



HARMONY, WORKING TOGETHER TO STOP COVID-19

Working together to ensure, as much as reasonably possible, a safe and risk-free workplace









**WE
HARMONY
AT WORK**



**YOU
AT WORK**

BEFORE RETURN TO WORK

-  Implement return to work procedures, including measures to prevent and control infection in all areas where employees gather, clean and travel
-  Ensure resources are available for healthcare, pre-screening and isolation, including:
 - Facilities/areas for pre-screening, isolation and quarantine
 - On-site personnel – medical and healthcare workers, social workers, counsellors, employee assistance and admin staff, security personnel
 - Medical and hygiene equipment and supplies, (soap, water, sanitisers, disinfectants and PPE)
 - Cleaning and disinfecting services, together with an adequate supply of related provisions
 - Waste disposal containers for used PPE
-  Identify high-risk employees to receive flu vaccinations and other prophylaxis
-  Communicate new medical surveillance procedures to employees BEFORE they return to work
-  Screen healthcare workers and those assisting with return to work before return of employees
-  Employees in labour-sending areas to be screened before they leave to return to work




- Practise social distancing (more than 1 metre apart) where possible and good hygiene:
 - Wash and sanitise your hands thoroughly and regularly
 - Look after your health and the health of your family – eat well, sleep well, take your medication, exercise, cough/sneeze into your elbow, behave responsibly
 - Stay at home as much as possible
- If you tested positive for COVID-19 before returning to work, report your status to Harmony



AT WORK


Back at work

- Initial pre-screen (temperature check) for employees on arrival at company accommodation or at the mine gate
- Infection prevention and control measures to be applied, including the regular disinfecting and sanitisation of the workplace
- Every care will be taken to follow rules of social distancing in the workplace, stations and banks at shift time, and other areas in which employees gather as well as when employees are being transported, including in the cage
- Continuous training and education to reinforce awareness of COVID-19, importance of universal hygiene measures and on how to prevent and control infection:
 - Practise good hygiene
 - Use sanitisers
 - Maintain social distancing
 - Wear face masks in crowded areas
 - Self-monitor for signs of COVID-19
- Set up, equip and maintain dedicated hand wash stations
- Provide PPE for healthcare and front-line admin staff
- Daily screening of healthcare and admin staff
- Workers with pre-existing conditions to be closely monitored

-  Practise social distancing (more than 1 metre apart) where possible and good hygiene (as before)
-  Pass on what you learn about how to protect against COVID-19 to your family and friends in the community
-  Continue to take any prescribed medication for existing conditions

Screening, assessments and referrals

- Conduct symptom and temperature screening in designated isolation areas
- Screening will include:
 - Pre-screening on entering accommodation
 - Pre-screening on entering the workplace
 - Daily screening of healthcare workers and those assisting with return to work
- Employees not showing COVID-19 symptoms proceed to return-to-work medical test – a return-to-work certificate will be issued on passing
- Refer employees with COVID-19 symptoms to a designated isolation centre for assessment:
 - Those who are not very sick are:
 - provided with PPE and may self-isolate at home for 14 days
 - monitored daily by telephone, and refer to hospital if necessary
 - For those who cannot safely self-isolate at home, provide facilities for isolation
 - Contact tracing begins
- Maintain records of who is not fit to return to work and inform Medical Hub
- Maintain register of those with COVID-19 symptoms
- Following isolation, employee reassessed and, if recovered, issued with a clearance letter for a return to work assessment

 **CASE REPORTING:**
Harmony to notify the NICD, Minerals Council, DMRE, DOH and, if required, to report in terms of COIDA

- If you suspect you have symptoms of COVID-19, report to the Medical Hub immediately
- If you test positive for the virus, and you are not very sick
 - Self-isolate/self-quarantine
 - Stay at home
 - Don't go to work
 - Seek medical help
 - Follow medical advice
- If you are sick, you will be admitted to hospital where you will be cared for

