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**Slovensko predsedovanje Svetu Evropske Unije**

**The Slovenian Presidency of the Council of the European Union**

**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

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

Safety and health at work is everyone's concern. It's good for you. It's good for business.

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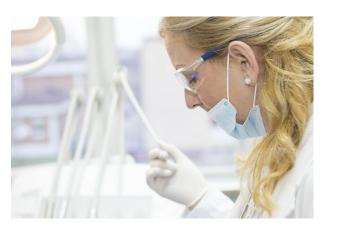
Research projects

NAPO

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OSH WIKI
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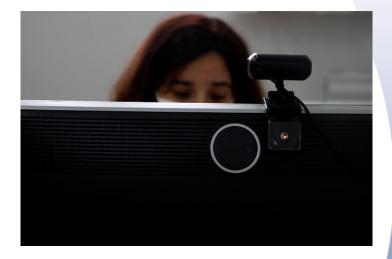
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# Rise of the pandemic…



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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/x9NOUr0ltNA**
- 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…

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# 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**



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# Guide for recovering workers - practices

- 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.

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# Guide for managers- practices

- **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**

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# Thank you

**anyfantis@osha.europa.eu**