Protective measures for those particularly at risk

Persons over 65 years of age or with serious chronic diseases (see COVID-19 Regulation 2) are considered to be at particular risk of suffering a serious form of the disease. Therefore, additional measures must be taken to prevent them from becoming infected. People particularly at-risk will continue to adhere to the FOPH's protective measures and, whenever possible, stay at home. The rules governing the protection of particularly at-risk employees is found in COVID-19 Ordinance 2.

A person at particular risk will notify his/ her superior of their particular vulnerability with a written personal statement. The employer may request a medical certificate. If the particularly at-risk person can only work on-site, the supervisor must adapt processes or the workplace in such a way that the person concerned will be protected.

Direct superiors, in consultation with the employees who are particularly at-risk, are responsible for implementing and adhering to the protective measures.

Prioritisation of protective measures

In accordance with COVID-19 regulation 2, a step-by-step review of the workplace situation for particularly vulnerable persons is being carried out at UniBE. Prioritise the protective measures for the protection of particularly at-risk persons as follows:

1st priority: Work can be done from home with the provision of appropriate technical and organisational arrangements.

2nd priority: A substitute activity can be done from home.

3rd priority: If the presence of the employee on-site is wholly or partly indispensable, the employee may carry out his or her traditional activities on-site in strict compliance with the protective measures

- Close contact with other people is prohibited (single room or clearly defined work area with a minimum distance of 2 m).
- No assignment at counters or desks with customer contact.
- Avoid public transport; do not use public transport during rush hours (offer flexible working hours).
- If possible, offer deferred working or time windows (decoupling of shifts).
- Further appropriate individual protective measures, if close contact cannot be avoided at all times, personal protective equipment (PPE) such as disinfectants, disposable gloves, and hygiene masks, for example, must be provided in consultation with the safety officers (GeSiBe, KOPAS).

4th priority: If possibilities 1-3 cannot be implemented, a non-conventional activity can also be carried out on-site, if close contact with employees is prohibited, and appropriate and individualized protective measures have been developed in consultation with the safety arrangements. Possibilities are evaluated in consultation with the employees concerned. If they consider the individual protective measures taken to be inadequate, employees have the right, upon presentation of a medical certificate, to refuse the offered on-site activity. The direct superior is responsible for verifying compliance with the protective measures. The safety officers (GeSiBe, KOPAS) and the risk management unit are available for consultation.