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**STOP
THE
PANDEMIC**

Return-to-work after COVID-19 and long COVID

Guidelines for managers and recovering workers

Ioannis Anyfantis

Project manager,
Prevention and Research Unit, EU-OSHA
anyfantis@osha.europa.eu



European Agency
for Safety and Health
at Work

#EUhealthyworkplaces
#StopthePandemic

The Future is Here:
An Occupational Safety and Health Perspective
Conference under the Slovenian Presidency
01/12/2021



What we do

- EU-OSHA: “We work to make European workplaces safer, healthier and more productive — for the benefit of businesses, employees and governments.”

Research projects



Campaigns



Surveys

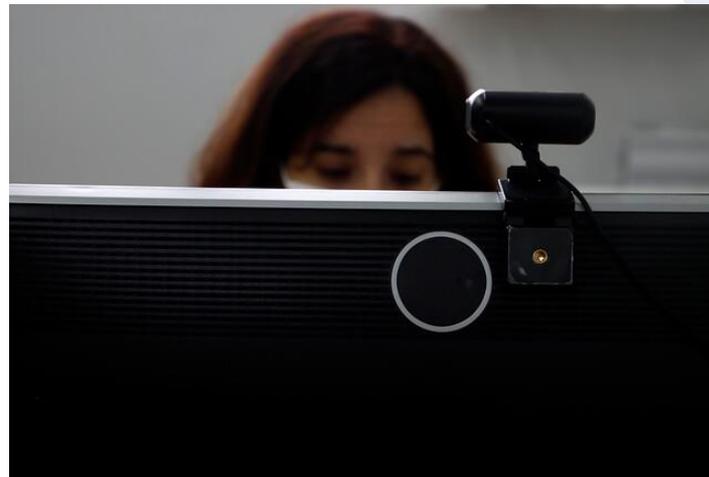


Tools / guides

Rise of the pandemic...



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Available resources

- COVID-19: Guidance for the workplace
- COVID-19: Back to the workplace - Adapting workplaces and protecting workers – OSH wiki article, includes links sectoral guidance from many countries, available in all languages
- OiRA covid tool
- Awareness-raising video “Napo in...stop the pandemic” <https://youtu.be/x9NOUr0ItNA>
- Dedicated web section <https://osha.europa.eu/en/themes/covid-19-resources-workplace>

Napo in... Stop the pandemic



OSH issues related to COVID-19

- Resuming work after a period of closure
- Coping with a high rate of absence
- Managing workers working from home
- Involving workers
- Taking care of workers who have been ill
- Learning and planning for the future



Not enough...



COVID-19 Infection and Long-COVID guides

- Present post-COVID experience and the main aspects of long-COVID
- The role of managers and workers when returning to work after COVID infection
- The importance of working together to find a solution
- Key steps to follow to support returning workers



Guide for recovering workers - practices

<https://osha.europa.eu/en/publications/covid-19-infection-and-long-covid-guide-workers/view>

- **Phased return: gradual return to work / adapted accordingly over time**
“Do not be afraid to make suggestions; however, your manager may not be able to accommodate everything you request — this will depend on the job.”

- **Adjustments to work duties:**
 - alterations to timings (starts, finishes and breaks);
 - alterations to hours, e.g. shorter days, days off between workdays;
 - alterations to workload, e.g.: set fewer tasks than normal OR allow more time to complete usual tasks;
 - alterations to work patterns, e.g. need for regular breaks;
 - temporary changes to duties or tasks ('altered tasks');
 - support e.g.: a 'buddy' system, in which two individuals, operate together so that they are able to monitor and help each other; time off for healthcare appointments; not working in isolation
 - clear objectives and review mechanisms;
 - working from home part of the time;
 - equipment adjustments, e.g. blue-light screen filters, voice-activated software, ergonomic office chairs, enhanced moving/handling equipment.

- **Occupational health services and occupational physicians support**
 - Individualised health risk assessment, evaluate conditions and evaluating the impact of symptoms on functioning, etc.

- **Phased return: gradual return to work / adapted accordingly over time**
“Sometimes workers with long COVID can relapse if they overdo it”

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COVID-19: Resources for the workplace

<https://osha.europa.eu/en/themes/covid-19-resources-workplace>

The screenshot shows the OSHA website interface. At the top left is the OSHA logo and the European Union flag. A navigation bar contains menu items: Home, Themes, Emerging risks, Publications, Facts & Figures, Legislation, Campaigns & Awards, Tools & Resources, and About EU-OSHA. The main content area is titled "Healthy Workplaces Stop the Pandemic" and features a graphic with the text "STOP THE PANDEMIC". Below the graphic is the heading "COVID-19: Resources for the workplace" and a paragraph explaining the challenge of the pandemic. A sidebar on the left lists various themes such as "Ageing & OSH", "Green jobs", and "Work-related diseases". On the right, there are sections for "Related" content, "Publications" (listing seasonal workers, infection and long COVID guides), "News" (with dates from 14/09/2021 to 13/07/2021), "Seminars" (listing a global pandemic overview), and "Events" (listing a new dimensions in a COVID-19 world).



Thank you

anyfantis@osha.europa.eu