



LUNDS
UNIVERSITET

Sektionen HR

Answers to chat questions from the Managers' Forum on 13 September 2021. Theme: Covid-19 – information for autumn 2021.

Are risk and impact assessments to be registered each time the document is updated? Or only the first time?

A risk assessment is not static but needs to be revised regularly to stay current. At the same time, a risk and impact assessment is a document produced by the University and is thereby to be registered. The situation must determine whether for example the updated measures in the action plan are so extensive that a new document must be added to the file in the registry.

Does special regard need to be shown to people in at-risk groups even beyond 1 November?

Our vice-chancellor's decision is based on the restrictions being lifted completely after 1 November, which means that at-risk groups will be managed as before the pandemic. Should the pandemic still be ongoing after 1 November, we will need to manage at-risk groups on that basis.

Are we to/may we formally make distinctions between staff who 1) are vaccinated, 2) have been infected but are unvaccinated, 3) have chosen not to be vaccinated and have not had Covid-19? Are we even permitted to ask for this information officially?

The employer is not permitted to request this information. The employer is to treat everyone equally as managers are responsible for the work environment of all their employees, and all employees have an equal right to a good work environment.

What are Lund University's guidelines on face masks? Does it have any guidelines?

The vice-chancellor's current decision makes no mention of face masks. If face masks are required in order to work safely, for example in crowded premises such as laboratories etc., they may be justified. The risk and impact assessment is to determine what measures, if any, need to be taken to reduce the risk of infection.

The Region Skåne Centre for Communicable Disease Control finds that it is currently not appropriate to introduce face masks as a general recommendation. In addition, they have not been recommended outside healthcare contexts until now, except for temporarily during the rush hour on public transport.

How do others receive visiting researchers from countries beyond the EU? Do you conduct a risk and impact assessment and wait until after 1 November, or what?

The vice-chancellor's current decision states that receiving visitors is to be done in compliance with the advice and recommendations of the Public Health Agency to reduce the spread of infection, and in compliance with the University's gradual and ordered adaptation of education and other activities. As a starting point, all units are to conduct an assessment of the risk of infection and to take sufficient measures to avoid the spread of infection.

Does Lund University have any general policy regarding external visitors, including school visits (i.e. unvaccinated individuals), or can these decisions be taken at the department level?

The vice-chancellor's current decision states that activities intended for the general public, such as museums, art galleries, shops and parks, are to adapt their activities to the rules derived from the regulations (2021:8) on special limitations to prevent the spread of Covid-19, until these regulations cease to apply. As a starting point, the rule is that all units are to conduct an assessment of the risk of infection and to take sufficient measures to avoid the spread of infection.

Recommended percentage of people on site on 16 September? I understand this depends on risk and impact assessments, but what guidance is there?

The vice-chancellor's current decision does not state any percentage regarding how many employees are to be back in their workplaces on a certain date. The University is to conduct a gradual and orderly adaptation to activities with no restrictions relating to the Covid-19 pandemic. The adaptation is to be implemented according to the circumstances of each activity and in relation to the current rate of infection, the government's plan for easing restrictions and the advice and recommendations of the Public Health Agency. As a starting point, all units are to conduct an assessment of the risk of infection and to take sufficient measures to avoid the spread of infection.

What is everyone else doing about space in lunch and break rooms etc. before 1 November?

Many units have organised a schedule for use of kitchens and break rooms or have put up notices about the number of people allowed in a room at one time. It is important to continue with social distancing.

What is to be our approach to self-testing kits that can be bought at the chemist's? As employers, can we purchase such tests and use them for example in situations where we have international guests arriving for a few days and so on?

The HR Division does not recommend the purchase of self-testing kits.

As employers, we must be aware of our responsibilities if we should choose to use self-testing kits for the purpose described above. We must also consider the personal integrity of our employees and guests. International visiting lecturers have probably already been tested before entry into Sweden.

As employers, we cannot force anyone to take a test nor are we permitted to register the result of any such test. And how are situations to be managed in case of positive test results? Self-tests are not as reliable as PCR tests.