

BRNO UNIVERSITY OF TECHNOLOGY

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DECISION NO. 8/2021 TESTING OF EMPLOYEES FOR THE PRESENCE OF SARS-COV-2

Preamble

Whereas:

- The duty of BUT and one of the forms of BUT care for employees is to protect the health of its employees against COVID-19;
- One means of protection against COVID-19 is the preventive testing of employees for the presence of SARS-CoV-2 in order to identify infected but asymptomatic employees who could be a source of infection for other employees;
- BUT's right to stipulate the employee's obligation to undergo a test for the presence of SARS-CoV-2, even repeatedly, can be deduced from the provisions of the Labour Code¹ and extraordinary measures of the Ministry of Health of the Czech Republic (hereinafter the "Ministry") to test and self-test employees;

the Rector of BUT issues this decision, which regulates the procedure of BUT in the issue of testing the employees, including the definition of the circle of employees who are obliged to undergo such testing.

Article 1

The obligation of the employee to undergo the test

1. The personal presence of an employee at all BUT workplaces is prohibited, unless he/she has undergone testing in the last 7 calendar days with a negative result, or he/she is exempted from the testing obligation.
2. The obligation to undergo the SARS-CoV-2 test in accordance with the previous paragraph shall not apply to employees who:
 - a) on the basis of an agreement with the employer, perform their work outside the place of permanent performance of work (home-office),
 - b) have undergone laboratory-confirmed COVID-19 disease, their isolation period has expired in accordance with the applicable emergency measure of the Ministry, show no symptoms of

¹ Provisions § 101 Paragraph 5 and § 106 Paragraphs 3 and 4 of Act No. 262/2006 Coll., Labour Code, as amended.

COVID-19 disease, and the first RT-PCR test for SARS-CoV-2 or POC antigen test for SARS-CoV-2 antigen has not been older than 90 days,

- c) who do not perform their work at the employer's workplace due to obstacles to work on the part of the employer.

Article 2

Method of testing and registration

1. An employee shall fulfil the obligation to take the test provided for in Article 1 in one of the following ways:
 - a) by passing the RT-PCR test for the presence of SARS-CoV-2 virus performed by a health service provider included in the network of sampling centres,
 - b) by passing the POC antigen test for the presence of SARS-CoV-2 virus antigen performed by a health service provider included in the network of sampling centres,
 - c) by passing a preventive test to determine the presence of SARS-CoV-2 virus antigen performed by means of a sampling kit provided to its employees by BUT (or a department of BUT), either at the workplace or outside it.
2. The information about the performed testing is entered into the relevant module in the BUT IS, while the information is entered forthwith immediately after the test:
 - a) by the tested employee himself/herself in cases of testing according to Par. 1 (a), (b),
 - b) by a designated employee of the BUT department or by the tested employee himself in the case according to Par. 1 (c).
3. The test result is also recorded in the BUT IS and, in the cases referred to in Paragraph 1 (a) and (b), also the protocol or image of the SMS message on the test result. The head of the department and the employee designated in accordance with Article 3 Paragraph 1 of this Decision shall have access to this information.
4. The means necessary to carry out the tests referred to in Paragraph 1 (c) will be provided to the employee by a BUT department where the employee works. If an employee works at more than one department of BUT, the test will be provided to him/her by that department for which his working hours are the longest. If his/her working hours are the same on more than one BUT department, the test will be provided by one of these BUT departments of his choice.

Article 3

Organizational support of testing

1. In the case of tests performed at the BUT workplace, each department of BUT designates an employee who will supervise and record the performance of testing in the relevant module in the BUT IS. This employee must be equipped with work clothes, which must be changed after testing, as well as gloves, a respirator and a protective face shield.
2. To perform testing, the BUT department will reserve a suitable room with the possibility of effective ventilation, which will be provided throughout the testing.
3. For the tested employees and the supervising employee, the BUT department shall provide a sufficient amount of disinfectants for hand disinfection. After the testing, the room will be disinfected and ventilated again.
4. For the testing performed at the workplace, the BUT department will use only tests approved by the Ministry with Czech instructions for the use.

Article 4

Procedure after determining a positive test result

1. In case the result of the employee's testing is positive, the employee is obliged to notify his/her superior employee of this fact in addition to entering the test result into the relevant module in the BUT IS. Furthermore, the employee is obliged to immediately notify the result of the test of his/her registering health care provider in the field of general practice, or general practice for children and adolescents.
2. In the case of performing a test at the workplace, the employee whose test result was positive is obliged to leave the workplace immediately and notify the result of the test to his/her registering health care provider in the field of general practice or general practice for children and adolescents. If the employee cannot notify the provider of health services according to the first sentence, he/she is obliged to contact another provider of health services, or the public health protection authority (Regional Hygiene Station of the South Moravian Region with its registered office in Brno), <https://www.khsbrno.cz/>).

Article 5

Final provisions

This internal standard shall take effect on the date specified in its title.

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Rector