

MINISTRY OF LABOUR, HUMAN RESOURCE DEVELOPMENT AND TRAINING

COMMUNIQUE

**Leave pertaining to Vaccination, Self-Confinement and Non-Access to Workplace**

1. The public is informed that the consolidated Covid-19 (Amendment No. 2) Regulations 2022, made under the Quarantine Act 2020, Government Notice No. 37 of 2022, which was gazetted on Saturday 12 February 2022, provides for:

(a) **Special leave for Covid-19 vaccination**

Where a worker absents himself from work on any day during the period starting on 24 January 2022 for the purpose of being vaccinated with a Covid-19 vaccine, he shall be entitled to a special leave with pay, subject to the presentation of a Covid-19 vaccination card certifying that he was vaccinated on that day.

*Effective Date: 24 January 2022*

(b) **Leave related to self-confinement**

(i) the absence of a worker who is tested COVID-19 positive or who has been in contact with a person positive to COVID-19 and who is ordered to be self-confined at his place of residence by a quarantine officer or who was admitted to a hospital or a private health institution for treatment, shall be with pay and reckoned, at his option, against his paid sick leave, accumulated sick leave, annual leave, or vacation leave.

(ii) where a worker is not entitled to any paid leave, or has exhausted his paid leave entitlement, any absence from work may be with pay and shall be reckoned, at his option, against any of his future paid leave entitlement.

(iii) the worker shall, however, notify his employer of the reason for his absence on the first day of such absence and submit accordingly to his employer, within 3 days of his resumption of work, a medical certificate issued by a Government medical practitioner, certifying that he was ordered to be self-confined.

(iv) where the worker was admitted to a hospital or private health institution, he shall submit to his employer, within 3 days of his discharge, a medical certificate, issued by a Government medical practitioner or a registered medical practitioner.

*Effective Date: 20 August 2021*

(c) **Non-Access to Specified Institutions for Non-Vaccinated Workers**

(i) where a worker, who does not have access to his workplace and is absent from work, such absence shall be with pay and reckoned against his paid sick leave, accumulated sick leave, annual leave or vacation leave entitlement or a combination of such leave; and

(ii) where the worker does not give his consent for his absences to be deducted from his leave entitlement or where he has exhausted all his leave entitlement, his absence shall be without pay.

*Effective Date: 10 February 2022*

2. These regulations apply to a worker governed by the Workers' Rights Act, Remuneration Regulations made under the Employment Relations Act and include a worker whose basic wage exceeds Rs. 600,000 a year.

14 February 2022