, a workplace investigation is carried out by the SVB and Medwork to advise in appropriate work for employees who fall within the risk group and perform a function in which they are exposed to high risks.
8. Monitoring and evaluation of the above conclusions shall be carried out periodically.