



## Return to the Workplace A risk management framework for decision makers

21 July 2021

### EXECUTIVE SUMMARY

In many duty stations local pandemic conditions are resolving and consideration is being given to return to the workplace and the resumption of on-site work. This guidance focuses on key COVID-19 related medical and occupational safety and health concerns of the UN Medical Directors (UNMD). It is directed at senior decision makers in each location to aid in the development of local return to the workplace policy. Note that It contains no detail on non-COVID-19 health risks and operational, reputational, or financial risks all of which must be included in the overall return to workplace plan but are for each duty station and/or organization to determine.

**The UN Medical Directors offer the following advice:**

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As it is for managing safe work, the request about vaccination status can come from anyone with a legitimate responsibility. In most cases this is the manager overseeing work in a particular location, the organizer of a meeting, etc.

An employee who does not disclose their vaccination status is considered unvaccinated and is subject to all the restrictions that apply to the unvaccinated personnel.



Where return is completely voluntary, there is generally no need for exceptions. An employee with a medical issue who believes they are at risk in the workplace need not return. However when the return to workplace plan foresees a gradual but expected return of all or most personnel, there may be a clear gap between the workplace's expectations and the personnel's perspective on whether it is safe for them to do so. In such a case, all workplaces are advised to have a clear process to manage requests for an