

COMMUNICABLE DISEASES

Section	Health and Safety		
Approval Date	18.05.09	Approved by	Directorate
Next Review	As required	Responsibility	Human Resources Manager
Key Evaluation Question	6	ITPNZ Quality Standard	3

PURPOSE

With the increasing incidence of communicable diseases in our society, Nelson Marlborough Institute of Technology (NMIT) has developed the following policy to protect and enhance the physical and emotional well being of staff and students within the institute.

To provide information and guidance on how to manage the risks associated with communicable diseases.

To safeguard the privacy of the NMIT community - staff and students.

POLICY

RIGHT TO WORK/STUDY

In accordance with our EEO and EEdO policies and subject to normal pre-requisites members of the public with communicable diseases are entitled to apply for employment or positions in all courses offered by Nelson Marlborough Institute of Technology.

Should a staff member or student contract a communicable disease and become ill to the extent that they are unable to fulfil their normal duties or achieve learner outcomes, the normal policies of the institute will be followed with regard to sick leave and course attendance requirements.

DISCRIMINATION

Within the jurisdiction of the institute and as necessary the Institute will act to protect the rights of any staff member or student who contracts a communicable disease.

Discrimination against people known to have communicable diseases will not be condoned. People with communicable diseases are entitled to the same rights and considerations as any other person.

Instances of actual or perceived discrimination relating to communicable disease issues will be addressed. Individual personal rights will be protected and support, counselling and assistance of expert agencies offered as required.

CONFIDENTIALITY

The staff member/student is not required to disclose health status unless specific course or work related requirements can be shown. If the staff member/student discloses their health status to the Health Nurse this information will remain confidential.

EDUCATION

Information about communicable diseases affecting the community (currently) will be made available to staff and students via the Health Nurse. This information will include modes of transmission, prevention of spread and support available.

PANDEMIC PREPAREDNESS

The Institute will have a pandemic preparedness plan available to implement at all times. This plan is monitored by the Crisis Team.

STAFF TRAVELLING OVERSEAS

The World Health Organisation recommends that individuals who are ill should delay travel plans and returning travellers who fall ill should seek appropriate medical care. These recommendations are prudent measures which can limit the spread of many communicable diseases, including influenza. If required, staff travelling overseas shall be provided with a PPE (Personal Protective Equipment) pack comprising appropriate anti-viral medication, hand sanitiser, tissues, face masks etc. NMIT will follow instructions from the WHO regarding the closure or restriction of borders.

REFERENCES

INTERNAL

Crisis Procedure
Health and Safety Policy
Collective Employment Agreements
Individual Employment Agreements

EXTERNAL

Education Act 1989
Human Rights Act 1993
Privacy Act 1993
Health and Safety in Employment Act 1992
Health Regulations 1996