

Obligations of employers to ensure health and safety at work in times of COVID-19

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OBLIGATIONS OF EMPLOYERS UNDER HEALTH AND SAFETY AT WORK ACT

The employer is obliged to organize work process in a way that employees are guaranteed safety and health at work in all circumstances and working conditions. The employer must therefore take the necessary measures to ensure safety and health of employees and other persons present in the work process. It is important to prevent, eliminate and manage occupational hazards and provide information and training of employees, with appropriate organization and necessary material resources.

General measures to be taken by the employers:

- instructing ill employees to stay at home
- organise work from home in case possible
- cancellation of all non-urgent business trips

Obligations of the employers to provide employees with adequate instructions on:

- washing and disinfecting hands
- coughing and sneezing hygiene
- avoiding touching eyes and nose
- avoiding contact with people with signs of infection
- ventilating rooms
- regularly cleaning and disinfecting objects and surfaces that are often touched
- maintaining distance from other people
- self-isolation
- informing the employer of an infection or having contact with an infected person

Additional advisable measures to be taken by the employers:

- reducing the number of employees present on the premises
- regular ventilation of the premises
- providing disinfectants for hands and for work surfaces
- organisation of work process so that the distance between employees as well as customers increases
- organisation of work process so that the contact with customers minimizes
- limiting of the number of customers present on the premises
- temperature monitoring

The strictest recommended measures

- providing personal protective equipment
- introduction of technical safeguards (such as additional plexiglass)

Steps to be taken in case an infected person was present in the work process

- disinfection of premises and possible temporary closure of premises
- special treatment of the waste generated by the infected person

Should you have any questions, please do not hesitate to contact us.

KIRM PERPAR o.p, d.o.o.

Poljanski nasip 8
SI-1000 Ljubljana
Slovenija

T: +386 8 205 9221

F: +386 8 205 9220

E: info@k-p.si

W: <https://www.k-p.si/sl/>

LinkedIn: <https://www.linkedin.com/company/law-firm-kirm-perpar-ltd-/>

Partners:

Andrej Kirm

M: +386 31 340 475

E: andrej.kirm@k-p.si

LinkedIn: <https://si.linkedin.com/in/andrejkirm>

Matej Perpar

M: +386 31 340 962

E: matej.perpar@k-p.si

LinkedIn: <https://www.linkedin.com/in/matejperpar/>

Jan Gorjup

M: +386 41 996 855

E: jan.gorjup@k-p.si

LinkedIn: <https://www.linkedin.com/in/jan-gorjup-b64a05b6/>