



# Vaccination Key to Safe Construction Workforce and Singapore's Progressive Re-Opening

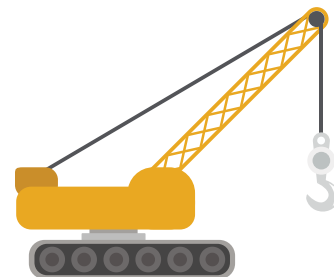
[www1.bca.gov.sg/covid-19](http://www1.bca.gov.sg/covid-19)

## Employment Settings where employees are exposed to higher risk of COVID-19 infection



### EMPLOYEES LIVING IN DORMITORIES

Defined as employees in communal living environment (i.e. dormitories) where Safe Management Measures may not be effective or practicable



### CONSTRUCTION, MARINE SHIPYARD & PROCESS (CMP) SECTOR

Defined as Construction, Marine Shipyard and Process employees in high density workplaces where safe distancing may not be effective or practicable and there is risk of large clusters forming (excludes headquarter employees who are not deployed to work sites)

## MOM's Guidance for Employers in Higher Risk Employment Settings

### VACCINATION AS COMPANY POLICY

To ensure the health and safety of employees and to minimise the risk of outbreaks, employers may, if they wish to do so:

- ✓ Require COVID-19 vaccination as a company policy for these higher risk employment settings
- ✓ Impose this vaccination requirement upfront at the point of recruitment or advertisement for new hires

### WHAT TO DO IF EMPLOYEES IN HIGHER RISK SETTINGS DECLINE VACCINATION

Employers may, in consultation with the unions (if applicable), adopt the following measures for employees who decline vaccination:

- ✓ Redeploy employee to another job with lower risk of COVID-19 infection that is commensurate with his/her experience and skills, as per existing redeployment policies
- ✓ Recover from the employee COVID-19 related costs incurred by the employer that are over and above the costs incurred for vaccinated employees in similar employment settings (e.g. COVID-19 testing/SHN Accommodation costs)\*

*\*Refer to MOM's advisory for full details on recovery of costs incurred, and its related legislation/requirements*

This infographic was produced in accordance to MOM's Advisory on COVID-19 vaccination in employment settings dated 2 July 2021, and is meant to be read alongside MOM's Advisory. Scan QR Code for MOM's Advisory or visit:

<https://go.gov.sg/bca-mom-adv-vaccine-highrisk-settings>

