



## COVID-19 UPDATE

### UPDATE REGARDING LEAVE SECONDARY TO POST VACCINATION SIDE EFFECTS

Dear Colleagues

With the release of new directives from the Department of Labour we would like to bring the following to your attention on how to deal with employee leave associated with vaccination side effects:

- If an employee presents with side effects between day 1 and day 3 following vaccination and is unable to attend work, the employee must be placed on paid sick leave.
- In the event that paid sick leave is exhausted, the employee must be considered for additional special sick leave subject to the Hospital General Manager's approval and to a maximum of 3 days beyond the normal sick leave period.
- If the option for additional sick leave has been exhausted, a claim can be lodged for compensation in terms of Compensation for Occupational Injuries & Diseases Act 130 of 1993.
- An employer may accept a vaccination certificate issued by a vaccination site in lieu of a medical certificate.

Kind regards



**Dr Ziyaad Essop**  
Corporate Health and Wellness Manager  
Mediclinic Southern Africa