



**EURO-MED LABORATORIES PHIL., INC.**  
Km 36 Gen. Emilio Aguinaldo  
Highway, Brgy. Bucal Sampaloc 2,  
City of Dasmariñas, Cavite

## **WORKPLACE POLICY AND PROGRAM ON TUBERCULOSIS (TB)**

### **Objective:**

1. To provide information and education to all employees on Tuberculosis prevention
2. To implement measures to prevent and reduce the risk of transmission of Tuberculosis in the workplace

**Scope:** This policy and program shall apply to all employees regardless of employment status.

### **POLICY STATEMENT:**

The Company acknowledges its responsibility to implement proper control measures to prevent and reduce the risk of transmission of Tuberculosis in the workplace.

**I. Structure:** The Anti-TB Program shall be managed by the Human Resources (HR) Department and the Health & Safety Committee composed of representatives from the Union and different departments of the organization.

**II. Responsibility:** The following shall be implemented by the Human Resources Department and the Health & Safety Committee:

#### **1. Preventive Measures**

1.1 Conduct of TB Advocacy, Training and Education. The Company Physician in close coordination with the Anti-TB Program Committee shall facilitate the conduct of counselling and/or lectures which will be held at least once (1) a year. It shall also coordinate with the Engineering Department on measures to improve ventilation, provision for sanitary facilities and observance of standard for space requirement to avoid overcrowding.

1.2 Establish a referral system and provide access to diagnostic and treatment services for employees. It shall identify the Directly Observed Treatment Short-course (DOTS) facility.

#### **2. Medical Management**

2.1 The Company shall adopt the DOTS strategy in the management of employees with tuberculosis. TB case finding, case holding, reporting and recording shall be in accordance with the Comprehensive Unified Policy (CUP) and the National Tuberculosis Control Program.

- 2.2 The Company shall refer employees and their family members with TB to identified DOTS facilities.

### **III. Non-Discrimination**

1. Workplace management of employees with TB shall not differ from that of any other illness. Persons with TB related illnesses should be able to work for as long as medically fit and not detrimental to the health of others and of self.
2. Employees with TB may be allowed to return to work with reasonable working arrangements as determined by the Company Physician.

### **IV. Compensation**

The company shall provide access to Social Security System and Employees Compensation benefits under PD 626 to employees with TB, as appropriate.

### **V. Confidentiality**

The Company shall ensure full confidentiality of employee TB cases. Access to medical records is limited to authorized personnel.

### **VI. Roles and Responsibilities of Employers, Union and Employees**

#### **1. Responsibilities**

- 1.1 The Company, together with the union, company focal personnel for HR and safety and health personnel shall develop, implement, monitor and evaluate the workplace policy and program on TB.
- 1.2 The Company shall provide information, education and training on TB prevention for its workforce.
- 1.3 The Company shall ensure confidentiality of the health status of its employees and the access to medical records is limited to authorized personnel.
- 1.4 The HR Department, shall see to it that the company policy and program is adequately funded and made known to all employees.
- 1.5 The HR Department and the Health & Safety Committee together with the union shall jointly review the policy and program and continue to improve these by networking with government and organizations promoting TB prevention.
- 1.6 Employees and the union shall not have access to personnel data relating to a worker's TB status.
- 1.7 Employees shall comply with universal precaution and preventive measures



2. Implementation and Monitoring

The Health & Safety Committee shall periodically monitor and evaluate the implementation of this Policy and Program.

Prepared by:

  
Rosanna Marie S. Suñga  
VP-Personnel

Approved by:

  
Georgiana S. Evidente  
President